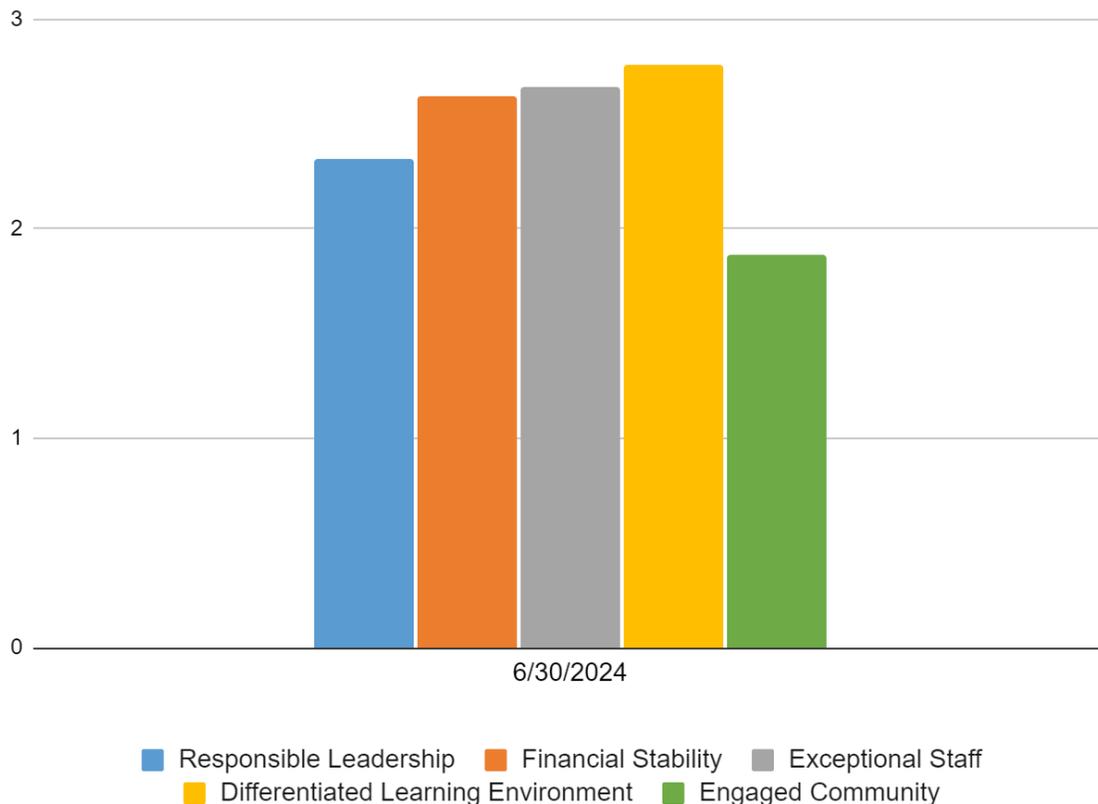# STARGATE SCHOOL

Key Performance Indicators

As of June 30, 2024

Key performance indicators (KPIs) are measurable values that demonstrate how the school is performing. These values are represented in five categories that align with the Governance Board's Strategic Plan. Defined goals and measures that are outlined in the school's Unified Improvement Plan are also included so that progress toward those goals can be more effectively evaluated and tracked.

Stargate School's KPIs are formulated and monitored by the School Accountability Committee. As data from various sources is collected and analyzed and historical trends are established, changes may be made to the scoring process. New indicators will also be included as new data becomes available. KPIs will be updated on a quarterly basis and will be made available to the Stargate community after data is finalized and approved.

The KPIs highlight areas of strength, as well as reveal areas that require continued attention and goal-oriented strategies. The KPIs will be utilized by the Board in the preparation of each year's Strategic Plan, as well as in their day-to-day decision making as they strive to fulfill the school's mission.

Quarterly KPI Summary

6/30/2024

- Responsible Leadership
- Financial Stability
- Exceptional Staff
- Differentiated Learning Environment
- Engaged Community

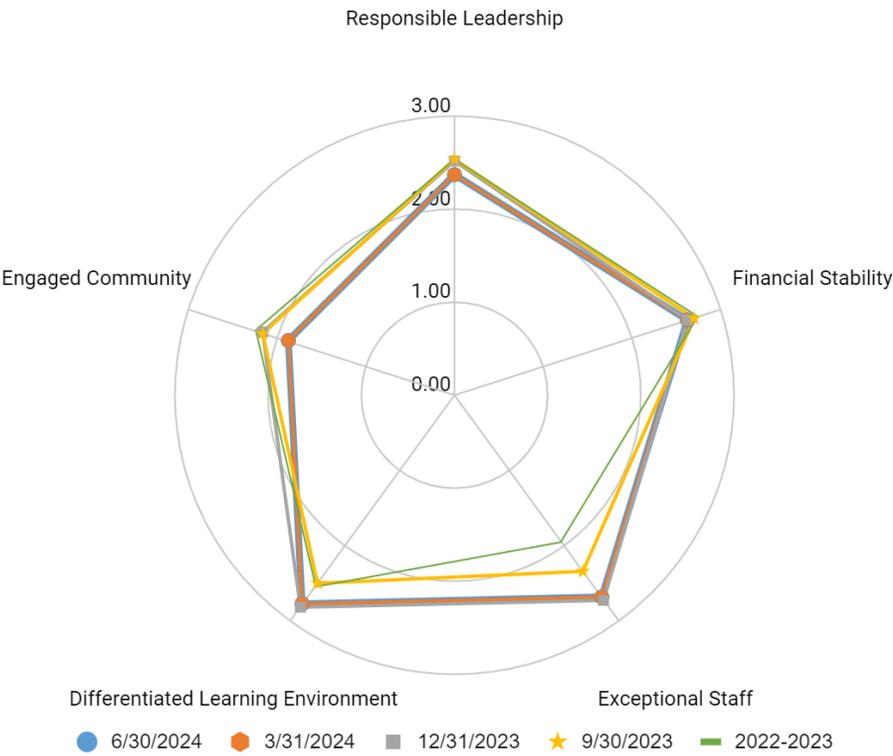| Date	Responsible Leadership	Financial Stability	Exceptional Staff	Differentiated Learning Environment	Engaged Community
6/30/2024	**2.34**	**2.63**	**2.68**	**2.78**	**1.88**
3/31/2024	2.34	2.63	2.68	2.78	1.88
12/31/2023	2.53	2.63	2.72	2.81	2.17
9/30/2023	2.53	2.70	2.35	2.51	2.17
2022-2023	2.54	2.75	1.94	2.55	2.24
2021-2022	2.59	2.90	2.10	2.65	2.34
2020-2021	2.53	2.88	2.05	2.66	2.25
2019-2020	2.43	2.49	2.30	2.64	2.13
2018-2019	2.38	2.05	2.32	2.61	2.10

Qualifiers
>=2.50
1.50 - 2.49
<1.50

Change in methodology as of 2024:

Starting with the 2024 Parent and Staff Surveys, the response option of "Neither Agree nor Disagree" was added, changing the scale from a 4-point to a 5-point. This resulted in an adjustment to a number of our KPI values and thresholds may need to be re-evaluated.

Each measure is given a rating on a 0-3 scale based on available data. Ratings are categorized into three groups. Scores from 2.50 to 3 are coded as green, signifying that expectations are being met or exceeded. Scores from 1.50 to 2.49 are coded yellow, signifying that attention is needed and efforts toward improvement should be made. Scores below 1.50 are coded red, signifying that urgent attention is needed and immediate plans for improvement should be made.

Historical KPIs

| 6/30/2024 | 3/31/2024 | 12/31/2023 | 9/30/2023 | 2022-2023 |

Responsible Leadership

Overall Rating: **2.3**

Goals:
•Maintain a safe campus
•Implement Stargate's mission and vision
•Ensure compliance in all policies

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	*Previous score*	Current score	Rating	Weight
Governance Board self-evaluation	cumulative score	Governance Board	Score converted to scale of 3	3/31/2024	annually	*3.5*	3.5	2.6	20%
Governance Board evaluation	cumulative score	School Accountability Committee	Score converted to scale of 3	3/31/2023 *Did not survey in '24	annually	*3.5*	3.2	2.4	20%
Community favorability	staff and parent responses to: "The Governance Board makes decisions based on what's best for Stargate students and staff"	School Accountability Committee/ staff & parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*83%*	58% (86% of A or D)	1.7	20%
Recommendations consideration	recommendations addressed, completed, and/or in progress, individually and subjectively scored by SAC	Governance Board, School Accountability Committee	average score	9/30/2023	semi-annual	*2.3*	2.48	2.5	20%
Safety	parent response to: "my child feels safe at school"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*88%*	81% (91% of A or D)	2.4	20%

Financial Stability

Goals:
•Maintain the long-term viability of the school
•Remain financially transparent

Key Performance Indicator	Measure	Data Owner	Thresholds	as of date	update frequency	Previous score	Current Score	Rating	Weight
Days Cash on Hand	# of days consistent with defined targets: days cash on hand >=125 (unrestricted cash excl fundraising)	Exec Dir of Operations and Finance	3: 125 <= DCOH <=145 2: 100 <= DCOH <125 OR DCOH >145 1: DCOH <100	6/30/2024	quarterly	*158*	152	2	20%
Budget Performance - Revenues	overall % actual vs budget for revenues: Q1 >=25%, Q2 >=50%, Q3 >=75%, Q4 >=100%	Exec Dir of Operations and Finance	3: revenues >= budget 2: 1%-5% deviation from targets 1: >5% deviation from target	6/30/2024	quarterly	*72.31%*	99.07%	2	10%
Budget Performance - Expenses	overall % actual vs budget for expenses: Q1 <=25%, Q2 <=50%, Q3 <=75%, Q4 <=100%	Exec Dir of Operations and Finance	3: expenses <= budget 2: 1%-5% deviation from targets 1: >5% deviation from target	6/30/2024	quarterly	*69.06%*	91.94%	3	10%
Revenue Distribution - Salaries	annual %s consistent w/ defined targets: salaries >=45% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	*45.55%*	48.72%	3	7%
Revenue Distribution - Benefits	annual %s consistent w/ defined targets: benefits >=15% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	*14.28%*	14.47%	2	7%
Revenue Distribution - Other Expenses	annual %s consistent w/ defined targets: other expenses <=17% revenue	Exec Dir of Operations and Finance	3: targets met 2: 1%-5% deviation from target 1: >5% deviation from target	6/30/2024	quarterly	*16.05%*	14.59%	3	7%

Debt Service Coverage Ratio (DCSR)	debt service coverage ratio >=1.1	Exec Dir of Operations and Finance	3: targets met 2: .01-.05 deviation from target 1: >.05 deviation from target	6/30/2024	quarterly	*1.59*	1.67	3	20%
Teacher Compensation	average salary comparison to corresponding Adams 12 salary level	Exec Dir of Operations and Finance	3: above district average 2: at district average 1: below district average	6/30/2024	annually	*average base salary above Adams 12*	average base salary above Adams 12	3	20%

Exceptional Staff

Overall Rating: **2.7**

Goals:
- Maintain a positive work environment
- Recruit, mentor and retain highly-skilled staff
- Ensure compliant and high-quality individualized learning plans

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	Previous score	Current Score	Rating	Weight
Teacher Evaluations	% of teachers receiving highly effective/effective rating in annual review	Principals	3: >=95% 2: 90%-94% 1: <90%	6/30/2023 *pending data update*	annually	New	100%	3	17%
Teacher Gifted Training	% having completed GT training or course	HR Manager	3: >=90% 2: 75-89% 1: <75%	12/31/2023	annually	75%	100%	3	17%
CDE Highly Qualified Certification	% of teachers with CDE endorsements in primary content area	Principals	3: >=95% 2: 90%-94% 1: <90%	12/31/2023	annually	97%	95%	3	17%
Staff satisfaction	staff response to: "Considering everything, I am satisfied working at Stargate"	School Accountability Committee/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	78%	69% (85% of A or D)	2.1	17%
Staff retention	% of staff retained from previous year	Exec Dir of Operations and Finance	3: >= District avg (80.7%) 2: >= State avg (77.1%) 1: below State avg	9/30/2023	annually	75.4% 20-21 67.4% 21-22	81.2%	3	17%
Department retention	average of staff retention scores for each department	Exec Dir of Operations and Finance	3: >= District category avgs 2: >= State category avgs 1: below State category avgs but above 50%	9/30/2023	annually	Elem: 73% Sec: 69% Clssfd: 41%	Elem: 96% Sec: 84% Lrn Svs: 70% Support: 46%	2.0	17%

Differentiated Learning Environment

Overall Rating: **2.8**

Goals:
- Ensure that curriculum and programs provide differentiated learning opportunities for gifted learners
- Ensure the admissions policy aligns with Stargate's mission and provides equitable access

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	*Previous score*	Current Score	Rating	Weight
Engagement and challenge	parent response to: "My child feels appropriately engaged and challenged"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*86%*	80% (90% of A or D)	2.4	5%
Curriculum transition	parent response to: "The transition for this student between levels or grades was well-coordinated and positively reinforcing"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*86%*	74% (90% of A or D)	2.2	5%
Student Achievement - Elementary (CMAS)	CDE indicator % of points earned for Academic Achievement	CDE School Performance Framework	3: >=90 2: 80-89 1: <80	12/31/2023	annually	*100*	100	3	15%
Student Growth - Elementary (CMAS)	CDE indicator % of points earned for Academic Growth	CDE School Performance Framework	3: >=80 2: 70-79 1: <70	12/31/2023	annually	*76.3*	85	3	15%
Student Achievement - Middle (CMAS)	CDE indicator % of points earned for Academic Achievement	CDE School Performance Framework	3: >=90 2: 80-89 1: <80	12/31/2023	annually	*96.3*	100	3	15%
Student Growth - Middle school (CMAS)	CDE indicator % of points earned for Academic Growth	CDE School Performance Framework	3: >=80 2: 70-79 1: <70	12/31/2023	annually	*62.5*	75	2	15%
PSAT performance (9th grade)	average student scores on PSAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026) 2: between mean and top quartile	9/30/2023	annually	*1144*	1115	3	7.5%

			1: below mean						
PSAT performance (10th grade)	average student scores on PSAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026)	9/30/2023	annually	*1174*	1157	3	7.5%
			2: between mean and top quartile						
			1: below mean						
SAT performance (11th grade)	average student scores on SAT	CDE SAT & PSAT Data	3: at or above top quartile in state of CO (>=1026)	9/30/2023	annually	*1251*	1246	3	7.5%
			2: between mean and top quartile						
			1: below mean						
Advanced Placement performance	average student scores on AP exams	Secondary Principal	3: >=3	9/30/2023	annually	*3.70*	3.60	3	7.5%
			2: 2.5-3						
			1: <2.5						

Engaged Community

Overall Rating: **1.9**

Goals:
- Build a respectful Stargate community of parents, students and staff who will be actively engaged in promoting the success of the school
- Positively position Stargate in the greater community

Key Performance Indicator	Measure	Data Owner	Threshold	as of date	update frequency	*Previous score*	Current Score	Rating	Weight
Election participation	% of eligible voting members who cast their vote in fall and spring elections	Election Committee	3: >=25% 2: 15%-25% 1: <15%	6/30/2024	semi-annually	*25% Spring '23 No Fall Election*	27.5% Sprg '24	3	20%
Parent survey participation	ratio of responses to total student population	School Accountability Committee	3: >=50% 2: 35%-49% 1: <35%	3/31/2024	annually	*19%*	21%	1	20%
Staff survey participation	% of staff completing survey	School Accountability Committee	3: >=75% 2: 50%-74% 1: <50%	3/31/2024	annually	*56%*	64%	2	20%
Adequate volunteer support for staff	Staff response to: "I have an appropriate number of volunteers to assist"	SAC/ staff survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*85%*	52% (84% of A or D)	1.6	20%
Effective communication	parent response to: "I am pleased with the level of communication I have with this child's teachers;" staff response to: "I receive appropriate and timely communication from the administration"	School Accountability Committee/ parent survey	% of "strongly agree" and "agree" responses converted to scale of 3	3/31/2024	annually	*77%*	61% (77% of A or D)	1.8	20%

Unified Improvement Plan Key Performance Indicators

Overall Rating:

Goal: Monitor implementation of goals outlined in each year's UIP.

Key Performance Indicator	Measure	Owner/Source	Threshold	as of date	update frequency	*Previous score*	Current Score	Rating	Weight
Staff understanding/ implementation of UIP	% of certified staff responding "strongly agree" or "agree" to survey question addressing UIP	School Accountability Committee/ Staff Survey	3: >= 75% 2: 50%-74% 1: <50%	3/31/2024	annually	*45%*	44% (65% of A or D)	*1*	25%
Student satisfaction with SEL programming	% of students who agree/strongly agree SEL curriculum is meeting students' needs	Exec Dir of Academics/ Student Climate Survey	3: Increase >=5% 2: Increase 0.5-4.9% 1: Do not increase	9/30/2024	annually				25%
CMAS median growth percentile increase	2024 CMAS median growth percentile rate results for all middle school students	Exec Dir of Academics/ CDE	3: Increase >=1 MGP 2: Increase 0.5-0.99 MGP 1: Do not increase MGP	9/30/2024	annually				25%
Parent satisfaction with SEL programming	% of parents who agree/strongly agree SEL curriculum is meeting students' needs	Exec Dir of Academics/ Parent Survey	3: Increase >=2% 2: Increase 0.5-2% 1: Did not increase	3/31/2024	annually	*72%*	*65%*	*1*	25%