

Strategic Perspective	Objective	Metric	Goal	Current Data	Initiatives
Financial	Live within our means				
		Waitlist	Ensure enrollment numbers do not fall below our budgeted #'s.	Budget based on 41.25 SPU, 2023-2024 actual SPU was 41.41. 2023 Annual Report 103% of Enrollment variance	Marketing
		Annual audits, IPCS annual report	60 days cash on hand	245 days cash on hands 2023 Annual Report	
		IPCS Annual Report	95% or less enrollment variance	103% Enrollment variance Annual Report 2023	
		Site Master Plan	Establish plans, financing, timelines		Review of plans, timelines, costs, financing
		Annual audit, IPCS annual report	Debt Service Coverage Ratio is between 1.1 and 1.49; exceeds is 1.5 or greater.	2.65 Exceeds Standards on Annual Report 2023	
		Annual audit, IPCS annual report	Debt to Asset ratio is less than .9	0.56 on Annual report 2023	
Board Members	Recruit, train and retain a highly functional board	Board Member participation	Members will participate in a minimum of 75% of meetings.	100% of 2023-2024 Board Members participated in greater than 85% of board meetings	Schedule meetings in advance and work with team to find times that the majority of the Board can attend.
		provide annual board training	100% of board members will receive annual training	2023- 2024- 100% received training	Annual Board Training
Stakeholders	Positive school culture, support for staff, and support for student learning.				
		Cognia Eleot tool	Utilize the instructional coach to provide Eleot observations, goal setting, and feedback to all teachers from grades K–12.	K-12th received instructional coach Eleot observations, goal setting, and feedback 2024.	K-12 Instructional Coach will complete a Fall Eleot, staff will set goal for improvement. IC will complete spring Eleot. IC will provide pivotal feedback and support to staff as needed, requested.
		Staff Survey Monkey	Increase effectiveness of Professional Development (PD), Professional Learning Communities (PLC), department meetings, and collaboration.	Survey Results: 100% reported Professional Learning Program effective/ 54.85% said very effective (up 10.85%) . 96.7% said the PD opportunities were good or excellent. 93.3% % said the collaboration was moderately or highly collaborative, with 69.7% reporting highly collaborative (13.7% increase).	Utilize Staff survey results and specific feedback to increase effectiveness of Professional Development program, PD opportunities, department meetings, and collaboration. Offer credit through NNU for PD/PLC/Dept Meetings/Collaboration time per request of staff.
		Cognia Staff Satisfaction Survey	Provide Collaborative staff culture, support for staff, and support for student learning with the goal of earning. 4.4 average of agreement on Spring 2024 Cognia Staff Survey	Spring 2024 Cognia Staff Survey Overall 4.49 network av 4.1/ Purpose & Directions 4.52 network av 3.77/ Gov & Leadership 4.47 Network ave 3.69/ Teaching & assessing 4.47 Network ave 3.78/ Using Results for Continuous imp 4.56 NW ave 3.73/ Resources & Support 4.51 Network ave 3.88	Utilize Staff survey results to specifically implement preferred mode of communication and identified preferences of staff for ensuring staff feel valued. Implement staff feedback on how to ensure staff feel supported with student discipline.
	Create well educated respectful citizen leaders	Math, ELA, Literacy SBOE Continuous Improvement Plan			

		Math Proficiency IPCS Framework	The school's proficiency rate is equal to the average or falls between the average and one standard deviation above the average of the school's identified comparison group.	2023 Annual Report Exceeds Expectations	Focused PD, Ed Support staff push in, extended day & year support, ms cross content collaboration, focused data analysis by target/claim, pacing guides- Goal to improve overall math score by 5%.
		Math & ELA growth IPCS Framework	The school's growth rate is equal to the average or falls between the average and one standard deviation above the average of the school's identified comparison group, OR The growth rate increased by at least 10% over the previous year.	2023 Annual Report Exceeds Expectations	Focused PD, Ed Support staff push in, extended day & year support, Literacy training for all Ed Staff
		ELA Proficiency IPCS Framework	The school's proficiency rate is equal to the average or falls between the average and one standard deviation above the average of the school's identified comparison group.	2023 Annual Report Exceeds Expectations	
		Literacy IPCS Framework	The school's proficiency on the spring administration of the statewide literacy assessment is equal to the average or within one standard deviation above the mean of the identified comparison group; OR The school's fall to spring change in proficiency rate is between 10%-19%	2023 Annual Report Exceeds Expectations.	
		Graduation IPCS Framework	The school's 4-Year ACGR is equal to the average or falls between the average and one standard deviation above the average of the school's identified comparison group.	97.7% Academic Cohort Grad Rate 2023 exceeds expectations on the Annual Report measure	
Operational & Governance		Governance Structure IPCS Framework	Board Bylaws are compliant with ID law .•Articles of Incorporation are current .•No investigations were conducted into either ethical behavior or conflict of interest regarding any board director .•The board did not experience an Open Meeting Law violation that needed to be cured this year OR the school was informed of or became aware of a non-compliance and action to correct the issue was taken within 30 days.	2023 Annual Report Exceeds Expectations	
		Governance Oversight IPCS Framework	The board reviews academic data and financial reports in a timely and thorough manner .•The board maintains compliant policies. •The board engages in strategic planning. •The board conducts a compliant annual evaluation of their school leader. OR The School was informed of or became aware of a non-compliance and action to correct the issue was taken within 30 days.	2023 Annual Report Exceeds Expectations	
		Student Services IPCS Framework	All of the following are true: •The school's English Language Learner, Special Education program, college and career readiness program, and federal programs are in good standing OR the school was informed of or became aware of a non-compliance and action to correct the issue was taken within 30 days.	2023 Annual Report Exceeds Expectations	
		Data Security & Info Transparency IPCS Framework	The school's website is compliant with I.C. 33-133(7) (data collection, access, and security policy); I.C. 33-320(continuous improvement plan); and I.C. 33-357(expenditures updated monthly, contracts, performance reports, and annual budgets).•The school did not experience any issues involving data security or public records requests this year OR the school was informed of or became aware of a	2023 Annual Report Exceeds Expectations	

			non-compliance and action to correct the issue was taken within 30 days.		
		Operational: Facilities & Services IPCS Framework	The school's occupancy certificate is current. • The school maintains current safety inspections and drills. • The school provides daily transportation to students in compliance with Idaho Code. The school provides a compliant lunch program. OR the school was informed of or became aware of a non-compliance and action to correct the issue was taken within 30 days.	2023 Annual Report Exceeds Expectations	
		Operational Compliance IPCS Framework	Required reports are submitted accurately and on time. • The school maintains a compliant enrollment process. • No corrective action plans were issued by the SDE this year.	2023 Annual Report Exceeds Expectations	