**Academic Goals**

**Goal 1 MCA Growth - Reading**

Comparative Growth – For each year of the contract, STRIDE Academy will demonstrate *a greater* *level of growth* in Reading than the St. Cloud Public School District and the STATE of Minnesota as defined *by the* *Minnesota Department of Education’s MCA Academic Progress Metric*.

1. Goal Parameters:
	1. Population: All students continuously enrolled by October 1 who take the Reading MCAs.
	2. As measured by: *Minnesota Department of Education’s MCA Academic Progress Metric*
2. Goal Targets
	1. Exceeds Expectations: STRIDE demonstrated a greater level of growth than the St. Cloud Public School District and the STATE of Minnesota
	2. Meets Expectations: STRIDE demonstrated a greater level of growth than either the St. Cloud Public School District or the STATE of Minnesota
	3. Approaching Expectations: STRIDE is within five percentage points of meeting either the St. Cloud Public School District or the STATE of Minnesota in growth attainment.
	4. Of Concern: STRIDE demonstrated a smaller level of growth attainment as compared to both the St. Cloud Public School District and the STATE of Minnesota

**Goal 2 MCA Growth - Math**

Comparative Growth - For each year of the contract, Stride Academy will demonstrate *a greater* *level of growth* in Math than the St. Cloud Public School District and the STATE of Minnesota as defined *by the* *Minnesota Department of Education’s MCA Academic Progress Metric*.

1. Goal Parameters:
	1. Population: All students continuously enrolled by October 1 who take the Math MCAs.
	2. As measured by: *Minnesota Department of Education’s MCA Academic Progress Metric*
2. Goal Targets
	1. Exceeds Expectations: STRIDE demonstrated a greater level of growth than the St. Cloud Public School District and the STATE of Minnesota
	2. Meets Expectations: STRIDE demonstrated a greater level of growth than either the St. Cloud Public School District or the STATE of Minnesota
	3. Approaching Expectations: STRIDE is within five percentage points of meeting either the St. Cloud Public School District or the STATE of Minnesota in growth attainment.
	4. Of Concern: STRIDE demonstrated a smaller level of growth attainment as compared to both the St. Cloud Public School District and the STATE of Minnesota

Educational Equity Goal

**Goal 3 MAP Participation**

The School will administer the Northwest Evaluation Association (NWEA) Measures of Academic Progress, in both Reading and Math, in all grades K through 8 in both September and January of each year of the Contract.

1. Goal Parameters:
	1. Student Population: Students in all grades enrolled by October 1 who remain enrolled continually through the end of the school year.
	2. Populations are defined as:
		1. At least 95% of students in each grade will take both the reading and math assessment in both September and January.
		2. At least 95% of all English-Learners will take both the reading and math assessment in both September and January.
		3. At least 95% of all students qualifying for Free or reduced priced lunch will take both the reading and math assessment in both September and January.
	3. As measured by: The School will provide the results with supporting NWEA reports to Pillsbury United Communities at the conclusion of the winter testing season.

1. Goal Targets
	1. Exceeds Expectations: All three of the student populations described above reached 96-100% participation.
	2. Meets Expectations: All three of the student populations described above reached 95% participation.
	3. Approaching Expectations: Two of the student populations described above reached 95% participation.
	4. Of Concern: Only one of the student populations described above reached 95% participation.

**Goal 4 MAP Goal Setting with Students**

Staff will use individual goal setting tools provided by NWEA which allow teachers to set Reading and Math goals for all students. This includes critical thinking and problem solving, as the teacher and students will set work goals for each student in these meetings. This includes *critical thinking and problem solving* and *accessing and analyzing information*.

Evidence: Examples will be provided upon request.

**Each student will have personalized learning goals through NWEA or E-Spark**

**Measure: Staff Utilization (1 meeting with families and students, review results)**

1. Goal Parameters:
	1. Population: Students and Families enrolled at the time of conferences
	2. As measured by: Fall and Spring Conference Attendance and student goal setting documents
2. Goal Targets
	1. Exceeds Expectations: Teachers are able to meet with 95% or more families at least once annually to discuss individualized goals as generated through NWEA and eSpark
	2. Meets Expectations: Teachers are able to meet with 90-94% families at least once annually to discuss individualized goals as generated through NWEA and eSpark
	3. Approaching Expectations: Teachers are able to meet with 85-89% families at least once annually to discuss individualized goals as generated through NWEA and eSpark
	4. Of Concern: Teachers are able to meet with less than 85% families at least one annually to discuss individualized goals as generated through NWEA and eSpark

21st Century Literacy Goal

**Goal 5 MAP Growth – Math (K-2)**

For every year of the contract, At least 50% of K-2 students who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Math as defined by NWEA.

1. Goal Parameters:
	1. Population: All students who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Math NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 6 MAP Growth – Math (3-5)**

For every year of the contract, At least 50% of students in grades 3-5 who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Math as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grades 3-5 who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Math NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 7 MAP Growth – Math (6-8)**

For every year of the contract, At least 50% of students in grades 6-8 who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Math as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grades 6-8 who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Math NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 8 MAP Growth – Reading (K-2)**

At least 50% of students in grades K-2 who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Reading as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grades K-2 who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Reading NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 9 MAP Growth – Reading (3-5)**

At least 50% of students in grades 3-5 who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Reading as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grades 3-5 who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Reading NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 10 MAP Growth – Reading (6-8)**

At least 50% of students in grades 6-8 who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Reading as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grades 6-8 who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Reading NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 11 – MAP Growth - Third Grade Literacy**

At least 50% of third grade students who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Third Grade Literacy as defined by NWEA.

1. Goal Parameters:
	1. Population: All students in grade 3 who are continuously enrolled by October 1 that scored below the 51st percentile in their Fall test on the Third Grade Literacy test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

**Goal 12 MAP Growth - English Learners: Reading**

At least 50% of English Learners who scored below the 51st percentile meet, or are within one-point of their expected growth goal in Reading as defined by NWEA.

1. Goal Parameters:
	1. Population: All ELL students who are continuously enrolled by October 1 that scored below the 51st percentile in their expected growth goal on the Math NWEA MAP test
	2. As measured by: NWEA MAP (September and May)
2. Goal Targets
	1. Exceeds Expectations: 55.0% of students or more met their growth goal
	2. Meets Expectations: 50.0-54.9% of students or more met their growth goal
	3. Approaching Expectations: 45.0-49.9% of students or more met their growth goal or were within at least one-point of their expected growth goal
	4. Of Concern: Less than 45.0% of students met their growth goal or were within at least one-point of their expected growth goal

Educational Equity Goal

**Goal 13 Standards Based Curriculum Alignment**

Align Reading and Math Curriculum to the Standards: Grade level teachers will work to revise the curriculum to align with the State Reading and Math standards. Reading in 2021-2022 and Math in 2022-2023. Evidence:

1. Goal Parameters:
	1. Population: Grade level Teachers
	2. As measured by: Curriculum Maps and Interim Assessments available upon request.
2. Goal Targets
	1. Exceeds Expectations: N/A
	2. Meets Expectations: Stride Reading Curriculum will be aligned with State Reading standards by June 30th, 2022 and then Stride Math Curriculum will be aligned with State Math standards by June 30th, 2023
	3. Approaching Expectations: Stride Reading Curriculum will be aligned with State Reading standards by June 30th, 2023 and then Stride Math Curriculum will be aligned with State Math standards by June 30th, 2024
	4. Of Concern: Stride Reading Curriculum and/or Stride Math Curriculum are not aligned with state standards by the end of the contract term.

**Non-Academic Goals**

**Goal 14 Consistent Attendance**

Consistent Attendance as defined by ESSA as “if a student attends more than 90 percent of the time they are enrolled, they are considered consistently attending.”

1. Goal Parameters:
	1. Student Population: All students enrolled by October 1st
	2. As measured by: Annual Attendance Records
2. Goal Targets
	1. Exceeds Expectations: 95% or more of students consistently attend school annually
	2. Meets Expectations: 90-94% of students consistently attend school annually
	3. Approaching Expectations: 85-89% of students consistently attend school annually
	4. Of Concern: Less than 85% of students consistently attend school annually

**Goal 15 – Strategies to Engage Students with inconsistent attendance to increase attendance**

School will identify inconsistently attending students (as defined as by annual attendance records) and work with families towards an attendance rate of at least 90%.

1. Goal Parameters:
	1. Student Population: All students enrolled by October 1st who are not consistently attending school.
	2. As measured by: Tracking of truancy letters, phone calls and/or parent meetings.
2. Goal Targets
	1. Exceeds Expectations: 95% or more of inconsistently attending students received contact and/or support from the school.
	2. Meets Expectations: 90-94% or more of inconsistently attending students received contact and/or support from the school.
	3. Approaching Expectations: 85-89% or more of inconsistently attending students received contact and/or support from the school.
	4. Of Concern: Less than 85% of inconsistently attending students received contact and/or support from the school.

**Goal 16 Parent Satisfaction**

Parents/Guardians returning the annual survey will indicate overall satisfaction with the School. Board and administration will use the results to consider specific recommended changes and investments to improve school climate and culture.

1. Goal Parameters:
	1. Population: Parents/Guardians of enrolled students who completed the annual survey
	2. As measured by: Survey Results and Recommendation Analysis
2. Goal Targets
	1. Exceeds Expectations: 95% or more of parents are satisfied with the School
	2. Meets Expectations: 85%-94% of parents are satisfied with the School
	3. Approaching Expectations: 80-84% of parents are satisfied with the School
	4. Of Concern: Less than 80% of parents are satisfied with the School

**Goal 17 Professional Development (Mission Driven Goal)**

Staff will participate in at least one professional development opportunity annually related equity minded instruction, culturally competent teaching, cultural relevance, or other related topics.

1. Goal Parameters:
	1. Population: All staff
	2. As measured by: Staff Participation records.
2. Goal Targets
	1. Exceeds Expectations: 100% of staff will attend at least one mission-oriented professional development opportunity annually.
	2. Meets Expectations: 95-99% of staff will attend at least one mission-oriented professional development opportunity annually.
	3. Approaching Expectations: 90-94% of staff will attend at least one mission-oriented professional development opportunity annually.
	4. Of Concern: Less than 90% of staff will attend at least one mission-oriented professional development opportunity annually.

Strong Leaders Matter

**Goal 18 Operations and Leadership**

Administration will review annually and recommend to the board staffing needs that optimally support the trauma responsive, social emotional, and academic efforts of the school.

1. Goal Parameters:
	1. Population: School Leadership
	2. As measured by: Board Minutes
2. Goal Targets
	1. Exceeds Expectations: Staff Recommendations are discussed at more than one board meeting.
	2. Meets Expectations: Staff Recommendations are discussed at one board meeting.
	3. Approaching Expectations: N/A
	4. Of Concern: Staff Recommendations are not discussed at any board meetings.

**Goal 19 Fund Balance**

For each year of the contract, the School will continue to make progress toward achieving a fund balance of 20%. The School will consult with the Authorizer if there is a potential for an additional land purchase.

1. Goal Parameters:
	1. Population: N/A
	2. As measured by: Independent Audit & Documentation
2. Goal Targets
	1. Exceeds Expectations: School will achieve a fund balance that is greater than 20%.
	2. Meets Expectations: School will continue to make progress towards a 20% fund balance while maintaining a fund balance that is higher than 15%
	3. Approaching Expectations: School will continue to make progress towards a 20% fund balance while maintaining a fund balance that is higher than 10%.
	4. Of Concern: School did not make progress towards a 20% fund balance and/or the fund balance fell below 10%.

**Goal 20 Financial Proficiency**

For each year of the contract, the School will make progress towards earning the Minnesota Department of Education’s Finance Award.

1. Goal Parameters:
	1. Population: N/A
	2. As measured by: Independent Audit & Documentation confirming the MDE Award
2. Goal Targets
	1. Exceeds Expectations: School will earn the MDE Finance Award for all four years of the contract term.
	2. Meets Expectations: School will earn the MDE Finance Award for three years of the contract term.
	3. Approaching Expectations: School will earn the MDE Finance Award for two years of the contract term.
	4. Of Concern: School will earn the MDE Finance Award for just one year of the contract term or will have not earned the MDE Finance Award for any year of the contract term.

**Goals 20 Governance**

The school board will continue to take part in mandatory trainings. Board members shall participate in at least one training session each year through the length of the contract term to better understand the school's mission and vision, including but not limited to: academic initiatives, culturally responsive teaching, personalized learning, dyslexia, EL support and prodigy.

1. Goal Parameters:
	1. Population: Stride Academy Board
	2. As measured by: Board Participation records
2. Goal Targets
	1. Exceeds Expectations: 100% of Board members completed more than one training session that relates to Stride’s mission and vision
	2. Meets Expectations: 100% of Board members completed one training session that relates to Stride’s mission and vision
	3. Approaching Expectations: 90% of Board members completed one training sessions that relates to Stride’s mission and vision
	4. Of Concern: Less than 90% of Board members completed one training sessions that relates to Stride’s mission and vision

Strong Boards Matter

|  |  |
| --- | --- |
| * **Category**
 | **Possible Points Each Year if Met Expectations** |
| Academic Goals | 13 |
| Non-Academic Goals | 7 |
| Total | 20 |

|  |  |
| --- | --- |
| **Goal Attainment Level** | **Points** |
| Exceeds Expectations  | 1.5 Points |
| Met Expectations  | 1 Point |
| Approaching Expectations  | 0.5 Point |
| Does Not Meet Expectations | 0 Points |