

158
GOALS

0%
GOAL COMPLETION

**LIBERTY ELEMENTARY SCHOOL DISTRICT #25 PLAN
STRATEGIC LEADERSHIP**

Goal Temp...	Goal	Owner	Current Completion	2019	2020	2021	2022	2023	2024	Task
Objective	Establish cohesive and strategic planning that coordinates district, department, program, and school plans: 2 sum	Lori Shough	0 / 2 sum							No Tasks
Project	→ Provide clear communication on vision, values, and purpose throughout the district	Lori Shough	Not started							No Tasks
KPI	→ Achieve continual and systematic communication on vision, values, and goals based on review of written stakeholder communication: 80%	Lori Shough	0 / 80%							No Tasks
Project	→ Implement a long and short-range plan for student enrollment growth that addresses the needs for curricular programming and appropriate facilities: 100%	Lori Shough	0 / 100%							No Tasks
Objective	Establish a professional community that contributes to continuous improvement process that utilizes data, planning, and monitoring for success	Natasha Camp	Not started							No Tasks
Project	→ Create structures and collaboration time within the work day for teachers to engage in professional learning communities and job-alike training	Lori Shough	Not started							No Tasks
Project	→ Implement effective grade-level/content area professional learning communities for collaboration, analysis of data, and planning	Natasha Camp	Not started							No Tasks
Project	→ Facilitate professional learning community training to teachers and principals to implement effective PLC's	Natasha Camp	Not started							No Tasks
Project	→ Implement training to teachers in analyzing data and generating reports in Illuminate to support instructional decision making and communication about student progress	Natasha Camp	Not started							No Tasks
Objective	Implement a process for the ongoing development, review, revisions, and adoption of Governing Board Policy to ensure a sound system of curriculum management and control: 2 projects	Lori Shough	0 / 2 projects							No Tasks
Project	→ Assign each Board Policy section for review at a scheduled Governing Board meeting: 100%	Lori Shough	0 / 100%							No Tasks
Project	→ Revise Board Policies and regulations to address Curriculum Audit findings (count of recommendations for changes)	Lori Shough	Not started							No Tasks
Objective	Implement program evaluation for fidelity of implementation, quality assurance, and regular evaluation of effectiveness (impact on student learning): 5 evaluations	Natasha Camp	0 / 5 evaluations							No Tasks
Project	→ Evaluate the Gifted program	Natasha Camp	Not started							No Tasks
Project	→ Evaluate the Counseling program	Natasha Camp	Not started							No Tasks
Project	→ Evaluate the Instructional Coach program	Natasha Camp	Not started							No Tasks
Project	→ Evaluate the Reading Interventionist Program	Natasha Camp	Not started							No Tasks
Objective	Implement an effective employee evaluation system that builds professional practice and ensures student achievement: 7 sum	Jason Nuttall	0 / 7 sum							No Tasks
Project	→ Approve support staff evaluation system: 100%	Jason Nuttall	0 / 100%							No Tasks
Project	→ Approve instructional coach evaluation system that is useful for professional learning and is valid and reliable: 100%	Jason Nuttall	0 / 100%							No Tasks

Project	→ Approve teacher evaluation system that is useful for professional learning and is valid and reliable: 100%	Jason Nuttall	0 / 100%						No Tasks
Project	→ Create create performance rating criteria for Exceeds the Standards, Meets the Standards, Developing, and Does Not Meet the Standards in conjunction with the components of the Instructional Profile	Liberty School District	Not started						No Tasks
Project	→ Modify the Academic Progress portion of the evaluation instrument to establish and maintain compliance with Arizona Department of Education and Student Academic Progress data	Liberty School District	Not started						No Tasks
Project	→ Create an annual review process to determine necessary and appropriate aggregation levels for the combined weights of all student growth measures (not to exceed 33%)	Liberty School District	Not started						No Tasks
Project	→ Create a system by which total evaluation outcomes will incorporate weighted amounts for professional practice and academic progress can assist committee with determining cut scores for teacher performance classifications	Liberty School District	Not started						No Tasks
Project	→ Establish a teacher evaluation committee of representative stakeholders	Jason Nuttall	Not started						No Tasks
Project	→ Publish teacher evaluation system document that includes the observation rubric, measures of growth and achievement, and overall rating	Jason Nuttall	Not started						No Tasks
Project	→ Research teacher evaluation systems	Jason Nuttall	Not started						No Tasks
Project	→ Modify selected teacher evaluation to reflect direction and vision of instructional practice expectations for teaching and learning	Jason Nuttall	Not started						No Tasks
Project	→ Initiate a system to effectively and efficiently report teacher classifications to the Arizona Department of Education	Jason Nuttall	Not started						No Tasks
Project	→ Facilitate a teacher evaluation committee of representative stakeholders to recommend teacher evaluation instrument	Jason Nuttall	Not started						No Tasks
Project	→ Adopt Adopt and maintain a model framework for the evaluation instrument that includes quantitative data on student academic progress	Jason Nuttall	Not started						No Tasks
KPI	→ Achieve inter-rater reliability among qualified evaluators for teacher observation instrument: 0.85 inter-rater reliability score	Jason Nuttall	0 / 0.85 inter-rater reliability score						No Tasks
Project	→ Facilitate professional learning for principals on Coaching Instrument to evaluate effectively	Natasha Camp	Not started						No Tasks
Project	→ Deliver evaluation professional learning to principals and assistant principals: 8 people	Jason Nuttall	0 / 8 people						No Tasks
Project	→ Conduct field test data entry using the the evaluation instrument	Jason Nuttall	Not started						No Tasks
Project	→ Create a template for data entry using tableau or product through TalentEd	Jason Nuttall	Not started						No Tasks
Project	→ Implement data management system to effectively capture both professional practice data and student growth measures	Jason Nuttall	Not started						No Tasks
Project	→ Implement training for all users to capture observed information and accurately imput the data into the evaluation instrument	Jason Nuttall	Not started						No Tasks
Project	→ Utilize the data entry template to calculate professional practice and student growth measures weight to determing overall teacher performance rating	Jason Nuttall	Not started						No Tasks
Project	→ Achieve inter-rater reliability ratings among principals and assistant principals of .85 or better	Jason Nuttall	Not started						No Tasks
Project	→ Facilitate teacher and coach professional learning on elements and indicators within teacher evaluation observation instrument	Jason Nuttall	Not started						No Tasks
Project	→ Observe patterns of instruction and adjust expectations for high quality instruction and systems for professional learning, ex: 6 unit	Jason Nuttall	0 / 6 unit						No Tasks
KPI	→ Achieve inter-rater reliability of .85 among qualified evaluators for instructional coach observation instrument: 0.85 inter-rater reliability score	Jason Nuttall	0 / 0.85 inter-rater reliability score						No Tasks
Project	→ Achieve inter-rater reliability among principals on coaching instrument evaluation	Liberty School District	Not started						No Tasks
Project	→ Facilitate professional learning for instructional coaches on elements and indicators in coaching observation instrument	Liberty School District	Not started						No Tasks
Project	→ Approve principal evaluation system that is useful for professional learning and is valid and reliable: 100%	Jason Nuttall	0 / 100%						No Tasks

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KPI	→ Achieve inter-rater reliability of .85 among qualified evaluators for principal observation instrument: 0.85 inter-rater reliability score	Jason Nuttall	0 / 0.85 inter-rater reliability score							No Tasks
Project	→ Facilitate a committee to design or recommend a principal evaluation observation instrument	Lori Shough	Not started							No Tasks
Project	→ Facilitate professional learning for principals on principal observation instrument elements and indicators	Lori Shough	Not started							No Tasks
Project	→ Approve district leader evaluation system: 100%	Lori Shough	0 / 100%							No Tasks
Project	→ Approve guidance counselor evaluation system: 100%	Jason Nuttall	0 / 100%							No Tasks
KPI	→ Achieve inter-rater reliability of .85 among qualified evaluators for counselor observation instrument: 0.85 inter-rater reliability score	Jason Nuttall	0 / 0.85 inter-rater reliability score							No Tasks
Project	→ Conduct analysis of local LEA's instruments to determine applicable evaluation categories that should be reflected in LESD's support staff evaluation tool	Liberty School District	Not started							No Tasks
Project	→ Establish behavioral targets which define qualities of each category	Liberty School District	Not started							No Tasks
Project	→ Assign numerical values to each performance level assigned to the instrument (Exceeds the Standards, Meets the Standards, Developing, Does not Meet the Standards)	Liberty School District	Not started							No Tasks
Project	→ Create performance worksheet for all evaluation scores that receive a developing or does not meets which include specific growth plan components	Liberty School District	Not started							No Tasks
Project	→ Create rubrics that can support supervisors' evaluation and associated performance values	Liberty School District	Not started							No Tasks
Project	→ Generate evaluation calendar to assess multiple data points throughout the evaluation cycle (mid-year, end-of year, conference, recommendation for future employment)	Liberty School District	Not started							No Tasks
Project	→ Gain Governing Board approval	Liberty School District	Not started							No Tasks
Project	→ Facilitate a committee to design and/or recommend an observation instrument for instructional coaches	Natasha Camp	Behind							No Tasks

HIGH EXPECTATIONS FOR LEARNING

Goal Temp...	Goal	Owner	Current Completion	2019	2020	2021	2022	2023	202..	Task
Objective	Increase student achievement on state and Acadience assessments: 5 KPIs	Lori Shough	0 / 5 KPIs							No Tasks
KPI	→ Decrease student achievement gaps between student sub-groups: 10%	Lori Shough	0 / 10%							No Tasks
KPI	→ Increase student achievement on Acadience assessments to achieve at or above benchmark in grades K-3: 10%	Lori Shough	0 / 10%							No Tasks
KPI	→ Increase the average ELA passing rates in grades 3-8 on AzMerit by: 10%	Lori Shough	0 / 10%							No Tasks
KPI	→ Increase the average mathematics passing rates in grades 3-8 on AzMerit by: 15%	Lori Shough	0 / 15%							No Tasks
KPI	→ Increase the average science passing rates in grades 4 and 8 on AIMS by: 15%	Lori Shough	0 / 15%							No Tasks
Objective	Implement a guaranteed, viable curriculum management system with clear expectations for rigor and alignment among curriculum, instruction, resources, and assessment: 4 content areas	Natasha Camp	0 / 4 content areas							No Tasks
KPI	→ Evaluate alignment of lesson planning to LESD Curriculum Maps using a rubric to score average alignment score by school and district: 3 average rubric score	Candace Diehl	0 / 3 average rubric score							No Tasks
KPI	→ Assess teacher confidence of ability to use curriculum maps for effective instructional planning and delivery - Likert survey (1-4): 3 4 point survey	Candace Diehl	0 / 3 4 point survey							No Tasks
KPI	→ Achieve standards and rigor alignment score of xx within student work samples once per trimester, annually (rubric average of 3 out of 4): 3 average rubric points	Candace Diehl	0 / 3 average rubric points							Create task rubric <input type="checkbox"/>
Project	→ Conduct a curriculum management system audit: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Establish district-wide expectations for implementation of curriculum in an Innovation Configuration (IC) map: 100%	Candace Diehl	0 / 100%							No Tasks

Project	→ Support teachers in grade-level content planning using curriculum maps: 36 sum	Candace Diehl	0 / 36 sum		No Tasks
Project	→ Develop vertical progressions of content and skills for each grade level: 4 documents	Candace Diehl	0 / 4 documents		No Tasks
Project	→ Refine curriculum maps to address gaps in alignment of implementation of curriculum, instruction, resources, and assessment: 36 curriculum maps	Candace Diehl	0 / 36 curriculum maps		No Tasks
Project	→ Implement Phase 2 LESD Curriculum Maps that include pre-requisite task analyzed skills, integrated project tasks, rubrics, and other formative assessment information to maps: 36 curriculum maps	Candace Diehl	0 / 36 curriculum maps		No Tasks
Project	→ Integrate signature program cross-curricular contexts into units or projects to increase meaning, relevance, and rigor of learning as measured by rubric: 108 project plans	Candace Diehl	0 / 108 project plans		No Tasks
Project	→ Create Phase 1 LESD Curriculum Maps in ELA, mathematics, science, and social studies in nine grade levels each: 36 curriculum maps	Candace Diehl	0 / 36 curriculum maps		No Tasks
Objective	Implement ongoing, aligned, formative assessments at all levels: 5 sum	Natasha Camp	0 / 5 sum		No Tasks
Project	→ Implement pre and post ELA and mathematics assessments in Illuminate for grades K-3 and 4-8?: 18 assessments	Natasha Camp	0 / 18 assessments		No Tasks
Project	→ Implement trimester benchmark assessments in ELA and mathematics in grades K-8, aligned to context of state assessments and item specifications: 36 assessments	Natasha Camp	0 / 36 assessments		No Tasks
Project	→ Design common formative assessments for ELA and mathematics units that are useful for instructional decision making: 108 assessments	Natasha Camp	0 / 108 assessments		<ul style="list-style-type: none"> Facilitate professional learning on monitoring student progress with assessment data <input type="checkbox"/> Facilitate professional learning on the analysis of formative assessment data to design reteaching p <input type="checkbox"/> Facilitate professional learning on the design of formative assessments that set the targets for lea <input type="checkbox"/>
Project	→ Refine benchmark assessments for difficulty, alignment, and bias: 36 assessments	Natasha Camp	0 / 36 assessments		No Tasks
Project	→ Communicate student progress and mastery of standards to students, parents, and educators through standards-based report cards and grading (sum of tasks completed): 6 tasks	Carrie Jones	0 / 6 tasks		<ul style="list-style-type: none"> Utilize data from LESD Benchmark Assessments and other classroom assessments to provide teachers act <input type="checkbox"/> Engage parents in opportunities to understand standards-based grading and how they can interpret and <input type="checkbox"/> Implement standards-based grading in grades K-8 <input type="checkbox"/> Provide training on standards-based grading and use of Synergy gradebook to effectively document and <input type="checkbox"/> Create standards-based report cards K-8 <input type="checkbox"/> Engage students in regular goal setting, data tracking, and reflection on progress towards mastery <input type="checkbox"/>
Objective	Implement a research-driven instructional model throughout the district: 4 sum	Natasha Camp	0 / 4 sum		No Tasks
KPI	→ Achieve average walk-through observation ratings of XX or higher on elements for differentiation, engagement, meaning, alignment, and feedback once per trimester, all teachers: 3 average rubric score	Natasha Camp	0 / 3 average rubric score		No Tasks

KPI	→ Achieve Modification level or higher with SAMR Model Level rubric rating in observation of use of technology in grades 3-8: 3 average rubric score	Natasha Camp	0 / 3 average rubric score							No Tasks
Project	→ Design a research-driven instructional model applicable for all content areas and grades that aligns to teacher evaluation observation rubric: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Facilitate meaningful, cross-curricular project-based learning experiences connected to signature programs at least one time per trimester for 5th-8th grade students that promote creativity risk taking, critical thinking, and collaboration: 72 sum of projects	Natasha Camp	0 / 72 sum of projects							No Tasks
Project	→ Establish community partners who commit to mentor and/or provide feedback to students on community-based projects or: 60 people	Natasha Camp	0 / 60 people							No Tasks
Project	→ Schedule opportunities for public performance or public display of learner projects or tasks: 3 unit	Natasha Camp	0 / 3 unit							No Tasks
Project	→ Facilitate lessons that utilize universal learning design for planning and delivery including individualized learning	Natasha Camp	Not started							No Tasks
Project	→ Facilitate lessons that integrate use of technology at modification level or higher in grades 3-8	Natasha Camp	Not started							No Tasks
Objective	Implement a system of supports for the whole child (meet 5 KPI's): 5 sum	Natasha Camp	0 / 5 sum							No Tasks
KPI	→ Increase student social emotional learning skills on Student Self-Report on MESH competencies of Growth Mindset, Self-Efficacy, Self-Management, and Social Awareness (average score): 3 average rubric score	Deb Ryan	0 / 3 average rubric score							No Tasks
KPI	→ Achieve a fidelity of implementation score for Tier 2 and Tier 3: 3 average rubric score	Natasha Camp	0 / 3 average rubric score							No Tasks
KPI	→ Decrease the percent of students requiring Tier 2 or Tier 3 interventions from the number of students in the implementation baseline year: 10%	Natasha Camp	0 / 10%							No Tasks
Project	→ Implement a multi-tiered system of supports to provide access to education to all students and meet the needs of the whole child: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Implement positive behavior support system to teach and reinforce positive behaviors: 100%	Jason Nuttall	0 / 100%							No Tasks
Project	→ Implement social emotional learning curriculum: 100%	Deb Ryan	0 / 100%							No Tasks
KPI	→ Reduce suspension rates: 15%	Jason Nuttall	0 / 15%							No Tasks

STEWARDSHIP OF RESOURCES

Goal Temp...	Goal	Owner	Current Completion	2019	2020	2021	2022	2023	2024	Task
Objective	Implement a performance-based budget aligned to district and school goals to assure expenditures are producing desired results for student achievement: 50%	Kelley Baysinger	0 / 50%							No Tasks
KPI	→ Communicate department/school budget reports monthly to staff by the 20th of the following month (11/12 months): 95%	Kelley Baysinger	0 / 95%							No Tasks
Project	→ Prioritize budget allocations to increase access to resources that support curriculum programs, and needs of students: 100%	Kelley Baysinger	0 / 100%							No Tasks
Project	→ Establish accurate systems for schedules and staffing that provide detailed current available resources: 100%	Jason Nuttall	0 / 100%							No Tasks
Project	→ Establish accurate systems for current fixed asset and stewardship (\$1,000 and under) inventories and budget reports that provide detailed current available resources: 100%	Kelley Baysinger	0 / 100%							No Tasks
Project	→ Establish accurate inventory and reallocation systems for curricular, library, and instructional resources: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Evaluate effectiveness of resources allocated to educational programs (three programs a year): 3 programs	Natasha Camp	0 / 3 programs							No Tasks
Objective	Implement a system to recruit and retain highly effective staff committed to the vision of the district: 3 KPIs	Jason Nuttall	0 / 3 KPIs							No Tasks
KPI	→ Publish key messages aligned to the marketing plan and designated audience: 70 sum	Jason Nuttall	0 / 70 sum							No Tasks
KPI	→ Maintain vacancy rate for unfilled teaching positions by June 1st for next school year: 85%	Jason Nuttall	0 / 85%							No Tasks
KPI	→ Retain qualified teachers committed to the vision and values of the district: 86%	Jason Nuttall	0 / 86%							No Tasks
KPI	→ Maintain three-year retention rates for new teachers who sign contracts for next year: 90%	Carrie Jones	0 / 90%							No Tasks

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Project	→ Implement a plan for campus leaders to equitably distribute effective and highly effective teachers among all schools to meet the needs of diverse learners	Jason Nuttall	Not started					No Tasks
Project	→ Create a marketing plan for recruitment and retention of staff: 100%	Jason Nuttall	0 / 100%					No Tasks
Project	→ Conduct an operational audit of the human resources department and all district position comparison across districts: 100%	Jason Nuttall	0 / 100%					No Tasks
Project	→ Revise job descriptions to reflect duties, responsibilities, and compensation with purposeful alignment to the overall district mission and vision (count of total job descriptions): 50 unit	Jason Nuttall	0 / 50 unit					No Tasks
Objective	Increase system efficiencies to steward use of resources: 3 KPIs	Lori Shough	0 / 3 KPIs					No Tasks
KPI	→ Decrease employee absenteeism: 5%	Jason Nuttall	0 / 5%					No Tasks
KPI	→ Maintain substitute fill rate: 86%	Jason Nuttall	0 / 86%					No Tasks
KPI	→ Maintain annual Auditor General Report of operational efficiency of maintenance and operations budget to the classroom: 56%	Kelley Baysinger	0 / 56%					No Tasks
KPI	→ Resolve IT work orders within 72 hours: 98%	John Moreno	0 / 98%					No Tasks
KPI	→ Resolve non-emergency maintenance work orders within 72 hours: 95%	Jason Nuttall	0 / 95%					No Tasks
KPI	→ Increase amount of time in year within teacher work day for instructional collaboration (early release and teacher preparation periods dedicated): 16%	Natasha Camp	0 / 16%					No Tasks
Project	→ Conduct an audit of maintenance efficiency: 100%	Jason Nuttall	0 / 100%					No Tasks
Project	→ Monitor organizational efficiency using data dashboards and Cascade Strategy to inform allocation of resources, program evaluation, sustainability, and systems enhancement on a quarterly basis to report to Governing Board: 4 quarters	John Moreno	0 / 4 quarters					No Tasks
Project	→ Improve system to ensure coverage of classes and access to education	Jason Nuttall	Not started					No Tasks
Project	→ Increase time resources to support collaboration to improve learner performance compared to SY2019: 15%	Natasha Camp	0 / 15%					No Tasks
KPI	→ Process purchase orders within 72 hours: 95%	Kelley Baysinger	0 / 95%					No Tasks
Objective	Provide job-embedded, differentiated professional development to improve teacher effectiveness, organizational culture, and learner outcomes: 7 projects	Natasha Camp	0 / 7 projects					No Tasks
KPI	→ Engage new teachers in their first three years of teaching in three years of induction program: 0.85 new teachers	Carrie Jones	0 / 0.85 new teachers					No Tasks
KPI	→ Engage instructional coaches in professional learning communities, leadership teams, and 1:1 coaching activities weekly (added minutes from weekly logs submitted): 900 minutes	Candace Diehl	0 / 900 minutes					No Tasks
KPI	→ Increase teacher proficiency in one or more instructional methods as measured by rubric for teachers assigned to instructional coaches: 80%	Candace Diehl	0 / 80%					No Tasks
KPI	→ Increase student growth percentile on AZMerit or percentage of students meeting the pathway of progress on Acadience or student growth on LESD Benchmark student achievement data for learners in teachers assigned to instructional coach coaching cycles: 4%	Candace Diehl	0 / 4%					No Tasks
KPI	→ Increase rubric element score for element of focus in targeted professional learning: 80%	Natasha Camp	0 / 80%					No Tasks
KPI	→ Increase perceptions of usefulness of professional learning to job assignment and/or individual growth needs: 3 average rating	Natasha Camp	0 / 3 average rating					No Tasks
Project	→ Create an annual long-term professional learning plan for teachers, assistant principals, instructional coaches, and principals aligned to strategic plan: 1%	Natasha Camp	0 / 1%					No Tasks
Project	→ Design new teacher induction program to improve teacher retention and effectiveness for teachers: 100%	Carrie Jones	0 / 100%					No Tasks
Project	→ Design instructional coaching program to ensure all staff have the knowledge and skills to improve student performance and organizational effectiveness: 100%	Candace Diehl	0 / 100%					No Tasks
Project	→ Implement professional learning targeted to content area and/or grade levels specific to district-wide high priority needs (one initiative per year in ELA and Math each): 2 professional learning cycles	Natasha Camp	0 / 2 professional learning cycles					No Tasks
Project	→ Implement professional learning targeted to top three elements identified in educator goal plans annually: 3 PD courses	Natasha Camp	0 / 3 PD courses					No Tasks

Project	→ Provide professional learning focused on project-based learning cross-curricular content integration, critical thinking, and meaning: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Utilize employee feedback to guide the design and choices for the percentage of professional learning opportunities provided: 50%	Natasha Camp	0 / 50%							No Tasks
Objective	Develop leadership capacity and succession planning for attainment of long-range district goals and an effective leadership pipeline for all schools and departments: 4 sum	Jason Nuttall	0 / 4 sum							No Tasks
KPI	→ Qualify teachers as Teacher Leader program completers: 12 sum	Jason Nuttall	0 / 12 sum							No Tasks
KPI	→ Qualify teachers as Aspiring Principal program completers: 6 sum	Natasha Camp	0 / 6 sum							No Tasks
Project	→ Implement teacher leader pathways to demonstrate leadership with commensurate responsibility and compensation: 3 pathways	Natasha Camp	0 / 3 pathways							No Tasks
Project	→ Implement a Teacher Leader Cohort training program to equip teachers for Teacher Leader Career Pathways: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Implement an Aspiring Principal program: 100%	Natasha Camp	0 / 100%							No Tasks
Project	→ Design a succession plan for all levels of the organization: 100%	Jason Nuttall	0 / 100%							No Tasks
Objective	Implement a system of support staff professional development to improve organizational efficiency and effectiveness: 8 courses	Jason Nuttall	0 / 8 courses							No Tasks

COMMUNITY CONNECTIONS

Goal Temp...	Goal	Owner	Current Completion	2019	2020	2021	2022	2023	202.	Task
Objective	Establish positive, collaborative partnerships with families that contribute to learning (sum of KPI's): 4 sum	Lori Shough	0 / 4 sum							No Tasks
KPI	→ Increase parent and community member involvement in district decision making (baseline of xx inputs +10% each year): 15%	Lori Shough	0 / 15%							No Tasks
KPI	→ Engage families in critical, data-informed decisions that impact student learning (baseline of parents participating in PT conferences in SY2019): 80%	Natasha Camp	0 / 80%							No Tasks
KPI	→ Increase volunteer hours focused on academic outcomes for students: 1k hours	Jason Nuttall	0 / 1k hours							No Tasks
Project	→ Establish individual joint goal setting meetings with teachers, parents, and students in parent-teacher conferences: 6 schools	Natasha Camp	0 / 6 schools							No Tasks
KPI	→ Increase parent perception of engagement in student learning survey ratings: 80%	Natasha Camp	0 / 80%							No Tasks