



Use criteria in the yellow table to review and assess the current strategies as laid out in the 5 tables using the +/- tool.

CRITERIA FOR EVALUATION

Key Performance Indicators

Alignment

- Are the Key Performance Indicators (KPIs) **aligned** with the 2024-30 strategic plan priority AND the current or proposed Performance Objective?
- Are the KPIs **aligned with** and **reflective of what we heard from the community** during hopes and aspirations portion of the fall community engagement?
- **What works** and continues to **reflect the community's aspirations for students, staff, and the system?**

Clarity and Comprehensibility

- Are the Key Performance Indicators (KPIs) **clear** and **comprehensible** to APS parents/families, staff, and community?
 - Can parents understand what the KPIs measure?
 - Can parents understand how the KPIs provide information about progress (or the lack thereof) for their children/student or school?
 - Do the KPIs help progress monitor for all students (inclusivity)?

Omissions/Revisions/Deletions

(Incorporating Community Feedback)

- Are we **measuring what matters** aligned to the new APS priorities?
- Are there **any notably missing KPIs** aligned with APS strategic priorities?
- Do any KPIs look **duplicative** and/or **are they mutually exclusive** of one another?



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Strategic Priority 1: Student Academic Growth and Excellence

APS will ensure each student achieves academic excellence through high-quality instruction and systems of support to eliminate opportunity and achievement gaps.

Performance Objective	Key Performance Indicators (KPIs)
1. By 2024, APS will reduce opportunity gaps for all reporting groups on state assessments. (PO-SS-1)	a. Gap in % of students passing the Reading SOL by identified subgroup (KPI-SS-1.a.) b. Gap in % of students passing the Writing SOL by identified subgroup (KPI-SS-1.b.) c. Gap in % of students passing the Math SOL by identified subgroup (KPI-SS-1.c.) d. Gap in % of students passing the Science SOL by identified subgroup (KPI-SS-1.d.) e. Gap in % of students passing the Social Studies SOL by identified subgroup (KPI-SS-1.e.)
2. By 2024, all elementary and middle school students will annually demonstrate growth by a minimum of one level using district assessments and students performing at the advanced level will continue to perform at the advanced level. (PO-SS-2)	f. % of students who demonstrated at least 1 yr of growth or remained at advanced level on DIBELS overall and by identified subgroup (KPI-SS-2.a.) g. % of students who demonstrated at least 1 yr of growth or remained at advanced level on Math Inventory overall and by identified subgroup (KPI-SS-2.b.)
3. PROPOSED: Student achievement	h.
4. PROPOSED: Graduation Rate and/or Dropout Rate	i.
5. PROPOSED: Literacy Goal (Reading on grade level at 3 rd /6 th)	j.
6. PROPOSED: Performance Objective for Systems of Support	k.



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STRATEGY 1: STUDENT ACADEMIC GROWTH AND EXCELLENCE

ASSESSMENT OF KEY PERFORMANCE INDICATORS

PLUS (+)	DELTA (Δ)
ALIGNMENT	
CLARITY AND COMPREHENSIBILITY	
OMISSIONS/REVISIONS/DELETIONS	



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Strategic Priority 2: Student Well-Being

In partnership with families, staff, and students, APS will create inclusive, safe, and supportive learning environments that foster all students' intellectual, physical, mental, social-emotional growth and well-being.

Performance Objective	Key Performance Indicators (KPIs)
1. Disproportionally in suspension rates by race/ethnicity, students identified with a disability, and English Learners will be annually reduced and overall suspensions will not increase. (PO-SWB-1)	a. % suspensions relative to % student population by identified subgroup (KPI-SWB-1.a) b. Relative risk of student groups being suspended compared to their peers by identified subgroup (KPI-SWB-1.b.)
2. By 2024, at least 80% of students with disabilities will spend 80% or more of their school day in a general education setting. (PO-SWB-2)	c. % of students with disabilities who spend at least 80% or more of the school day in a general education setting (KPI-SWB-2)
3. Key findings on the Your Voice Matters survey will show improvements in student social, emotional, and mental health.	d. % favorable responses by Gr. 4-5 students on the Your Voice Matters (YVM) survey category Student Well-Being: Social, Emotional, Mental Health (KPI-SS-3.a.) e. % favorable responses by Gr. 6-12 students on the Your Voice Matters (YVM) survey category Student Well-Being: Social, Emotional, Mental Health (KPI-SS-3.b.)
4. PROPOSED: Students involved in at least one (1) extracurricular [activity]	f.
5. PROPOSED: SEL Survey	g.
6. PROPOSED: % of students who feel safe at school	h.
7. PROPOSED: % of transgender students who feel affirmed at school	i.



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Performance Objective	Key Performance Indicators (KPIs)
8. PROPOSED: Attendance	j.
9. PROPOSED: Truancy	k.

STRATEGIC PRIORITY 2: STUDENT WELL-BEING

ASSESSMENT OF Key Performance Indicators

PLUS (+)	DELTA (Δ)
ALIGNMENT	
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Strategic Priority 3: Student Centered Workforce

APS will support and invest in a culture that attracts and retains skilled, talented, and effective staff committed to student success and well-being.

Performance Objective	Key Performance Indicators
1. By 2024, at least 70% of APS staff will respond favorably that opportunities for professional learning meet their needs, as indicated on the Your Voice Matters survey. (PO-EW-1)	a. % favorable responses by staff on the Your Voice Matters (YVM) survey category Engaged Workforce: Professional Learning (KPI-EW-1)
2. By 2024, APS staff will respond at the 75th percentile or better on staff engagement and climate, as indicated by the Your Voice Matters survey. (PO-EW-2)	b. % favorable responses by staff on the Your Voice Matters (YVM) survey category Engaged Workforce: Staff Engagement (KPI-EW-2.a.) c. % favorable responses by staff on the Your Voice Matters (YVM) survey category Engaged Workforce: Workplace Climate (KPI-EW-2.b.)
3. By 2024, all staff participate in training that meets or exceeds industry standards for their position. (PO-EW-3)	d. % of staff who participated in training that met or exceeded industry standards for their position (KPI-EW-3)
4. PROPOSED: Staff demographics mirror those of students	e.
5. PROPOSED: Staff retention rates	f.
6. PROPOSED: Staff perceptions of school culture	g.
7. PROPOSED: Staff perceptions of support from APS central office	h.
8. PROPOSED: Recruitment objective	i.
9. PROPOSED: Number of assistants and substitutes successfully completing the A to T and Substitute to Teacher program (KPI-OE-1.j.)	j.



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STRATEGIC PRIORITY 3: STUDENT CENTERED WORKFORCE

ASSESSMENT OF KEY PERFORMANCE INDICATORS

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Strategic Priority #4: Operational Excellence

APS will plan and implement efficient, effective, and sustainable system-wide operations to support the success of our students, staff, and community.

Performance Objective	Key Performance Indicators (KPIs)
1. PO-Organizational operations will continuously improve their effectiveness as measured by identified KPIs. (PO-OE-1)	<p>F&O</p> <ul style="list-style-type: none"> a. % of quarterly HVAC preventive maintenance completed (KPI-OE-1.a.) b. % of facilities meeting or exceeding the target of 85% or better on the cleanliness quality control inspection (KPI-OE-1.b.) c. % of schools/programs with 85% or higher on-time bus arrivals during AM (KPI-OE-1.c.) d. Energy Use Intensity for facilities (KPI-OE-1.d.) <p>FMS</p> <ul style="list-style-type: none"> e. % of purchase orders approved within 5 hours (KPI-OE-1.e.) f. % of Extended Day staff who were employed for the entire school year who completed at least 24 hours of required professional development annually (KPI-OE-1.f.) g. Number of economically disadvantaged students participating in a meal program (KPI-OE-1.g.) h. Savings from operations within the closeout report is within 3-5 percent of adopted budget (KPI-OE-1.h.) i. Number of days to complete monthly closes and financial reporting to Cabinet and School Board (KPI-OE-1.i.) <p>Human Resources</p> <ul style="list-style-type: none"> j. Number of assistants and substitutes successfully completing the A to T and Substitute to Teacher program (KPI-OE-1.j.) k. First day of school fill rate for substitute teachers (KPI-OE-1.k.) l. # of employees who participate in at least 1 wellness initiative (KPI-OE-1.l.) <p>Information Services</p>



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Performance Objective	Key Performance Indicators (KPIs)
	m. % of student devices reported to be not functional for instructional purposes that are replaced within twenty four hours of the time they are reported. (KPI-OE-1.m.) n. % of digital resources from the Office of Academics that are implemented on-time as requested/scheduled (KPI-OE-1.n.) o. % of up-time for core Technology services (Communication, Network, Infrastructure) - (KPI-OE-1.o.) p. % of up-time for core Information Systems services (Synergy, Canvas, STARS)- (KPI-OE-1.p.)
2. PROPOSED: Facilities: Percentage of closed buildings & facilities on time	q.
3. PROPOSED: Facilities: Evidence of long-term planning (could also refer to finance/budget)	r.
4. PROPOSED: Facilities: Include environmental sustainability component to building, maintenance, and operations	s.
5. PROPOSED: School Nutrition: Quality of food/nutrition	t.
6. PROPOSED: Transportation: On-time bus arrival and drop-off	u.
7. PROPOSED: Safety/Security: Measure of school safety and/or security	v.
8. PROPOSED: Human Resources: HR response times	w.
9. PROPOSED: Human Resources: Onboarding times	x.



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STRATEGIC PRIORITY 4: OPERATIONAL EXCELLENCE

ASSESSMENT OF KEY PERFORMANCE INDICATORS

PLUS (+)	DELTA (Δ)
ALIGNMENT	
CLARITY AND COMPREHENSIBILITY	
OMISSIONS/REVISIONS/DELETIONS	



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Strategic Priority #5: Student, Family, and Community Partnerships

APS will strengthen and develop partnerships built on trust with students, families, community members, organizations, and local government to support student learning.

Performance Objective	Key Performance Indicators (KPIs)
1. By 2024, at least 90% of APS families will respond favorably on student and family engagement on the Your Voice Matters survey results. (PO-P-1)	a. % favorable responses by families on the Your Voice Matters (YVM) survey category Partnerships: Family Engagement. (KPI-P-1)
2. PROPOSED: Measurable goals on feedback for policy changes and new initiatives like we did for the Strategic Plan	b.
3. PROPOSED: Positive evaluations by partners	c.
4. PROPOSED: Measure of student trust	d.

STRATEGIC PRIORITY 5: STUDENT, FAMILY, & COMMUNITY PARTNERSHIPS

ASSESSMENT OF KEY PERFORMANCE INDICATORS

PLUS (+)	DELTA (Δ)
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