



2024 - 2025

Superintendent Goals & Objectives for Alternative Pay for Performance Plan

Goal 1: Enhance teaching and learning opportunities to expand student achievement through a continuous improvement lens.

Strategic Plan Goal 1, Commitments: 1.1, 1.2, 1.4, 2.5, 3.2

Early Literacy - Acadience

1st Grade Objectives:

- At least 70% (18 or more) of PV elementary schools will either:
 - Decrease the percentage of 1st grade students classified as "*Well Below Benchmark*" compared to the previous year as measured by Acadience.
 - Have less than 20% of 1st grade students classified as "*Well Below Benchmark*" as measured by Acadience.

- At least 70% (18 or more) of PV elementary schools will either:
 - Increase the percentage of 1st grade students classified as "*At or Above Benchmark*" compared to the previous year as measured by Acadience.
 - Have more than 80% of 1st grade students classified as "*At or Above Benchmark*" as measured by Acadience.

2nd Grade Objectives:

- At least 70% (18 or more) of PV elementary schools will either:
 - Decrease the percentage of 2nd grade students classified as "*Well Below Benchmark*" compared to the previous year as measured by Acadience.
 - Have less than 20% of 2nd grade students classified as "*Well Below Benchmark*" as measured by Acadience.

- At least 70% (18 or more) of PV elementary schools will either:
 - Increase the percentage of 2nd grade students classified as "*At or Above Benchmark*" compared to the previous year as measured by Acadience.
 - Have more than 80% of 2nd grade students classified as "*At or Above Benchmark*" as measured by Acadience.

3rd Grade AASA ELA

Objectives:

- At least 60% (15 or more) of PV elementary schools will either:
 - Decrease the percentage of 3rd grade students classified as "*Minimally Proficient*" compared to the previous year as measured by ELA AASA.
 - Have less than 12% of 3rd grade students classified as "*Minimally Proficient*" as measured by ELA AASA.

- At least 60% (15 or more) of PV elementary schools will either:
 - Increase the percentage of 3rd grade students passing the ELA AASA compared to the previous year.
 - Have more than 70% of 3rd grade students passing the ELA AASA.

5th - 8th Grade AASA Math

Objectives:

- At least 70% (22 or more) of PV elementary and middle schools will either:
 - Decrease the percentage of 5th-8th grade students in the “*Minimally Proficient*” category compared to the previous year.
 - Have 20% or fewer 5th-8th grade students in the “*Minimally Proficient*” category.
- At least 70% (22 or more) of PV elementary and middle schools will either:
 - Increase the percentage of 5th-8th grade students scoring proficient or highly proficient on the 2025 AASA math assessment compared to the previous year.
 - Have 70% or more of 5th-8th grade students scoring proficient or highly proficient on the 2025 AASA math assessment.

11th Grade ACT - ELA and Math

ACT ELA Objectives:

- Collectively, PVSchools will decrease the percentage of 11th grade students in the “*Minimally Proficient*” category of ACT ELA by 2%. (22% in 2024; 20% in 2025).
- Collectively, PVSchools will increase the percentage of 11th grade students passing the ACT ELA test by 2%. (52% in 2024; 54% in 2025).

ACT Math Objectives:

- Collectively, PVSchools will decrease the percentage of 11th grade students in the “*Minimally Proficient*” category of ACT Math by 2%. (28% in 2024; 26% in 2025).
- Collectively, PVSchools will increase the percentage of 11th grade students passing the ACT Math test by 2%. (45% in 2024; 47% in 2025).

Districtwide Initiatives

Objective:

- PVSchools will implement the districtwide school success plans for each of the following initiatives.
 - Multi-tiered System of Support (MTSS)
 - Positive Behavioral Support System (PBIS)
 - Professional Learning Communities (PLCs)
 - Science, Technology, Engineering, Arts, and Mathematics (STEAM)

Goal 2: Become a Cognia systemwide accredited school district.

Strategic Plan Goal 1, Commitments: 1.1, 1.3, 1.6, 1.8

Accreditation

Objective:

- PVSchools will be awarded Cognia systemwide accreditation in 2024-2025.

Goal 3: Improve communication with parents and community.

Strategic Plan Goal 3, Commitment 3.1, 3.2, 3.4

Communication with Parents and Community

Objectives:

- By June 2025, train leaders and primary points of contact at schools in Customer Experience Standards as developed in the 2023-24 school year.
- By June 2025, develop a system for collecting external stakeholder feedback regarding customer experience in schools.