Vision of Excellence: target-setting (1 of 2)

Measure	Baseline	Status Quo Projection (2026)*	Target (2026)	Feasibility	Target Method and Rationale
1. Percent of students graduating with college and/or career credentials (early college credit or industry-recognized credentials)	52% (2019)	47%	60%	Moderate	• Reverses decline • Moves from 40th to 60th percentile • Will exceed similar system average • 60%+ of systems improved at this rate
2. Percent of K-2 students meeting literacy benchmarks in spring	88% (2019)	90%	90%	Ambitious	• Added "in spring" (different from state fall report) • Linear projection using local data (without adjustment)
3. Percent of 3-8 students achieving mastery or meeting top growth in both subjects	56% (2019)	79%	71%	Moderate	• Models joint probability of meeting achievement OR growth in BOTH subjects • Currently only models grades 4-8 • Lessens proficiency change to +2% pts/yr (2x the median system)
4. Percent of high school students meeting/exceeding ACT or WorkKeys college or career benchmarks	18% (2020)	0%	25%	Moderate	• Reverses decline • Commensurate with historical high in 2018
5. Percent of students in "A" schools	35% (2019)	45%	59%	Ambitious	• Assumes 2 schools improve to A (one from C) • Assumes 1 A school maintains despite decline • Linear projection using local data (with generous adjustments)
6. Percent of students reporting high levels of school belonging	N/A	N/A	68%	Ambitious	• Corresponds to 80th percentile in national research benchmarks
7. Mastery achievement gap between white students and students of color	-25% pts. (2019)	-25% pts.	-18% pts.	Very ambitious	• Assumes white students improve less at median rate of +2% pts, black students improve at +3% pts. (90th percentile impr; top black mastery rate by 2026) • Linear projection

Vision of Excellence: target-setting (2 of 2)

Measure	Baseline	Status Quo Projection (2026)*	Target (2022)	Target (2023)	Target (2024)	Target (2025)	Target (2026)
1. Percent of students graduating with college and/or career credentials (early college credit or industry-recognized credentials)	52% (2019)	47%	52%	54%	56%	58%	**60%**
2. Percent of K-2 students meeting literacy benchmarks in spring	88% (2019)	90%	88%	89%	89%	90%	**90%**
3. Percent of 3-8 students achieving mastery or meeting top growth in both subjects	56% (2019)	79%	59%	62%	65%	68%	**71%**
4. Percent of high school students meeting/exceeding ACT or WorkKeys college or career benchmarks	18% (2020)	0%	17%	19%	21%	23%	**25%**
5. Percent of students in "A" schools	35% (2019)	45%	40%	45%	49%	54%	**60%**
6. Percent of students reporting high levels of school belonging	N/A	N/A	N/A	[To set after 2022]	[To set after 2022]	[To set after 2022]	**68%**
7. Mastery achievement gap between white students and students of color	-25% pts. (2019)	-25% pts.	-24% pts	22% pts	21% pts	19% pts	**-18% pts.**

Criteria for Success: Targets for mission measures

1. **Empiricism of targets**
   Most targets are informed by one or both of these methods:

   a. Used historical data to forecast a baseline for the next 5 years

   b. Identified a benchmark for improvement or absolute performance

2. **Rigor of targets**
   The following is true of all or almost all targets:

   a. The 5-year target is bold

   b. The 5-year target is attainable

   c. There is a trajectory of annual targets

Two approaches to target-setting

Our focus today

	From scratch	Scaffolded
Forecast a baseline	**Collect historical data** from your system. **Compute the average annual change for your system** by subtracting each prior year value from each year's value and averaging the differences. **Project this average annual change** 5 years into the future by multiplying it by 5 and adding it to the most recent year's value.	(Baseline forecast is provided by the target-setting tool)
Identify benchmarks	**Find national or state comparable data** re: absolute performance or growth over time **Quantify the comparison** of your system's absolute performance or growth over time with other systems by: - Calculating your system's percentile rank, OR - Gathering national benchmarks produced by assessment vendors	(Benchmarks for absolute performance and growth are provided by the target-setting tool)
Set a target	**Propose a tentative target** by: - Using benchmarks to determine how above or below expectation your system is currently performing - Determining what level of performance would constitute a meaningful change 1) relative to baseline and 2) compared to peers - Determining what level of performance is politically acceptable **Assess the feasibility of achieving a tentative target**, where possible, by comparing (a) the rate of change between your baseline and proposed target to (b) the historical rate of change among all school systems in the state	

To help facilitate the target setting process, we've put together a data tool to simulate how aggressive targets are under various specifications

For each measure, it includes...

The last publicly reported value for each measure, as available

Information on how that measure is trending over time assuming 'status quo'

Space to 'test' different targets

Definitions to accompany the target setting tool

- **Baseline Information**
  - Baseline Year: The spring of the school year represented by the baseline value
  - Baseline Value: The system's reported score on the measure
  - Baseline Percentile: The percentile rank of the baseline value among all school systems

- **Trend Information**
  - Currently Trending: The average annual change among the years observed (up to 3)
  - Current Improvement Percentile: The percentile rank of the system's average annual change
  - Status Quo Projection: The anticipated value as of spring 2027 should current trends continue

- **Target Information**
  - Set a Target Here: Space to enter a target for each measure
  - Target Percentile (at Baseline): The percentile rank of the target value among all school systems in the baseline year
  - Annual Improvement Needed: The average annual change needed to meet the target by spring 2027
  - Improvement Percentile: The percentile rank of the annual improvement needed among all systems' historical average annual changes