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| OUTCOMES  What does success look like? | | | |
| **STUDENT ACHIEVEMENT** | **PEOPLE AND CULTURE** | **COMMUNITY COLLABORATION** | **FISCAL RESPONSIBILITY** |
| 85% of our 3rd-8th graders read at or above grade level | Achieve at least a 4 star climate rating by 2021 | 100% of board members meet expectations by 2021 | Achieve all 5 financial performance standards in our contract |
| Obtain a 90 CCRPI Score in all grade bands for SY 2020 and 2021 | Maintain staff satisfaction at 90% and staff retention at 90% by 2021 | Increase percentage of participants engaging in board functions year over year | Complete an annual audit with no findings each year |
|  | Retain at least 90% of families each year | Increase the number of impactful partnerships at Chatt Hills | Increase fundraising total each year |
| INITIATIVES  How will we get there? | | | |
| **STUDENT ACHIEVEMENT** | **PEOPLE AND CULTURE** | **COMMUNITY COLLABORATION** | **FISCAL RESPONSIBILITY** |
| Implement successful professional learning communities (PLCs) | Develop partnerships for all stakeholders to promote a sense of wonder and joy of learning | Strengthen the relationship between the school and the foundation | Ensure well functioning finance committee that provides regular updates to the board |
| Develop and Implement Individualized Learning Plans for every student including a focus on the arts, agriculture, and the environment | Implement staff training to ensure academic rigor through the arts, agriculture and the environment | Develop and implement systems to track board member performance | Implement proper financial controls to ensure good legal standing |
| Develop and Implement a research-based Multi-tiered System of Support (MTSS) for academics and behavior | Implement staff, parent, and student initiatives to ensure a welcoming environment and strong school culture | Build a growing bench of active and participating parents in board and school functions | Complete an annual audit |