

# Strategic Plan Targets

We have identified specific targets that we aim to achieve for each of the outcomes in Strategic Plan 2022. For some of the outcomes we do not have baseline data; these targets will be set once baselines are available in 2018.

Focus Area	Outcome	2022 Target
	Our goal is to prepare all students to graduate ready to pursue and succeed on their chosen paths	<ul style="list-style-type: none"> <li>• 92% 4-year cohort graduation rate</li> <li>• 85% of graduates will enroll seamlessly in college or complete a CTAE pathway and earn industry-recognized certification</li> <li>• 0 schools will be identified as "failing," according to Georgia's College and Career Readiness Performance Index (CCRPI)</li> <li>• 100% of schools will "beat the odds," according to Georgia's College and Career Readiness Performance Index (CCRPI)</li> </ul>
<p>Student Achievement</p>	<b>3rd grade literacy:</b> Increase the percentage of students reading at or above grade level in 3rd grade	85% of 3rd grade students will read at or above grade level in by 2022
	<b>Middle school proficiency:</b> Increase the percentage of students who score proficient on nationally norm-referenced assessments in core subject areas by 8th grade	65% of 8th grade students will score at or above the 50th percentile on the Iowa Assessment in core subject areas
	<b>On-track for graduation:</b> Increase the percentage of 9th graders earning course credits needed to be on-track for graduation and the percentage of 10th graders meeting the college readiness benchmark on the PSAT	<ul style="list-style-type: none"> <li>• 87% of 9th grade students will earn 5 credits and complete Algebra I by the end of 9th grade</li> <li>• 65% of 10th grade students will meet the benchmark for college readiness on the PSAT in both Math and Evidence-Based Reading and Writing (ERW)</li> </ul>
	<b>Student success skills:</b> Increase the percentage of students who demonstrate mastery of academic and interpersonal skills needed for college, career and life success	Target coming Fall 2018
<p>People &amp; Culture</p>	<b>School and district culture:</b> Increase the percentage of families and students who would recommend FCS as a place to attend school to a family member or friend	Target coming Fall 2018
	<b>Staff engagement:</b> Increase the percentage of employees who would recommend FCS as a place to work to a family member or friend	Target coming Fall 2018
	<b>Teacher retention:</b> Increase retention of teachers beyond their 5th year	59% of teachers will be retained beyond their 5th year
<p>Community Collaboration</p>	<b>Partnerships:</b> Increase the percentage of schools with impactful partnerships that align to school goals	Target coming Fall 2018
	<b>School governance:</b> Increase the percentage of effective School Governance Councils	Target coming Fall 2018
	<b>Family engagement:</b> Increase the percentage of families who feel empowered to support their students' educational journeys	Target coming Fall 2018
<p>Fiscal Responsibility</p>	<b>Funding to schools:</b> Maintain a high percentage of the overall budget that directly supports schools	75% or more of the overall budget will directly support schools
	<b>Budget management:</b> Review and report the variance of budgeted and actual revenues and expenditures, while considering long-term budget impact	<ul style="list-style-type: none"> <li>• Variance of budgeted and actual revenues will be greater than 0</li> <li>• Variance of budgeted and actual expenditures will be between 0 and -3</li> </ul>
	<b>Transparent and efficient management of local funds:</b> Reduce the number of audit findings for Student Activity funds and ensure effective management of funds between schools and School Governance Councils	Average of 3 or fewer findings per audit report