

(3) GOALS, OBJECTIVES AND OUTCOMES ARE CLEARLY SPECIFIED AND MEASURABLE

Based on the Grimmway model, the Logic Model included above, and our annual LCAP goal setting process for each school aligned with California’s eight state priorities, we have identified the following Goals, Objectives and Performance Measures for the CSP grant. We are confident that each of these goals and objectives is attainable within the five year grant term.

Goal 1: Increase the number of high-quality K-12 charter school seats that prepare Kern County students for success in college, career, and life	
Objective	Performance Measures
1. Increase the number of high quality seats for students in Kern County	Number of Grimmway charter schools increases from 2 to 4 by 2025
	Number of K-8 seats increases from 1430 to 2400 by 2025
	Number of 9-12 seats increases from 0 to 1000 by 2025
2. Replicate and continuously improve Grimmway's rigorous instructional model in K-8 schools, resulting in high academic achievement	>=60% of all students meet individual NWEA MAP Growth Targets in Math and Reading each year
	Overall CAASPP Mean Scale Scores in both ELA and Math meet or exceed local Districts, County and State for the same grade levels by 2025
	All statistically significant subgroups' CAASPP Mean Scale Scores in both ELA and Math meet or exceed local Districts, County and State for the same grade levels by 2025
3. Replicate Grimmway’s personalized learning model with embedded MTSS in new college prep high school in partnership with CSUB, BC, and industry partners, featuring CTE pathways with dual enrollment and work-based learning to prepare students for college and meaningful careers	>=60% of all students meet individual NWEA MAP Growth Targets in Math and Reading
	Overall CAASPP Mean Scale Scores in both ELA and Math for 11 th graders meet or exceed Kern HS District and County for the same grade levels by 2025
	All statistically significant subgroups' CAASPP Mean Scale Scores in both ELA and Math meet or exceed local Districts, County and State for the same grade levels by 2025
	100% of students earn at least 3 college credits (one semester course) per year
	100% ACT or SAT participation rate by 2025
	100% FAFSA completion rate by 2025
	100% of 12th graders apply to at least one college in 2025
	100% of students rated by counselor as on track to meet UC/CSU’s A-G requirements
4. Replicate and continuously improve ESY program at each school to improve students’ personal health, wellness, and engagement	>=75% of students achieve passing score on ESY assessments (currently in development) each year
	>=75% of students report increased awareness of and practice of healthy behaviors on ESY pre/post survey
	>=95% average daily attendance rate each year
	>=90% annual student retention rate each year
Goal 2: Build network capacity and systems to ensure sustainability, quality, and fidelity to the model as network grows	
5. Recruit and develop a diverse, mission-aligned, highly effective leaders, coaches, and teachers	>=75% teachers express satisfaction with their school on teacher survey each year
	>=85% annual teacher retention
6. Effectively manage finance and operations	<=3% deviation from annual budget goals
	Each new school self-sustaining on public funds by Year 3