



CCSD 10 Year Plan Key Performance Indicators

Outcome 1							
High levels of Achievement							
Key Performance Indicators		Lead Measure(s)	BASELINE	2026	2027	2028	10-Year Goal (2035)
1.1	Iowa School Performance Profile areas in which CCSD exceeds the state average	- Growth goal with FAST/Ready for K-6 - Student grades - K-12 common assessments - Sub-group academic performance data - At-risk indicators - Career and Life Ready lead measures	8 / 16				16 / 16
1.2	Schools rated as commendable, high performing, or exceptional on the Iowa School Performance Profile	Building School Improvement Plan (SIP) Goals and Monitoring	5 / 9				9 / 9
1.3	Schools meeting or exceeding the cut score for no support required on the Iowa School Performance Profile	- Sub-group formative assessment data	6 / 9				9 / 9
1.4	4-year graduation rate	- HS credits (on track students)	89.90%				95%
1.5	Students with Individual Education Plan (IEP) demonstrating measurable progress toward annual IEP goals	- Progress monitoring data - Goal data review	69%				80%
1.6	Incoming Kindergarten students completing a preschool program	- District PK enrollment - PK Partnerships	60%				75%

Outcome 2							
Career and Life Ready Learners							
Key Performance Indicators		Lead Measure(s)	BASELINE	2026	2027	2028	10-Year Goal (2035)
2.1	Agree/strongly agree index score for "Connectedness" on the School Perceptions Student Survey	- Attendance - Building School Improvement Plan (SIP) Goals and Monitoring	3.05				4
2.2	Percent of graduates achieving Prairie Ready Seal	- Prairie Ready Dashboard	N/A				95%
2.3	Percent of graduates completing pathway of study	- Course enrollment / completion - Course offerings	9%				70%
2.4	Percent of graduates completing concurrent enrollment or AP coursework	- Course enrollment / completion - Course offerings	49%				80%
2.5	Percent of graduates completing a coursework to obtain benchmarks or completion of a career certification or license	- Course enrollment / completion - Course offerings	18%				30%
2.6	Percent of 9-12 students involved in at least 1 extra or co-curricular activity	- Participation rates by season	43%				85%
2.7	Percent of students with 1 or no major or serious behavior referrals	- Building behavior data	87%				95%

Outcome 3							
Employee Engagement, Growth, and Excellence							
Key Performance Indicators		Lead Measure(s)	BASELINE	2026	2027	2028	10-Year Goal (2035)
3.1	Employee retention rate (does not include departure for retirement or advancement) October to October yearly	- Resignations - Employee Exit Surveys	91%				>90%
3.2	Employees with individual attendance rate at or above 90%	- Individual daily attendance by employee group - Individual daily attendance by employee group by site	82%				>95%
3.3	The agree/strongly agree index score for "Core Four" on the School Perceptions Staff Survey	- Building SP scores	N/A				4.5
3.4	The agree/strongly agree index score for "Engagement" on the School Perceptions Staff Survey	- Building SP scores	3.89				4.5
3.5	The agree/strongly agree index score for "Experience" on the School Perceptions Staff Survey	- Building SP scores	3.93				4.5
3.6	Percent of non-probationary teachers engaging in at least one coaching cycle per year	- Building School Improvement Plan (SIP) Goals and Monitoring	33%				40%
3.7	Average teacher growth (Core Teaching Capabilities) following a coaching cycle	- Building School Improvement Plan (SIP) Goals and Monitoring	4				>4.0

Outcome 4
Authentic Family and Community Engagement

Key Performance Indicators		Lead Measure(s)	BASELINE	2026	2027	2028		10-Year Goal (2035)
4.1	The agree/strongly agree index score for "Informed" on the School Perceptions Parent Survey	-Quality/frequency parent updates and notifications	4.1					4.5
4.2	Parent Engagement Indicator (est. '26)		N/A					TBD
4.3	Percent of students who attend more than 90% of school time	- Daily rates of chronic absenteeism	85.50%					92%
4.4	Percent of families active on Remind Application		N/A					95%
4.5	Social Media Electronic Communication Reach (est. '26)		N/A					TBD
4.6	Volunteer Service Hours (District Volunteer Opportunities Sept. 1 to Sept. 1)	- Building volunteer engagement - Raptor System	15,119					10%

Outcome 5
Optimize District Resources

Key Performance Indicators		Lead Measure(s)	BASELINE	2026	2027	2028		10-Year Goal (2035)
	Solvency Ratio	Annual Financial Report	12.80%					5-15%
	Unspent Balance Ratio	Annual Financial Report	15.60%					5-15%
	Percent of Budget Spent on Salary/Benefits	Annual Financial Report	82%					75-82%
	Unqualified ("clean") Annual Audit	adherence to internal controls	YES					YES
	Met Project Milestones of 10-year Maintenance Plan (est. '26)	in progress	N/A					TBD
	Maintenance / Custodial Goal (est. '26)	in progress	N/A					TBD
	Transportation Department Goal (est. '26)	in progress	N/A					TBD
	Food and Nutrition Goal (est. '26)	in progress	N/A					TBD

Met or Exceeds Goal
On Track / Positive Trend
On Track / Initial Success
Not on Track