Superintendent Goals
2025-2026

The Superintendent's performance goals are intentionally designed to align with the district's strategic priorities and deep learning goals. These goals reflect a shared commitment to fostering student success, strengthening academic achievement, and cultivating a thriving school community. Guided by the strategic plan, the Superintendent will lead initiatives that:

OUR DEEP LEARNING GOALS

Reduce the gap between current and desired student academic achievement.
- Increase the achievement of literacy and numeracy in all academic content areas by addressing students' diverse needs and abilities.
- Develop knowledge and skills that transfer to college, careers, and civic life.

Raise the engagement of students so they are highly motivated to set and achieve increasingly challenging goals for deep learning.
- Develop positive academic mindsets so students are more confident learners who feel they belong to the CFSD academic community, succeed in their learning, grow their competence with effort, and find value in their work.
- Develop the deep learning proficiencies of citizenship, critical thinking and problem solving, creativity and innovation, communication, collaboration, and systems thinking $(5c + s = dlp)$.

Partner with families and community to achieve our strategic priorities.
- Engage in regular meaningful communication about student learning.
- Foster strong relationships with and among CFSD alumni.

Together, these performance goals ensure that district leadership is both responsive to the diverse needs of students and proactive in driving continuous improvement. They serve as a clear roadmap for achieving academic excellence and preparing all students to thrive in an ever-changing world.

The Superintendent's goals will achieve the following outcomes:
- increase student achievement and learning of all students
- retain high quality teachers and staff
- improve school climate and culture
- increase community outreach and awareness to foster strong relationships with our community.

Outcome: Increase student achievement and learning for all students.

Reduce the gap between current and desired student achievement.

Math
- By 2030, increase the percentage of students **scoring proficient or higher** to 80% on the math state achievement test (AASA, ACT Aspire, ACT, MSAA).

ELA
- By 2030, increase the percentage of students **scoring proficient or higher** to 80% on the ELA state achievement test (AASA, ACT Aspire, ACT, MSAA).

Science
- By 2030, increase the percentage of students **scoring proficient or higher** to 80% on the Science state achievement test (AzSCI, MSAA).

Outcome: Retain high quality teachers and staff.

Maintain high teacher retention.

By July 2026, CFSD will maintain a retention rate of 86% or higher among certified staff.

Outcome: Improve school climate and culture

Increase student engagement.

By May 2026, increase the percentage of students in grades 3-12 who report feeling engaged in their learning and confident in their ability to succeed from ___% to ___% as measured by pre-and post-survey results.

Decrease student discipline.

By Spring 2026, CFSD will reduce the number of off-campus suspension days by 10%.

Increase student attendance:

By spring 2026, CFSD will increase the average daily attendance rate by 2% at each school.

Outcome: Increase community outreach and awareness to foster strong relationships with our community.

By January 31, 2026, increase CFSD's non-resident student open enrollment applications by 5%.

By June 2026, increase community outreach and awareness and strengthen relationships with families by registering at least 450 new community members to receive ParentSquare posts, as measured by the number of verified registrations in our resident group tracked in the ParentSquare system.