Strategic Goal Areas	Five Year Data Sources	Five Year Targets		
1. Academics & Programs				
OPS will ensure that every learner experiences challenging, relevant, and supportive instruction that results in academic growth and achievement.	NWEA (Growth) - Spring MSTEP (Achievement) - Fall PSAT (Achievement) - Fall SAT (Achievement) - Fall OHS Graduation Rate - Fall Perception Survey Results - Fall, Spring Annual Strategy Evidence	All K-10 students will meet or exceed their yearly NWEA growth goal (100%) Math and ELA -MSTEP 3rd grade proficiency (80%) -PSAT 8th grade proficiency (80% Math) (90% ELA) -PSAT 8th grade proficiency (80% Math) (90% ELA) -SAT 11th grade college and career readiness (80% Math) (90% ELA) -Nemos High School will increase its four year cohort graduation percentage to 96%. Intermediary goal: Establish current benchmark for perception survey data in Fall 2025 and set annual increase benchmarks. 100% of students, staff and families will report challenging, relevant and supportive instruction (Perception survey)		
2. Learning Environment & Culture				
	OPS Attendance Rates - Fall miPHY Student Survey Results - Fall, Every 2 years Perception Survey Results - Fall, Spring Annual Strategy Evidence - Spring	OPS will decrease number of chronically absent students to 12.5%. OPS will increase average daily attendance by to 96%. 100% of students will report feeling safe, meaningful coursework, and enjoyment at school on the miPHY. Intermediary goal: Establish current benchmark for perception survey data in Fall 2025 and set annual increase benchmarks. 100% of students, staff and families will report safe and supportive school cultures and classroom environments that foster well-being, engagement, and belonging for every learner. (Perception Survey)		
3. Communications & Community Engagement				
OPS will establish a transparent, consistent, and easily accessible communication system that actively engages families, staff, and community partners in the educational process and district inflietives.	Communications Engagement Growth Data - Spring Perception Survey Results - Fall, Spring Annual Strategy Evidence - Spring	Intermediary goal: Establish baseline metrics across all platforms in Fall 2025 and craft a 10% goal increase in year one from baseline. Over the next five years, the district will increase social media engagement (likes, comments, shares, and views) by at least 50%, strengthening connections with students, families, staff, and the broader community. Intermediary goal: Establish current benchmark for perception survey data in Fall 2025 and set annual increase benchmarks. 100% of staff and families will report a transparent, consistent and easily accessible communication system that actively engages families, staff and community partners in the educational process and district initiatives. (Perception Survey)		
4. Personnel & Leadership				
A: Personnel & Leadersing) OPS will recruit highly qualified staff, increasingly reflective of our student body. OPS will develop and retain staff by promoting professional growth and leadership development rooted in frust, collaboration and accountability.	Hiring/Retainment Data- Winter Perception Survey Results- Fall, Spring	Teachers with 5 or more years in OPS 75% (Munetrix) Intermediary goal: Establish current benchmark for perception survey data in Fall 2025 and set annual increase benchmarks. 100% of staff and families will report a highly qualified retentive staff, increasingly relevant of our students body with professional growth and leadership development rooted in trust, collaboration and accountability. (Perception Survey)		
5. Operations & Facilities				
OPS will provide and maintain safe and high quality classrooms, facilities and grounds that toster and inspire student learning while meeting the evolving needs of the school community.	Departmental Operations Plans - Winter Long Range Facility Plan Perception Survey Results - Fall, Spring Annual Strategy Evidence - Spring	10% of district vehicles, major systems (roof, HVAC, boilers, flooring, playgrounds, kitchen, etc.) and technology infrastructure (servers, switches, cameras, doors, PCs, interactive boards, etc.) are inventoried with document life span, replacement cycle and funding plan. In page facility planning documented through sinking fund or bond, reducing emergency capital expenditures. Strict replacement planning forecast is updated each year, with a rolling 10-year projection included in budget planning. Itermediany goal: Establish current benchmark for perception survey data in Fall 2025 and set annual increase benchmarks. 10% of students, staff and families will report safe and high quality classrooms, facilities and grounds that foster and inspire student learning while meeting the evolving needs of the community.		

When	Goal	Data	Modality	Notes
	1. Academics & Programs	MSTEP	Presentation, Website	Growth - Fall to Spring
		PSAT		Achivement is annual occurrance
		SAT		Fall- Goal strategies for the year
		OHS Graduation Rate		
		Perception Survey Results		
	2. Learning Environment & Culture	OPS Attendance Rates	Presentation, Website	
		OPS Chronically Absent Rates		
		MiPHY Student Survey Results		
		Perception Survey Results		
	3. Communications & Community Engagement	Perception Survey Results		
		Perception Survey Results		
		Perception Survey Results		
	4. Personnel & Leadership	Staff Demographic Data- Winter	Annual Report	Winter- Progress of the strategy
		Hiring/Retainment Data- Winter		
	5. Operations & Facilities	Departmental Operations Plans		
	1. Academics & Programs	NWEA Growth	Presentation, Website	Growth - Fall to Spring
		Perception Survey Results		Annual Strategy Evidence
		Annual Strategy Evidence		
	2. Learning Environment & Culture	Perception Survey Results		
		Annual Strategy Evidence		
	3. Communications & Community Engagement	Communications Engagement Growth Data		
		Perception Survey Results		
		Annual Strategy Evidence		
	4. Personnel & Leadership	Perception Survey Results		
		Annual Strategy Evidence		
	5. Operations & Facilities	Perception Survey Results		
		Annual Strategy Evidence		