Performance Targets	Performance measures	2016	2017	2018	2019	2020	2021	2022	2023	Target
	4-year Cohort Dropout Rate (%)	2	6	8	5	4	8.9	3.9	2.3	<4%
	4-year Cohort Graduation Rate (%)	90	83	84	85	94	87	88.2	92.3	>90%
	Students Still Enrolled After YR 4 (%)	8	11	8	10	2	3.7	7.8	5.4	<6%
2023-2024 Goals	**Goal: Expose students to a variety of college and career options and experiences.**									
	Objective: Plan and organize a career exploration event in house with mini sessions with local businesses, trades, alumni, community members									
	● Every other year students will attend a career exploration day for all grades that tie into WBL, Career Destinations, Internships, job shadowing of local careers, and Alumni coming back from college									
	Objective: Organize college campus visits as well as meets with career professionals									

	- Seniors will be given the opportunity to visit a college campus from a developed survey - Create a list of professionals that would be willing to talk to our students and arrange visits through Career Destinations - All 10th graders will take Pathways - Increase internships/job shadowing opportunities for students through WBL and Career Destinations - Bring in tradespeople to speak about trades (trades demonstrations) - Virtual Manufacturing Day Tour at Raymond's Corp			
	Goal: To continue to create a positive school community and culture that promotes a challenging, respectful, and safe learning environment for all.			
	Objective: Celebrate and recognize student and staff achievements and successes as well as increase culture/climate activities			

	- Promote Red and Black Fridays and other school wide Blackhawk pride events - TV outside the gym updated with activities and recognitions, look into another one located outside of the cafeteria to improve communication and awareness - Faculty and advisors work to ensure students have opportunities for positive social and emotional experiences - Develop a student showcase bulletin board/case promoting clubs/organizations in the front hall - Departments make and update hallway bulletin boards with important information that is student focused "Signing day" event in late Spring			
	Objective: Improve communication through monthly electronic newsletter, website, and digital displays			
	- Let all teachers know what newsletter/displays are being used for and encourage sharing information out to the school community - Shout out section in the newsletter/displays about students who are performing well and what they have done - Share valuable information and dates that students and parents need to know - Add teacher and staff spotlight section to the newsletter to get to know each better			
	Objective: Focus on transitions between the middle school and high school			

- Meet and greet in September 8th grader/parent information night in the MS - Tours of HS during late Spring - Incoming 9th graders who failed will be placed in September into AIS and/or Learning Center if applicable - Develop an elective course fair in January for students to attend during enrichment to learn about the various electives at the High School			
Goal: Improve student attendance and academic performance.			
Objective: Each department will develop a focus area(s) and a benchmark to evaluate that focus area(s)			
- Coaching teachers and attending Professional Development in utilizing technology, RTI, SEL, diversity, inclusion, and equity, Math and Literacy focus in all content areas - Analyzing data for better strategic planning as a department - Utilize department time to build the curriculum out vertically and horizontally and benchmarks - Look at the Master Schedule to improve opportunities and configurations			
Objective: Create a 5% reduction in chronic absenteeism and 5% reduction in at risk attendance			

	• Create a series of messages to send out from the school regarding importance of attendance • Create incentives for students to encourage good attendance and reaching for the honor rolls each quarter • Attendance letter and P/T Conferences			