

Curtis Finch, PhD
Superintendent Performance Based Compensation Goals
2020-21

Academics - 25%

By the end of the 2021 school year, 19 of 39 schools will reduce gap between general education students for ELA or Math and one of the following sub-populations: Special Education, EL or ethnicity

[Key Strategic Priority 1 – Excellence in Student Learning](#)

Culture – 25%

By the end of the 2021 school year, DVUSD will meet 3 of the 4 following indicators:

1. 75% of employees will Agree or Strongly Agree that “the district office communicates effectively with DVUSD employees” as evidenced by the DVUSD Stakeholder Satisfaction Survey.
2. 70% of parent & community members will Agree or Strongly Agree that “the district office communicates effectively with parents and community members” as evidenced by the DVUSD Stakeholder Satisfaction Survey.
3. The average employee readership of the Deer Valley Voice readership increase by 5%.
4. The number of views to the Return to School webpage will average 5,000 page views a week during the critical back to school period between July 20 – August 14, 2020.

[Key Strategic Priority 2 – Excellence in Workforce Performance & Communication](#)

[Key Strategic Priority 3- Excellence in Stakeholder Relationships](#)

Enrollment - 25%

The overall average district enrollment will increase from 49th day to the 149th day.

[Key Strategic Priority 4 – Excellence in Organizational Improvement & Accountability](#)

Fiscal Responsibility - 25%

By the end of the 2021 school year, DVUSD will improve on 2 of 3 following indicators:

1. Using previous year’s data, DVUSD will remain in the top 3 of comparable districts in areas of instructional % per pupil as evidenced by the District Spending Report from the 2019-2020 school year.
2. Using previous year’s data, DVUSD will remain in the top 3 of comparable districts in the area of low administrative spending as evidenced by the District Spending Report from the 2019-2020 school year.
3. The category of “The District uses money effectively” will increase 2% as evidenced by the DVUSD Parent & Community Satisfaction Survey from 2020-21 school year (45%).

[Key Strategic Priority 4 - Excellence in Organizational Improvement & Accountability](#)