

**MASE Objectives and Key Results (OKRs)  
2023-2024**

MASE Objectives: 2023-24	MASE Key Results: 2023-24
<p><b><u>Academic Achievement</u></b></p> <ul style="list-style-type: none"> <li>● Achieve school-level TVAAS 5.</li> <li>● Increase Success Rate from 12% to 17%.</li> <li>● Increase average ACT score by at least one point for class of 2024 compared to class of 2023 (TBD).</li> </ul>	<ul style="list-style-type: none"> <li>● Subject-specific TVAAS scores: Level 5 or Level 4 (TBD, depending on subject)</li> <li>● Achieve at least our annual measurable objective (AMO) in every subject.</li> <li>● Goals for Mastery Connect (TBD)</li> </ul>
<p><b><u>Academic Press</u></b></p> <p>Make academics feel like the most important thing every day.</p>	<ul style="list-style-type: none"> <li>● Average daily teacher attendance will be 95%.</li> <li>● Improve student attendance: 93% average daily attendance; 30% chronic absenteeism.</li> <li>● Teachers will demonstrate content mastery in 99% of their lessons.</li> <li>● Increase independent reading. (Students will keep a “choice” reading book with them at all times during the school day and will read when they are finished with classwork and during other “flex” times as needed.)</li> <li>● Consistently implement the VIP system in which students are awarded for academic accomplishments (e.g., report card grades, attendance rate, interim assessment data).</li> </ul>
<p><b><u>Culture</u></b></p> <p>Create a culture that is the ideal setting for academic learning.</p>	<ul style="list-style-type: none"> <li>● Consistently implement our Student Care plan.</li> <li>● 98% of students will be in proper uniform daily.</li> <li>● Appropriate language (i.e., no profanity) will be used throughout the building.</li> <li>● We will have no fights each quarter.</li> <li>● Campus grounds (including sidewalks, athletic fields, etc.), building (hallways, stairwells, bathrooms, etc.), and classrooms will be 99% litter-free at all times.</li> </ul>
<p><b><u>Communications</u></b></p> <p>Staff, students, and parents will consistently know what is happening and why.</p>	<ul style="list-style-type: none"> <li>● Develop an active Parent Teacher Organization (PTO).</li> <li>● Consistently publish a high-quality newsletter (<i>The MASEonian</i>).</li> <li>● Increase our social media engagement rate.</li> </ul>
<p><b><u>Student Enrollment</u></b></p> <p>At the end of the 2023-24 school year, student enrollment will be at least 650.</p>	<ul style="list-style-type: none"> <li>● Retain at least 95% of students per grade throughout the year.</li> </ul>

**Department:**

MASE Objective or Key Results	Department Objectives	Department Key Results
<p>Which of the above school-wide Objectives or Key Results (in addition to Achievement and Academic Press) is the department going to focus on this year? Record in this column.</p> <p><u>Notes</u>            -Of course, all staff will support all MASE objectives in ways that make sense. Here, we are asking: which Objectives and/or Key Results will your department focus on <i>especially strongly</i> this year?            -Your department has the autonomy to also focus on other priorities; however, it is not necessary to describe those in this document.</p>	<p><u>Record brainstorming notes separately, not in this document.</u></p> <p>First, brainstorm: What big things <u>could</u> the department try to accomplish this year to advance the school-wide Objective or Key Result you wrote in the first column?</p> <p>Then, focus: Of these, which things would be <i>good</i> to accomplish?</p> <p>Then, more focus: Which 3-5 things are <i>most</i> important?</p> <p><u>Write these <i>most important</i> objectives in this column.</u></p>	<p>For each Objective, what Key Results must be accomplished? That is, what “mini-objectives” does the department need to achieve to successfully accomplish the Objective?</p> <p><u>Suggestions</u></p> <ul style="list-style-type: none"> <li>• Focus on outcomes, not activities.</li> <li>• Make sure each Key Result is measurable.</li> <li>• Try to keep it to 5 or fewer Key Results for each Objective.</li> </ul>
<p><b><u>Achievement</u></b></p> <ul style="list-style-type: none"> <li>• Achieve school-level TVAAS 5 or 4.</li> <li>• Increase Success Rate from 12% to 17%.</li> <li>• Increase average ACT score by at least one point for class of 2024 compared to class of 2023 (TBD).</li> </ul>		
<p><b><u>Academic Press</u></b>            Make academics feel like the most important thing every day.</p>		

**Individual:**

Department or MASE Objective or Key Results	Individual Objectives	Individual Key Results
<p>Which of the above school-wide and/or department Objectives and Key Results are you going to focus on this year? Record in this column.</p> <p><u>Notes</u> -Of course, all staff will support their departmental and all MASE priorities in ways that make sense. Here, we are asking: which Objectives and/or Key Results will you focus on <i>especially strongly</i> this year? -You have the autonomy to also focus on other priorities; however, it is not necessary to describe those in this document.</p>	<p><u>Record brainstorming notes separately, not in this document.</u></p> <p>First, brainstorm: What big things <u>could</u> you try to accomplish this year to advance the school-wide Objective or Key Result you wrote in the first column?</p> <p>Then, focus: Of these, which things would be <i>good</i> to accomplish?</p> <p>Then, more focus: Which 3-5 things are <i>most</i> important?</p> <p><u>Write these <i>most important</i> objectives in this column.</u></p> <p><u>Note:</u> List only individual goals that directly benefit MASE--not important personal goals (i.e., healthy living, etc.).</p>	<p>For each Objective, what Key Results must be accomplished? That is, what “mini-objectives” do you need to achieve to successfully accomplish the Objective?</p> <p><u>Suggestions</u></p> <ul style="list-style-type: none"> <li>• Focus on outcomes, not activities.</li> <li>• Make sure each Key Result is measurable.</li> <li>• Try to keep it to 5 or fewer Key Results for each Objective.</li> </ul>

<b>Checklist: Objectives</b>	<b>Checklist: Key Results</b>
<ul style="list-style-type: none"> <li>• Do your Objectives describe what is to be achieved?</li> <li>• Are your Objectives big and inspirational?</li> <li>• Does the number of Objectives (perhaps 3-5) provide a strong sense of focus?</li> <li>• Will achieving the Objectives make a big contribution to the work of MASE?</li> <li>• Do your Objectives align with MASE's top priorities?</li> </ul>	<ul style="list-style-type: none"> <li>• Do your Key Results explain how you will accomplish the Objective?</li> <li>• Are the Key Results effectively mini-objectives (i.e., identify outcomes, not activities)?</li> <li>• Is each Key Result clearly measurable?</li> <li>• Is each Key Result a challenge in its own right?</li> <li>• Do you have five or fewer Key Results for each Objective?</li> <li>• If you accomplish all the Key Results, are you sure that you'll accomplish the Objective?</li> </ul>