

# Sample School KPIs

A transition-proof strategy requires more than a written plan. It requires visible, shared indicators of progress. Key Performance Indicators (KPIs) serve as the vital signs of a school or nonprofit. Just as a physician checks heart rate and blood pressure to understand overall health, boards and leadership teams should focus on a focused set of metrics that reveal whether strategy is working beneath the surface. KPIs are not a laundry list of data points. They are a disciplined set of measures tied directly to strategic priorities, designed to stabilize direction, clarify accountability, and maintain momentum, even when leadership changes.

## 1. Enrollment Stability & Family Tenure

Why this matters: Stable enrollment and long-term family commitment reflect trust, demand, and program quality.

### Key Metrics

- Total enrollment
- Family retention rate and average years enrolled

### Board Look-Fors

- Stable or growing enrollment
- Retention consistent across grade levels

## 2. Staff Stability & Culture

Why this matters: Sustained student success depends on retaining strong educators and minimizing disruption.

### Key Metrics

- Annual staff turnover rate
- Staff satisfaction

### Board Look-Fors

- Turnover within agreed benchmarks
- Trends of satisfaction or pockets of change

## 3. Academic growth

Why this matters: Academic growth and mastery signal instructional effectiveness.

### Key Metrics

- Percentage of students meeting or exceeding grade-level standards
- Student growth year over year

- Percentage of students reading at or above grade level by end of grade 3
- Number of students completing Algebra in grade 8

#### **Board Look-Fors**

- Consistent growth trends
- Narrowing gaps across student groups
- Targeted supports for early intervention

### **4. College Outcomes**

Why this matters: College access and affordability reflect postsecondary readiness and equity.

#### **Key Metrics**

- College acceptance rate
- Percentage of graduates earning scholarships

#### **Board Look-Fors**

- Strong acceptance trends
- Increased scholarship access over time

### **5. Student & Family Experience**

Why this matters: Belonging, safety, and satisfaction drive persistence and engagement.

#### **Key Metrics**

- Student and family satisfaction survey results
- Sense of belonging and school climate indicators

#### **Board Look-Fors**

- High satisfaction with minimal variance across groups
- Positive trends in belonging and safety

### **6. Daily Student Attendance**

Why this matters: Attendance is a leading indicator of engagement and access.

#### **Key Metrics**

- Average daily attendance
- Percentage of students chronically absent

#### **Board Look-Fors**

- Attendance at or above target
- Declining chronic absenteeism

For more tips, contact us at [contact@thriveps.org](mailto:contact@thriveps.org)