

**Figure 2.13: Sample OKRs Aligned With Core Values**

Core Value	Level	Objective	Key Results
<b>Collaboration</b>	School	Foster a collaborative teaching environment to enhance student learning outcomes.	<ul style="list-style-type: none"> <li>Conduct monthly collaborative meetings with 100 percent teacher participation.</li> <li>Implement two cross-departmental collaborative projects by the end of the semester.</li> <li>Achieve a 10 percent increase in teacher satisfaction with team collaboration, as measured by a midyear survey.</li> </ul>
	District	Build strong partnerships across schools to share resources and best practices.	<ul style="list-style-type: none"> <li>Host four districtwide collaborative professional development sessions annually.</li> <li>Launch a shared resource hub for lesson plans and instructional strategies with contributions from 80 percent of schools.</li> <li>Facilitate interschool teacher exchanges, with 10 percent of teachers participating within the year.</li> </ul>
<b>Equity</b>	School	Ensure equitable access to academic resources for all students.	<ul style="list-style-type: none"> <li>Identify and provide individualized resources for 100 percent of students identified as needing academic support by the end of the semester.</li> <li>Reduce the achievement gap between demographic groups by 15 percent within the academic year.</li> <li>Host three family-engagement events focusing on equity and resource access.</li> </ul>
	District	Develop equitable funding models for all schools within the district.	<ul style="list-style-type: none"> <li>Complete an equity audit of funding allocations within six months.</li> <li>Increase funding for under-resourced schools by 20 percent within the next fiscal year.</li> <li>Ensure all district schools meet or exceed minimum resource standards by the end of the year.</li> </ul>

<b>Innovation</b>	School	Promote innovative teaching practices to increase student engagement.	<ul style="list-style-type: none"> <li>Pilot three new instructional technologies across classrooms within six months.</li> <li>Train 100 percent of staff in one innovative teaching methodology by the end of the semester.</li> <li>Increase student engagement scores by 15 percent on end-of-year surveys.</li> </ul>
	District	Cultivate a culture of innovation across all district schools.	<ul style="list-style-type: none"> <li>Implement an innovation grant program, awarding funding to five schools for unique instructional initiatives within the year.</li> <li>Develop an innovation showcase where 20 percent of district schools present new practices annually.</li> <li>Ensure 100 percent of schools pilot at least one new instructional practice by the end of the school year.</li> </ul>
<b>Student-Centered Learning</b>	School	Create personalized learning experiences for every student.	<ul style="list-style-type: none"> <li>Implement Individual Learning Plans (ILPs) for 100 percent of students by the end of the year.</li> <li>Train 85 percent of staff on differentiated instruction strategies within the first quarter.</li> <li>Increase student satisfaction with learning experiences by 20 percent on the end-of-year survey.</li> </ul>
	District	Establish districtwide frameworks for personalized learning.	<ul style="list-style-type: none"> <li>Develop a standard ILP template and training program for all schools within three months.</li> <li>Achieve 90 percent compliance with personalized learning implementation across schools by the end of the year.</li> <li>Increase overall student performance on standardized assessments by 10 percent within the academic year.</li> </ul>