

West High School Report Card Letter

September, 2009

Dear West High Families,

Welcome to the beginning of another exciting year at West Aurora High School. It is an honor for me to serve as principal of this fine school. Together – students, parents, faculty, staff, administrators, Board of Education, and community – we can make a positive difference in West High Community. I look forward to working with you as we continue to make West High a better place!

Our success at West Aurora High School depends on your involvement. A continuing priority will be to build a stronger relationship between West Aurora High School and its parents, as well as the community. I encourage you and your family to stay involved in your teenagers' school life. Communication and the home-school partnerships will be key ingredients to our improvement.

School improvement initiatives at West Aurora High School for the 2009-2010 school year will revolve around the continued implementation and evolution of the Revitalized Day/8 Period Day. Students will find their school day filled with opportunities intended to help them be more successful academically and socially. I am confident that students will find they have more opportunities to get support and that they are more connected to their school. Increased student achievement in all academic areas is our primary goal.

I am looking forward to working with you and your children. It is my hope that the 2009-2010 school year will be filled with many positive experiences. Please feel free to contact me if you have questions, concerns, or comments. I welcome your feedback. Thank you in advance for your participation in your student's high school experience.

Sincerely,

Daniel M. Bridges, Principal
West Aurora High School

West Aurora High School
Aurora West USD 129
Aurora, ILLINOIS



ILLINOIS
SCHOOL
REPORT
CARD

GRADES : 9 10 11 12

State and federal laws require public school districts to release report cards to the public each year.

Starting in 2009, charter school information is included in district statistics.

STUDENTS

RACIAL/ETHNIC BACKGROUND AND OTHER INFORMATION													
	White	Black	Hispanic	Asian/ Pacific Islander	Native American	Multi racial /Ethnic	Low- Income Rate	Limited- English- Proficient Rate	High Sch. Dropout Rate	Chronic Truancy Rate	Mobility Rate	Attendance Rate	Total Enrollment
School	39.8	18.4	38.1	2.6	0.1	0.9	33.0	5.2	2.7	3.6	16.4	91.8	3,345
District	33.7	16.3	44.2	2.4	0.2	3.2	42.8	14.8	2.7	1.7	20.6	94.5	11,953
State	53.3	19.1	20.8	4.1	0.2	2.5	42.9	8.0	3.5	3.7	13.5	93.7	2,070,125

Low-income students come from families receiving public aid; live in institutions for neglected or delinquent children; are supported in foster homes with public funds; or are eligible to receive free or reduced-price lunches.

Limited-English-proficient students are those students eligible for transitional bilingual programs.

Mobility rate is based on the number of times students enroll in or leave a school during the school year.

Chronic truants are students who are absent from school without valid cause for 18 or more of the last 180 school days.

INSTRUCTIONAL SETTING

PARENTAL CONTACT*		STUDENT-TO-STAFF RATIOS			
	Percent	Pupil- Teacher Elementary	Pupil- Teacher Secondary	Pupil- Certified Staff	Pupil- Administrator
School	100.0	--	--	--	--
District	99.7	18.9	19.0	13.5	255.3
State	96.7	18.4	18.0	13.3	201.8

* Parental contact includes parent-teacher conferences, parental visits to school, school visits to home, telephone conversations, and written correspondence.

AVERAGE CLASS SIZE (as of the first school day in May)										
Grades	K	1	2	3	4	5	6	7	8	9 - 12
School										23.6
District										23.6
State										19.2

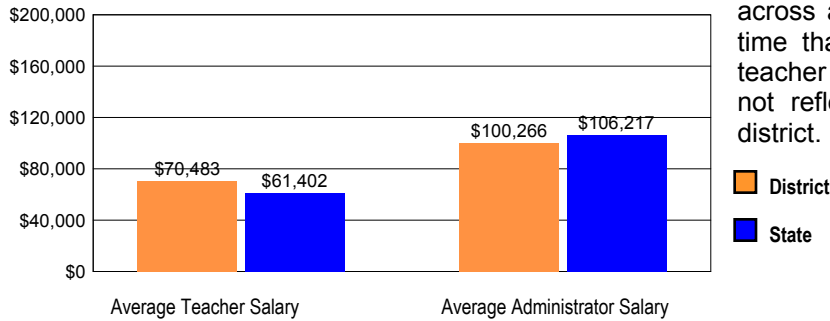
TEACHER INFORMATION (Full-Time Equivalents)								
	White	Black	Hispanic	Asian/ Pacific Islander	Native American	Male	Female	Total Number
District	89.1	3.5	6.8	0.7	0.0	21.8	78.2	769
State	85.1	8.3	5.0	1.4	0.2	22.9	77.1	133,017

TEACHER INFORMATION (Continued)					
	Average Teaching Experience (Years)	% of Teachers with Bachelor's Degrees	% of Teachers with Master's & Above	% of Teachers with Emergency or Provisional Credentials	% of Classes Not Taught by Highly Qualified Teachers
School	--	--	--	0.2	0.0
District	11.5	29.9	70.1	0.8	1.1
State	12.5	44.1	55.8	0.6	1.2

Some teacher/administrator data are not collected at the school level.

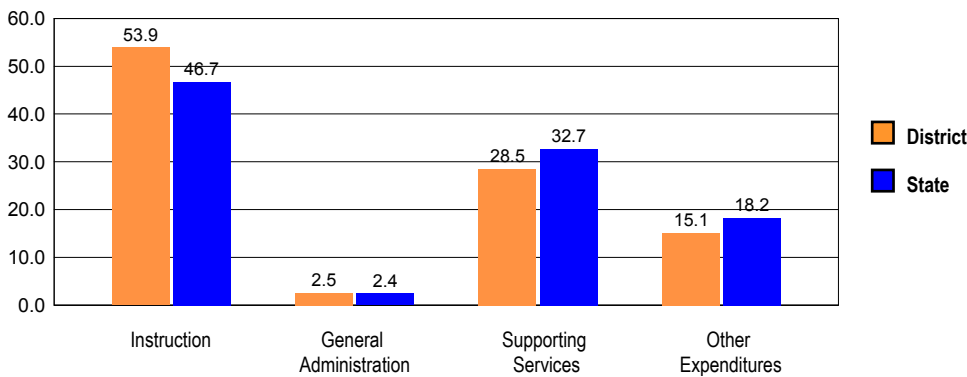
SCHOOL DISTRICT FINANCES

TEACHER/ADMINISTRATOR SALARIES (Full-Time Equivalents)



Salaries and counts of staff are summed across a district based on the percentage of time that each individual is employed as a teacher or an administrator and may or may not reflect the actual paid salaries for the district.

EXPENDITURE BY FUNCTION 2007-08 (Percentages)



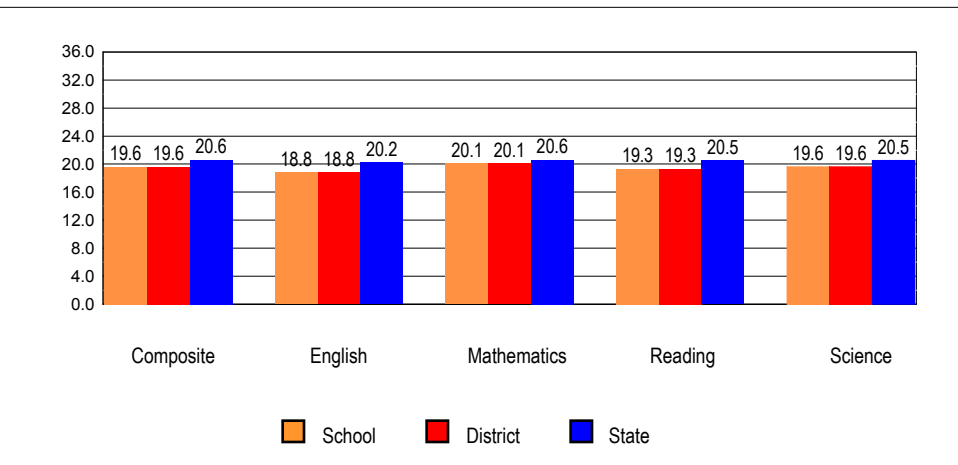
REVENUE BY SOURCE 2007-08				EXPENDITURE BY FUND 2007-08			
	District	District %	State %		District	District %	State %
Local Property Taxes	\$63,989,548	53.9	58.7	Education	\$89,695,841	74.8	71.5
Other Local Funding	\$6,004,857	5.1	6.3	Operations & Maintenance	\$11,000,495	9.2	8.6
General State Aid	\$26,706,128	22.5	18.6	Transportation	\$5,705,892	4.8	3.9
Other State Funding	\$12,739,847	10.7	9.0	Bond and Interest	\$10,457,770	8.7	6.3
Federal Funding	\$9,282,327	7.8	7.4	Rent	\$0	0.0	0.0
TOTAL	\$118,722,707			Municipal Retirement/ Social Security	\$2,352,671	2.0	1.8
				Fire Prevention & Safety	\$408,111	0.3	0.9
				Site & Construction/ Capital Improvement	\$280,158	0.2	6.8
				TOTAL	\$119,900,938		

OTHER FINANCIAL INDICATORS				
	2006 Equalized Assessed Valuation per Pupil	2006 Total School Tax Rate per \$100	2007-08 Instructional Expenditure per Pupil	2007-08 Operating Expenditure per Pupil
District	\$146,696	3.56	\$5,713	\$9,163
State	**	**	\$6,103	\$10,417

** Due to the way Illinois school districts are configured, state averages for equalized assessed valuation per pupil and total school tax rate per \$100 are not provided.
Equalized assessed valuation includes all computed property values upon which a district's local tax rate is calculated.
Total school tax rate is a district's total tax rate as it appears on local property tax bills.
Instructional expenditure per pupil includes the direct costs of teaching pupils or the interaction between teachers and pupils.
Operating expenditure per pupil includes the gross operating cost of a school district excluding summer school, adult education, bond principal retired, and capital expenditures.

ACADEMIC PERFORMANCE

ACT ASSESSMENT: GRADUATING CLASS OF 2009 *



The number and percent of students taking the ACT are no longer reported since virtually every eleventh grade student takes the ACT as part of the PSAE.

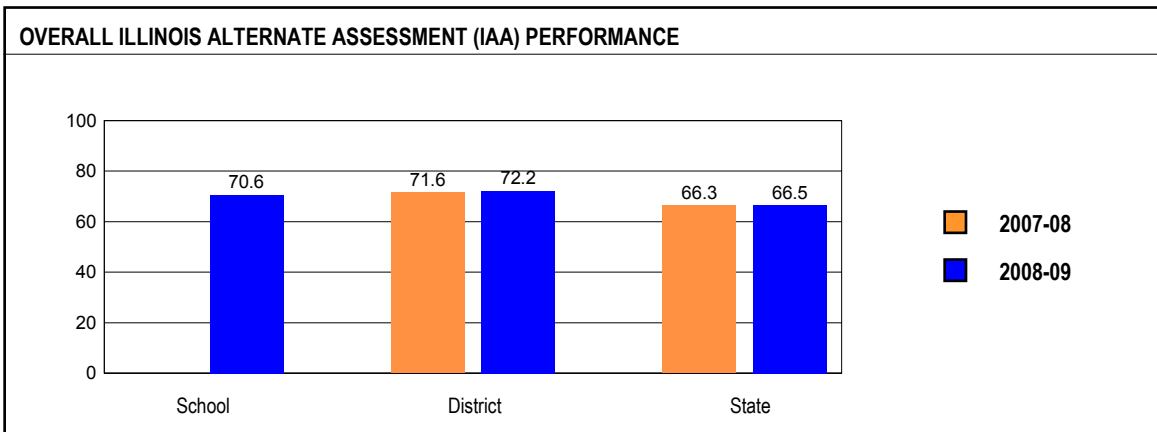
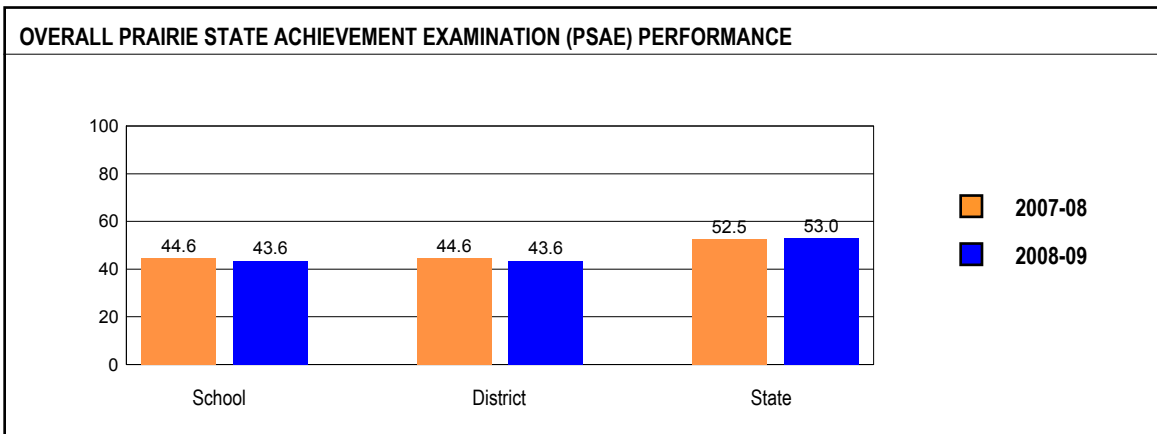
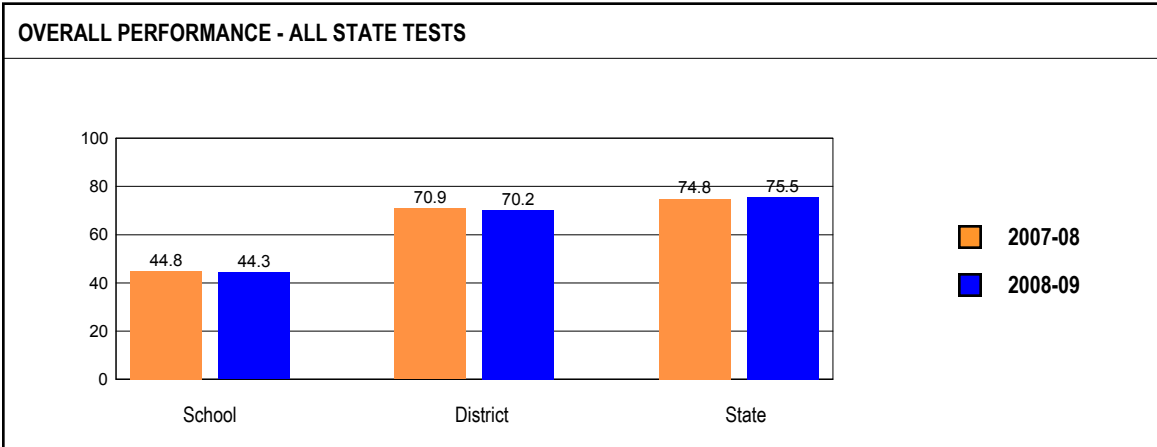
* Includes graduating students' most recent ACT Assessment scores from an ACT national test date or PSAE testing. Excludes the scores of students who took the test with special accommodations. State averages for ACT data are based on regular public schools and do not include private and special purpose schools.

HIGH SCHOOL GRADUATION RATE													
	All	Gender		Race / Ethnicity					LEP	Migrant	Students with Disabilities	Economically Disadvantaged	
		Male	Female	White	Black	Hispanic	Asian/Pacific Islander	Native American					Multi racial /Ethnic
School	73.6	69.3	78.2	82.9	69.5	62.0	96.2	100.0		73.1		69.6	69.6
District	73.6	69.3	78.2	82.9	69.5	62.0	96.2	100.0		73.1		69.6	69.6
State	87.1	84.5	89.7	92.3	76.7	76.8	94.0	79.4		63.1		78.1	76.6

OVERALL STUDENT PERFORMANCE

These charts present the overall percentages of state test scores categorized as meeting or exceeding the Illinois Learning Standards for your school, district, and the state. They represent your school's performance in reading, mathematics, and science.

The 2007-08 school year was the first time that Limited English Proficient (LEP) students took the ISAT or PSAE (with accommodations) instead of the IMAGE test. Therefore, any comparisons with prior year's achievement levels for LEP students should be made with appropriate caution.

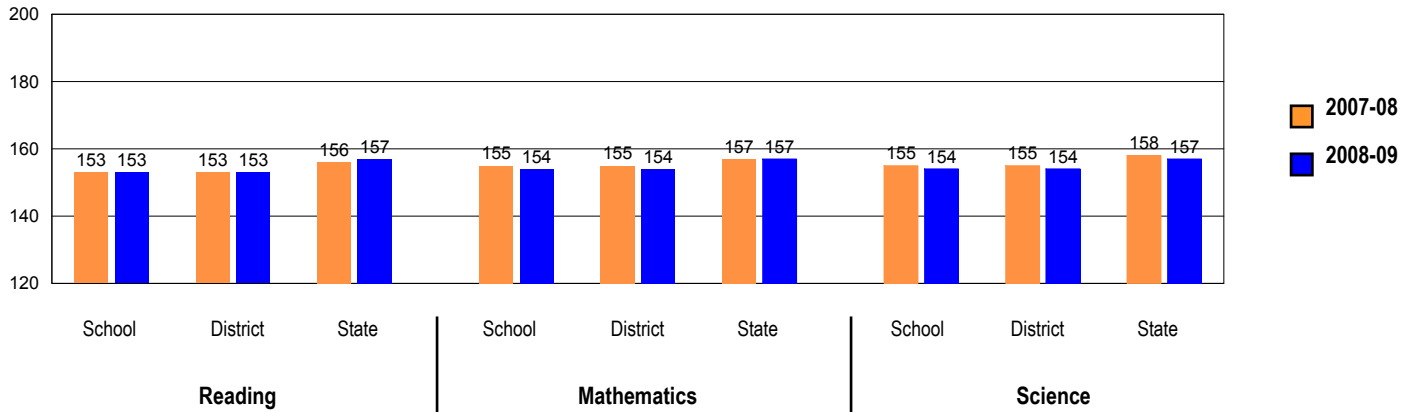


IAA scores in the Progressing and Attaining performance levels count the same, respectfully, as scores on other state assessments that meet or exceed Standards.

PSAE PERFORMANCE

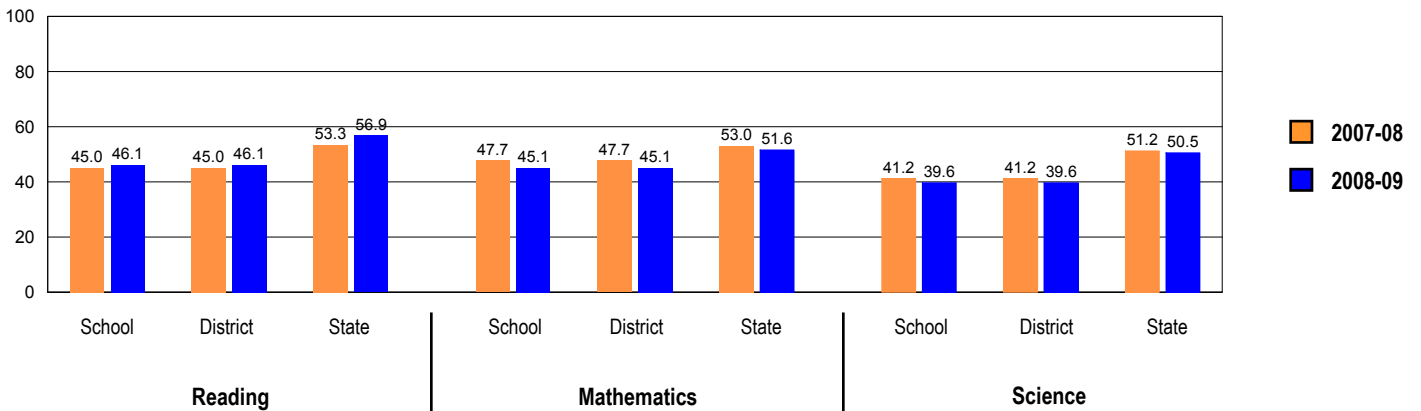
These charts provide information on attainment of the Illinois Learning Standards. They show the average scores and also the percents of student scores meeting or exceeding standards in reading, mathematics, and science on PSAE.

PRAIRIE STATE ACHIEVEMENT EXAMINATION (PSAE) - Average Scores



PSAE scores range from 120 to 200.

PRAIRIE STATE ACHIEVEMENT EXAMINATION (PSAE) - Percents Meeting or Exceeding Standards



Number of students in this school with PSAE scores in 2009: 677

PERFORMANCE ON STATE ASSESSMENTS

Federal law requires that student achievement results for reading, mathematics, and science for schools providing Title I services be reported to the general public.

The Illinois Standards Achievement Test (ISAT) is administered to students in grades 3 through 8. The Prairie State Achievement Examination (PSAE) is administered to students in grade 11. The Illinois Alternate Assessment (IAA) is administered to students with disabilities whose Individualized Education Programs (IEPs) indicate that participation in the ISAT or PSAE would not be appropriate.

Students with disabilities have an IEP (No Child Left Behind Act). An IEP is a written plan for a child with a disability who is eligible to receive special education services under the Individuals with Disabilities Education Act.

Reading and Mathematics are tested in grades 3 through 8 and 11. Science is tested in grades 4, 7, and 11.

In order to protect students' identities, test data for groups of fewer than ten students are not reported.

PERCENTAGE OF STUDENTS NOT TESTED IN STATE TESTING PROGRAMS FOR READING AND MATHEMATICS														
		Gender			Racial/Ethnic Background						LEP	Migrant	Students with Disabilities	Economically Disadvantaged
		All	Male	Female	White	Black	Hispanic	Asian/Pacific Islander	Native American	Multi racial /Ethnic				
School	*Enrollment	702	304	398	315	117	245	21	0	4	26	0	90	213
	Reading Mathematics	0.4 0.4	0.7 0.7	0.3 0.3	0.6 0.6	0.0 0.0	0.4 0.4	0.0 0.0			0.0 0.0		1.1 1.1	0.0 0.0
District	*Enrollment	6,438	3,183	3,255	2,185	1,027	2,861	160	8	197	819	0	855	3,152
	Reading Mathematics	0.1 0.1	0.2 0.2	0.0 0.0	0.1 0.1	0.1 0.1	0.1 0.1	0.0 0.0			0.0 0.0		0.2 0.2	0.1 0.1
State	*Enrollment	1,073,392	548,452	524,651	574,717	203,366	215,934	43,962	1,676	32,799	72,638	258	152,593	473,876
	Reading Mathematics	0.3 0.3	0.3 0.3	0.2 0.2	0.1 0.1	0.6 0.6	0.3 0.3	0.1 0.1	0.2 0.2	0.3 0.3	0.2 0.2	0.8 0.8	0.4 0.4	0.4 0.4

* Enrollment as reported during the testing windows for grades 3 - 8 and 11.

PERCENTAGE OF STUDENTS NOT TESTED IN STATE TESTING PROGRAMS FOR SCIENCE ONLY														
		Gender			Racial/Ethnic Background						LEP	Migrant	Students with Disabilities	Economically Disadvantaged
		All	Male	Female	White	Black	Hispanic	Asian/Pacific Islander	Native American	Multi racial /Ethnic				
School	*Enrollment	702	304	398	315	117	245	21	0	4	26	0	90	213
	Science	0.4	0.7	0.3	0.6	0.0	0.4	0.0			0.0		1.1	0.0
District	*Enrollment	2,582	1,230	1,352	937	431	1,068	75	4	67	250	0	326	1,155
	Science	0.2	0.3	0.1	0.2	0.2	0.2	0.0			0.0		0.6	0.2
State	*Enrollment	448,699	228,285	220,300	248,119	82,562	85,745	18,385	751	12,734	25,035	120	62,799	186,799
	Science	0.5	0.6	0.4	0.2	1.2	0.6	0.1	0.5	0.5	0.4	0.0	0.8	0.8

* Enrollment as reported during the testing windows for grades 4, 7, and 11.

PRAIRIE STATE ACHIEVEMENT EXAMINATION (PSAE)

The following tables show the percentages of student scores in each of four performance levels. These levels were established with the help of Illinois educators who teach the grade levels and learning areas tested. Due to rounding, the sum of the percentages in the four performance levels may not always equal 100.

Level 1 -- Academic Warning - Student work demonstrates limited knowledge and skills in the subject. Because of major gaps in learning, students apply knowledge and skills ineffectively.

Level 2 -- Below Standards - Student work demonstrates basic knowledge and skills in the subject. However, because of gaps in learning, students apply knowledge and skills in limited ways.

Level 3 -- Meets Standards - Student work demonstrates proficient knowledge and skills in the subject. Students effectively apply knowledge and skills to solve problems.

Level 4 -- Exceeds Standards - Student work demonstrates advanced knowledge and skills in the subject. Students creatively apply knowledge and skills to solve problems and evaluate the results.

Grade 11**Grade 11 - All**

Levels	Reading				Mathematics				Science			
	1	2	3	4	1	2	3	4	1	2	3	4
School	11.8	42.1	38.6	7.5	12.0	43.0	39.3	5.8	9.6	50.7	33.7	5.9
District	11.8	42.1	38.6	7.5	12.0	43.0	39.3	5.8	9.6	50.7	33.7	5.9
State	8.5	34.6	45.0	11.9	11.0	37.4	42.2	9.4	8.9	40.7	40.3	10.2

Grade 11 - Gender

Levels	Reading				Mathematics				Science				
	1	2	3	4	1	2	3	4	1	2	3	4	
Male	School	14.0	42.3	35.8	7.8	11.6	42.3	38.6	7.5	9.9	48.6	32.2	9.2
	District	14.0	42.3	35.8	7.8	11.6	42.3	38.6	7.5	9.9	48.6	32.2	9.2
	State	10.6	34.8	42.8	11.8	11.2	34.5	42.7	11.6	9.2	36.8	40.8	13.2
Female	School	10.2	41.9	40.6	7.3	12.2	43.5	39.8	4.4	9.4	52.3	34.9	3.4
	District	10.2	41.9	40.6	7.3	12.2	43.5	39.8	4.4	9.4	52.3	34.9	3.4
	State	6.3	34.5	47.1	12.1	10.8	40.2	41.8	7.3	8.5	44.4	39.8	7.2

Grade 11 - Racial/Ethnic Background

Levels	Reading				Mathematics				Science				
	1	2	3	4	1	2	3	4	1	2	3	4	
White	School	5.9	33.1	48.9	12.1	5.6	35.7	48.2	10.5	5.3	38.8	45.1	10.9
	District	5.9	33.1	48.9	12.1	5.6	35.7	48.2	10.5	5.3	38.8	45.1	10.9
	State	5.0	26.5	52.5	15.9	5.9	30.6	51.0	12.4	4.5	32.1	49.5	13.9
Black	School	16.5	52.3	29.4	1.8	23.9	45.9	29.4	0.9	16.5	63.3	20.2	0.0
	District	16.5	52.3	29.4	1.8	23.9	45.9	29.4	0.9	16.5	63.3	20.2	0.0
	State	16.9	55.1	26.0	2.0	26.9	54.5	18.0	0.6	21.3	61.4	16.5	0.7
Hispanic	School	18.0	48.5	29.7	3.8	15.5	51.5	31.4	1.7	12.6	61.1	24.3	2.1
	District	18.0	48.5	29.7	3.8	15.5	51.5	31.4	1.7	12.6	61.1	24.3	2.1
	State	14.7	48.9	32.9	3.6	17.1	51.3	29.7	1.9	15.1	57.3	25.6	2.0
Asian/Pacific Islander	School	0.0	55.0	30.0	15.0	0.0	45.0	45.0	10.0	0.0	50.0	40.0	10.0
	District	0.0	55.0	30.0	15.0	0.0	45.0	45.0	10.0	0.0	50.0	40.0	10.0
	State	5.0	26.3	48.7	20.0	3.7	20.5	50.1	25.7	3.9	28.4	47.1	20.6
Native American	School												
	District												
	State	6.8	32.7	50.2	10.4	9.6	42.6	39.4	8.4	8.0	39.4	42.6	10.0
Multiracial/Ethnic	School												
	District												
	State	6.3	32.5	47.6	13.6	9.6	38.5	43.5	8.5	7.4	39.8	43.2	9.6

Grade 11 - Limited-English-Proficient

Levels	Reading				Mathematics				Science			
	1	2	3	4	1	2	3	4	1	2	3	4
School	36.0	56.0	8.0	0.0	36.0	48.0	16.0	0.0	28.0	60.0	12.0	0.0
District	36.0	56.0	8.0	0.0	36.0	48.0	16.0	0.0	28.0	60.0	12.0	0.0
State	45.3	46.6	7.9	0.2	37.6	44.6	15.6	2.2	36.5	55.4	7.7	0.5

Grade 11 - Students with Disabilities

Levels	Reading				Mathematics				Science				
	1	2	3	4	1	2	3	4	1	2	3	4	
IEP	School	38.6	51.4	8.6	1.4	48.6	38.6	11.4	1.4	36.2	55.1	8.7	0.0
	District	38.6	51.4	8.6	1.4	48.6	38.6	11.4	1.4	36.2	55.1	8.7	0.0
	State	40.3	42.8	14.7	2.1	46.7	41.2	10.9	1.2	40.0	46.1	12.1	1.8
Non-IEP	School	8.7	41.0	42.0	8.2	7.7	43.5	42.5	6.3	6.6	50.2	36.6	6.6
	District	8.7	41.0	42.0	8.2	7.7	43.5	42.5	6.3	6.6	50.2	36.6	6.6
	State	4.5	33.6	48.7	13.1	6.6	36.9	46.1	10.4	5.0	40.0	43.8	11.2

Grade 11 - Economically Disadvantaged

Levels	Reading				Mathematics				Science				
	1	2	3	4	1	2	3	4	1	2	3	4	
Free/Reduced Price Lunch	School	15.1	55.6	26.3	2.9	17.1	53.2	28.3	1.5	12.7	64.4	21.0	2.0
	District	15.1	55.6	26.3	2.9	17.1	53.2	28.3	1.5	12.7	64.4	21.0	2.0
	State	16.3	50.4	30.2	3.0	21.6	52.1	24.8	1.5	18.0	58.2	22.1	1.7
Not Eligible	School	10.4	36.2	43.9	9.5	9.7	38.6	44.1	7.6	8.3	44.8	39.3	7.6
	District	10.4	36.2	43.9	9.5	9.7	38.6	44.1	7.6	8.3	44.8	39.3	7.6
	State	4.8	27.3	51.8	16.0	6.1	30.5	50.3	13.1	4.6	32.6	48.7	14.1

ILLINOIS ALTERNATE ASSESSMENT (IAA)

The Illinois Alternate Assessment (IAA) is administered to students with disabilities whose Individualized Education Programs (IEPs) indicate that participation in the ISAT or PSAE would not be appropriate. The table below presents the percentages of student scores in each of four performance levels.

- Level 1 -- Entry - Students do not demonstrate knowledge and skills in the subject through links to the Illinois Learning Standards.
- Level 2 -- Foundational - Students demonstrate emerging knowledge and skills in the subject as linked to the Illinois Learning Standards. Students exhibit an ability to reproduce knowledge and skills.
- Level 3 -- Satisfactory - Students demonstrate basic knowledge and skills in the subject through links to the Illinois Learning Standards. Students exhibit an ability to associate their knowledge and skills.
- Level 4 -- Mastery - Students demonstrate knowledge and skills in the subject through links to the Illinois Learning Standards. Students exhibit the ability to apply their knowledge and skills.

Grade 11**Grade 11 - All**

Levels	Reading				Mathematics				Science			
	1	2	3	4	1	2	3	4	1	2	3	4
School	17.6	11.8	35.3	35.3	17.6	11.8	58.8	11.8	17.6	11.8	47.1	23.5
District	17.6	11.8	35.3	35.3	17.6	11.8	58.8	11.8	17.6	11.8	47.1	23.5
State	13.1	17.4	30.8	38.8	15.8	13.9	43.7	26.7	11.4	13.2	28.4	47.0

Grade 11 - Gender

Levels	Reading				Mathematics				Science			
	1	2	3	4	1	2	3	4	1	2	3	4
Male												
School												
District												
State	13.7	17.8	29.7	38.8	16.3	14.0	41.7	28.1	11.0	13.8	29.0	46.2
Female												
School	18.2	9.1	36.4	36.4	18.2	18.2	45.5	18.2	18.2	18.2	36.4	27.3
District	18.2	9.1	36.4	36.4	18.2	18.2	45.5	18.2	18.2	18.2	36.4	27.3
State	11.5	16.4	32.5	39.7	14.2	13.4	47.2	25.2	11.2	11.7	28.0	49.0

Grade 11 - Racial/Ethnic Background

Levels	Reading				Mathematics				Science				
	1	2	3	4	1	2	3	4	1	2	3	4	
White													
School													
District													
State	11.0	16.6	28.9	43.6	13.5	13.4	45.1	28.0	9.7	11.9	28.1	50.3	
Black													
School													
District													
State	15.4	18.0	33.2	33.4	18.8	13.8	43.5	23.8	13.3	13.7	30.8	42.3	
Hispanic													
School													
District													
State	14.6	19.2	34.1	32.1	17.2	15.8	40.0	27.0	11.6	16.8	28.4	43.2	
Asian/Pacific Islander													
School													
District													
State	14.9	12.8	34.0	38.3	19.1	4.3	46.8	29.8	19.1	6.4	25.5	48.9	
Native American													
School													
District													
State													
Multiracial/Ethnic													
School													
District													
State	9.7	19.4	19.4	51.6	3.2	22.6	38.7	35.5	6.5	12.9	19.4	61.3	

2009 ADEQUATE YEARLY PROGRESS (AYP) Status Report

Is this school making Adequate Yearly Progress (AYP)?	No	Has this school been identified for School Improvement according to the AYP specifications of the federal No Child Left Behind Act?	No
Is this school making AYP in Reading?	No	2009-10 Federal Improvement Status	
Is this school making AYP in Mathematics?	No	2009-10 State Improvement Status	Academic Watch Status Year 4

	Percent Tested on State Tests				Percent Meeting/Exceeding Standards *						Other Indicators			
	Reading		Mathematics		Reading			Mathematics			Attendance Rate		Graduation Rate	
	%	Met AYP	%	Met AYP	%	Safe Harbor Target **	Met AYP	%	Safe Harbor Target **	Met AYP	%	Met AYP	%	Met AYP
State AYP Minimum Target	95.0		95.0		70.0			70.0			90.0		78.0	
All	99.6	Yes	99.6	Yes	48.0		No	47.5		No			73.6	No
White	99.4	Yes	99.4	Yes	62.4	67.7	No	61.4		No			82.9	
Black	100.0	Yes	100.0	Yes	33.7	34.5	No	34.7	35.4	No			69.5	
Hispanic	99.6	Yes	99.6	Yes	35.4	35.8	No	34.1	36.4	No			62.0	
Asian/Pacific Islander														
Native American														
Multiracial /Ethnic														
LEP														
Students with Disabilities	98.9	Yes	98.9	Yes	23.4	31.0	No	26.0	28.0	No			69.6	
Economically Disadvantaged	100.0	Yes	100.0	Yes	30.5	35.3	No	31.5	38.2	No			69.6	

Four Conditions Are Required For Making Adequate Yearly Progress (AYP):

1. At least 95% tested in reading and mathematics for every student group. If the current year participation rate is less than 95%, this condition may be met if the average of the current and preceding year rates is at least 95%, or if the average of the current and two preceding years is at least 95%. Only actual participation rates are printed. If the participation rate printed is less than 95% and yet this school makes AYP, it means that the 95% condition was met by averaging.
2. At least 70.0% meeting/exceeding standards in reading and mathematics for every group. For any group with less than 70.0% meeting/exceeding standards, a 95% confidence interval was applied. Subgroups may meet this condition through Safe Harbor provisions. ***
3. For schools not making AYP solely because the IEP group fails to have 70.0% meeting/exceeding standards, 14% may be added to this variable in accordance with the federal 2% flexibility provision.
4. At least 90% attendance rate for non-high schools and at least 78% graduation rate for high schools.

* Includes only students enrolled as of 05/01/2008.

** Safe Harbor Targets of 70.0% or above are not printed.

*** Subgroups with fewer than 45 students are not reported. Safe Harbor only applies to subgroups of 45 or more. In order for Safe Harbor to apply, a subgroup must decrease by 10% the percentage of scores that did not meet state standards from the previous year plus meet the other indicators (attendance rate for non-high schools and graduation rate for high schools) for the subgroup. For subgroups that do not meet their Safe Harbor Targets, a 75% confidence interval is applied. Safe Harbor allows schools an alternate method to meet subgroup minimum targets on achievement.