

Northside Elementary Balanced Scorecard 2016-17



Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations
<p>5 Year Goal: All students surpass their annual academic growth targets and graduate ready for success.</p>	<p>5 Year Goal: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>	<p>5 Year Goal: Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.</p>	<p>5 Year Goals: Use district resources effectively and efficiently.</p> <p>Facilities and services meet the needs of our diverse and growing student population and community.</p>

School Annual Goals

[District Annual Action Plan](#)

<p>Literacy: By the end of the 2016-2017 school year, 80% of students will demonstrate grade level proficient or advanced levels in reading as defined by F&P Benchmark Running Records (Teachers College Recommendations).</p>	<p>Employee Engagement: The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 3.42 to 3.62.</p>	<p>Parent Satisfaction: The overall mean on the Parent Satisfaction Survey will increase by the end of the 2016-2017 school year from 3.72 to 3.87.</p>	<p>We will continue to research and expand personalized learning environments, including access to technology, flexible learning spaces, and a MakerSpace, supporting student engagement and developing highly effective personalized student experiences.</p>
<p>Numeracy: By the end of the 2016-2017 school year, 90% of students will demonstrate grade level proficient or advanced levels in math as defined by STAR Math (SPASD defined proficient or advanced as 40th PR or above).</p>		<p>Student Engagement: The overall mean on the Student Engagement Survey will increase by the end of the 2016-2017 school year from 3.9 to 4.0.</p>	
<p>Equity: By the end of the 2016-2017 school year, we will increase the percent of African American students who demonstrate proficient or advanced in reading as defined by F&P Benchmark Running Records (Teachers College Recommendations) by 15%.</p>			

Director Approval: Rick Mueller and Curt Mould

Approval Date: August 22, 2016

Progress Monitoring Report

Progress Monitoring Report for each department will be collected, recorded, and reported in this document at mid and end of year.

Spotlight: Green = On track to meet goal; Yellow = In danger of not meeting goal; Red = Not likely to meet goal

Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations Goals
<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Literacy: Fountas & Pinnell Math: STAR Math Equity: Fountas & Pinnell</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Studer Employee Engagement Survey, Staff Feedback Surveys</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Studer Parent Satisfaction Survey, Parent Feedback Surveys Studer Student Engagement Survey</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Classroom</p>
<p><u>Quarter 1 Data Summit Report</u> NA</p>	<p><u>Quarter 1 Data Summit Report</u> NA</p>	<p><u>Quarter 1 Data Summit Report</u> NA</p>	<p><u>Quarter 1 Data Summit Report</u> NA</p>
<p><u>Mid-Year Data Summit Report</u> Winter reading levels demonstrate a 7 point increase in average percent of students at grade level, moving from 56% to 63% of students (kindergarten-5th grade) reading at grade level benchmark as measured by Fountas & Pinnell. Winter math proficiency levels demonstrate a 7 point increase in percent of students above the 50th percentile ranking on the STAR Math assessment, moving from 69% to 76% of students meeting our district benchmark. Winter reading levels demonstrate no increase in the percent of students who identify as African American reading at grade level benchmark as measured by Fountas & Pinnell.</p>	<p><u>Mid-Year Data Summit Report</u> Studer Fall Employee Engagement 3.68 (spring goal 3.62).</p>	<p><u>Mid-Year Data Summit Report</u> Studer Mid-Year Student Engagement summary: Mid-year student survey demonstrated 58% of 4th and 5th graders who ride the bus agree or strongly agree that they feel safe. Mid-year student survey demonstrated 37% of 4th and 5th graders agree or strongly agree that students show respect and 48% are neutral.</p>	<p><u>Mid-Year Data Summit Report</u> NA</p>

<p><u>Quarter 3 Data Summit Report</u> NA</p>	<p><u>Quarter 3 Data Summit Report</u> NA</p>	<p><u>Quarter 3 Data Summit Report</u> NA</p>	<p><u>Quarter 3 Data Summit Report</u> NA</p>
<p><u>End of Year Data Summary Report</u> Literacy: Spring reading levels demonstrate 72.5% of all students are at or above grade level according to the Spring F&P benchmarks.</p> <p>Math: Spring math proficiency levels demonstrate 78.9% of all students were at or above the 40th percentile ranking on the Spring STAR assessment.</p> <p>Equity: Spring reading levels demonstrate 43.9% of our African American students are reading at or above grade level according to Spring F&P benchmarks.</p>	<p><u>End of Year Data Summary Report</u> Studer End-of-Year Score Employee Engagement: 3.81 (goal 3.62)</p>	<p><u>End of Year Data Summary Report</u> Studer End-of-Year Scores Student Engagement: 4.0 (goal 4.0) Parent Satisfaction: 3.84 (goal 3.87)</p>	<p><u>End of Year Data Summary Report</u> NA</p>

Strategic Actions

Proposed Strategic Actions:

- Will be listed for each goal at the the beginning of the year,
- May be revised as a result of what is learned through progress monitoring, and
- Will be approved by the Assistant Superintendent.

Stoplight: Green = Completed; Yellow = In Progress; Red = Not Started

Teaching & Learning School Annual Goals <i>All students surpass their annual academic growth targets and graduate ready for success</i>						
Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Literacy	Continue our work toward fidelity in the literacy workshop, specifically researching and experimenting in conferring and use of the reading continuums	Vanden Heuvel/Burns, Instructional Coach	2016-2017 School Year	Literacy Workshop Fidelity Check Tool (December, March, June)		
Literacy	Continue Coaching Model with Teachers College (Year 2)	Vanden Heuvel/ Instructional Coach	2016-2017 School Year	Literacy Workshop Fidelity Check Tool (December, March, June)		
Math	Support and strengthen math instruction by providing coaching and professional development around the Standards for Mathematical Practice. Begin with a deeper grade level conversation and transition to cross-grade level understanding.	Vanden Heuvel/Burns, Math TLEC, Instructional Coach	2016-2017 School Year	Student Achievement Data		
Literacy/Math/ Equity	Research and support the development of culturally responsive teacher practices for all staff	Vanden Heuvel/Burns, Instructional Coach, BLC, Equity PLC	2016-2017 School Year	Staff Survey Student Achievement Data (Closing Gaps) Equity PLC - document new learnings together and plan to share and expand Northside staff understandings, participate in RYHO professional development series		

Workforce Focus School Annual Goal:

Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.

Increase the mean on the Employee Engagement Survey from 3.42 to 3.62.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Employee Engagement	Implement rounding	Vanden Heuvel/Burns	2016-2017 School Year	Staff Feedback Surveys Studer Employee Engagement Survey		
Employee Engagement	Increase feedback to staff with an Educator Effectiveness domain focus: Semester 1 - Domain 2, Semester 2 - Domain 3.	Vanden Heuvel/Burns	2016-2017 School Year	Staff Feedback Surveys Studer Employee Engagement Survey		
Employee Engagement	Monthly community building events	PBIS Staff Celebration Committee	2016-2017 School Year	Studer Employee Engagement Survey		

Community Engagement School Annual Goal:

Increase the mean on the Student Engagement Survey from 3.90 to 4.00.

Increase the mean on the Parent Satisfaction Survey from 3.72 to 3.87.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Parent Satisfaction	Principal-Parent Open Forums	Vanden Heuvel/Burns	2016-2017 School Year	Parent Feedback/Surveys: beginning of the year, following principal-parent open forums, SCO meetings, and school hosted family nights Studer Parent Satisfaction Survey (end of year)		
Student Engagement	Continue implementation (Year 2) of Second Step school-wide	Counselor	2016-2017 School Year	Student Feedback Surveys & Focus Groups Studer Student Engagement Survey		
Student Engagement	Continue implementation of personalized learning: Year 2 for grades 4 and 5 and Year 1 for two 1st grade classrooms	Vanden Heuvel/Burns, Grade Level Teams, Media Specialist	2016-2017 School Year	Student Achievement Data Mid-Year Student Feedback Surveys Studer Student Engagement Survey		

Facilities & Operations Annual Goal:

Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population and community.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
N/A						