

Prairie View Middle School 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. 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 Goal: Using the STAR reading assessment, PVMS students reading at or above benchmark will increase by 3% from fall to spring during the 2016-2017 school year.</p>	<p>Maintain the mean on the Employee Engagement Survey of 4.34.</p>	<p>Increase the mean on the Student Engagement Survey from 3.84 to 3.90. Increase the mean on the Parent Satisfaction Survey from 3.95 to 4.0.</p>	
<p>Numeracy Goal: Using the STAR math assessment, PVMS math students working at or above benchmark will increase by 3% from fall to spring during the 2016-2017 school year.</p>			
<p>Equity Goal: Using the STAR reading assessment, 55% of PVMS students identified as African American and students identified as more than one race will achieve their SPG (growth) from fall to spring during the 2016-2017 school year.</p>			

Director Approval: Andrea Daniels 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> STAR assessment data</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Survey data</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u> Survey data</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p>
<p><u>Quarter 1 Data Summit Report</u> <u>Literacy Goal: Fall Reading</u> <i>5th grade reading:</i> 99 tested students: At/Above Benchmark: 65 (66%)</p> <p><i>6th grade reading:</i> 285 tested students: At/Above Benchmark: 176 (62%)</p> <p><i>7th grade reading:</i> 251 tested students: At/Above Benchmark: 164 (65%)</p> <p><i>Total School Population:</i> 64.3% At/Above Benchmark</p> <p><u>Numeracy Goal: Fall Math</u> <i>5th grade math:</i> 98 tested students At/Above Benchmark: 82 students (84%)</p> <p><i>6th grade math:</i> 283 tested students At/Above Benchmark: 221 students (78%)</p> <p><i>7th grade math:</i> 261 tested students At/Above Benchmark: 198 students (76%)</p> <p><i>Total School Population:</i> 79.3% At/Above Benchmark</p>	<p><u>Quarter 1 Data Summit Report</u> Fall 2016 Employee Engagement (EE) Survey results shows a slight decline in the overall mean to a 4.32.</p>	<p><u>Quarter 1 Data Summit Report</u> Positive responses and high turn out from Open House and Conferences.</p>	<p><u>Quarter 1 Data Summit Report</u></p>

<p><u>Equity Goal: Fall Reading</u> <i>African American and 2 or more races:</i> 5th grade: 14 students; 8 of them at/above benchmark (57%) 6th grade: 59 students; 27 of them at/above benchmark (46%) 7th grade: 37 students; 16 of them at/above benchmark (43%)</p> <p><i>Total of African American students and students of more than one race:</i> 48.6% At/Above Benchmark</p>			
<p><u>Mid-Year Data Summit Report</u></p> <p><u>Literacy Goal: Winter Reading</u> <i>5th grade reading:</i> 96 tested students: At/Above Benchmark: 62 (65%)</p> <p><i>6th grade reading:</i> 288 tested students: At/Above Benchmark: 193 (67%)</p> <p><i>7th grade reading:</i> 255 tested students: At/Above Benchmark: 160 (62%)</p> <p><i>Total School Population:</i> 64.6% At/Above Benchmark</p> <p><u>Numeracy Goal: Winter Math</u> <i>5th grade math:</i> 97 tested students At/Above Benchmark: 87 students (90%)</p> <p><i>6th grade math:</i> 270 tested students At/Above Benchmark: 207 students (77%)</p> <p><i>7th grade math:</i> 259 tested students At/Above Benchmark: 202 students (78%)</p> <p><i>Total School Population:</i> 81.6% At/Above Benchmark</p>	<p><u>Mid-Year Data Summit Report</u></p> <p>Fall 2016 EE Survey results show a slight decline in the overall mean to a 4.32.</p>	<p><u>Mid-Year Data Summit Report</u></p> <p>Mid-year check-in with PVSCO regarding concerns and communication at Prairie View. Parents appreciate Facebook and Twitter communication and the playback of morning announcements. Parents would like to see the announcements written in a Google Doc as well.</p> <p>High interest in Facebook and Twitter Updates. (Up to 3000+ views on FB)</p>	<p><u>Mid-Year Data Summit Report</u></p>

<p><u>Equity Goal: Winter Reading</u> African American: 5th grade: 2 of 4 at/above benchmark (50%) 6th grade: 12 of 28 at/above benchmark (43%) 7th grade: 5 of 22 at/above benchmark (23%) Total: 38.6%</p> <p>2 or more races: 5th grade: 5 of 10 at/above benchmark (50%) 6th grade: 21 of 33 at/above benchmark (64%) 7th grade: 10 of 16 at/above benchmark (63%) Total: 59%</p> <p>Total of African American students and students of more than one race: 48.8% At/Above Benchmark</p>			
<p><u>Quarter 3 Data Summit Report</u> Only have STAR data for end of year.</p>	<p><u>Quarter 3 Data Summit Report</u> Only have end of year.</p>	<p><u>Quarter 3 Data Summit Report</u> Only have end of year.</p>	<p><u>Quarter 3 Data Summit Report</u> Only have end of year.</p>
<p><u>End of Year Data Summary Report</u></p> <p><u>Literacy Goal: Spring Reading</u> 5th grade reading: 96 tested students At/Above Benchmark: 64 students (67%)</p> <p>6th grade reading: 287 tested students At/Above Benchmark: 197 students (69%)</p> <p>7th grade reading: 259 tested students At/Above Benchmark: 164 students (63%)</p> <p>Total School Population: 66.3% At/Above Benchmark</p> <p><u>Numeracy Goal: Spring Math</u> 5th grade math: 97 tested students At/Above Benchmark: 84 students (87%)</p>	<p><u>End of Year Data Summary Report</u></p> <p>Overall Mean on the Employee Engagement Survey went from 4.34 to 4.15.</p> <ul style="list-style-type: none"> We maintained our score in all areas except questions related to finance. This is probably due to the recent layoff and pay decreases in our building in a tight budget year. We went up in one area as well, 4.1 - 4.3, "My supervisor consults me on the decisions that affect my job." We are pleased to stay above 4.1 in a year when there is a budget crunch. 	<p><u>End of Year Data Summary Report</u></p> <p>Overall Mean on Student Engagement Survey went from 3.84 to 3.77.</p> <ul style="list-style-type: none"> Our largest decline is based on the choices that are offered each day by the School Nutrition Department. If those scores were removed from the Overall Mean, the data would be as follows: <ul style="list-style-type: none"> 2016 = 3.87 2017 = 3.83 <p>Overall Mean on Parent Engagement Survey went from 3.95 to 3.87.</p> <ul style="list-style-type: none"> We noticed that 3 different statements that declined had to do with parent communication. This is a priority goal for the 2017-2018 school year. An area of growth that we are extremely happy about is that, "My 	<p><u>End of Year Data Summary Report</u></p>

<p>6th grade math: 288 tested students At/Above Benchmark: 224 students (78%)</p> <p>7th grade math: 261 tested students At/Above Benchmark: 186 students (71%)</p> <p>Total School Population: 78.6% At/Above Benchmark</p> <p><u>Equity Goal: Spring Reading</u> African American: 5th grade: 1 of 3 at/above benchmark (33%) 6th grade: 12 of 26 at/above benchmark (43%) 7th grade: 4 of 22 at/above benchmark (18%) Total: 31.3%</p> <p>2 or more races: 5th grade: 6 of 10 at/above benchmark (60%) 6th grade: 17 of 32 at/above benchmark (53%) 7th grade: 9 of 17 at/above benchmark (53%) Total: 55.3%</p> <p>Total of African American students and students of more than one race: 43.3% At/Above Benchmark</p> <p><u>End of Year Fall to Spring Literacy Goal: Reading</u> 64.3% Fall 64.6% Winter 66.3% Spring 2% Growth</p> <p><u>Numeracy Goal: Math</u> 79.3% Fall 81.6% Winter 78.6% Spring</p> <p><u>Equity Goal:</u> 48.6% Fall 48.8% Winter 43.3% Spring</p>		<p>child's learning is a high priority at this school" was rated at a 4.22.</p>	
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77% of African American and 2 or more races are involved in clubs/athletics at PVMS.

Silver Level: Behavior Award for implementing a culturally responsive multi-level system of support to meet the needs of ALL students.

******Overall Highlights (FYI)******

Reading:

51% African American students made their SGP

42% 2 or more races made their SGP

***In 6th grade Reading:**

62% to 69% At/Above Benchmark

***In 5th grade Math:**

84% to 87% At/Above Benchmark

***ELL Reading overall:**

9% to 17% At/Above Benchmark

***ELL Math overall:**

39% to 41% At/Above Benchmark

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 Goal:	Ensure best practice in the use of data to drive student achievement.	Principal Associate Principal	August 29, 2016 Staff meetings Data Summits	Look for staff utilizing STAR scores in data summits to ensure that students are getting the supports needed for growth. Look for teachers planning instruction based on STAR data to ensure student needs are met. Continuous training for school-wide trainers regarding STAR updates.	Staff are utilizing STAR scores in data summits 1 and 2, as well as for our LLT and meetings for teams.	STAR data was used in Q4 Data Summit and LLT meetings to close out 2016-17 and plan for 2017-18 school years.
	Continuous improvement in reading and writing workshop fidelity in reading and language arts classrooms.	Principal Associate Principal	2nd, 3rd, and 4th quarters	Workshop fidelity walkthroughs	Qtr 2 complete	Qtr 4 complete and PV staff are leading PD on workshop during the summer of 2017.
	Increase staff capacity to improve literacy skills on the 1:1 device.	Principal Associate Principal Technology Integrators	2016-2017	Look for staff using the 1:1 device for increasing literacy skills. Look for staff incorporating new ways to increase digital literacy skills of our students.	Every teacher and classrooms are using the device for literacy skills.	Increased use of Google Classroom and now transitioning to its

						Learning. PV staff are leading PD on Its Learning and other schools are visiting to see 1:1 in action.
	Provide focused reading study halls and after-school tutoring.	All PVMS Staff	2016-2017	<p>Look for students actually reading in every study hall the first 15 minutes, and see if reading continues when other options are available to impact growth.</p> <p>Look for students reading with and to tutor after and during school to increase the number of minutes students are reading to impact growth.</p>	Qtr 1 and 2 every study hall reading 15 minutes. Tutors set up by Volunteer Coordinator	Qtr 3 and 4 had every study hall reading 15 minutes. Tutors continued to assist.
Numeracy Goal:	Ensure best practice in the use of data to drive student achievement.	Principal Associate Principal	Ongoing training and observations during Data Summits	Look for staff utilizing STAR information at data summits throughout the year to ensure that student supports are in place for success.	Qtr 1 and 2 STAR info part of our Data retreat	Qtr 4 Star data used by staff at Data Summit, as stated above.
	Provide focused math study halls and after-school tutoring.	Principal Associate Principal Math Teachers Tutors	2016-2017	<p>Look for math focused study hall rooms to see teachers assisting students with math that will increase math proficiency.</p> <p>Re-evaluate student needs for success in math at Quarterly Data Summits, to make sure that student placement is accurate.</p>	Every team has a math study hall set up for the year.	Continuous work regarding student need and access to math study hall for the entire 2016-17 school year.
Equity Goal:	Positive phone calls at the beginning of the year.	All PVMS Staff	2016-2017	<p>Quarterly checks of the Google Doc</p> <p>Quarterly reminders of staff for positive phone calls</p> <p>Surveys</p>	Every student contacted from teachers/staff throughout the first semester.	Every student contacted. (adding kids to the list as they move in/out).

	<p>Building-based connection program (Kid Connections), inclusive of all students while keeping our equity goal in the forefront.</p>	<p>All PVMS Staff</p>	<p>2016-2017</p>	<p>Look for risk factors that may influence student engagement, such as:</p> <ul style="list-style-type: none"> -Attendance after the first 10 days of school -Changes in and/or minimal scores on report cards, including conduct grades. <p>Assess the impact of Kid Connections based on communication with adults and students to access growth in the specified risk area.</p> <p>Evaluate the number of students involved in Kid Connections per quarter and determine next steps in programming.</p>	<p>Still work in progress, working hard at getting students with truancy issues</p>	<p>17 students involved in the Kid Connection</p> <p>77% of African American and 2 or more races are involved in clubs/ athletics at PVMS.</p> <p>Silver Level: Behavior Award for implementing a culturally responsive multi-level system of support to meet the needs of ALL students.</p>
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Workforce Focus School Annual Goal:

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

Maintain the mean on the Employee Engagement Survey of 4.34.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	Attend recruitment fairs and/or be involved in the process of hiring minority candidates when we are hiring. <ul style="list-style-type: none"> • Grow our Own • Look for high school graduates interested in becoming teachers • Look for candidates pursuing careers in education 	HR Principal Associate Principal	2016-2017	Increase candidates from diverse backgrounds. Currently working with and mentoring three of our own minority assistants who are pursuing career advancement (college) in education or related fields.	Attended recruitment fair in Nov. 2016. Recruited and hired 2 minority candidates this year. Still mentoring 3 staff members.	1 minority staff member in the Grow our Own Program; 3 minority staff members planning to student teach during the 2017-2018 school year; 2 minority staff members involved in the African American Parent Network
	Meet with new hires and review the HR checklist with them.	Principal Associate Principal	Before Sept. 9, 2016	Complete the checklists with each new teacher and assessing need.	Did all new staff already.	Completed with all new staff.

	<p>Implement strategies to maintain our Employment Engagement, currently scoring at 4.34.</p>	<p>Principal Associate Principal BLT</p>	<p>By January 2017</p>	<p>Mean score on Employee Engagement survey is maintained.</p>	<p>Currently maintained at 4.32.</p>	<p>Overall Mean on Survey went from 4.34 to 4.15.</p> <p>We maintained our score in all areas except questions related to finance. This is probably due to the recent layoff and pay decreases in our building in a tight budget year. We went up in one area as well, 4.1 - 4.3, "My supervisor consults me on the decisions that affect my job." We are pleased to stay above 4.1 in a year when there is a budget crunch.</p>
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Community Engagement School Annual Goal:

Increase the mean on the Student Engagement Survey from 3.84 to 3.90.

Increase the mean on the Parent Satisfaction Survey from 3.95 to 4.00.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	Increase parent engagement through positive communications such as positive phone calls, monthly assemblies, Blackboard messages, monthly newsletters.	All staff members	2016-2017	Quarterly checks of the Google Doc Quarterly reminders of staff for positive phone calls Surveys	All parent communication has increased with the use of Blackboard, Facebook, and Twitter.	Parent communication has continued to increase.
	Increase community involvement by working directly with community members through our volunteer program, Veteran's Day assembly participation, Career Day participation, PVSCO participation, Fun Run, and Madison College visit.	Principal Associate Principal PBIS Team	2016-2017	Business partnerships throughout the school year Acknowledge community members' involvement in our newsletters	More community involvement, partners, invited more community to be involved. Madison College visit at end of year.	Continued community involvement.
	Utilize homework calendar to increase communication.	All staff members	2016-2017	Periodically check the Google Doc to ensure effective communication between students, families, and adults at school to increase student achievement and responsibility. Look for study hall teacher check-ins with students to assess organizational needs and/or responsibility.	Homework calendar is utilized by all parents and staff members.	Homework calendar is utilized by parents and staff. Based on feedback, we will offer PD for parents at Open House.

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
	<p>Use district resources effectively and efficiently to accommodate an additional 130 students.</p> <ul style="list-style-type: none"> ● Meet with all stakeholders (i.e., teachers, assistants, parents) to learn the needs ● Reallocation of furniture, materials, technology ● Purchase furniture, materials, technology ● Change the traffic pattern for drop off/pick up in 5th and 6th/7th grade areas ● Addition of recess area for 5th grade to use in our driveway behind the building ● Addition of FOB access to back of the building by 5th grade for easy accessibility and safety 	<p>Principal Associate Principal BLT</p>	<p>2016-2017</p>	<p>Look for day-to-day activities in various school settings.</p> <p>Analyze the reallocation of classroom spaces to meet student and teacher needs.</p> <p>Look for changes in traffic patterns to make sure all students, families, and staff are safe.</p>	<p>All of this was done by September 2016</p>	<p>Done by September 2016</p>