

## SP4K Balanced Scorecard 2016-17



Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations
<p><b>5 Year Goal:</b> All students surpass their annual academic growth targets and graduate ready for success.</p>	<p><b>5 Year Goal:</b> Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>	<p><b>5 Year Goal:</b> Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.</p>	<p><b>5 Year Goals:</b> 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><b>Literacy goal:</b> 98% of FAY SP4K students will score at or above the developmental proficiency level or make at least one colored spectrum level of growth in literacy as measured by Spring 2017 GOLD.</p>	<p>NA for SP4K</p>	<p>100% of SP4K sites will be represented in June 2017 Family Survey results.</p>	<p>NA for SP4K</p>
<p><b>Numeracy goal:</b> 98% of FAY SP4K students will score at or above the developmental proficiency level or make at least one colored spectrum level of growth in math as measured by Spring 2017 GOLD.</p>			
<p><b>Equity goal:</b> The % of FAY African American students meeting or exceeding Spring 2017 GOLD social-emotional developmental expectations for objectives 1a. (Manages feelings) and 3b. (Solves social problems) will be comparable to that of White students, or the difference will be less than 11% and 8%, respectively.</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></p> <p><u>Literacy goal:</u> GOLD Literacy and PALS data</p> <p><u>Numeracy goal:</u> GOLD Math data</p> <p><u>Equity goal:</u> GOLD Social-Emotional data; SEFELS data (includes Fidelity checks and Ages and Stages data for target sites and students)</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>NA for SP4K</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>June 2017 SP4K Family Survey results</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>NA for SP4K</p>
<p><b><u>December Data Summit Report</u></b></p> <p><u>Literacy goal:</u> November 2016 GOLD data: 81% of 4K students were at or above developmental levels in literacy. 19% were below developmental levels with phonological awareness (rhyme awareness, alliteration), and letter/sounds being most challenging. Teachers developed intervention plans for students below norms in literacy at the December 4K Data Summit.</p> <p><u>Numeracy goal:</u> November 2016 GOLD data: 51% of 4K students were at or above developmental levels in numeracy. 49% were below developmental levels with counting, quantifying, spatial relationships, shapes, and comparing/measuring being most challenging. Teachers developed intervention plans for students below norms in math at the December 4K Data Summit.</p> <p><u>Equity goal:</u> A review of Fall GOLD data on the two target social-emotional objectives indicated that 84% of White students/51% of African American students were at developmental level of Objective 1a.</p>	<p>NA for SP4K</p>	<p>Discussed ways to insure that all 4K families have access to the June 2017 SP4K Family Survey via online, paper copy, and translation/ or literacy supports at August 18, 2016 SP4K Directors meeting.</p>	<p>NA for SP4K</p>

<p>(Manages feelings). 52% of White students/19% of African American students were at developmental level of Objective 3b. (Solves social problems). Teachers developed intervention plans for students below norms on social-emotional objectives at the December 4K Data Summit.</p>			
<p><b><u>March Data Summit Report</u></b></p> <p><u>Literacy goal:</u> February 2017 GOLD data: 96% of 4K students were at or above developmental levels in literacy. 4% were below developmental levels with phonological awareness, alphabet knowledge, and concepts of print being most challenging. Teachers developed intervention plans for students below norms in literacy at the March 4K Data Summit.</p> <p><u>Numeracy goal:</u> February 2017 GOLD data: 87% of 4K students were at or above developmental levels in numeracy. 13% were below developmental levels with counting, quantifying, spatial relationships, shapes, and comparing/measuring being most challenging. Teachers developed intervention plans for students below norms in math at the March 4K Data Summit.</p> <p><u>Equity goal:</u> A review of February 2017 GOLD data on the two social-emotional objectives indicated that 92% of White students and 78% of African American students were at developmental level on Objective 1a. (Manages feelings). 84% of White students and 60% of African American students were at developmental level on Objective 3b (Solves social problems). Teachers selected related Pyramid Model strategies they could focus on universally, and also developed intervention plans for students who were below norms on social-emotional objectives at the March 2017 4K Data Summit.</p>		<p>During February 2017 Family Conferences, teachers surveyed families regarding their preference to complete the survey online in May/June or to receive a paper copy. The 4K office will give teachers paper copies of the survey to send home with students whose families requested such. The survey window will be open from May 22-June 10, 2017.</p>	

<p><b><u>Quarter 4 Data Summary Report</u></b></p> <p><u>Literacy goal:</u> May 2017 GOLD data: 99% of 4K students were at or above developmental levels in literacy. 1% were below developmental levels with letter-sound knowledge being most difficult.</p> <p><u>Numeracy goal:</u> May 2017 GOLD data: 98% of 4K students were at or above developmental levels in numeracy or made at least one colored spectrum level of growth. 2% were below developmental levels with quantifying and understanding spatial relationships being most difficult.</p> <p><u>Equity goal:</u> A review of May 2017 GOLD data on the two social-emotional objectives indicated that 97% of White students and 95% of African American students were at developmental level on Objective 1a. (Manages feelings). 92% of White students and 87% of African American students were at developmental level on Objective 3b (Solves social problems). The difference is 2% and 5%, respectively.</p>		<p>Both online and paper copy surveys were provided to SP4K families during the May 22-June 11, 2017 survey window. Results show that responses were received from families of students at all SP4K sites. Responses regarding SP4K programs and services were very positive and 96% indicated that their child's 4K program met their expectations.</p>	
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## 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**

<b>Teaching &amp; Learning School Annual Goals</b> <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
<u>Literacy goal:</u> 98% of FAY SP4K students will score at or above the developmental proficiency level or make at least one colored spectrum level of growth in literacy as measured by Spring 2017 GOLD.	1. Review May 2016 GOLD literacy, math and equity data with 4K directors and personnel. Share SP4K 2016-17 SIP goals with 4K directors and personnel.	SP4K Principal	September 2016	SP4K Director Meeting Agenda SP4K Professional Development Plan	GREEN GREEN	GREEN GREEN
	2. At data summits, provide opportunity and guidance for 4K teachers to develop universal, small group, and/or individual intervention strategies for students below or above GOLD developmental levels on Fall 2016 and Winter 2017 checkpoints.	SP4K Principal 4K Teachers	December 2016, March 2017	November 2016 GOLD data February 2017 GOLD data Intervention Strategy Plans December Data Summit March Data Summit	GREEN GREEN GREEN GREEN	GREEN GREEN GREEN GREEN
	3. In January, site directors will interview teachers regarding intervention effectiveness for targeted students. In April, the SP4K principal will communicate with individual teachers regarding intervention effectiveness for targeted students.	SP4K Principal 4K Directors 4K Teachers	January 2017, April 2017	Intervention Strategy Plan Monitoring logs	GREEN GREEN	GREEN GREEN
	4. Provide professional development in the key areas of focus related to GOLD data.	SP4K Principal 4K PBIS Coaches/ PD trainers	2016-2017 School Year	SP4K Professional Development Plan Literacy PD completed January 2017	GREEN	GREEN

<p><u>Numeracy goal:</u> 98% of FAY SP4K students will score at or above the developmental proficiency level or make at least one colored spectrum level of growth in math as measured by Spring 2017 GOLD.</p>	<p>Same as Literacy goal</p>	<p>Same as Literacy goal</p>	<p>Same as Literacy goal</p>	<p>Same as Literacy goal</p>	<p>Same as for Literacy goal above <b>GREEN</b> Math PD completed on February 2</p>	<p><b>GREEN</b></p>
<p><u>Equity goal:</u> The % of FAY African American students meeting or exceeding Spring 2017 GOLD social-emotional developmental expectations for objectives 1a. (Manages feelings) and 3b. (Solves social problems) will be comparable to that of White students or the difference will be less than 11% and 8%, respectively.</p>	<p>Same as Literacy goal  5. Implement Fidelity checks at all SP4K sites and the TPOT evaluation tool at targeted sites.</p>	<p>Same as Literacy goal  4K Pyramid Model Coaches</p>	<p>Same as Literacy goal  Two times during the 2016-2017 school year (Semesters 1 &amp; 2)</p>	<p>Same as Literacy goal  TPOT monitoring plan and Fidelity Checklist feedback forms Semester 1 Semester 2</p>	<p>Same as for Literacy and Math goals above.  <b>GREEN</b> <b>GREEN</b></p>	<p><b>GREEN</b> <b>GREEN</b></p>

<p align="center"><b>Workforce Focus School Annual Goal</b> Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>						
Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	NA for SP4K				NA	NA

### Community Engagement School Annual Goal

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
100% of SP4K sites will be represented in June 2017 Parent Survey results.	1. Share Family Survey feedback results with SP4K site directors	SP4K Principal	August or September 2016 SP4K Director Meeting	Director meeting agenda	GREEN	GREEN
	2. Distribute survey to families in multiple formats, (email, paper copies, family outreach workers, other languages, translation support)	SP4K Principal & Directors	May and June 2017	Survey results will include feedback from families representing each SP4K site	GREEN	GREEN

### 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
	NA for SP4K				NA	NA