

Westside 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 Goal: 60% of Full Academic Year students at Westside will meet or exceed the Fountas and Pinnell Benchmark by the end of the 2016-2017 school year. (Goal: increase by 6% or 20 students)</p> <p>Baseline: 54% of Proficient Readers (Fall 2016) K- 80% (72/90) PALS 1- 52% (35/67) 2- 63% (42/67) 3- 52% (33/63) 4- 41% (27/66) 5- 60% (41/68) Total- 54% (178/331)</p> <p>Literacy Equity Goal: 31% of Full Academic Year African American students at Westside will meet or exceed the Fountas and Pinnell Benchmark by the end of the 2016-2017 school year. (Goal: increase by 6% or 5 students) Baseline: 26%</p>	<p>The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 3.23 to 3.43</p>	<p>The overall mean on the Student Engagement Survey for the statement: "Students show respect for each other at this school," will increase by the end of the 2016-2017 school year from 3.03 to 3.23.</p> <p>The overall mean on the Parent Satisfaction Survey will increase by the end of the 2016-2017 school year from 3.22 to 3.42.</p>	
---	---	--	--

<p>K- 56% (10/18) PALS 1- 20% (4/20) 2- 38% (5/13) 3- 40% (4/10) 4- 15% (3/20) 5- 29% (5/17) Total- 26% (21/80)</p>			
<p><u>Numeracy Goal:</u> Increase the number of FAY 1st-5th grade students who are at or above benchmark on STAR math from 62% to 68%. (Goal: increase by 6% or 20 students)</p> <p>Baseline: Fall STAR Proficiency 1- 54% (36/67) 2- 60% (40/67) 3- 78% (49/63) 4- 59% (39/66) 5- 59% (40/68) Total- 62% (204/331)</p>			
<p><u>Numeracy Equity Goal:</u> The number of FAY African American students in grades 1-5 who are proficient on STAR math will increase from 40% to 46%. (Goal: increase by 6% or 5 students)</p> <p>Baseline: Fall STAR Proficiency 1- 30% (6/20) 2- 46% (6/13) 3- 80% (8/10) 4- 35% (7/20) 5- 29% (5/17) Total- 40% (32/80).</p>			
<p><u>Equity Goal:</u> Decrease the risk index of African American students receiving Office Discipline Referrals from 73% (baseline) to 63%.</p>			
<p>Director Approval: Rick Mueller and Curt Mould</p> <p>Approval Date: August 22, 2016</p>			

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>Spring Fountas and Pinnell, Risk index from SWIS</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>Employee Engagement survey</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>Parent Engagement survey Student Engagement survey, SWIS data (ODRs for Disrespect/Bullying)</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> F&P: N/A STAR: N/A Risk Index: 37%</p>	<p><u>Quarter 1 Data Summit Report</u> Employee Engagement Nov. 2016 (Overall Mean): 3.97</p>	<p><u>Quarter 1 Data Summit Report</u> N/A</p>	<p><u>Quarter 1 Data Summit Report</u> N/A</p>
<p><u>Mid-Year Data Summit Report</u> <u>Literacy Goal:</u> STAR: 1- 54% (36/66) 2- 65% (45/69) 3- 61% (38/62) 4- 60% (40/67) 5- 46% (30/65) Total- 57% (188/329) *This data does not account for students who are not FAY</p> <p><u>Literacy Equity Goal:</u> STAR: 1- 32% (6/19) 2- 57% (8/14) 3- 40% (4/10) 4- 23% (5/22) 5- 13% (2/15) Total: 31% (25/80)</p> <p><u>Numeracy Goal: STAR Proficiency</u></p>	<p><u>Mid-Year Data Summit Report</u> <u>Employee Engagement</u> Overall Mean: 3.97</p>	<p><u>Mid-Year Data Summit Report</u> <u>Student Engagement:</u> 91% of 4th and 5th graders when surveyed reported that they feel respected at school always/sometimes. 9% of 4th and 5th graders reported they never feel respected at school.</p> <p><u>Parent Engagement:</u> 75% of parents who completed mid-year survey reported a positive change in Westside school climate. 90% of parents who completed mid-year survey reported their child feels safe at school. 84% of parents who completed mid-year survey reported being satisfied/highly satisfied with their experience this year at Westside. *69 parents took survey as of 2/1/2017</p>	<p><u>Mid-Year Data Summit Report</u> N/A</p>

<p>1- 82% (54/66) 2- 75% (52/69) 3- 80% (50/62) 4- 60% (40/67) 5- 70% (45/65) Total- 73% (241/329) *This data does not account for students who are not FAY</p> <p><u>Numeracy Equity Goal: STAR Proficiency</u> 1- 63% (12/19) 2- 57% (8/14) 3- 70% (7/10) 4- 41% (9/22) 5- 47% (7/15) Total- 53% (43/80)</p> <p><u>Equity Goal:</u> Risk Index: 45%</p>			
<p><u>Quarter 3 Data Summit Report</u> (Enter data and outcome report here)</p>	<p><u>Quarter 3 Data Summit Report</u> (Enter data and outcome report here)</p>	<p><u>Quarter 3 Data Summit Report</u> (Enter data and outcome report here)</p>	<p><u>Quarter 3 Data Summit Report</u> (Enter data and outcome report here)</p>
<p><u>End of Year Data Summary Report</u> (Enter data and outcome report here)</p>	<p><u>End of Year Data Summary Report</u> (Enter data and outcome report here)</p>	<p><u>End of Year Data Summary Report</u> (Enter data and outcome report here)</p>	<p><u>End of Year Data Summary Report</u> (Enter data and outcome report here)</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	Increased alignment of interventions and classroom (core) instruction.	Classroom Teachers and Interventionists	*Bi-weekly meeting days/times TBD by end of week 3 *Meetings to occur throughout the 2016-2017 school year	*PLC notes with administrator feedback *Interventionist/classroom teacher communication document *Meeting calendar *1:1 conferencing in classroom connected and related to strategy/focus of intervention as evidenced through administrator observation		
Literacy	Instructional Coaching for differentiation and cultural relevance within Reader's and Writer's Workshop	Instructional Coach, Teachers, Admin	*Throughout 2016-2017 school year	*PLC notes *Differentiated lesson plans *Instructional Coach schedule *Evidence documented through classroom observations by administration		
Literacy	Continue professional development with Teacher's College staff developers	Admin, Instructional Coach, Teachers	*Throughout 2016-2017 school year	*Schedules		
Literacy	Literacy fidelity checks	BLC, Admin	*3 times/year	*Fidelity check data *BLC notes (how is the BLC using this data to inform PD and Instructional Coaching)		
Equity	Create weekly mentorship group for at-risk 4th and 5th grade African American students. Group will be	Admin	*Throughout 2016-2017 school year	*Decrease in Behavior Referrals for those 4th and 5th grade African American students who have been identified as at-risk of receiving an Office Discipline		

	run by African American community member or parent			Referral. *Calendar of regular weekly meetings.		
Equity	Incorporate mindfulness into the classroom and staff development	Admin, Classroom Teachers	*9 week class to train teachers on mindfulness practices starting the 3rd week of September	*Staff roster from class *Classroom observations by administration		
Equity	Restructure of Student Council to allow for better representation of student population	Allison/Sue	*Throughout 2016-2017 school year	*Increased diversity of student participation in Student Council to mirror current school demographics.		
Equity	Restructuring of readmit plan when a student is suspended (both in and out of school) and wrap-around plans for students who continually receive Office Discipline Referrals (ODRs)	Pupil Services and Admin	*Throughout 2016-2017 school year *Plan to be in place prior to start of school year	*Documentation of students who have been provided interventions based on suspension and or multiple ODRs.		
Equity	Collaborate to execute small-scale (safe-to-fail) pilots intended to increase the achievement of African American students	Admin	2016-2017 school year	Data from safe-to-fail pilots will be determined prior to implementation in partnership with NEP.		
Numeracy	1-5 grade level teachers will use beginning or end of unit assessments to create flexible groupings (Kindergarten teachers will meet separately to decide how to assess)	Teachers, Instructional Coach, Math Interventionist	*Throughout 2016-2017 school year	*Pre and Post Unit Assessments *PLC Notes *Lesson Plans		
Numeracy	Grade level teams will meet to preview end of unit assessments to identify CCSS not addressed in unit materials. Teachers will work to supplement materials with lessons that address missing content.	Grade level teams	*Throughout 2016-2017 school year	*Increased student growth on end of unit assessment measured by comparing pre and post scores *PLC Notes *Lesson Plans		

Workforce Focus School Annual Goal:

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

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Staff Engagement	Regular attendance by admin at grade level team meetings (once/month)	Admin	*Throughout 2016-2017 school year	*PLC Notes with administrator feedback		
Staff Engagement	Weekly update to staff	Admin	*Throughout 2016-2017 school year	*Weekly Update		

Community Engagement School Annual Goal

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Student Engagement	Restructuring of Student Council to increase engagement and student voice	Allison and Sue	*End of Q1	*Increased diversity of Student Council to mirror school demographics		
Student Engagement	Implementation of mindfulness curriculum Staff trained in mindfulness	Admin, Classroom	*End of Q2	*Staff roster from Mindfulness Class *Mindfulness minutes used in classrooms		
Student Engagement	Creation and implementation of family groups	PBIS team	*Start of 2016-2017 school year	*Lesson plans from groups *Roster of students in each group		
Student Engagement	Restructuring of PBIS incentives for students	Jeff and Steve, PBIS Team	*Start of 2016-2017 school year	*Incentives *Increase in above the line behaviors and decrease in below and bottom line behaviors (SWIS data)		
Parent Engagement	Increase positive communication home (newsletters, postcards, etc.)	Teachers	*Throughout 2016-2017 school year	*Newsletters *Postcards		
Parent Engagement	Increase authentic communication with families (Facebook posts, tweets, Blackboard Connect, etc.)	Admin	*Throughout 2016-2017 school year	*Increased parent participation in school sponsored events *Double number of families following Westside on Facebook *Tweets *Blackboard Connect		
Parent Engagement	Explore and implement ways to increase number of parents taking Engagement survey	Admin, PBIS Team		*Increase the number of families taking the survey from 9 to 40		

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