

Royal Oaks Elementary is a learning community where we strive to be a high performing school that supports the individual needs and diversity of our students.

Royal Oaks Rockets: "Launching the Future!"



## Royal Oaks Elementary 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.  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> The percentage of FAY students in grades 2-5 that are proficient as determined by STAR will increase from 74.5% (in the fall) to 78% (in the spring) during the 2016-2017 school year.</p> <p>The number of FAY students in grades 1-5 testing in the minimal proficiency range on F&amp;P will decrease from 11% (48 students) to 9% (39 students) by the end of the 2016-2017 school year.</p> <p>The percentage of FAY 3rd grade students that score proficient or advanced on the Forward Exam will increase from 50.6% to 56.6%.</p>	<p>The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 4.19 to 4.24.</p>	<p>The overall mean on the Student Engagement Survey will increase by the end of the 2016-2017 school year from 4.11 to 4.16.</p> <p>The overall mean on the Parent Satisfaction Survey will be maintained at 4.41 at the end of the 2016-2017 school year.</p>	
<p><b>Numeracy Goal:</b></p>			

<p>The percentage of FAY students in grades 1-5 that are proficient as determined by STAR will increase from 87.4% (in the fall) to 89.4% (in the spring).</p>			
<p><b>Equity Goal:</b>  The percentage of FAY Black or two or more race students in grades 2-5 that are proficient as determined by STAR Reading will increase from 59% (19/32) to 65% (21/32) during the 2016-2017 school year.</p> <p>The number of FAY Black and two or more race students in grades 1-5 testing in the minimal proficiency range on F&amp;P will decrease from 23% (10/44 students) to 18% (8/44 students) by the end of the 2016-2017 school year.</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><b>Literacy:</b></p> <ul style="list-style-type: none"> <li>● STAR Reading</li> <li>● Fountas &amp; Pinnell</li> <li>● Forward</li> </ul> <p><b>Math:</b></p> <ul style="list-style-type: none"> <li>● STAR</li> </ul> <p><b>Equity:</b></p> <ul style="list-style-type: none"> <li>● STAR</li> <li>● Fountas &amp; Pinnell</li> </ul>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>Studer Employee Engagement Survey (Fall/Spring)</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p> <p>Studer Student Survey (Spring)</p> <p>Studer Parent Survey (Spring)</p>	<p><u>What specific data will be provided to demonstrate growth in this goal?</u></p>
<p><u>Mid-Year Data Summit Report</u></p> <p><b>Literacy Goals:</b></p> <p><b>STAR</b></p> <p>The percentage of FAY students in grades 2-5 that are proficient as determined by STAR will increase from 74.5% (in the fall) to 78% (in the spring) during the 2016-2017 school year.</p> <p><b>Winter Window=82.8% Proficient</b></p> <p><b>F&amp;P</b></p> <p>The number of FAY students in grades 1-5 testing in the minimal proficiency range on F&amp;P will decrease from 11% (48 students) to 9% (39 students) by the end of the 2016-2017 school year.</p> <p><b>Winter Window= 6% (29/428)</b></p> <p><b>Forward--N/A</b></p>	<p><u>Mid-Year Data Summit Report</u></p> <p>The overall mean on the Employee Engagement Survey will increase by the end of the 2016-2017 school year from 4.19 to 4.24.</p> <p><b>Fall Survey Results=4.42</b></p>	<p><u>Mid-Year Data Summit Report</u></p> <p>The overall mean on the Student Engagement Survey will increase by the end of the 2016-2017 school year from 4.11 to 4.16.</p> <p><b>TBD--Spring Survey</b></p> <p>The overall mean on the Parent Satisfaction Survey will be maintained at 4.41 at the end of the 2016-2017 school year.</p> <p><b>TBD--Spring Survey</b></p>	<p><u>Mid-Year Data Summit Report</u></p>

<p><b>Numeracy Goal:</b> <b>STAR</b> The percentage of FAY students in grades 1-5 that are proficient as determined by STAR will increase from 87.4% (in the fall) to 89.4% (in the spring). <b>Winter Window=92.6%</b></p> <p><b>Equity Goal:</b> <b>STAR</b> The percentage of FAY Black or two or more race students in grades 2-5 that are proficient as determined by STAR Reading will increase from 59% (19/32) to 65% (21/32) during the 2016-2017 school year. <b>Winter Window=22/32 69%</b></p> <p><b>F&amp;P</b> The number of FAY Black and two or more race students in grades 1-5 testing in the minimal proficiency range on F&amp;P will decrease from 23% (10/44 students) to 18% (8/44 students) by the end of the 2016-2017 school year. <b>Winter Window=</b> <b>Total # Minimal decreased from 10 to 8.</b> <b>(We want to explore/discuss “proportionality” of minimal readers on F&amp;P.)</b></p>			
<p><u><b>Quarter 3 Data Summit Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 3 Data Summit Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 3 Data Summit Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 3 Data Summit Report</b></u> (Enter data and outcome report here)</p>
<p><u><b>Quarter 4 Data Summary Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 4 Data Summary Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 4 Data Summary Report</b></u> (Enter data and outcome report here)</p>	<p><u><b>Quarter 4 Data Summary Report</b></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**

<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
<b>Literacy</b>	1. Readers Workshop taught to fidelity	Royal Oaks Faculty, Instructional Coach, Administration	All Leadership Actions will take place during the 2016-2017 school year	Mini Observation data, Formal Observations & Fidelity Checks will help measure this leadership action. We will continue to incorporate discussions around Reader's Workshop at staff meetings and professional development opportunities to maintain and grow our practice.		
	2. Readers Workshop fidelity checks throughout the year	Administration & Instructional Coach		Fidelity Checklists		
	3. Reading Interventions given to students who qualify according to the MTSS data rules	Interventionists and LLT		Students who receive intervention will be brought back for review quarterly. Measures we will review are attendance, growth, fidelity of intervention and next steps, which may include dismissal.		
	4. Participate in lab site workshops around Reader's Workshop	Instructional Coach, Administration and Faculty		Lab site attendance, participation and discussion.	Coach only	
	5. Based on 2015-2016 data, we will work on improving two areas of Reader's	Instructional Coach, Administration and Faculty		Reader's Workshop Fidelity Walkthrough data		

	Workshop: Conferring and Small Group Instruction				
<b>Math</b>	1. Maintain high quality of Everyday Math instruction, filling in “gaps” within the CCSS with supplemental material.	Royal Oaks Faculty, Instructional Coach, Administration		Mini Observation data, Formal Observations & Fidelity Checks will be specific measure for this leadership action.	
	2. Math Interventions given to students who qualify according to the MTSS data rules.	Interventionists and LLT		Students who receive intervention will be brought back for review quarterly. Measures we will review are attendance, growth, fidelity of intervention and next steps, which may include dismissal.	
	3. Communicate, facilitate and support district and building professional development around Everyday Math (Mary Freytag)	TLEC Leadership, Instructional Coach & Administration (Building and District)		Mini Observations & Formal Observations	
<b>Equity</b>	(All strategies used in our literacy goal plus the strategies below) 1. Using Universal Design for Learning principles and Personal Learning practices, we will create and maintain a more engaging and inclusive learning environment.	Royal Oaks Faculty and Administration		Conversations at staff meetings and PLC meetings will help promote this leadership action.  We will also abide by the requirements of the <a href="#">DPI UDL Grant</a> that we received. We are in our third and final year of this grant.	
	2. Offering more voice and choice for students in creating the learning environment.	Classroom Teachers		Student Survey Questions:  “I set learning goals and track my progress” and “My teachers ask me how I learn best.”	

**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 4.19 to 4.24.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	Give the Fall Employee Engagement Studer Survey	Administration	As determined by SPASD	Fall Survey		
	Create and Implement an Employee Engagement Action Plan based on results of Fall Employee Engagement Studer Survey	Administration & BLC	Upon completion and result sharing	Spring Survey	Can't measure until the spring	
	Administration will attend at least one recruitment fair during the 2016-2017 school year	Administration	2016-2017 school year	Attendance at fair		

### Community Engagement School Annual Goal:

Increase the mean on the Student Engagement Survey from 4.11 to 4.16.

Maintain the mean on the Parent Satisfaction Survey at 4.41.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	<p>Student Survey:</p> <p>Conduct a “roll out” discussion with the classes that completed the survey similar to the discussion after the Employee Engagement Survey.</p>	<p>Administration &amp; Grade Level Teachers that gave the survey</p>	<p>All Leadership Actions will take place during the 2016-2017 school year</p>	<p>Student Engagement Survey (spring)</p> <p>Specific questions to be used as interim checks will be determined after meeting with student groups in the fall.</p>		
	<p>Parent Survey:</p> <p>Maintain the day-to-day operations in regards to our parent communication, outreach and collaboration, so that our mean stays the same or improves.</p>	<p>Administration and Faculty</p>	<p>All Leadership Actions will take place during the 2016-2017 school year</p>	<p>Parent Satisfaction Survey (spring)</p>	<p><b>Can't measure until spring</b></p>	



**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.**

<b>Goal</b>	<b>Leadership Actions</b>	<b>Process Owner(s)</b>	<b>Timeline</b>	<b>Measures</b>	<b>Stop Light</b>	<b>EOY Stop Light</b>