

2009-11 Board/Superintendent Priorities

Strategic Goal:

Goal 1: Prepare all students to succeed as members of a global community and in a global economy.

Board/Superintendent Priority

1.1 Implement the Framework for Quality Learning, the Division's curriculum, assessment, and instruction model, in all learning communities.

Key Performance Indicators

- 90% of all teachers being observed will upload an electronic version of their FQL unit plan into SchoolNet to be shared with the observing administrator
- 95% of classroom walkthroughs will report evidence of the Framework for Quality Learning
- 95% of teachers, who respond to a staff questionnaire, will report familiarity and facility with the FQL

Board/Superintendent Priority

1.2 Assess level of student engagement in learning communities, identifying and enhancing practices connected to high levels of student engagement.

Key Performance Indicators

- No more than 5% of students will be chronically absent (missing 10% of school days) at each quarter
- 95% of classroom walkthroughs will report evidence of high levels of student engagement
- 90% of students, who respond to a student questionnaire, will report feeling engaged in their classroom

Strategic Goal:

Goal 2: Eliminate the Achievement Gap.

Board/Superintendent Priority

2.0 Through common rigorous assessments and use of high-yield instructional strategies all students will meet high expectations for performance and achievement as measured by:

Key Performance Indicators

- 100% of courses in reading and math will establish rigorous common (minimum - at the school level) quarterly assessments
- 90% of students will demonstrate proficiency on common quarterly assessments (i.e. PALS, DSA, feeder pattern math assessments, MAP, etc.)

Strategic Goal:

Goal 3: Recruit, retain, and develop a diverse cadre of the highest quality teaching personnel, staff, and administrators

Board/Superintendent Priority

3.0 Review and align performance appraisal systems and compensation models to support workforce development and enhance diversity

Key Performance Indicators

- 95% of teachers will be at the Applies level, or above, on 15 of 19 domains of the TPA
- 80% of teachers will be at the Integrates level, or above, on 15 of 19 domains of the TPA
- 50% of teachers will be at the Innovates level on 10 of 19 domains of the TPA
- 80% of professional development opportunities will be aligned to the professional development needs expressed on a staff survey

Strategic Goal:

Goal 4: Achieve recognition as a world-class educational system.

Board/Superintendent Priority

4.1 Benchmark Division performance against Baldrige National Quality Criteria, aligning or creating structures, systems, and processes to support continuous improvement

Key Performance Indicators

- Before the Division completes and submits an application for the Baldrige award, it will address 90% of suggestions for improvement from sub-committees
- 80% of community members, who respond to a community questionnaire, will report being satisfied with the level of education in Albemarle County Public Schools

Board/Superintendent Priority

4.2 Implement balanced scorecard model, aligning Division strategies and performance measures in dynamic and transparent ways

Key Performance Indicators

- 90% of departments will demonstrate having met their departmental goals using quarterly metrics
- 80% of Division strategies will be codified with standard operating procedures to guide their implementation to ensure fidelity of implementation and success on performance measures

Strategic Goal:

Goal 5: Establish efficient systems for development, allocation, and alignment of resources to support the Division's vision, mission, and goals.

Board/Superintendent Priority

5.0 Support Division vision, mission, and goals through ongoing resource utilization review and strategic allocation of capital and operating revenues

Key Performance Indicators

- 100% of remaining suggestions from the CEPI Resource Utilization Study will be reviewed for the possibility of implementation, priority level, and potential impact to the Division's vision, mission, and goals

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