

School Board Priority Considerations

Presented June 14, 2012

Current State	Recommendations for Consideration
Priority 1.1: Develop Lifelong-Learner (LLL) competencies in all students.	Priority 1.1: <i>No recommended changes.</i>
Priority 2.1: Prepare all students for workforce/college readiness.	Priority 2.1: <i>Add “citizenship” readiness. As adopted in June 2011, Priority 2.1 did not include the word “citizenship.” Add “and assess” to emphasize performance tasks.</i> <i>“Prepare and assess all students for citizenship/workforce/college readiness”</i>
Priority 3.1: Improve the organization's capacity to build and maintain a high-quality workforce.	Priority 3.1: <i>Narrow emphasis to workforce engagement.</i> <i>“Improve the organization's capacity to build and maintain workforce engagement.”</i>
Priority 4.1: Promote strategic alignment with the Vision, Mission, and Goals throughout the organization.	Priority 4.1: <i>No recommended changes.</i>
Priority 4.2: Expand two-way communication with and outreach to our stakeholders.	Priority 4.2: <i>No recommended changes.</i>

No Current Priority	Priority 4.3: <i>Add a Priority to define “World Class”.</i> “Develop the Albemarle County Public Schools definition of “World Class.”
Priority 5.1: Identify opportunities for improved efficiencies in operational departments and instructional programs.	Priority 5.1: <i>Reword to place emphasis on evaluation and valuation.</i> “Evaluate and value instructional programs and operational departments.”
Priority 5.2: Implement the Division's Student Information System (SIS) and Parent Portal.	Priority 5.2: <i>Remove.</i> The KPIs for this Priority have been moved to Operational status and are being monitored by the Project Management Oversight Committee.

Key Performance Indicator Considerations

Presented June 14, 2012

Current State (Study)	Anticipated State (Act)
KPI 1.11a - 80% of students in grades 3 through 12 will report being given regular opportunities to work on the Lifelong-Learner (LLL) standards.	Retain (Red)
KPI 1.11c - 80% of learning walks will report evidence of students working on the Lifelong-Learner (LLL) standards.	Move to Operational
KPI 1.11d - 66% of learning walks will report evidence of all students in grades K-12 being engaged in student learning .	Move to Operational
KPI 1.11f - 100% of schools will identify and/or establish at least one classroom that represents a contemporary learning space that fosters lifelong learning work in students by the end of the 2012-2013 school year.	Retain (Blue)
KPI 2.11a - The Department of Instruction will coordinate the development and pilot testing of performance tasks for assessments .	Retain (Red) and combine with 2.12a.
KPI 2.12a - Establish a baseline and increase the number of teachers using performance tasks for assessments aligned to essential standards. (NOTE: Refer to the FQL for more information about essential standards.)	Retain (Red) and combine with 2.11a
KPI 2.13a - Develop and implement a process to establish and maintain strategic partnerships to enhance students' citizenship, workforce, and college readiness.	Move to Operational
KPI 3.11a - Establish a baseline to determine the number of applications received from 21st century approaches to recruitment to inform future recruitment efforts.	Move to Operational
KPI 3.11b - Increase the ratio of minority hires to minority exits for teaching positions	Move to Operational

KPI 3.11c - Increase the ratio of minority hires to minority exits for supervisory/leadership positions.	Move to Operational
KPI 3.11d - Establish baseline levels of workforce engagement and satisfaction through the use of an employee climate survey.	Retain (Blue)
KPI 3.11e - Review exit survey data and create action plans to address improvements in key areas using the Plan-Do-Study-Act model.	Move to Operational
KPI 3.12a - Develop and implement a plan to review and update the Teacher Performance Appraisal (TPA) .	Move to Operational (~Complete)
KPI 3.12b - 100% of employees will complete a professional development needs assessment survey in order to inform the Division's overall professional development plan.	Move to Operational
KPI 4.11a - 100% of employees will complete an online training program designed to increase understanding of how their job contributes to the Vision, Mission, and Goals .	Retain (Blue)
	Add <i>Academic Excellence Measure of World Class</i>
KPI 4.12a - Develop and publish a crosswalk document that explains how the Baldrige Criteria relate to other Division initiatives.	Retain (Blue)
KPI 4.21b - Establish and implement the Division's strategic communications plan .	Retain (Blue)
KPI 5.11a - Develop a transparent system to conduct program evaluation , audits, and valuation indicators of existing and proposed programs.	Retain (Red) and combine with 5.11b
KPI 5.11b - 80% of identified instructional programs will undergo a program evaluation by the end of the 2012-13 school year.	Retain (Red) and combine with 5.11a
Total: 19	Total: 9