

School Board Priority Considerations

Presented June 28, 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> “Prepare and assess all students for citizenship/workforce/college readiness”
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> “Improve the organization's capacity to build and maintain workforce engagement.”
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> “Assemble a collection of rigorous performance indicators and recognized benchmarks that define a world-class educational system.”
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

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Current State (Study)	Anticipated State (Act)	
<i>Original Wording for 2011-2012</i>	<i>Status for 2012-2013</i>	<i>Proposed Wording of Strategic KPIs for 2012-2013</i>
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 1.11a - The percentage of students in grades 3 through 12 who report being aware of the Lifelong-Learner (LLL) competencies will increase annually by X% . Measure: % reported on student survey Target: X% increase NOTES: 1) This performance indicator will be measured annually though the School Climate Survey. 2) A baseline of 32% (high-school only) was established in the Spring of 2012.
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 1.11f: 100% of schools will establish a contemporary learning space that fosters sustained lifelong learning work in students by the end of the 2012-2013 school year. Measure: % of schools Target: 100% NOTE: Each school will provide written and visual evidence of their model contemporary learning space. This information will be compiled and presented to the school board during future Board work sessions.
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 2.11a: Every student in grades K-12 will take at least one Division performance task for assessment by the end of the 2012-2013 school year.
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	Measure: # of students completing a Division performance task Target: 100% of students in grades K-12 NOTE: These Division performance tasks will be administered in April 2013 and scored at CAI in June 2013. The Board will receive general progress updates on the continued development work occurring throughout the

		Division over the course of the year.
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 3.11d: The % of employees who report feeling recognized for their work will increase by X% in 2012-2013. Measure: % reported on workforce engagement survey Target: X% NOTE: Based on results of the initial workforce engagement survey, <i>employee recognition</i> was identified as a specific area of focus.
KPI 3.11e - Review exit survey data and create action plans to address improvements in key areas using the	Move to Operational	

Plan-Do-Study-Act model.		
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)	KPI 4.11b – Develop a video connecting the Vision, Mission, and Goals to the work of a variety of professional roles across the Division Measure(1): Progress on video production Target: 100% by mid-year Measure(2): # of views after video is produced Target: <# of employees> NOTE: This KPI is a recommendation from the Division's Quality Council.
KPI 4.12a - Develop and publish a crosswalk document that explains how the Baldrige Criteria relate to other Division initiatives.	Retain (Blue)	KPI 4.12b – Develop and implement a series of monthly learning opportunities related to the Baldrige Criteria and the Division's continuous improvement model. Measure: # of monthly learning opportunities delivered Target: 9 in the 2012-2013 school year
KPI 4.21b - Establish and implement the Division's strategic	Retain (Blue)	No proposed wording changes. Progress will be reported in quarterly status reports.

communications plan.		
	Add <i>Academic Excellence Measure</i> of World Class	KPI 4.31a (NEW) – Achieve at least <X> on State and National benchmarks. Measure: Achievement levels of identified state and national benchmarks as reported in the “State of the Division” report. Target: <X>
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 5.11d – Develop a system to <i>value</i> key instructional programs. Measure: Cumulative progress towards completion of a valuation system as reported in quarterly status reports. Target: 100%
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	