



Effingham County School District Balanced Scorecard for 2018-2019

STRATEGIC GOAL AREA I - PURPOSE AND DIRECTION							
Performance Objective(s)		Performance Measure(s)	FY15	FY16	FY17	FY18	FY19
A - To engage in a systematic, inclusive and comprehensive planning process for students success	1	Annual Review of Strategic Plan targeting School Improvement process	Yes	Yes	Yes	Yes	Yes
B - To ensure accurate communication of district Strategic Plan with all stakeholders	2	% of teachers completing Title II survey	14	22	47.6	NA	33
	3	# of parents completing Title II survey	207	132	19	NA	164

STRATEGIC GOAL AREA II - GOVERNANCE AND LEADERSHIP							
Performance Objective(s)		Performance Measure(s)	FY15	FY16	FY17	FY18	FY19
A - To ensure autonomy at all levels to meet student achievement goals	4	School Board earns credentials from GSBA on effective school board practices	No	Yes	Yes	Yes	Yes
B - To provide effective, day-to-day management of schools	5	% of personnel who answered somewhat or strongly agree with the statement "I feel safe at my school" (question 13)	98.1	97.6	n/a	98.05	97.3
	6	% of elementary students who answered always or often to the statement "I feel safe at school" (question 5)	78.9	82.1	86.5	82.2	83.1
	7	% of middle/high school students who answered somewhat disagree or strongly disagree with the statement "I have felt unsafe at school or on my way to or from school" (question 32 through 2018, question 28 in 2019)	68.8	71	71	71.7	70.4
	8	# of discipline referrals					
D - Ensure sound fiscal policy and equitable distribution of resources	9	Annual audit reports	Yes	Yes	Yes	Yes	Yes
E - To ensure established policies and procedures promote effective leadership	10	Annual review of leadership policies/procedures	No	No	Yes	Yes	Yes

STRATEGIC GOAL AREA III - TEACHING AND ASSESSING FOR LEARNING							
Performance Objective(s)		Performance Measure(s)	FY15	FY16	FY17	FY18	FY19
A - To provide high-quality professional learning to all staff	11	# of professional development coaches		3	7.5	6	6



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B - To ensure all students are College and Career ready	12	Attendance HS - % of students missing fewer than six days of school (2015 #16 & 2016 #15) based on 10 points on CCRPS indicator	4.7	4.9	5.1	NA	NA
	13	Attendance HS - % of students in grades 9-12 absent less than 10% of enrolled days	NA	NA	NA	84.06	84.23
	14	Attendance MS - % of students missing fewer than six days of school (2015 & 2016 #9) based on 10 points on CCRPI indicator	6.4	6.3	6.5	NA	NA
	15	Attendance MS - % of students in grades 6-8 absent less than 10% of enrolled days	NA	NA	NA	91.85	91.4
	16	Attendance Elementary - % of students missing fewer than six days of school (2015 & 2016 #10) based on 10 points on CCRPI indicator	7.5	8.1	7.9	NA	NA
	17	Attendance Elementary - % of students in grades K-5 absent less than 10% of enrolled days	NA	NA	NA	94	93.18
	18	% of students with typical or high growth in English/Language Arts on Elementary GA Milestones	59.4	65.9	66.8	NA	NA
	19	% of students with typical or high growth in Mathematics on Elementary GA Milestones	71.1	67	69.3	NA	NA
	20	% of students with typical or high growth in English/Language Arts on Middle School GA Milestones	63.8	64.2	72.2	NA	NA
	21	% of students with typical or high growth in Mathematics on Middle School GA Milestones	65.2	61.8	67.7	NA	NA
	22	% of students with typical or high growth in English/Language Arts on High School GA Milestones	77.3	76	70.7	NA	NA
	23	% of students with typical or high growth in Mathematics on High School GA Milestones	60.9	53.5	66.9	NA	NA
	24	9th Grade Literature EOC Milestones: % proficient/distinguished			62	59	72
	25	American Literature EOC Milestones: % proficient/distinguished			54	53	47
26	Algebra I EOC Milestones: % proficient/distinguished			37	36	43	
27	Geometry EOC Milestones: % proficient/distinguished			40	44	52	

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28	Biology EOC Milestones: % proficient/distinguished			49	53	51
29	Physical Science EOC Milestones: % proficient/distinguished			53	48	52
30	US History EOC Milestones: % proficient/distinguished			56	56	54
31	Economics EOC Milestones: % proficient/distinguished			44	58	54
32	3rd Grade ELA Milestones: % proficient/distinguished			48	47	52
33	3rd Grade Math Milestones: % proficient/distinguished			56	56	65
34	4th Grade ELA Milestones: % proficient/distinguished			56	48	51
35	4th Grade Math Milestones: % proficient/distinguished			64	60	64
36	5th Grade ELA Milestones: % proficient/distinguished			48	53	58
37	5th Grade Math Milestones: % proficient/distinguished			50	52	53
38	5th Grade Science Milestones: % proficient/distinguished			48	56	59
39	5th Grade Social Studies Milestones: % proficient/distinguished			39	44	46
40	6th Grade ELA Milestones: % proficient/distinguished			49	45	56
41	6th Grade Math Milestones: % proficient/distinguished			46	50	54
42	7th Grade ELA Milestones: % proficient/distinguished			41	40	42
43	7th Grade Math Milestones: % proficient/distinguished			56	56	54
44	8th Grade ELA Milestones: % proficient/distinguished			52	54	55
45	8th Grade Math Milestones: % proficient/distinguished			58	56	55
46	8th Grade Science Milestones: % proficient/distinguished			42	47	50
47	8th Grade Social Studies Milestones: % proficient/distinguished			45	56	51
48	% of 12th grade students entering TCSG/USG without needing remediation; achieving a readiness score on the ACT, SAT, two or more AP exams, or two or more IB exams; passing a pathway-aligned end of pathway assessment (EOPA) resulting in a national or state credential; or completing a work-based learning program			88.14	76.41	73.55
49	Graduation rate-4 year cohort graduation rate			87.4	91.25	90.48
50	% of graduates completing a CTAE, Fine Arts or World Language pathway			99.07	95.27	94.92

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	51	Literacy: % of students in grade 3 demonstrating reading comprehension at 670L or higher on the Georgia Milestones ELA EOG			63.3	56.3	57.66
	52	Literacy: % of students in grade 4 demonstrating reading comprehension at 840L or higher on the Georgia Milestones ELA EOG			58.2	50.1	53.6
	53	Literacy: % of students in grade 5 demonstrating reading comprehension at 920L or higher on the Georgia Milestones ELA EOG			65.7	66.7	72.8
	54	Literacy: % of students in grade 6 demonstrating reading comprehension at 997L or higher on the Georgia Milestones ELA EOG			54.6	58.6	62.44
	55	Literacy: % of students in grade 7 demonstrating reading comprehension at 1045L or higher on the Georgia Milestones ELA EOG			68.5	67.7	72.11
	56	Literacy: % of students in grade 8 demonstrating reading comprehension at 1097L or higher on the Georgia Milestones ELA EOG			74.2	79.6	79.78
	57	Literacy: % of students in 9th Grade Lit demonstrating reading comprehension at 1155L or higher on the Georgia Milestones 9th Grade Lit EOC			83.5	78.2	85.05
	58	Literacy: % of students in American Lit demonstrating reading comprehension at 1285L or higher on the Georgia Milestones American Lit EOC			70.1	65.6	69.16
C - To increase access to 21st century technology	59	Student:Device ratio	2.03	1.63	1.31	1.28	1.03
D- To increase parental involvement	60	% of students with parent/guardians who actually attend a fall conference that was requested by the teacher - PTC participation	NA	88	NA Weather No School	76	79
	61	% of parental participation in Initial IEP meetings	77.1	81.1	85.7		92.2
	62	% of parental participation in Annual IEP meetings	79.7	80.6	84.7		85.9

STRATEGIC GOAL AREA IV - RESOURCES AND SUPPORT SYSTEMS

Performance Objective(s)	Performance Measure(s)	FY15	FY16	FY17	FY18	FY19
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A - To ensure a high quality workforce	63	% of teachers retained	90.25	92	92	86	88
	64	# of certified applications	508	708	636	502	704
	65	# of classified applications	514	625	832	607	659
	66	# of partnerships with higher education	11	14	15	16	18
B - To ensure safe and well-maintained facilities	67	# of safe school training opportunities at system and school level	210	196	173	184	
	68	% of schools holding required safety drills	100	80.2	96.4	98	
	69	% of completed school emergency plans	100	100	100	100	
	70	# of maintenance requests closed in a timely manner		3189	3023	3189	2587
C - To ensure high quality support services	71	% online free/reduced lunch application		74	75	75	75
	72	Health department scores of school kitchens (system average)	100	100	98	96	97
	73	Maintenance cost per FTE (\$ per FTE)	560	548	572		
	74	# of preventable bus accidents	0	0	2	1	8
	75	% of bus fleet under 10 years old	46	50	50	50	50
	76	Transportation cost per FTE (\$ per FTE)	457	438	435	461.56	451.14
	77	# of days to respond to close Sysaid requests	7.7	5.04	5.60		0.9
	78	% of students participating in food service program	77.3	76.3	80.9	71.5	72.2

STRATEGIC GOAL AREA V - USING RESULTS FOR CONTINUOUS IMPROVEMENT

Performance Objective(s)	Performance Measure(s)	FY15	FY16	FY17	FY18	FY19	
A - To ensure a data-driven, formalized improvement process	79	% of school improvement plans that are district reviewed	NA	79	100	100	100
	80	% of school improvement plans that were developed in accordance with district guidelines	NA	0	100	100	100
	81	# of presentations to district personnel or the school board from schools on their progress towards meeting school improvement goals	NA	0	28	28	28
	82	% of school improvement plans that are peer reviewed	NA	0	0	0	0

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	83	# of schools receiving SLDS Exceeding the Bar credit on CCRPI	NA	1	3	NA	NA
B - To monitor and maintain a comprehensive student assessment system	84	# of teachers participating in unit assessment development and revision				261	259
	85	# of courses with locally developed common unit assessments				53	53
	86	# of teachers participating in end of course assessment development and revision				103	
	87	# of courses with locally developed end of course assessments			92	97	83
C - To ensure staff are trained in the interpretation and use of data							
D - To ensure data is communicated effectively to stakeholders	88	# of presentations to district personnel or the school board from schools on their progress towards meeting school improvement goals	NA	0	28	28	28
	89	Average # of email, phone and text communications received per student per year	NA	0	281		
	90	# of Infinite Campus Portal log ins per year	NA	610,000	657,473	763,043	1,577,572
	91	# of official social media posts per year	NA	NA	446	333	337