

**[ELEMENTARY SCHOOL] Balanced Scorecard : 2008-2009**

Performance Objective		Performance Target	Area of Focus	04-05	05-06	06-07	07-08	08-09	Rating 08-09	
<b>1. High Academic Performance</b>		<b>63</b>								
1.1 - Students demonstrate mastery of the required reading curriculum.	E	1.1.A - increase the % of 1st grade students meeting or exceeding standard	CRCT		89.0%	92.6%	89.8%			
	E	1.1.B - increase the % of 1st grade students exceeding standard	CRCT		40.0%	47.7%	40.9%			
	E	1.1.C - increase the % of 2nd grade students meeting or exceeding standard	CRCT		92.0%	93.9%	92.3%			
	E	1.1.D - increase the % of 2nd grade students exceeding standard	CRCT		44.0%	53.7%	45.7%			
	E	1.1.E - increase the % of 3rd grade students meeting or exceeding standard	CRCT	90.0%	84.0%	85.2%	86.6%			
	E	1.1.F - increase the % of 3rd grade students exceeding standard	CRCT	51.0%	30.0%	32.8%	39.6%			
	E	1.1.G - increase the % of 4th grade students meeting or exceeding standard	CRCT		84.0%	88.9%	89.3%			
	E	1.1.H - increase the % of 4th grade students exceeding standard	CRCT		31.0%	36.5%	34.2%			
	E	1.1.I - increase the % of 5th grade students meeting or exceeding standard	CRCT	86.0%	83.0%	87.0%	87.4%			
	E	1.1.J - increase the % of 5th grade students exceeding standard	CRCT	36.0%	18.0%	23.3%	23.4%			
	1.2 - Students demonstrate mastery of the required English/Language Arts curriculum.	E	1.2.A - increase the % of 1st grade students meeting or exceeding standard	CRCT	86.0%	82.0%	86.3%	85.4%		
		E	1.2.B - increase the % of 1st grade students exceeding standard	CRCT		20.0%	32.3%	23.7%		
E		1.2.C - increase the % of 2nd grade students meeting or exceeding standard	CRCT		88.0%	90.6%	87.8%			
E		1.2.D - increase the % of 2nd grade students exceeding standard	CRCT		23.0%	29.0%	33.9%			
E		1.2.E - increase the % of 3rd grade students meeting and exceeding standard	CRCT	86.0%	83.0%	85.5%	87.4%			
E		1.2.F - increase the % of 3rd grade students exceeding standard	CRCT	25.0%	19.0%	20.0%	28.6%			
E		1.2.G - increase the % of 4th grade students meeting and exceeding standard	CRCT		81.0%	86.6%	90.2%			
E		1.2.H - increase the % of 4th grade students exceeding standard	CRCT		23.0%	32.0%	29.6%			
E		1.2.I - increase the % of 5th grade students meeting or exceeding standard	CRCT	86.0%	85.0%	89.8%	90.5%			
E		1.2.J - increase the % of 5th grade students exceeding standard	CRCT	21.0%	25.0%	27.7%	32.6%			

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1.3 - Students demonstrate mastery of the required Math curriculum.	E	1.3.A - increase the % of 1st grade students meeting or exceeding standard	CRCT		92.0%	88.4%	87.5%		
	E	1.3.B - increase the % of 1st grade students exceeding standard	CRCT		50.0%	38.8%	37.5%		
	E	1.3.C - increase the % of 2nd grade students meeting or exceeding standard	CRCT		92.0%	89.3%	87.5%		
	E	1.3.D - increase the % of 2nd grade students exceeding standard	CRCT		38.0%	32.0%	28.2%		
	E	1.3.E - increase the % of 3rd grade students meeting or exceeding standard	CRCT	90%	95.0%	92.8%	76.1%		
	E	1.3.F - increase the % of 3rd grade students exceeding standard	CRCT	33.0%	37.0%	35.7%	35.5%		
	E	1.3.G - increase the % of 4th grade students meeting or exceeding standard	CRCT		83.0%	85.2%	73.7%		
	E	1.3.H - increase the % of 4th grade students exceeding standard	CRCT		20.0%	28.9%	22.7%		
	E	1.3.I - increase the % of 5th grade students meeting or exceeding standard	CRCT	88.0%	90.0%	92.3%	76.5%		
	E	1.3.J - increase the % of 5th grade students exceeding standard	CRCT	29.0%	33.0%	36.9%	31.1%		
1.4 - Students demonstrate mastery of the required Writing curriculum.	E	1.4.A - increase the % of 5th grade students meeting or exceeding standard	G5WA			71.0%	82.0%		
	E	1.4.B - increase the % of 5th grade students exceeding standard	G5WA			8.0%	10.0%		
1.6 - Students earn promotion	E	1.6.A - increase the % of 3rd grade students earning promotion, excluding placements	Promote	96.3%	96.7%	96.0%	87.50%		
	E	1.6.B - increase the % of 5th grade students earning promotion, excluding placements	Promote	97.1%	96.6%	97.5%	77.20%		
1.7 - Students meet or exceed the national standard on norm-referenced tests.	E	1.7.A - increase the average percentile rank of 3rd grade students in reading	ITBS	52nd	55th	58th	60th	59th	1
	E	1.7.B - increase the average percentile rank of 3rd grade students in math	ITBS	54th	56th	62nd	63rd	67th	3
	E	1.7.C - increase the average percentile rank of 5th grade students in reading	ITBS	49th	51th	57th	57th	56th	1
	E	1.7.D - increase the average percentile rank of 5th grade students in math	ITBS	50th	49th	58th	61st	60th	1
1.9 - Schools Meet AYP	A	1.9.A - increase the percent of Schools meeting AYP	AYP	92.3%	92.3%	92.3%	85.70%		
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<b>2. Orderly Inviting Schools</b>									
2.1 - Convene a committee of education and community leaders	A	2.1.A.a - Update the Code of Conduct	DISCP	100%	July 2006	100%	100%		

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2.2 - Reducing Class III offenses for 07-08	A 2.2.A.a - Decrease the percentage of Class III offenses per student	DISCP	2377	233	177	294		
2.3 - Standardize duties of Resource Officers	A 2.3.A.a - SRO Manual update annually	SRO	Created	May 2006	June 2007	June 2008		
2.4 - Maintain GEMA approved plans in all schools	A 2.4.A.a - % of all schools acquiring GEMA approved plans	GEMA	100%	100%	100%	100%		
2.5 - Increasing student attendance	A 2.5.A.a - Decrease the % of students absent 6-15 days	AYP	36.9%	36.9%	36.6%	34.40%		
	A 2.5.A.b - Decrease the % of students absent more than 15 days	AYP	15.8%	12.7%	12.7%	10.10%		
	A 2.5.A.c - Decrease the % of unexcused student absences	AYP					11.20%	
	A 2.5.A.d - Decrease the number of OSS incidents	AYP					2397	

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<b>3. High Performance Management Teams</b>								
3.1 - Hiring the best and allowing them to do their job	A 3.1.A - maintain % of certified teachers highly qualified (excluding Special Ed)	HQ	98.2%	97.8%	99.5%	100.0%		
	A 3.1.B - maintain % of Special Education teachers Highly Qualified (HQ)	HQ	N/A	N/A	97.7%	100.0%		
	A 3.1.C - maintain % of system paraprofessionals highly qualified	HQ	N/A	97.9%	100.0%	100.0%		
	A 3.1.D - % of principals attending a job fair	HQ	N/A	100.0%	100.0%	100.0%		
	A 3.1.E - Increase the % of certified minority staff members	HQ	N/A	12.6%	14.1%	15.4%		
	A 3.1.F - Increase the % of certified African American staff members	HQ		10.6%	11.7%	13.2%		
	A 3.1.G - Increase the average experience of certified staff members beyond 13 years of experience	HQ			11.4			
	A 3.1.H - Maintain a 90% or better retention rate for all certified staff	HQ	82.0%	86.0%	86.0%	87.0%		
3.2 - Providing high quality staff development	A 3.2.A - % of new certified staff participating in Teacher Induction Program	HQ	100.0%	100.0%	100.0%	100.0%		
	A 3.2.B - % of staff completing 20 hours of training per school year	HQ	N/A	100.0%	100.0%	100.0%		
	A 3.2.C - increase the % of teachers holding a masters degree by 2010 to 75%	HQ	49.0%	55.3%	58.0%	65.0%		
3.3 - Provide "Caring Courteous & Enthusiastic" environment in each system facility	A 3.3.A - decrease the average sick leave used by certified staff	HQ	8.6	8.3	8.2	8.7		

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**4. Engaging and Empowered Walton County Community**

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**5. Highly Efficient Support Services**

<i>Extra Points</i>		05-06	06-07	07-08	08-09
0	Possible Points	219	339	342	177
0	Points Earned	194	301	269	
0	% Score	89%	89%	79%	
0	Extra Points	91	157	126	
0	Total Score	285	458	395	
0	% Score	130%	135%	115%	

*Addendum:*