

BALANCED SCORECARD

Goal I - Student Performance

	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
A - Improve Instructional Delivery System	TKES Performance Standard 3: Teachers scoring proficient or above	95	N/A	90	97.1					1 - TKES Performance Standard 3
	AdvancED Staff Survey #16 "All teachers adjust curriculum based on data...": average score	4.02	3.91	4.05	3.91	4.05	4.03	4.05	4.11	2 - Using Student Data to Adjust Curriculum
B - College and Career Ready Performance Index	CCRPI Score: BES CCRPI Score	74.1	68.9	75.8	74.2	72.6	72.6	63.2	68.2	1 - Provide CCRPI results in a timely manner to school and system-based stakeholders.
	CCRPI Score: BES CCRPI Achievement Points	45.6	41.3	47.5	43.9	48.1	44.9	29.7	23.9	
	CCRPI Score: BES CCRPI Progress Points	16.3	16.1	16.5	16.4	15.9	16.7	33.8	33.6	
	CCRPI Score: BES CCRPI Challenge Points	5.6	4.5	4.8	5.5	3.6	4	5.8	4	
	CCRPI Score: BES CCRPI Achievement Gap	7.0	7.0	9.0	9.0	5	7	6.7	6.7	
	CCRPI Score: BES CCRPI Financial Efficiency Rating	N/A	N/A	TBD	TBD	N/A	N/A			
	CCRPI Score: BES CCRPI School Climate Rating	4	N/A	4	N/A	4	3	4		
	CCRPI Score: BES % students missing fewer than 6 days			N/A	N/A	N/A	N/A			
	CCRPI Score: SGA CCRPI Score	74.1	77.0	75.8	74.6	72.6	71.2	63.2	63.6	
	CCRPI Score: SGA CCRPI Achievement Points	45.6	44.6	47.5	43.9	48.1	43.5	29.7	23.9	

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CRCT Score: SGA CCRPI Achievement Gap	7.0	8.0	9.0	7.0	5	6	6.7	5.8
CCRPI Score: SGA CCRPI Challenge Points	5.6	7.5	4.8	7.5	3.6	6.5	5.8	2.8
CCRPI: SGA CCRPI Progress Points	16.3	16.9	16.5	16.2	15.9	15.2	33.8	31.1
CCRPI Score: SGA CCRPI Financial Efficiency Rating	N/A	N/A	N/A	N/A	N/A	N/A		
CCPRI: SGA CCRPI School Climate Rating	4	N/A	4	N/A	4	4	4	
CCRPI Score: SGA % students missing fewer than 6 days			N/A	N/A	N/A	N/A		
CCRPI Score: WPS CCRPI Score	74.1	93.5	75.8	91.3	72.6	90.5	63.2	68.1
CCRPI Score: WPS CCRPI Achievement	45.6	55.8	47.5	54	48.1	45.9	29.7	33.8
CCRPI Score: WPS CCRPI Progress Reports	16.3	N/A	16.5	N/A	N/A	N/A		
CCRPI Score: WPS CCRPI Achievement Gap	7.0	N/A	9.0	N/A	N/A	N/A		
CCRPI: CCRPI WPS Challenging Points	5.6	.5	4.8	1.0	3.6	.5		
CCRPI Score: WPS CCRPI Financial Efficiency Rating	N/A	N/A	N/A	N/A	N/A	N/A		
CCRPI Score: WPS CCRPI School Climate Rating	4	N/A	4	N/A	4	5	4	
CCRPI Score: WPS % of students missing fewer than 6 days			N/A	N/A	N/A	N/A		
CCRPI Score: BCMS CCRPI Score	74.1	79.8	75.8	82.6	73.2	82.9	62.9	67.5
CCRPI Score: BCMS CCRPI Achievement Points	46.8	44.6	48.3	46.1	48.1	48.3	29.3	25.6

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CCRPI Score: BCMS CCRPI Progress Points	16.5	18.2	16.7	17.5	16.3	16.6	34.6	32.6
CCRPI Score: BCMS CCRPI Achievement Gap	8.0	12.0	7.0	10.0	7	9	6.7	5.8
CCRPI Score: BCMS CCRPI Challenging Points	2.5	5.0	2.6	9.0	1.6	9	.6	3.5
CCRPI Score: BCMS CCRPI Financial Efficiency Rating			N/A	N/A	N/A	N/A		
CCRPI Score: BCMS CCRPI School Climate Rating	4	N/A	4	N/A	4	4	4	
CCRPI Score: BCMS % students missing fewer than 6 days			N/A	N/A	N/A	N/A		
CCRPI Score: BCHS CCRPI Score	74.1	70.3	75.8	62.3	68.4	71.2	66.3	59.5
CCRPI Score: BCHS CCRPI Achievement Points	43.1	40.0	43.6	39.5	43.6	40.8	23.8	28.6
CCRPI Score: BCHS CCRPI Progress Points	16.3	16.0	16.3	14.3	15.7	15.8	34.3	24.9
CCRPI Score: BCHS CCRPI Achievement Gap Points	11.3	8.7	8.7	5.0	7.5	10	6.7	3.3
CCRPI Score: BCHS CCRPI Challenge Points	2.1	5.6	3.2	3.5	1.6	4.6	2	2.7
CCRPI Score: BCHS CCRPI Financial Efficiency Rating	N/A	N/A	N/A	N/A	N/A	N/A		
CCRPI Score: BCHS CCRPI School Climate Rating	4	N/A	4	N/A	4	3	4	
CCRPI Score: BCHS % students missing fewer than 6 days			N/A	N/A	N/A	N/A		
CCRPI Score: BCHS 4-Year Cohort Graduation Rate	69.7	74.7	71.8	77.9	72.5	76.6	78.8	94.2

C - Student Attendance

1 - Implementation of "Attendance Works"

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Goal II - Stakeholder Engagement

	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
A - Increase Stakeholder Involvement	AdvancED Parent Survey #9 "Our school provides opportunities for stakeholder involvement...": Average score	4.16	3.97	4.20	4.08	4.19	4.09	4.19	4.09	1 - Develop an understanding of Parents/Guardians as stakeholders and encourage their use of Power School for Parents.
	AdvancED MS/HS Student Survey #31 "My school considers student opinions when planning...": Average score	3.78	3.55	3.72	3.25	3.78	3.51	3.78	3.64	2 - Accurately track parent/guardian participation in school-sponsored events and activities.
	Stakeholder use of Power School: Percent of BCHS Parents with active account							30%	39%	3 - Average Score on the AdvancED MS/HS Student Survey given annually for item #31. My school considers students' opinions when planning ways to improve the school.
	Stakeholder use of Power School: Percent of BCMS Parents with active account							40%	52%	
	Stakeholder use of PowerSchool: Percent of BES Parents with active account							50%	56%	
	Stakeholder use of Power School: Percent of SGA Parents with active account							50%	51%	

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	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
B - Improve Stakeholder perception of our school system.	AdvancED Parent Survey #26 "Our school provides a safe learning environment.": Average score	4.16	4.21	4.20	4.26	4.19	4.32	4.19	4.33	1 - AdvancED Parent Survey # 26 "Our school provides a safe learning environment."
	AdvancED Parent Survey #4 "Our school governing body operates responsibly...": Average score	4.16	4.03	4.20	4.10	4.19	4.20	4.19	4.2	2 - AdvancED Parent survey #4 "Our school's governing body operates responsibly and functions effectively."
										3 - Select and develop an Interactive Map designed to use technology to introduce stakeholders to our beautiful facilities.
C - Improve School Climate	AdvancED Staff Survey #46 "Our school maintains facilities that contribute to a safe environment.": Average score	4.02	4.27	4.05	4.21	4.05	4.20	4.05	4.17	1 - AdvancED Staff Survey # 46 "Our school maintains facilities that contribute to a safe environment."
	AdvancED Elementary Student Survey #14 "My school is safe and clean.": Average score	2.79	2.78	2.78	2.77	2.77	2.70	2.77	2.76	2 - AdvancED Elementary Student Survey #14 "My school is safe and clean."

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Goal III - Organizational Effectiveness

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	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
A - Enhance Personnel Effectiveness	Performance on all TKES Standards: Teachers receiving Proficient or Exemplary	TBD	TBD	90	97.7%					1 - Proficient or Exemplary on all TKES standards.
	Performance of all LKES Standards: Leaders receiving Proficient or Exemplary	TBD	TBD	90	77.3					2 - Proficient or Exemplary on all LKES standards.
	Annual Evaluation of Paraprofessionals: Paraprofessionals receiving a Satisfactory Rating	TBD	TBD	TBD	TBD					3 - Satisfactory rating on annual paraprofessional evaluation.
	AdvancED Early Elementary Student Survey #5 "My teacher makes me think.": Average score	90.7	90.7	90.7	90.5	90.7	92	90.7	90.94	4 - Early Elementary Student response to the AdvancED survey question (5), my teacher makes me think.
	AdvancED MS/HS Student Survey #14 "My school makes sure at least one adult know me...": Average score	3.78	3.63	3.72	3.45	3.78	3.78	3.78	3.74	5 - MS/HS student response to the AdvancED survey question (14), My school makes sure that at least one adult knows me well and shows interest in my education and future.
	Our school's leaders regularly evaluate staff members on criteria designed to improve teaching and learning.: AdvancED Staff Survey 12	4.17	4.17	4.17	4.08	4.17	4.22	4.17	4.22	
	Our school's leaders ensure all staff members use supervisory feedback to improve student learning.: AdvancED Staff Survey # 13	4.01	4.01	4.01	3.94	4.01	4.08	4.01	4.15	
B - Ensure Efficient and										

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Effective Organizational Practices

System Certified Attendance: Average number of sick leave days per employee (from CPI CP082).			10	10.81	10	9.88	10	10.81	1 - Recruit, hire, support, and retain highly qualified teachers and paraprofessionals.
									2 - Attendance Incentives - BCBOE Policy GBRIB
BES Teachers: Number of new teachers and the target is the state average (GAPSC-MYSPA)	13.46	15.25	15.54	5.36	17.3	9.09	17.18	12.73	3 - Financial support of instruction
BCBS Teachers: Number of new teachers and the target is the state average (GAPSC-MYSPA)	17.22	6.02	18.81	12.82	20.77	15.28	20.91	18.42	
BCMS Teachers: Number of new teachers and the target is the state average (GAPSC-MYSPA)	15.16	17.57	17.47	18.42	18.79	12.33	21.42	17.14	
SGA Teachers: Number of new teachers and the target is the state average (GAPSC-MYSPA)	13.46	0	15.54	0	17.3	8	17.18	8.33	
WPS Teachers: Number of new teachers and the target is the state average (GAPSC-MYSPA)	13.46	10.67	15.54	6.76	17.3	5.41	18.18	8.45	
Highly Qualified Teaching Staff: Percent of HiQ Teachers	100	100	100	100	100	100	100	100	
Highly Qualified Paraprofessional Staff: Percent of HiQ Paraprofessionals	100	99.4	100	100	100	100	100	100	
Financial Support of Instruction: Percent of the budget directed to instruction	70	70	TBD	TBD					

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School Nutrition Breakfast Program: Participation Rate	58	75.7	65	74.9	65	77.6	70	77.5
AdvancED EarlyElementary Student Survey # 1 "My teacher wants me to learn.": Average score	95	98.3	95	96.8	95	98.6	95	99.29
BES Teacher Attrition: Teacher attrition average compared to the state average target (GAPSC-MYSPA)	13.46	15.25	15.62	10.71	17.3	9.09	17	9.09
BCHS Teacher Attrition: Teacher attrition average compared to the state average target (GAPSC-MYSPA)	18.06	8.43	19.06	21.79	19.71	23.61	22.85	14.47
BCMS Teacher Attrition: Teacher attrition average compared to the state average target (GAPSC-MYSPA)	16.93	13.51	17.62	21.05	18.84	15.07	19.2	21.43
SGA Teacher Attrition: Teacher attrition average compared to the state average target (GAPSC-MYSPA)	15	3.57	15.62	3.7	16.49	16	17	12.5
WPS Teacher Attrition: Teacher attrition average compared to the state average target (GAPSC-MYSPA)	15	12	15.62	8.11	16.49	9.46	17	14.08
AdvancED Staff Survey: (24) All teachers in our school participate in collaborative learning communities...	4.1	4.1	4.1	4.05	4.1	4.22	4.1	4.29

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	AdvancED Staff Survey: (30) In our school, staff members provide peer coaching to teachers.	4.0	3.86	4.0	3.79	4.0	4.05	4.0	4.12	
C - Enhance Internal and External Communication	Parent Communication System: Messages sent from Central Office	25	27	30	26					1 - Study, evaluate, and possibly replace our rapid communication system, Connect 5. 2 - Implementation of the BCPS App 3 - Implementation of eBOARD Solutions
	Parent Communication System: Messages sent from Schools	300	301	325	366					
	BCPS on Social Media - Facebook: Facebook "likes" per school year	500	1,003	1,000	1,717					
	BCPS on Social Media - Twitter: Twitter followers as of November	N/A	N/A	200	240	400	668			
	BCPS App: Number of downloads					500	1083			
	eBOARD Solutions: Percent of SLP meetings with Full Implementation					40%	60%	60%	100%	
	eBOARD Solutions: Percent of (regular)BC Board of Education Meetings with Full Implementation					30%	40%	40%	100%	

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Goal IV - Continuous Improvement

	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
A - Our High School Graduation Rate will exceed the state average	4-Year HS Graduation Rate: Exceed the Georgia Graduation Rate	71.5	77.9	72.5	76.6	78.8	94.2			No Records
B - Maintain AdvancED District Accreditation	AdvancED District Accreditation: Complete and maintain approved status	YES	YES	YES	YES	Yes	Yes	YES	YES	1 - Actively participate on the AdvancED ASSIST site.
C - Complete the AdvancED Internal Review										1 - All schools and the district complete the Internal Review
D - Annually meet or exceed the participation rates set by AdvanceED for the stakeholder survey.	AdvancED Stakeholder Survey: Percent of Parents completing the survey	20	63%	30	52	30	15	30	43	1 - Increase Parent Participation
	AdvancED Stakeholder Survey: Percent of students completing the survey	40	77%	50	67	60	74	60	61	
	AdvancED Stakeholder Survey: Percent of staff completing the survey	60	100	70	100	80	90	80	92	

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	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
E - Provide Continuous Professional Learning	Professional Learning: Total number of district-level courses	80	88	80	TBD					1 - Professional Learning as measured on the AdvancED Staff Survey.
	Professional Learning: Number of participants in district-level courses	300	414	325	TBD					
	Professional Learning: Certified employees in at least one PL course	95	100	95	TBD					
	AdvancED Staff Survey: (32) In our school all staff members participate in continuous professional learning...	4.13	4.13	4.13	4.08	4.13	4.21	4.13	4.31	
	AdvancED Staff Survey: (33) In our school, a professional learning program is designated to build capacity among all...	4.01	4.01	4.01	4.02	4.01	4.1	4.01	4.21	
F - Provide Relevant Professional Learning	Professional Learning Evaluation: Strongly agree or agree on PL survey item #5	95	97	95	TBD					No Records
G - Ensure Development of Teacher Leaders	Development of Teacher Leaders: Teachers who deliver or re-deliver training	25	30	25	TBD					No Records

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	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
H - Promote a Collaborative Organizational Structure	System Leadership Planning (SLP) monthly meeting: Agenda items aligned to our 4 goals	NA	NA	NA	NA	50	65	65	85	1 - Implementation of eBOARD Solutions.
	System Leadership Planning (SLP) monthly meeting: Overall evaluation score of meets or exceeds	4.5	4.53	4.53	4.73	4.6	4.67	4.6	4.6	
	AdvancED Staff Survey #24 "All teachers in our school participate in collaboritive learning communities...": average score	4.02	4.14	4.05	4.05	4.05	4.22	4.15	4.29	
	AdvancED Parent Survey #14 "All my child's teachers work as a team to help my child learn.": average score	4.16	4.16	4.16	4.17	4.16	4.19	4.16	4.16	

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	Performance Measure(s)	2012-2013		2013-2014		2014-2015		2015-2016		Initiative(s)
		Target	Actual	Target	Actual	Target	Actual	Target	Actual	
I - Ensure an effective Facility Management Program	Local Facility Plan approved by GaDOE: BCPS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes	1 - Burke County High School Facility Status
										2 - Burke County Middle School Facility Status
										3 - Burke County Early Head Start Facility Status
										4 - SGA Elementary School Facility Status
										5 - Blakeney Elementary School Facility Status
										6 - Waynesboro Primary School Facility status.
										7 - Burke County Academy of Success, Life Center, and Riverquest