

Valdosta City Schools
2016-2017

Goal Area I. Continuous Improvement in Student Achievement									
Performance Indicator	Performance Measures	Unit of Measure	Baseline	Actual			Target	Rating	
			15-16	16-17	17-18	18-19			19-20
I.A. Ensure mastery of rigorous curriculum.	I.A.1. EOG Georgia Milestones-All Students	% of students scoring Proficient and Distinguished levels							
	3rd Grade ELA		21	18				24	Needs Imp
	4th Grade ELA		19	23				22	Exceeds
	5th Grade ELA		25	21				28	Needs Imp
	6th Grade ELA		25	24				28	Needs Imp
	7th Grade ELA		22	18				25	Needs Imp
	8th Grade ELA		28	26				31	Needs Imp
	3rd Grade Math		27	24				30	Needs Imp
	4th Grade Math		28	25				31	Needs Imp
	5th Grade Math		23	17				26	Needs Imp
	6th Grade Math		21	23				24	Needs Imp
	7th Grade Math		25	26				28	Progress
	8th Grade Math		22	22				25	Progress
	5th Grade Science		25	23				28	Needs Imp
	8th Grade Science		18	8				21	Needs Imp
	5th Grade Social Studies		24	16				27	Needs Imp
	8th Grade Social Studies		22	21				25	Needs Imp
	I.A.2. EOC Georgia Milestones-All Students								
	9th Literature		33	36%				36%	Exceeds
	American Literature		26	27%				29%	Progress
Algebra	17	17%				20%	Needs Imp		
Geometry	30	28%				33%	Needs Imp		
Biology	32	27%				35%	Needs Imp		
Physical Science	21	27%				24%	Exceeds		
US History	38	31%				41%	Needs Imp		
Economics	26	28%				29%	Progress		
I.B. Ensure all students are college and career ready.	I.B.1. Graduation Rate	% of students graduating in 4-year cohort							
	All Students		81.4	75.7%				84%	Progress
	SWD Students	70.9					74%	Exceeds	
	I.B.2. HOPE Eligibility	% of graduates HOPE eligible	38	56%				41%	Exceeds
	I.B.3. Post-Secondary Outcomes								
	4-year college	% of graduates planning to attend college or career	19	47%				29%	Exceeds
	2-year college		14	24%				24%	Exceeds
	Technical college		6	13%				16%	Progress
Military	need		15%				20%	Baseline	
Workforce	need		39%				42%	Baseline	

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I.B. Ensure all students are college and career ready.	I.B.4. College Readiness								
	SAT	% of students meeting SAT Benchmark	tbd						
	SAT Math		tbd						
	SAT Evidence-Based Reading & Writing		tbd						
	ACT Composite	% of students meeting ACT Benchmark	13	37%				23%	Exceeds
	ACT English		46	46%				56%	Progress
	ACT Mathematics		19	25%				29%	Progress
	ACT Reading		31	39%				41%	Progress
	ACT Science		19	26%				29%	Progress
	PSAT/NMSQT-Grade 10								
	Met Both Benchmarks	% of students meeting PSAT GR10 Benchmarks	15	17%				25%	Progress
	PSAT Evidence-Based Reading & Writing		37	43%				47%	Progress
	PSAT Math		20	20%				30%	Progress
	PSAT-Grade 8								
	Met Both Benchmarks	% of students meeting PSAT GR8 Benchmarks	16	16%				19%	Progress
	PSAT Evidence-Based Reading & Writing		41	38%				44%	Needs Imp
	PSAT Math		19	19%				22%	Progress
	I.B.5. Pathway Completers	% of graduates completing a CTAE Pathway	49	40%				59%	Needs Imp
	I.B.6. End of Pathway Assessment	% of students passing EOPAs	46	40%				46%	Needs Imp
	I.B.7. AP/IB/MOWR Program	% of graduates earning AP/IB/MOWR credits	67					77%	
I.B.8. IB Diploma	% of students earning diploma	71	50%				81%		
I.B.9. AP Exams	% of students 3+ on AP exams	50	45%				60%		
I.B.10. VECA Cohort Retention	% of students graduating in cohort	42	29%				52%	Needs Imp	
I.B.11. Middle School Advanced Course Options									
STEM	% of students enrolled in courses	n/a	26					Baseline	
Advanced Content		32	33				42	Progress	
High School Course		6	18				16	Progress	
STEM	% of students passing courses/ earning HS credit	n/a	n/a						
Advanced Content		97	97%				100%	Progress	
High School Course		97	98%				100%	Progress	
I.B. Ensure all students are college and career ready.	I.B.13. Lexile Levels-All Students								
	3rd	% of students meeting CCRPI Lexile Targets on GMAS	37	32%				47%	Needs Imp
	5th		52	56%				62%	Progress
	8th		60	52%				70%	Needs Imp
	10th/11th (American Literature)		45	44%				55%	Needs Imp
	I.B.14.CCRPI District Ratings								
	Elementary	CCRPI Score	67.3					68.3%	
	Middle		60.2					61.4%	
	High		65.2					66.2%	

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I.C. Provide meaningful, engaging, and effective instructional supports.	I.C.1. STAR Universal Screening-Spring								
	STAR Early Literacy (K)	% of students at/above benchmark (40 PR)	50	42%				53%	Needs Imp
	STAR Reading (1-8)		47	45%				50%	Needs Imp
	STAR Math (1-8)		63	60%				66%	Needs Imp
	I.C.2. Student Growth Percentiles on GMAS								
	Elementary	% of students with typical or high growth SGPs	57.6					60	
	Middle		55.5					58	
	High		55					58%	
	I.C.3. Response to Intervention (RTI)								
	Elementary Tier 2/3 Students	% of students passing ELA & Math	n/a	51%					Baseline
	Middle Tier 2/3 Students		n/a	61%					Baseline
	High Tier 2/3 Students		n/a	15%					Baseline

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Goal Area II. Superior Support Services									
Performance Indicator	Performance Measures	Unit of Measure	Baseline 15-16	Actual				Target	Rating
				16-17	17-18	18-19	19-20		
II.A. Ensure a safe, orderly, and inviting place for students, staff, and parents.	II.A.1. Faculty and staff trained in safety procedures	% of faculty and staff trained	100	100				100	Progress
	II.A.2. Approved safety plans by the Georgia Emergency Management Agency	% of schools	0	10%				100%	Needs Imp
	II.A.3. Stakeholders report feeling safe in the school environment								
	Staff	% of stakeholders reporting on GSHS surveys	92.7%	91.2%					
	Students		77.9%	79.2%					
	Parents		89.9%	91.7%					
	II.A.4. Risk management accident claims	% claims measured and reported to HR	100	100%				100%	Progress
II.B. Ensure effective resource stewardship.	II.B.1. Positive cash flow at the end of each fiscal year for all departments	% of depts with positive cash flow	100	100%				100%	Progress
	II.B.2. Maintain a 15% fund balance	% of fund balance	20	22%				20%	Exceeds
	II.B.3. CCRPI Financial Efficiency Rating	CCRPI Stars	3.5						
	II.B.4. Incur no audit findings	# of findings	3	2				0	Progress
	II.B.5. Ensure energy efficiency of facilities and technology.	Need to determine	yes	yes				yes	Progress
	II.B.6. On-time pickup and delivery of students being transported	% of on-time pickup	TBD	80%					Baseline
	II.B.7. Student participation in breakfast program	% of students	49.6	50%				52%	Progress
	II.B.8. Student participation in lunch program	% of students	83.5	83%				86%	Progress
	II.B.9. Cleanliness of buildings and schools	% meeting or exceeding	100	90%				100%	Needs Imp
II.C. Provide and maintain innovative instructional facilities and technology.	II.C.1. Desktops in schools	Replace 20% annually	yes	17%				20%	Needs Imp
	II.C.2. Compatible devices for Milestones testing	% of devices available	100	100%				100%	Progress
	II.C.3. BYOD Access for Students	Increase by 1000 students per year	yes	2046				1000	Exceeds
	II.C.4. Students using Google Apps/email	Increase by 2000 per year	yes	2717				2000	Exceeds
	II.C.5. Technology and maintenance requests	% Completed	80	97%				100%	Exceeds
	II.C.6. Annually review and implement the Five Year Facility Plan	Need	yes	yes				yes	Progress

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Goal Area III. High Quality Workforce									
Performance Indicator	Performance Measures	Unit of Measure	Baseline	Actual				Target	Rating
			15-16	16-17	17-18	18-19	19-20		
III.A. Recruit and retain a high quality, diverse staff.	III.A.1. Turnover of all staff								
	Certified	% of turnover	16%	16%				13%	Progress
	Classified		16%	17%				13%	Needs Imp
	III.A.2. Maintain a minimum of 37% minority teachers	% of minority teachers	38%	41%				37%	Exceeds
	III.A.3. Advanced degrees or certification by certified personnel	% of certified staff	64.7%	66%				68%	Progress
	III.A.4. Internal promotions	% of staff promoted within VCS	2.6%	3%				3%	Progress
	III.A.5. Staff with TAPS/LAPS scores above the state average								
	TAPS	% of staff above state average	TBD						
LAPS	TBD								
III.B. Provide quality, ongoing professional learning for all staff.	III.B.1. Annual participation in professional development related to identified needs	% of staff participating in PD	100	100%				100%	Progress
	III.B.2. Staff with specialized endorsements								
	ESOL	% of staff with endorsements	1.7	2.0%				4%	Progress
	Gifted		4	6.6%				7%	Progress
	Reading		1	1.2%				4%	Progress
	Teacher Leadership		0.1	0.3%				3%	Progress
	K-5 Math		0	0.0%				3%	Progress
	K-5 Science		0	0.3%				3%	Progress
Coaching	0.1		0.4%				3%	Progress	

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Goal Area IV. Positive Relationships with All Stakeholders									
Performance Indicator	Performance Measures	Unit of Measure	Baseline	Actual				Target	Rating
			15-16	16-17	17-18	18-19	19-20		
IV.A. Improve communication, collaboration, and engagement between the district and its stakeholders.	IV.A.1. Use of at least 3 modes of communication for each event	Need to determine	yes	yes				yes	Progress
	IV.A.2. Social Media								
	FaceBook	% increase over prior year	112%	88%				115%	Needs Imp
	Instagram		129%	58%				132%	Needs Imp
	Twitter		24%	19%				27%	Needs Imp
	IV.A.3. Attendance of stakeholders at academically focused parent involvement activities	% increase over prior year	TBD						Baseline
	IV.A.4. Title I Parent Surveys	% of increase over prior year	TBD						Baseline
	IV.A.5. Stakeholder attendance in decision-making opportunities	% increase over prior year	TBD						Baseline
	IV.A.6. Establish a baseline participation rate for parent/staff surveys								
	Parent	% of Annual Participation	75						
Staff	90		76%				93%	Needs Imp	
IV.B. Promote a positive culture at each school.	IV.B.1. Teacher attendance	% of teacher absences (sick, personal)	4.2	4.3%				3.5%	Needs Imp
	IV.B.2. Student Attendance								
	Elementary	% of students missing fewer than 6+ days	65.3	51.5%				68%	Needs Imp
	Middle		59.8	46.9%				64%	Needs Imp
	High		51.2	51.0%				54%	Progress
	IV.B.3. Discipline Referrals								
	Elementary	% of students with discipline referrals	15.6	15.7%				12%	Needs Imp
	Middle		29.2	30.3%				26%	Needs Imp
	High		28.8	24.2%				25%	Exceeds
	IV.B.4. Use of ISS and OSS for discipline								
	Elementary-ISS	Total number of unique students	557	582				547	Needs Imp
	Elementary-OSS		264	311				254	Exceeds
	Middle-ISS		400	358				390	Exceeds
	Middle-OSS		329	380				319	Needs Imp
	High-ISS		398	387				388	Exceeds
High-OSS	274		318				264	Needs Imp	
IV.B.5. CCRPI Climate Ratings									
Elementary	Average Stars by Level	3.2					3.5		
Middle		2.5					3		
High		3					4		