



2017-18 School Scorecard

School: Royal Oaks Elementary	Principal: James Ackley
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Link to [District Scorecard](#)

Teaching, Learning and Equity Annual Goal: All students surpass their annual academic growth targets and graduate ready for success.							
Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Increase the number of schools <a href="#">exceeding expectations on statewide school report cards</a>	Implement math scope and sequence	<ul style="list-style-type: none"> <li>Learn and implement new Bridges curriculum.</li> <li>Survey/feedback session(s) for math teachers to gauge needs/resources during designated staff meetings.</li> </ul>	James Ackley	STAR Math: Proficiency for grades 1-5 will increase all to 87% in the Spring. Fall proficiency is 85%. Winter Proficiency (mid-year check)=92%	2017-18 SY	Yellow	
	Refine conferring in the area of literacy	<ul style="list-style-type: none"> <li>Continued Professional Development by our Instructional Coach around conferring.</li> <li>Fidelity checks around Readers Workshop.</li> <li>Labsite partnerships with Teacher College supported schools/Title Schools</li> </ul>	James Ackley Joan Bartel Mary Loeffler	STAR Literacy: Proficiency for grades 1-5 will increase all to 75% in the Spring. Fall proficiency is 71%. Winter Proficiency (mid-year check)=83%  F&P: The % of students reading at grade level will increase from 82% in the Fall to 84% in the Spring.	2017-18 SY	Green	
	Revise PLC framework for equity focus, implement and monitor	<ul style="list-style-type: none"> <li>We will follow the recommendations of the Pacific Educational Group.</li> </ul>	James and RO BLC	Implementation of Action Plan	2017-18 SY	Yellow	
Increase the district mean on the Student Engagement Survey	Increase the number of classrooms implementing student-centered learning strategies	<ul style="list-style-type: none"> <li>Royal Oaks will work with Paula Kaiser to create a Learning Profile for some of our grade levels (a pilot level of students).</li> </ul>	RO BLC	The average mean on the Student Engagement Survey will increase on question #11: I set learning goals and track my progress from 3.76 to 3.86.	2017-18 SY	Green	
	Research in and development of flexible scheduling options	<ul style="list-style-type: none"> <li>Royal Oaks will continue to explore and implement where appropriate co-teaching experiences, flexible grouping, etc.</li> </ul>	Classroom Teachers	PLC meetings with James and/or Joan to discuss student learning options and the effectiveness of them.	2017-18 SY	Yellow	

	Increase the mean on the Royal Oaks' Student Engagement Survey	<ul style="list-style-type: none"><li>Royal Oaks will work with the PBIS team to create strategies and teaching tools to address bus issues for our bus riders.</li></ul>	RO PBIS team	The average mean on the Student Engagement Survey will increase on question #8: I feel safe on the bus based on the new survey from 3.49 to 3.59.	2017-18 SY		
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**Workforce Focus Strategic Goal:  
Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.**

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Employee Retention (Turnover)	All schools/ departments will be given turnover/ retention data and implement the following strategies: <ul style="list-style-type: none"> <li>Stay interviews through rounding</li> <li>Completion of onboarding checklist within 30 days of new hire start date</li> </ul>	Implement District Strategic Actions: <ul style="list-style-type: none"> <li>Stay interviews through rounding</li> </ul>	James/Joan	Completion of Stay Interviews through Rounding	2017-18 SY	Yellow	
		<ul style="list-style-type: none"> <li>Completion of onboarding checklist within 30 days of new hire start date</li> </ul>	James/Joan & New Employee	Number of Completed Onboarding Checklists	2017-18 SY	Green	
Employee Engagement	Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address.	<ul style="list-style-type: none"> <li>While rounding with staff, supervisors will incorporate the following questions, "My supervisor consults me on the decisions that affect my job." and " Supervisor led staff meetings make efficient use of time and are productive."</li> </ul>	James/Joan	Employee Engagement Surveys: The Fall score on those two questions will increase a tenth from 4.03 to 4.13.	2017-18 SY	Yellow	
Employee Recruitment	Each department/ school will identify strategy to meet goal. Include selected strategies selected by department/sites. <a href="#">Recruitment &amp; Retention Strategies for Administrators</a>	<ul style="list-style-type: none"> <li>Build relationships with cultural group and organizations that work with diverse communities/Grow Your Own.</li> <li>Ask existing employee for referrals.</li> </ul>	Royal Oaks Faculty and Staff	Completion of Strategies	2017-18 SY	Yellow	

**Community Engagement Annual Goal:**  
**Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.**

<b>Vital Measure</b>	<b>District Strategic Action</b>	<b>Strategic Actions</b>	<b>Process Lead(s)</b>	<b>Measures</b>	<b>Timeline</b>	<b>Stop Light</b>	<b>EOY Stop Light</b>
Parent Satisfaction Survey	Assess site communication strategies and create recommendation for standards.	<ul style="list-style-type: none"> <li>Develop a school-wide strategy for every student to receive a positive phone call, email, or note home.</li> </ul>	BLC and PBIS	Increase in Parent Survey	2017-2018 school year--Positive communications by end of May 2018.	Yellow	
	Establish a baseline for minority parent satisfaction and create site-based plans and implement strategies to improve satisfaction.	<ul style="list-style-type: none"> <li>We will establish a baseline for all minority parents through a survey. Once the survey is complete, we will create an action plan to increase satisfaction for all minority families.</li> <li>Apply Pacific Educational Group strategies.</li> </ul>	James/Joan, BLC, PBIS	Increase in newly designed survey	2017-2018 school year	Red	
	Assess African American parent satisfaction and collaboratively develop recommendations	<ul style="list-style-type: none"> <li>Based on the responses from our African American parents, a plan will be created and carried out to improve African American parent satisfaction.</li> <li>Apply Pacific Educational Group strategies.</li> </ul>	James/Joan, BLC, PBIS	Increase in African American parent satisfaction	2017-2018 school year	Yellow	
Community Engagement Baseline	Establish comprehensive list of school district programs and networked resources and feature through communication channels	<ul style="list-style-type: none"> <li>Create a comprehensive list of resources and programs for our Royal Oaks families. Communicate this list with Royal Oaks families through Blackboard and newsletters.</li> </ul>	James/Joan	Increase in Parent Survey	2017-2018 school year <ul style="list-style-type: none"> <li>Communication goes out by end of September regarding clubs. Other programs will be communicated in a timely fashion.</li> </ul>	Green	

**Facilities & Operations Annual Goal:**

**Use district resources effectively and efficiently.**

**Facilities and services meet the needs of our diverse and growing student population and community.**

<b>Vital Measure</b>	<b>District Strategic Action</b>	<b>Strategic Actions</b>	<b>Process Owner(s)</b>	<b>Measures</b>	<b>Timeline</b>	<b>Stop Light</b>	<b>EOY Stop Light</b>
Engage in enrollment management planning 2.0.	Facilities can accommodate best teaching practices						