



2017-18 School Scorecard

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|------------------------------|-------------------------------|
| School: Northside Elementary | Principal: Lexi Vanden Heuvel |
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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 | Align Bridges resources/lessons with standards   | PLCs, Admin        | PLC notes   | 2017-18 school year                            |   |                |
|  |                                   | Assign time for classroom teachers and learning strategists (instructional coach, ELL, SPED, etc.) to co-plan for Differentiation/Intervention/Personalized Learning | PLCs, Admin        | PLC notes   | 2017-18 school year                            |   |                |
|  |                                   | Implement ongoing PD for staff (e.g. Lab Classrooms, District Thursday PD, etc.)   | IC, District Staff | PD is planned and delivered   | 2017-18 school year                            |   |                |
|  |                                   |  |                    | 85% of ALL students will score proficient or above (40th PR) on Spring STAR Math (Fall 2017 baseline = 72%)<br><br>80% of students not proficient (below 40th PR) on the Fall 2017 STAR Math assessment will achieve their personal growth goal (as calculated in STAR - 1 year+) | 2017-18 school year<br><br>2017-18 school year | Mid-year, 81.2% of students at or above the 40th PR |                |

|  |   |                         |   |  |   |  |  |
|--|---|-------------------------|---|--|---|--|--|
|  |   |                         |   | by the Spring STAR assessment.                 |   |  |  |
| Refine conferring in the area of literacy                    | Create a strategic behavior reading checklist used to create conferring groups<br>*add partner talk focus   | Lab Classroom Committee | Checklist created   | 2017-18 school year                            |   |  |  |
|  | Continue work as a lab site with Teachers College (continue to include resource teachers: ELL, Reading Resource, Title I Teacher, Special Education, etc.) to improve upon reading and writing workshop | PLCs, Admin             | PD Documentation and PLC Notes  | 2017-18 school year                            |   |  |  |
|  | Continue to grow leadership within the lab classroom teaching team/PLC  | PLCs, Admin             | PLC notes; Lab Classroom team notes   | 2017-18 school year                            |   |  |  |
|  | Complete workshop fidelity checks - Reader Behavior Tool  | Admin                   | Complete 2 fidelity checks in each classroom  | 2017-18 school year                            |   |  |  |
|  |   |                         | 80% of students who are not at grade level reading benchmark in Fall 2017 will make accelerated growth (more than one year) as defined by Fountas and Pinnell district guidelines by Spring 2018.<br><br>70% of ALL students will score proficient or above (40th PR) on Spring STAR Reading (Fall 2017 baseline = 53%) | 2017-18 school year<br><br>2017-18 school year | Mid-year<br>63.6% of students at or above 40th PR |  |  |
| Revise PLC framework for equity focus, implement and monitor | Community Events <ul style="list-style-type: none"> <li>• Read Your Heart Out</li> <li>• Annual Culture Celebration</li> </ul>  | PLCs, Equity Team       | Documentation of events (participation numbers);<br>Achievement scores  | 2017-18 school year                            |   |  |  |

|   |   |  |                            |   |                     |  |  |
|---|---|--|----------------------------|---|---------------------|--|--|
|   |   | Facilitate equity focused PLCs   | Admin                      | PLC Notes and PD Documentation  | 2017-18 school year |  |  |
|   |   | Create a common interventionist - PLC communication log  | Interventionists, Teachers | Communication log   |                     |  |  |
|   |   | Create and implement equity focused PD for staff <ul style="list-style-type: none"> <li>• Book Clubs</li> <li>• Partnering with outside experts and resources</li> </ul>   | Admin, Equity Team, IC     | Documentation of PD; Achievement scores   | 2017-18 school year |  |  |
| Increase the district mean on the Student Engagement Survey | Increase the district mean on the Student Engagement Survey | Review and refine PBIS system: <ul style="list-style-type: none"> <li>• Create consistent language and expectations</li> <li>• Continue to learn and share The Nurtured Heart Approach</li> <li>• Continue with school-wide implementation of Second Step curriculum, Year 3</li> <li>• Expand community building activities to include classrooms, grade levels, playground, school-wide, etc.</li> </ul> | BLC                        | Student surveys, increase 4.0 to 4.1; documentation of community building events; Document of consistent language guide | 2017-18 school year |  |  |
|   | Improve the mean on the school Student Engagement Survey    | Collect Learner Profiles in grades 4 and 5   | 4th and 5th grade PLCs     | Learner Profiles Complete   | October 2017        |  |  |
|   | Research in and development of flexible scheduling options  | Continue Personalized Learning & Growth Mindset PD for Staff <ul style="list-style-type: none"> <li>• Book Clubs</li> <li>• Staff Presentations/Discussions</li> </ul>   | Admin, Instructional Coach | Documentation of PD; PLC Notes; Participation in Book Clubs; Student Engagement Surveys                                 | 2017-18 school year |  |  |

**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> | Refine the organization and logistics of the workplace culture <ul style="list-style-type: none"> <li>New Hire Orientation</li> <li>Rounding</li> <li>Complete Onboarding Checklists</li> </ul>  | Admin           | Completion of Stay Interviews through Rounding               | 2017-18 school year | Yellow     |                |
|                               |  |  |                 | Number of Completed Onboarding Checklists                    | 2017-18 school year | Green      |                |
|                               |  |  |                 | Rounding Notes   | 2017-18 school year | Yellow     |                |
| Employee Engagement           | Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address.  | Refine the human element of the workplace culture <ul style="list-style-type: none"> <li>Treat/coffee cart</li> <li>Staff Shout-outs</li> <li>More frequent informal performance feedback (per lowest items from Employee Engagement Surveys)</li> </ul> | Admin           | Employee Engagement Surveys increase 3.84 to 3.94.           | 2017-18 school year | 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>   | Attend job fairs   | Admin           | Attendance at one or more job fairs                          | 2017-18 school year | Yellow     |                |
|                               |  | Make connections with local colleges and universities  | Admin           | At least two connections                                     | 2017-18 school year | Green      |                |
|                               |  | Post employment opportunities in alternate mediums (e.g. parent newsletters, social media, etc.)   | Admin           | Posting employment opportunities in at least two new mediums | 2017-18 school year | 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.   | Create and distribute a communication survey for families                       | Admin                  | Survey creation and participation                   | October 2017        |                   |                       |
|                               | Establish a baseline for African American parent satisfaction and collaboratively develop site-based plans to improve satisfaction. | Establish African American Parent Advisory group to meet quarterly              | Admin; Equity Team     | Meeting notes and participation numbers             | 2017-18 school year |                   |                       |
|                               |   | Collaboratively develop improvement plans - after meeting with advisory group   | TBD                    | TBD   | 2017-18 school year |                   |                       |
| Community Engagement Baseline | Establish comprehensive list of school district programs and networked resources and feature through communication channels         | Create list of programs and resources and distribute through at least 3 mediums | BLC                    | Creation of list and documentation of dissemination | 2017-18 school year |                   |                       |

**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.**

| Vital Measure                                 | District Strategic Action                          | Strategic Actions  | Process Owner(s) | Measures  | Timeline            | Stop Light | EOY Stop Light |
|---|--|--|------------------|-----------|---------------------|------------|----------------|
| Engage in enrollment management planning 2.0. | Facilities can accommodate best teaching practices | Continue to build staff and family knowledge of flexible learning spaces and instructional practices (co-teaching, personalized learning, etc.)                | Admin; BLC       | PLC notes | 2017-18 school year |            |                |
|   |  | Create a communication plan to educate the school community on flexible learning spaces and instructional practices (co-teaching, personalized learning, etc.) |                  |           |                     |            |                |