



2017-18 School Scorecard

School: Cardinal Heights Upper Middle School

Principal: Reggie McGee

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>Monthly check-in with 8/9 math teachers and Instructional Coach for fidelity check and problem solving.</li> </ul>	Admin and instructional Coach (Rosin)	Meeting notes Fidelity of meetings	Monthly and EOY debrief	<a href="#">December 2017 Baseline</a>	
	Refine conferring in the area of literacy	<ul style="list-style-type: none"> <li>Introduce the concept of conferring and explore the overlap between conferring and WICOR strategies.</li> <li>Provide strategies and resources for teachers on goal setting, align WICOR and conferring in the classroom. How to create SMART goals related to WICOR strategies.</li> <li>Communication/PD/Site visit to schools using conferring as a strategy.</li> </ul>	Admin and SWAT	STAR 8/9 for trends  Teacher perception on confidence with conferring/WICOR Blending  Walkthroughs	On-going	<a href="#">Presentation on conferring</a>	
	Revise PLC framework for equity focus, implement and monitor	<ul style="list-style-type: none"> <li>Create PLC structure. Based on feedback from school TLEC, all teachers will be part of a PLC.</li> <li>Introduce the concept of conferring and explore the overlap between conferring and WICOR strategies.</li> </ul>	Admin	Implementation of action plan  Monthly meetings  PLC meeting minutes document	2017-18 School Year		
Increase the district mean on the	Increase the number of classrooms implementing	<ul style="list-style-type: none"> <li>Focus at monthly faculty meetings where lessons/strategies are shared.               <ul style="list-style-type: none"> <li>Voice and choice</li> </ul> </li> </ul>	Admin E House	Increase in # of classrooms	First Quarter- Assess number of student-centered classrooms	<a href="#">E House Presentation</a>	

Student Engagement Survey	student-centered learning strategies	<ul style="list-style-type: none"> <li>○ Analysis of student work</li> <li>● Assess learning environments to determine number of student-centered learning classrooms (baseline).</li> </ul>	Curt (and staff PD in learner profiles)		2017-18 School Year- implement strategies	<a href="#">1st Semester Baseline Survey</a>	
	Research in and development of flexible scheduling options	<ul style="list-style-type: none"> <li>● School-based subcommittee looking at various options to maximize instructional minutes and lessen distractions.</li> <li>● Site visits to comparable schools.</li> <li>● Examining sample schedules from other districts to identify possible alternative examples.</li> </ul>	Admin Scheduling Committee	Complete study and recommendations presented to School Board	December 2017- School Board Recommendation	<a href="#">LINK</a>	
	Improve the mean on the school Student Engagement Survey	<ul style="list-style-type: none"> <li>● Create a representative student focus/leadership group to elicit student voice.</li> <li>● Invite student representatives into existing groups.</li> <li>● Conduct focus group interviews for under-engaged students (per data).</li> <li>● Implement strategies from the Trauma Informed Schools grant.</li> </ul>	Admin PBIS		2017-18 School Year	<a href="#">CHUMS</a>	

**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>	<ul style="list-style-type: none"> <li>Conduct stay interviews with faculty that have been at Cardinal Heights between 4-8 years.</li> <li>Meet with all new staff throughout the year to make sure they are feeling connected and supported.</li> <li>Participate in triad conversations with new teacher, mentor, and administrator.</li> </ul>	Admin	Completion of Stay Interviews through Rounding	2017-18 School Year		
			Admin Building Buddies NT Mentor	Number of Completed Onboarding Checklists	Monthly Meetings (1st meeting with building buddy)	<a href="#">New Teacher/ Mentor Meeting Presentation</a>	
Employee Engagement	Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address	Two critical areas of focus: <ul style="list-style-type: none"> <li>My supervisor provides feedback concerning areas for improving my performance.</li> <li>My supervisor provides feedback on my strengths as an employee.</li> </ul> Strategies: <ul style="list-style-type: none"> <li>Increase classroom observations by principal/AP through restructured administrative design</li> <li>Provide feedback through common form post informal classroom observation</li> </ul>	Admin	Employee Engagement Surveys  All classrooms will be visited by administration at least one time with specific feedback given as a result.	2017-18 School Year	Over 50% of classrooms have been visited with feedback generated (as of 2/15)	
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>Include employment opportunities in school/parent newsletter on a regular basis.</li> <li>Develop a personal “short list” of potential candidates of color; promote the district.</li> </ul>	Admin School Staff	Completion of Strategies	2017-18 School Year	<a href="#">Employee Recruitment Fair</a>  Participated in <a href="#">New Teacher Workshop</a> on 1/27	

**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.**

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Parent Satisfaction Survey	Assess site communication strategies and create recommendation for standards.	<ul style="list-style-type: none"> <li>Collaborate with Communications and Engagement Officer to assess site communication strategies.</li> <li>Implement district communication standards.</li> <li>Ensure school communications are translated/accessible for parents.</li> </ul>	Admin Lux-Weber		2017-18 School Year	We will be using the soon to be created parent survey at P/T Conferences, 2nd semester	
	Establish a baseline for African American parent satisfaction and create site-based plans and implement strategies to improve satisfaction.	<ul style="list-style-type: none"> <li>Examine baseline data</li> <li>Develop an action plan based on baseline data to address areas for improvement</li> </ul>	Admin	Creation of action plan  At least one positive, active parent contact home to parents of all students	2017-18 School Year	Year one of two year goal  Attend AAPN meetings  Collaborate with AAPN leadership on BHM activities	
	Assess African American parent satisfaction and collaboratively develop recommendations	<ul style="list-style-type: none"> <li>Examine baseline data</li> <li>Develop an action plan based on baseline data to address areas for improvement</li> <li>Reach out to AAPN to work on ways to improve reported parent satisfaction</li> </ul>	Admin	Creation of action plan	2017-18 School Year	Year one of two year goal	
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 list of services and programs offered at Cardinal Heights.</li> <li>Collaborate with Communications and Engagement Officer to share through appropriate channels.</li> </ul>	Admin			<a href="#">Strategic Plan in Action</a>	

**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	<ul style="list-style-type: none"> <li>• Whole staff study of best teaching practices (Hattie's work) and research into classroom design that will best support our student learning needs.</li> <li>• Researching interest in expansion of personalized learning and possible renovation of necessary space.</li> </ul>	Admin Sukow			<a href="#">Copy of Hattie slide for faculty meeting</a>  <a href="#">Hattie SLO E-mail</a>	