



2017-18 School Scorecard

School: Eastside Elementary	Principal: Craig Coulthart
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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 exceeding expectations on statewide school report cards	Implement math scope and sequence	<ol style="list-style-type: none"> Question and answer at each staff meeting Portion of every PLC meeting Coaching cycle available 	<ol style="list-style-type: none"> Craig/Erin Teams Mary 	STAR Math Baseline data will be added after Fall STAR is complete. Goal will be to increase the % of students scoring proficient or advanced on STAR from a baseline of 76.6% to 78.6%.	<ol style="list-style-type: none"> Monthly 3 times per month - Thursdays School year 	Green 315/392 = 80%	
	Refine conferring in the area of literacy	<ol style="list-style-type: none"> Put feedback and goal setting in some type of notes Literacy PD to help staff understand the levels - our own Labsite Coaching cycle available 	<ol style="list-style-type: none"> Teacher Craig/Erin/Mary /Ashley Mary 	F & P data- Data will be entered after Fall RRs are complete. Goal: Increase the % of students at or above grade level from a baseline of 251/392 = 64% to 267/392 = 68%.	<ol style="list-style-type: none"> Daily Quarterly School year 	Yellow 311/475 = 65% This data now includes K. It did not in Fall as K does not do RRs in Fall.	
	Revise PLC framework for equity focus, implement and monitor	<ol style="list-style-type: none"> Each PLC will use conferring notes to determine their team's literacy equity focus and discuss Each PLC will use Running Records and the Guided Reading Indicators to ensure students are reading at just right levels and growing as readers Discuss teacher behaviors to help students stay engaged and stay in class - find new ways to engage 	<ol style="list-style-type: none"> PLCs/RR/IC PLCs/RR/IC PLCs/Pupil Serv./Craig/Erin Erin 	F & P data- Data will be entered after Fall RRs are complete. Goal: Increase the % of minority students scoring above minimal based on F & P data from a baseline of 47/85 = 55% to 52/85 = 61%. Reduce the % of minority students receiving Tier II and III interventions from a baseline of	<ol style="list-style-type: none"> 1st quarter 2017-2018 2017-2018 Aug. 2017 	Yellow 69/116 = 59% This data now includes K. It did not in Fall as K does not do RRs in Fall.	

		<ol style="list-style-type: none"> 4. Change the guiding questions on the PLC form 5. PLCs will use the Drill Down Data from SWIS to discuss behavior in their grade level. 		<p>14/35 = 40% to 11/35 = 31%.</p> <p>Guiding questions were changed (yes or no)</p>		<p>15/40 students in intervention are minorities 37.5%</p> <p>Green</p>	
Increase the district mean on the Student Engagement Survey	Increase the number of classrooms implementing student-centered learning strategies	<ol style="list-style-type: none"> 1. Pick a student-centered learning strategy and use it for one quarter then report out to your PLC (this could coincide with the PLC equity focus above) <ol style="list-style-type: none"> a. Examples you could choose from <ol style="list-style-type: none"> i. Goal Setting ii. Voice and Choice iii. Conferring iv. Learner Profiles v. Use of data to determine groups vi. Hattie Visible Learning Strategies vii. Others b. Consider observing other staff at ES - contact Craig/Erin for coverage 	1. Teachers/RR/IC	<p>PLC Notes</p> <p>Goal: Grade level teams will use 4 student-centered learning strategies and discuss at PLCs.</p>	1. Quarterly	Green	
	Research in and development of flexible scheduling options	<ol style="list-style-type: none"> 1. Communicate to staff and families as plans are created 2. Continue to encourage staff to study Personalized Learning 	1. Craig/Erin	<p>Complete study and recommendations presented to School Board</p> <p>Encourage staff to enroll in the PL class offered through the district</p>	<ol style="list-style-type: none"> 1. As plans are created 2. 7 staff members are in the class 	Green	
	Improve the mean on the school Student Engagement Survey	<ol style="list-style-type: none"> 1. Invite 3rd and 4th grade students to plan/participate in engagement activities 2. Introduce spontaneous quick fun activities school-wide 3. Explain with examples what respect means - for example it is respectful to pick up papers in the hallway 	<ol style="list-style-type: none"> 1. Teachers/Craig/Erin/Student Council/PBIS Celebrations 2. Craig/Erin 3. PBIS team 	<p>Survey</p> <p>Goal: Improve the mean on the school Student Engagement Survey from 4.2 to 4.25.</p>	1. 2017-2018 See mid-year review for specific data.	Yellow	

**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"> Stay interviews through rounding Completion of onboarding checklist within 30 days of new hire start date 	1. Complete Stay interviews 2. Complete checklist	1. Craig/Erin	Completion of Stay Interviews	1. 2017-2018	Yellow	
			1. Craig/Erin	Goal: Complete required Onboarding Checklists for new employees by the end of September 2017	1. End of September 2017	Green	
Employee Engagement	Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address.	1. Continue with positive emails and notes, but add checklist so all staff receive them at least one per quarter - tie them to the goals above 2. Send email on the same day 3. Book more time 3rd and 4th quarter for Craig and Erin to be in the classroom	1. Craig/Erin/ Student Services	Employee Engagement Surveys Goal: Increase the mean on the Employee Engagement Survey under the areas of 1) My supervisor provides feedback on my strengths as an employee (baseline 3.65 to 3.75) and 2) My supervisor provides feedback concerning areas for improving my performance (baseline 3.74 to 3.84).		Yellow	
Employee Recruitment	Each department/ school will identify strategy to meet goal. Include selected strategies selected by department/sites. Recruitment & Retention Strategies for Administrators	1. Apply for the internship program 2. Send recruitment materials to potential candidates (provided by HR); promote benefits package, professional development opportunities and district diversity initiatives.	1. Craig	1. Completed application 2. Materials were sent		Green	

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.	<ol style="list-style-type: none"> 1. Have technology available at Family Fun Nights and ESCO meeting 2. Student incentive for increase in number of families that participate 	<ol style="list-style-type: none"> 1. Craig/Erin 2. Student Council 	Goal: Increase the mean on the Parent Satisfaction Survey from 4.23 to 4.28.	<ol style="list-style-type: none"> 1. 2017-2018 See Mid-year review for specific data 	Yellow	
	Establish a baseline for minority parent satisfaction and create site-based plans and implement strategies to improve satisfaction.	<ol style="list-style-type: none"> 1. Send parent survey to all minority families 2. Create plan based on survey results 	<ol style="list-style-type: none"> 1. Craig/Erin 2. BLC 	Goal: Increase the mean on the Parent Satisfaction Survey for minority parents.	<ol style="list-style-type: none"> 1. First Quarter 2. First Quarter 	Red	
	Assess minority parent satisfaction and collaboratively develop recommendations	<ol style="list-style-type: none"> 1. Send parent survey to all minority families 2. Create plan based on survey results 	<ol style="list-style-type: none"> 1. Craig/Erin 2. BLC 	Goal: Increase the mean on the Parent Satisfaction Survey for minority parents.	<ol style="list-style-type: none"> 1. First Quarter 2. First Quarter 	Red	
Community Engagement Baseline	Establish comprehensive list of school district programs and networked resources and feature through communication channels	<ol style="list-style-type: none"> 1. Family Fun Nights through ESCO 2. Peachjar 3. ELL Family Fun Nights 4. Open House 5. Eastside Eats Out Night 6. Families invited to school for specific activities 7. Veterans Day Celebration 	<ol style="list-style-type: none"> 1. Craig/Erin 2. Office 3. ELL teacher 4. Craig/Erin/Teacher 5. Craig/Erin 6. Teachers 7. Craig 	1. Parent Satisfaction Survey	1. 2017-18	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.

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	1. Modify classrooms (doors for example) 2. Use flexible furniture	1. All staff 2. All staff	1. Increase the number of modified classrooms from 1 classroom to 2 classrooms. 2. Goal: Increase the number of rooms using flexible seating from 9 classrooms to 12 classrooms.	1. 2017-2018 2. 2017-2018	Green	