

**PELHAM CITY SCHOOLS  
BALANCED SCORECARD 2022-2025**

**STRATEGIC GOAL AREA 1: GRADUATION READINESS**

Objective	Goals	Performance Measure	Baseline	FY22		FY23		FY24		FY25		
				Target	Actual	Target	Actual	Target	Actual	Target	Actual	
<b>All students of Pelham City Schools Charter System will graduate with the knowledge and skills necessary to become productive members of society.</b>	1. Data will be collected through multiple forms of assessment and will be used to drive instruction. 2. Recruit and retain professionally qualified and highly effective teachers. 3. Increase professional learning during teacher/staff meetings with an emphasis on Standards-Based Instruction, vertical and horizontal alignment, GSE, CCRPI, TKES, instructional strategies, PBIS, social-emotional learning, student relationships, and best practices. 4. Expand and strengthen understanding of Response to Intervention (academic and behavior) and effectively implement the Pyramid of Interventions at all schools. 5. Increase standardized test (Georgia Milestones) results in all content areas, and increase the number of students who score in the highest category; increase the pass rate on CTAE End-of-Pathway Assessments. 6. Increase instructional relevance by focusing on college and career readiness. 7. Improve literacy across all content areas and grade levels. 8. Ensure that schools provide a climate that maximizes social-emotional learning built on respect, encouragement, and relationships. 9. Develop teacher-leaders at all grade levels and content areas in order to develop a pool of highly qualified, prepared leaders. 10. Develop strategies and interventions to address learning loss and social-emotional needs caused by COVID-19 shutdowns, quarantines, and other schedule adjustments.	Georgia Milestones 3rd Grade ELA: % of students proficient or higher	8%	15%	14%							
		Georgia Milestones 3rd Grade Math: % of students proficient or higher	28%	33%	39%							
		Georgia Milestones 4th Grade ELA: % of students proficient or higher	12%	15%	16%							
		Georgia Milestones 4th Grade Math: % of students proficient or higher	23%	25%	34%							
		Georgia Milestones 5th Grade ELA: % of students proficient or higher	24%	25%	18%							
		Georgia Milestones 5th Grade Math: % of students proficient or higher	13%	25%	21%							
		Georgia Milestones 5th Grade Science: % of students proficient or higher	21%	25%	15%							
		Georgia Milestones 6th Grade ELA: % of students proficient or higher	15%	25%	22%							
		Georgia Milestones 6th Grade Math: % of students proficient or higher	7%	15%	10%							
		Georgia Milestones 7th Grade ELA: % of students proficient or higher	23%	33%	13%							
		Georgia Milestones 7th Grade Math: % of students proficient or higher	12%	15%	14%							
		Georgia Milestones 8th Grade ELA: % of students proficient or higher	28%	33%	14%							
		Georgia Milestones 8th Grade Math: % of students proficient or higher	3%	12%	8%							
		Georgia Milestones 8th Grade Science: % of students proficient or higher	7%	12%	10%							
		Georgia Milestones 8th Grade Social Studies: % of students proficient or higher	4%	12%	14%							
		Georgia Milestones American Literature: % of students proficient or higher	29%	35%	21%							
		Georgia Milestones Coordinate Algebra: % of students proficient or higher	4%	10%	4%							
		Georgia Milestones Biology: % of students proficient or higher	11%	20%	30%							
		Georgia Milestones US History: % of students proficient or higher	18%	25%	10%							
		Georgia Milestones 3rd Grade: % of students achieving a Lexile measure equal to or greater than 670			50%							
Georgia Milestones 4th Grade: % of students achieving a Lexile measure equal to or greater than 840			41%									
Georgia Milestones 5th Grade: % of students achieving a Lexile measure equal to or greater than 920			48%									

Georgia Milestones 6th Grade: % of students achieving a Lexile measure equal to or greater than 998			21%						
Georgia Milestones 7th Grade: % of students achieving a Lexile measure equal to or greater than 1045			21%						
Georgia Milestones 8th Grade: % of students achieving a Lexile measure equal to or greater than 1098			14%						
Georgia Milestones American Literature: % of students achieving a Lexile measure equal to or greater than 1285			53%						
% of students in grades 1-5 completing the identified number of grade specific career awareness lessons aligned to Georgia's Career Clusters			100%						
% of students completing 2 or more state defined career related assessments/inventories and a state defined Individual Graduation Plan by the end of grade 8			100%						
% of graduates completing a CTAE pathway, or an advanced academic pathway, or a fine arts pathway, or a world language pathway within their program of study									
Graduation rate									
% of teachers retained									

**STRATEGIC GOAL AREA 2: FUNDING**

Objective	Goals	Performance Measure	Baseline	FY22		FY23		FY24		FY25	
				Target	Actual	Target	Actual	Target	Actual	Target	Actual
Resources will be leveraged to the maximum benefit of all Pelham City Schools Charter System's students.	1. Continually monitor ESPLOST revenue from both Mitchell County/Pelham to plan for future facility needs. Plan and budget for modernization of current facilities. 2. Continue to follow and improve upon all recognized good practices related to expenditure controls at each individual school site as well as the system level for all funding sources, including state and local funds, federal funds, and CARES funds. 3. Continue to plan for future technology needs. 4. Continue to leverage funding and plan for providing clean, well-maintained, and modern, safe school facilities.	% of revenue received									
		% of expenditures									
		Fund balance: % of operational reserve									
		Audit results: # of audit findings									
		Financial Efficiency Star Rating: 1-5									
		Increase the ratio of PCS owned technology available to students	0.33	1	1.25	___ devices per student	___ devices per student	___ devices per student	___ devices per student	___ devices per student	___ devices per student
		Decrease the number of discipline referrals	515	450	653						
		Increase the percentage of parents reporting that their child's school is safe	94	100	91						
		Decrease the number of worker's compensation claims									

**STRATEGIC GOAL AREA 3: PUBLIC RELATIONS/COMMUNICATION**

Objective	Goals	Performance Measure	Baseline	FY22		FY23		FY24		FY25	
				Target	Actual	Target	Actual	Target	Actual	Target	Actual
Continually foster positive	1. Collaboratively involve stakeholders in shaping direction										

**communicative relationships with all persons associated with Pelham City Schools Charter System for the betterment of its students.**

of Pelham City Schools.  
 2. Improve upon consistent information dissemination among employees, parents, and the community by fully utilizing all technology available.  
 3. Continue and improve upon maintaining an open organization where differing professional opinions are valued and discussed with the understanding that decisions are driven by what is in the best interest of the students.  
 4. Increase parental engagement and community involvement.

Increase the number of responses for the parent survey	62	80	71						
Increase annually the number of parent engagement opportunities promoting student achievement	17	20	15						
Increase % of parents reporting that they participate in a parent involvement activity or event multiple times during the year	33	50	75						
Determine family perception of involvement in development and review of system/school improvement plan and parent policy: % responding "yes"	88	95	91						
Determine family perception of the way the school works with families and the community: % responding "agree" or "strongly agree"	81	95	81						
Determine family perception of communication regarding student progress in school: % responding "often and in multiple formats"	85	95	95						
Determine family perception of the way the system/school promotes a positive learning and work environment: % responding "agree" or "strongly agree"	75	90	88						
Increase district Star Climate Rating as measured by CCRPI	4	4							