

Balanced Score Card
Indian River School District
2016-2017

John M. Clayton Elementary School

Mission:

The Indian River School District's mission is to ensure that all students attain the knowledge, skills, and attitudes needed to realize their potential, meet the challenges of their life choices, and fulfill their responsibilities as world citizens through a partnership of students, parents, staff, and community.

Goals:

Increase student achievement through deep implementation of Delaware standards so that ALL students meet or exceed their fullest potential.

Increase student access to technology to continue the development of 21st Century college and career readiness skills.

Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.

Develop, provide, and monitor support and services for the district's most struggling students.

Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.



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Measureable Goal	Person Responsible	Activities	Baselines 2015-2016	2016-2017 Target	2016-2017 Actual
1. Increase student achievement through deep implementation of Delaware standards so that ALL student meet or exceed their fullest potential.				State SBAC Target	State SBAC Target
1.1 The percentage of third through fifth grade students who exhibit or exceed the expected annual growth in reading as measured by SBAC will annually increase.	Heather Cramer Allisa Booth	1.11 Implement with fidelity 95% phonics program, the Delaware Standards and plan Learning Focused lesson plans.	SBAC 2016 Baseline		
			3 rd grade reading = 54%	3 rd grade reading =71%	3 rd grade reading =
			4 th grade reading = 61%	4 th grade reading = 71%	4 th grade reading =
			5 th grade reading = 71%	5 th grade reading = 71%	5 th grade reading =
1.2 The percentage of third through fifth grade students who exhibit or exceed the expected annual growth in math as measured by SBAC will annually increase.	Heather Cramer Allisa Booth	1.21 Fully implement the district's newly adopted math materials. 1.21 Fully implement	SBAC Baseline		
			3 rd grade math = 75%	3 rd grade math = 75%	3 rd grade math =
			4 th grade math =63%	4 th grade math =70%	4 th grade math =
			5 th grade math = 46%	5 th grade math =70%	5 th grade math =

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		school-wide Math RTI.			
1.3 The percentage of fourth and fifth students who meet or exceed the standards in science and social studies as measured by DCAS will annually increase.	Heather Cramer Allisa Booth	1.3 Include Next Gen Science professional development in the school's PD plan.	4 th grade Social Studies = 68% 5 th grade Science= 46%	4 th grade Social Studies =80% 5 th grade Science: 70%	4 th grade social studies= 5 th Grade Science:
1.4 The number of security incidents involving the Delaware System of Student Assessment (DeSSA) as evidenced by the online assessment security portal will annually decrease.	Heather Cramer Allisa Booth	1.41- Administrators will closely monitor testing sessions to ensure proper protocols are occurring.	2015-2016- 1 incident occurred involving the Delaware System of Student Assessment (DeSSA)	2016-2017- There will be no incidences involving DeSSA	
1.5 RtI will be conducted at all school levels.	Heather Cramer Allisa Booth	1.51 Assure that math RtI is in place and fully	30 Walk throughs will be conducted during Math RtI by administration.	Attendance of RTI planning sessions will occur by administration.	

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		functioning by walking through during Math RTI time.			
1.6 The 90-minute required PLC period in which core teachers weekly participate will be closely monitored.	Heather Cramer Allisa Booth	1.61 Develop and implement a system for tracking PLC data and activity. .61 Grade levels will maintain a grade level schoology page to collect artifacts and to monitor the effectiveness of the PLCs.	Schoology will be utilized for grade level teachers to share PLC agenda/minutes and other information to help with planning.	Schoology was utilized for PLC agenda/minutes. Faculty meetings will be conducted in Unconference style and will be teacher led. Schoology courses will be utilized by staff as a part of staff development.	

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2.0 Increase student access to technology to continue the development of 21 st Century college and career readiness skills.					
2.1 The level of technology integration for teachers as measured by the District Tech survey will annually increase.	Heather Cramer Allisa Booth	2.11 Support tech integration through professional development and classroom coaching support.	Tier 1 – 50% Teacher productivity Tier 2 – 50% Instructional Presentation Tier 3 – 15% Student-centered Environment	Tier 1= 60% Tier 2 = 60% Tier 3 = 50%	
2.2 The number/quality of, and the amount of feedback provided to teachers related to, learning walks within and between schools will annually increase.	Heather Cramer Allisa Booth	2.21 Collaborate with the Department of Instruction in the conduct of 2 full school snapshots.	12 full school-wide snapshots	2 full school-wide snapshots will be completed	

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3.0 Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.					
3.1 The school will hire 100% of the units allocated by the State of Delaware through the unit count process in full compliance with state and local guidelines.	Heather Cramer Allisa Booth	3.11 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	Hire 100% of the units earned	All positions will be hired that are generated by unit count.	
3.2 The school will strive to increase the diversity of its staff.	Heather Cramer Allisa Booth	3.21- Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	All positions will be hired that are generated by unit count.	
3.3 100% of the school's classes will be taught by highly qualified teachers.	Heather Cramer Allisa Booth	3.31 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	100% of the school's classes will be taught by highly qualified teachers.	100% of the school's classes is taught by highly qualified teachers.	

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4.0 Develop, provide, and monitor support and services for the district's most struggling students.					
4.1 The percentage of students in all sub-groups that exhibit proficiency in reading will annually increase.	Heather Cramer Allisa Booth	4.11 Monitor progress on initial and mid-year districtwide assessments (STAR reading). 4.11 Monitor progress within the 95% program.	Students with Disabilities	State SBAC Target	State SBAC Target
			3 rd gr. reading = 50% 4 th gr. reading = 60% 5 th gr. reading = 50%	3 rd gr. reading = 30% 4 th gr. reading = 30% 5 th gr. reading = 50%	3 rd gr. reading = 4 th gr. reading = 5 th gr. reading =
			African American	State SBAC Target	State SBAC Target
			3 rd gr. reading = 65% 4 th gr. reading = 60% 5 th gr. reading = 60%	3 rd gr. reading = 50% 4 th gr. reading = 70% 5 th gr. reading = 70%	3 rd gr. reading = 4 th gr. reading = 5 th gr. reading =
			Hispanic	State Target	State Target
			3 rd gr. reading = 45% 4 th gr. reading = 70% 5 th gr. reading = 70%	3 rd gr. reading = 45% 4 th gr. reading = 70% 5 th gr. reading = 70%	3 rd gr. reading = 4 th gr. reading = 5 th gr. reading =
			Low Income	State Target	State Target
			3 rd gr. reading 2015 = 60% 4 th gr. reading 2015 = 60%	3 rd gr. reading = 60% 4 th gr. reading = 60%	3 rd gr. reading = 4 th gr. reading =

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			5 th gr. reading 2015 = 65%	5 th gr. reading = 70%	5 th gr. reading =
4.2 The percentage of students in all sub-groups that exhibit proficiency in math will annually increase.	Heather Cramer Allisa Booth	4.21 Monitor progress on initial and mid-year districtwide assessments (STAR math).	Students with Disabilities	State Target	State Target
			3 rd gr. reading = 22% 4 th gr. reading = 20% 5 th gr. reading = 47%	3 rd gr. math = 50% 4 th gr. math = 50% 5 th gr. math = 50%	3 rd gr. math = 4 th gr. math = 5 th gr. math =
			African American	State Target	State Target
			3 rd gr. reading = 42% 4 th gr. reading = 61% 5 th gr. reading = 62%	3 rd gr. math = 70% 4 th gr. math = 70% 5 th gr. math = 70%	3 rd gr. math = 4 th gr. math = 5 th gr. math =
			Hispanic	State Target	State Target
			3 rd gr. reading = 37% 4 th gr. reading = 60% 5 th gr. reading = 68%	3 rd gr. math = 70% 4 th gr. math = 70% 5 th gr. math = 70%	3 rd gr. math = 4 th gr. math = 5 th gr. math =

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			Low Income	State Target 30.1%%	State Target
			3 rd gr. reading = 34% 4 th gr. reading = 58% 5 th gr. reading = 67%	3 rd gr. math = 70% 4 th gr. math = 70% 5 th gr. math = 70%	3 rd gr. math = 4 th gr. math = 5 th gr. math =
4.3 The school's IST process will be well established.	Heather Cramer Allisa Booth Allison Bennett Jen Pierorazio	4.31 Complete all district-provided IST paperwork in a timely manner. 4.31 School will work to ensure that all school staff is aware of the IST process.	Training for the IST process will occur for the staff and the new forms will be used.	Training for staff occurred in September 2015 during PLCs. Future training for new staff for 2016-2017	.
4.4 The percentage of standards-based IEPs will annually increase.	Heather Cramer Allisa Booth Allison Bennett	4.41 Require appropriate staff to complete the initial goal writing training for IEP's. 4.42 Review IEPs to assure that they are	At the end of the 2015-2016 school year, training will have occurred with the Special Education Coordinator and teachers and we will be moving towards 100% standards based IEP	Teachers will complete goal writing training with the Special Education Implementation Coach during the 2016-2017 school year.	

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		standards-based. 4.43 Prepare for IEP monitoring via district office team and the ACCESS Project.			
5.0 Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.					
5.1 The school's student attendance percentage will be increased or, at a minimum, maintained.	Heather Cramer Allisa Booth	5.11 The school's student attendance percentage will be increased or, at a minimum, maintained.	95.4%	98%	
5.2 Each school's cleanliness rating as assessed during building maintenance inspections will annually increase.	Heather Cramer Allisa Booth Chris Shockley	5.21 Each school's cleanliness rating as assessed during building maintenance inspections will annually	94%	98%	

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		increase.			
5.3 The number of repeat offenders will decrease by 10%.	Heather Cramer Allisa Booth	5.31 The number of repeat offenders will decrease by 10%.	11%	9%	