Scale of Expectations	Scale Rating	Overall Scale - Overall Score 2022-2023	Estacada School District		
1= Well below expectations	0.00 - 1.99	Well below expectations			
2= Lower than expected	2.00 - 2.74	Lower than expected	**2022-2023 Score Card**		
3= Met goal	2.75 - 3.74	Met expectations and goals for improvement	**Employee: Jennifer Behrman**		
4= Above expectations	3.75 - 4.49	Above expectations and goals	**Supervisor: Ryan Carpenter**		
5= Well above expectations	4.50 - 5.0	Well above expectations	**Continuous Improvement**		**Performance Improvement**
SCORECARD = 50% OF OVERALL EVALUATION			:	**0.00**	: **0.00**

PILLAR	MEASURE	PAST RESULTS		GOAL	WEIGHT	Continuous Improvement Scale		Continuous Improvement Scale Rating	Performance Improvement Scale		Performance Improvement Scale Rating
Student Success (ALL)	Essential Learning Standards	2019-20	68%	By the end of the 22/23 school year, 100% of students will be proficient in all ELSs K-5 all ELA and Math.	20%				5	90% or better	
		2020-21	72%						4	87.01% - 89.9%	
		2021-22	77%						3	85% - 87%	
		2022-23							2	75% - 84.9%	
		2022-24							1	Below 75%	
Student Success (ALL)	PLC Survey	2021 Fall	3.86	The Estacada School District will score an overall mean of 4.12 on the PLC Survey in the Spring of 2023.	20%	5	4.27 or Above		5	4.4 or Above	
		2022 Spring	3.98			4	4.18 - 4.26		4	4.20-4.39	
		2022 Fall	4.07			3	4.12 - 4.17		3	4.0-4.19	
						2	3.83 - 4.11		2	3.66-3.99	
						1	3.82 or Below		1	3.65 or Below	
Strong, Inclusive and Collaborative Culture (Employee Engagement)	Employee Engagement Survey	2021 Fall	4.22	By Spring of 2023 the Estacada School District will score an overall mean score of 4.15 on the Employee Engagement Survey	10%	5	4.30 or above		5	4.4 or Above	
		2022 Spring	4.16			4	4.21-4.29		4	4.20-4.39	
		2022 Fall	4.10			3	4.15-4.20		3	4.0-4.19	
						2	3.86-4.14		2	3.66-3.99	
						1	3.85 or below		1	3.65 or Below	
Strong, Inclusive and Collaborative Culture (District Services)	District Services Survey	2021 Fall	4.49	By Spring of 2023 the Estacada School District will maintain an overall mean score of 4.68 on the District Services Survey	20%	5	4.78 or above		5	4.4 or Above	
		2022 Spring	4.65			4	4.69-4.77		4	4.20-4.39	
		2022 Fall	4.68			3	4.68		3	4.0-4.19	
						2	4.29-4.67		2	3.66-3.99	
						1	4.28		1	3.65 or Below	
Strong, Inclusive and Collaborative Culture (Student Engagement)	Student Engagement Survey	2021 Fall	3.94	By Spring of 2023 the Estacada School District will score an overall mean score of 4.08 on the Student Engagement Survey	10%	5	4.28 or above		5	4.4 or Above	
		2022 Spring	3.85			4	4.14-4.27		4	4.20-4.39	
		2022 Fall	3.98			3	4.08-4.13		3	4.0-4.19	
						2	3.84-4.07		2	3.66-3.99	
						1	3.83 or below		1	3.65 or Below	
Engaged Families and Community	Parent Engagement Survey	2021 Fall	3.98	By Spring of 2023 the Estacada School District will score an overall mean score of 4.05 on the Parent Satisfaction Survey	10%	5	4.25 or above		5	4.4 or Above	
		2022 Spring	3.94			4	4.11-4.24		4	4.20-4.39	
		2022 Fall	3.95			3	4.05-4.10		3	4.0-4.19	
						2	3.81-4.04		2	3.66-3.99	
						1	3.80 or below		1	3.65 or Below	
Up-to-Date Building and Facilities	Parent Satisfaction Survey	2021 Fall	3.88	By Spring of 2023 the Estacada School District will score an overall mean score of 4.05 on the Parent Satisfaction Survey, "the school is clean and maintained" question	5%	5	4.25 or above		5	4.4 or Above	
		2022 Spring	3.65			4	4.11-4.24		4	4.20-4.39	
		2022 Fall	3.95			3	4.05-4.10		3	4.0-4.19	
						2	3.81-4.04		2	3.66-3.99	
						1	3.80 or below		1	3.65 or Below	
Sustainable Finances and Accountability	Employee Engagement Survey	2021 Fall	4.03	By Spring of 2023 the Estacada School District will score an overall mean score of 3.86 on the Employee Engagement Survey, "I feel that organization-level resources are allocated to maximize effectiveness across the organization" question	5%	5	4.11 or above		5	4.4 or Above	
		2022 Spring	3.82			4	3.97-4.10		4	4.20-4.39	
		2022 Fall	3.71			3	3.86-3.96		3	4.0-4.19	
						2	3.72-3.85		2	3.66-3.99	
						1	3.71 or below		1	3.65 or Below	