Balanced Scorecard

Our Current Status

May 11, 2009

Board of School Trustees

Mission
Vision
Goals
Strategic Objectives

Balanced Scorecard

Superintendent

Cabinet

Area Administrators
- Principals

PMOC
(Project Management Oversight Committee)

Chiefs
- Department
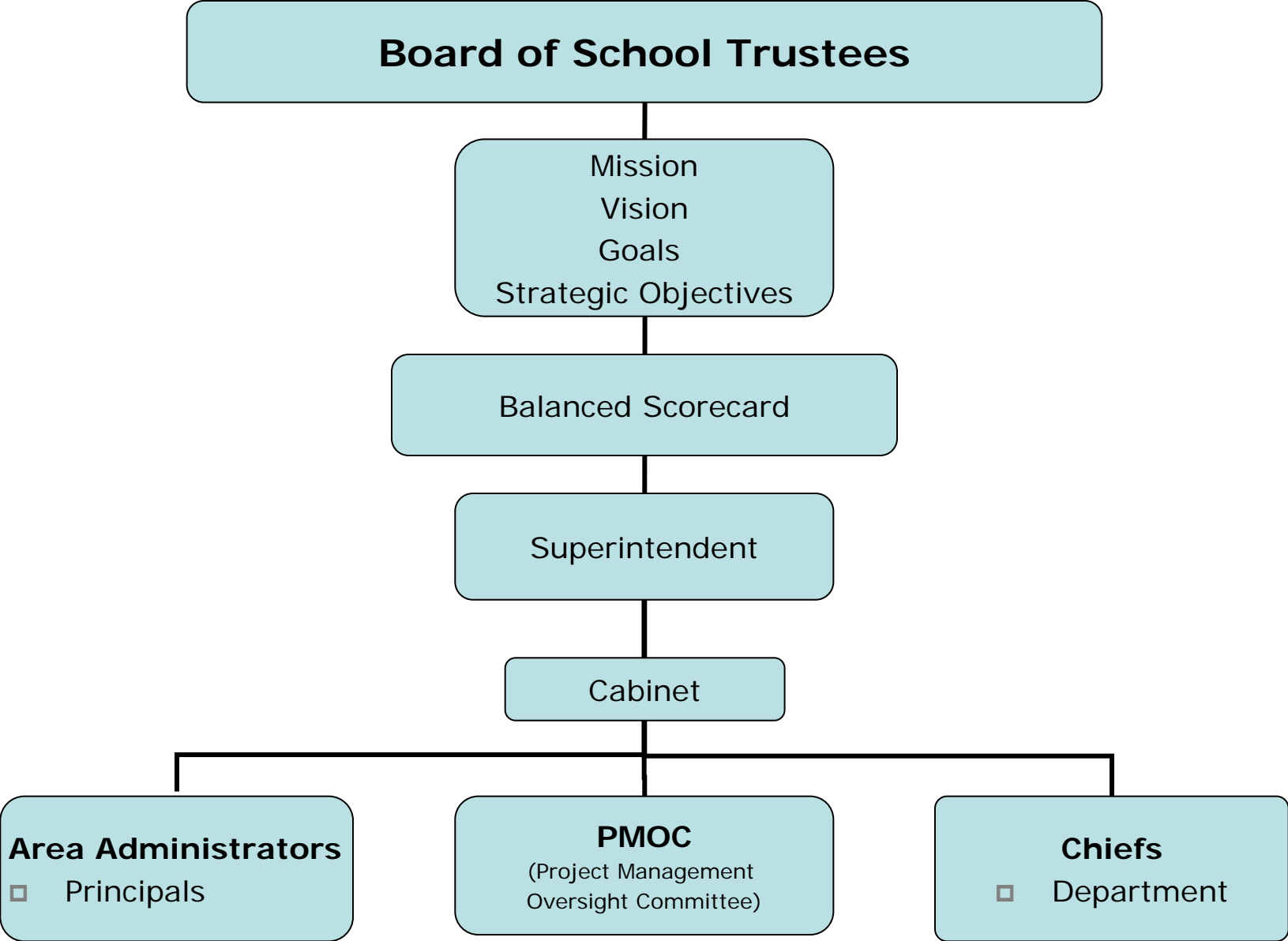
PMOC
Project Management Oversight Committee

- **PMOC Process**
  - Project brought to PMOC by a sponsor based on data describing a need for improvement or a new procedure or process to be put in place.
  - PMOC meets every Tuesday with projects reporting monthly; the High School Redesign reports bi-weekly given the complexity of the project.

PMOC

***Current* PMOC projects include:**

- School Improvement
- ELL
- IFAS/Payroll
- Communication Management System
- Pyramid for Success
- High School Redesign

***New* Projects:**

- Reading Program Project Charter soon to come

Goal 1- Achieve and Maintain Academic Excellence

- **Redesign Reading Program**
  - Key data points were gathered and analyzed in order to create the plan
  - New aligned program will be implemented
  - Focus of the program will rest on student improvement and teacher coaching

- **SMART Data and Gap Data**

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Goal 1- Achieve and Maintain Academic Excellence

- **How schools are using the BSC:**

    "I like having the BSC as it keeps all our data in one spot. It is helpful when meeting with teams to discuss student achievement because we can look at progress and targets. QIT uses the BSC when disaggregating data and discussing plans for next year. One example would be that we are implementing 6 min. fluency for the entire building next year during homeroom because of our growth in reading scores as documented in SRI."

    Jennifer Mable, principal
    Lane Middle School

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Goal 1- Achieve and Maintain Academic Excellence

- **How schools are using the BSC:**

    "The BSC has made South Wayne evaluate what data we collect and how it directly affects the instruction that takes place in the classroom. This has led to very powerful and insightful discussions during grade level and school wide collaboration. It also has been key in developing our SIP through our QIT. The data we collected via the BSC also helps us develop what PD we need to help teachers address through instruction to improve student learning and performance on standardized tests.

    The biggest accomplishment we have made is set goals from the data we collected from the BSC. Next year we hope to roll out some of this information to students and set a school wide goal with the students and chart their progress and role in achieving that school wide goal."

    Tim Bobay, principal
    South Wayne Elementary

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Goal 2- Engage Parents and Community

- Key Communicator meetings
- Data collected for open house and parent conference attendance
- Communication Management Project for PMOC initiated
- Website survey initiated
- High School Redesign
  - Open Parent Meetings for Information
  - Community Input for the Definition with Tom Houlihan

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Goal 3- Operate with fiscal responsibility, integrity, and effectiveness

Impact of Balanced Scorecard:

– Every Department and School has a data focus

– Processes and Procedures that were in place have been adjusted based on data analysis

– Focus on FWCS Goals throughout the district

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Lessons Learned

- Data Collection can be difficult and procedures need to be put in place
- Total shift in thinking when data plays a part
- Learning curve for many involved
- Total Cultural Shift
- "What gets measured, gets done!"
- Out grown use of Excel spreadsheet for our Balanced Scorecard

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Next Steps

Balanced Scorecard Software

- Software Vendors have provided information
  - Two proposals for demonstration
  - FWCS committee reviewing
- The plan is to have new software in place to implement for the fall.
- New software will allow us to drill down and roll up the data for easy use by cabinet and principals.
- Some training will be involved, but the work is mainly done by an administrative manager.
- Quarterly reports and summaries can be produced with charts, gauges and speedometers as visuals.

Next Steps

Upcoming Summer Board Work Sessions

- Analyze Data of 2008/09 year

- Adjust BSC measures

- Data report of Administration Vision

- Board Validation of 2009/10 Direction

- Quarterly Reports
  - Data of Interest

Questions and Answers