NORTH ALLEGHENY SCHOOL DISTRICT

Preparing all students for success in a changing world.

North Allegheny School District Balanced Scorecard 2024-2029

[Updated data will be added as it is received]

North Allegheny School District Balanced Scorecard

GOAL 1: Academic Excellence:

Ignite academic success, exceeding regional and national standards by combining innovative teaching methods and rigorous curricula that challenges students to stretch their potential.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
1.1(1) Each elementary school will perform "above" or "well above" the statewide standards for academic **growth** expectations in PVAAS (ELA, Math, and Science) Metric: PVAAS scores *Science -no score reported by PDE	**Actual** BWE 0/3 IES 0/3 HES 0/3 PES 1/3 MES 0/3 FES 2/3 MCK 0/3	**Actual** BWE 2/2 ✔ IES 2/ 2 ✔ HES 2/2 ✔ PES 1/2 MES 2/2 ✔ FES 2/2 ✔ MCK 2/2 ✔	**Actual** BWE IES HES PES MES FES MCK	**Actual** BWE IES HES PES MES FES MCK	**Actual** BWE IES HES PES MES FES MCK	**Actual** BWE IES HES PES MES FES MCK	**Target** 100%
1.1(2) Each middle school will perform "above" or "well above" the statewide standards for academic **growth** expectations in PVAAS (ELA, Math, Science, and Keystone Algebra I). Metric: PVAAS scores *Science -no score reported by PDE	**Actual** CMS 0/4 IMS 0/4 MMS 1/4	**Actual** CMS 0/3 IMS 0/3 MMS 2/3 +	**Actual** CMS IMS MMS	**Actual** CMS IMS MMS	**Actual** CMS IMS MMS	**Actual** CMS IMS MMS	**Target** 100%

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results • Decreasing performance results — No change

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	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
1.1(3) NA High school(s) will perform "above" or "well above" the statewide standards for academic **growth** expectations in PVAAS (Literature, Algebra I, and Biology). Metric: PVAAS Scores	**Actual** HS 2/3	**Actual** HS 2/3	**Actual** HS	**Actual** HS	**Actual** HS	**Actual** HS	**Target** 100%
1.1(4) The District will perform "above" or "well above" the statewide standards for academic **growth** expectations in PVAAS (ELA, Math, and Science) within its identified sub-group reporting categories (Special Education (IEP), Socio-economic disadvantage (SED), and English Language Learners (ELL) Metric: PVAAS scores Subgroup explanation	**Actual** BWE 0/3 IES N/A HES N/A PES 0/3 MES 0/7 FES 0/3 MCK 0/9 CMS 0/8 IMS 0/5 MMS 2/9	**Actual** BWE 1/2 + IES N/A HES N/A PES 0/4 MES 2/6 + FES 4/4 + ✔ MCK 1/6 + CMS 0/6 IMS 0/4 MMS 1/8 ●	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Target** 100%

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

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	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
1.2 Increase the overall percentage of AP exam scores, resulting in a 3, 4, or 5. Metric: CollegeBoard AP scores	**Actual** Score Report Overview 93.8%	**Actual** 95.37 ✔	**Actual** 96.00 ✔	**Actual**	**Actual**	**Actual**	**Target** 95%
1.3 Increase the percentage of students and parents who strongly agree/agree that classes offered provide a rigorous and challenging curriculum. Metric: Combined student and parent surveys	**Actual** BWE 75.91 IES 86.54 HES 85.51 PES 70.46 MES 71.73 FES 74.57 MCK 75.48 CMS 77.43 IMS 79.61 MMS 75.80 NAI 89.71 NASH 92.13	**Actual** BWE 86.52 + IES 88.45 + HES 81.62 ● PES 89.77 + MES 74.48 + FES 78.28 + MCK 82.89 + CMS 75.23 ● IMS 83.18 + MMS 78.34 + NAI 90.23 + ✔ NASH 94.02 + ✔	**Actual** BWE 74.67 ● IES 93.33 ✔ HES 94.85 ✔ PES 84.52 ● MES 79.99 + FES 86.63 + MCK 85.16 + CMS 76.59 + IMS 81.11 ● MMS 83.42 + NAI 89.35 ● NASH 92.92 ● ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** 90%

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	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
1.4 Increase the percentage of students and parents who strongly agree/agree that students feel prepared for their next school year or life beyond North Allegheny. Metric: Combined student and parent surveys	**Actual** BWE 93.30 IES 94.42 HES 90.73 PES 93.38 MES 86.81 FES 94.86 MCK 93.99 CMS 86.66 IMS 89.81 MMS 85.69 NAI 83.85 NASH 92.22	**Actual** BWE 95.82 + ✔ IES 96.70 + ✔ HES 96.20 + ✔ PES 95.45 + ✔ MES 90.70 + ✔ FES 97.09 + ✔ MCK 92.89 ● ✔ CMS 85.72 ● IMS 91.82 + ✔ MMS 85.87 + NAI 84.54 + NASH 95.75 + ✔	**Actual** BWE 93.32 ● ✔ IES 95.92 ● ✔ HES 97.07 ● ✔ PES 92.79 ● ✔ MES 92.15 + ✔ FES 93.92 + ✔ MCK 89.81 ● ✔ CMS 88.33 + ✔ IMS 88.48 ● ✔ MMS 88.44 + ✔ NAI 84.21 + NASH 92.10 ● ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** 90%
1.5 Increase the number of students and parents who strongly agree/agree that collaboration, creativity, communication, critical thinking, and problem-solving are integrated through learning activities in the classroom. Metric: Combined student and parent surveys	**Actual** BWE 90.74 IES 96.47 HES 92.54 PES 93.54 MES 90.67 FES 93.58 MCK 96.52 CMS 92.69 IMS 89.68 MMS 89.95 NAI 86.57 NASH 88.25	**Actual** BWE 98.01 + ✔ IES 97.32 + ✔ HES 98.03 + ✔ PES 98.12 + ✔ MES 92.39 + ✔ FES 94.44 + ✔ MCK 95.72 ● ✔ CMS 89.62 ● ✔ IMS 91.44 + ✔ MMS 88.36 + NAI 86.79 + NASH 93.87 + ✔	**Actual** BWE 92.40 ● ✔ IES 95.13 ● ✔ HES 95.66 ● ✔ PES 96.06 ● ✔ MES 96.14 + ✔ FES 95.16 + ✔ MCK 95.65 ● ✔ CMS 91.75 + ✔ IMS 90.68 ● ✔ MMS 93.73 + ✔ NAI 87.80 + NASH 92.94 ● ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** 90%

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

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GOAL 1: Academic Excellence: Ignite academic success, exceeding regional and national standards by combining innovative teaching methods and rigorous curricula that challenges students to stretch their potential.							
KEY PERFORMANCE INDICATOR	**BASELINE STATUS**	**ANNUAL PERFORMANCE**					
	2023/24	**2024/25**	**2025/26**	**2026/27**	**2027/28**	**2028/29**	**Target**
1.6 The District will improve its overall ranking in the Pittsburgh Business Times. Metric: Pgh Business Times	**Actual** #7	**Actual** #7	**Actual** #7	**Actual**	**Actual**	**Actual**	**Target** # 1
1.7 Increase the District's high school national ranking as listed in the U.S. News & World Report. Metric: U.S. News and World Report (factors used)	**Actual** U.S. News (983/17,655) Top 5.57%	**Actual** U.S. News (911/17,901) Top 5.09%	**Actual** U.S. News (966/17,945) Top 5.38%	**Actual**	**Actual**	**Actual**	**Target** Top 3% Nationally

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North Allegheny School District Balanced Scorecard

GOAL 2: Continuous Learning: Commit to relevant, enriching staff development that fosters a culture of excellence for all.							
KEY PERFORMANCE INDICATOR	**BASELINE STATUS**	**ANNUAL PERFORMANCE**					
	2023/24	**2024/25**	**2025/26**	**2026/27**	**2027/28**	**2028/29**	**Target**
2.1. Provide meaningful and relevant professional development for all employee groups within the organization. Metric: Staff Survey	**Actual** N/A	**Baseline** Admin 61.54 Class 65.96 Conf 75.00 Para 55.00 Prof 74.66 Safety 77.78	**Actual** Admin 71.43 + Class 63.37 ● Conf 70.27 ● Para 58.8 + Prof 71.90 ● Safety 100.00 + ✔	**Actual**	**Actual**	**Actual**	**Target** Baseline +10% to a maximum of 90% Staff will Strongly Agree / Agree
2.2 Identify, provide, and track all mandated training for District staff. Metric: Completion Percentage of Mandated Training	**Actual** N/A	**Baseline** 73.57 completed by 10/1/25 for previous 12 month period	**Actual**	**Actual**	**Actual**	**Actual**	**Target** 100%

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North Allegheny School District Balanced Scorecard

GOAL 2: Continuous Learning:

Commit to relevant, enriching staff development that fosters a culture of excellence for all.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
2.3 Provide targeted learning opportunities to unlock best practices and innovative strategies, equipping our employees to prepare our students for a dynamic world. Metric: Staff Survey	**Actual** N/A	**Baseline** Admin 61.54 Class 59.57 Conf 65.63 Para 52.00 Prof 71.30 Safety 77.78	**Actual** Admin 68.57 + Class 72.28 + ✔ Conf 70.27 + Para 55.88 + Prof 67.25 ● Safety 100.00 + ✔	**Actual**	**Actual**	**Actual**	**Target** Baseline +10% to a minimum of 90% Staff will Strongly Agree / Agree
2.4 Provide ongoing training to ensure staff are confident in responding to emergencies. Metric: Staff Survey	**Actual** N/A	**Baseline** Adm 84.62 Class 65.95 Conf 90.63 Para 88.00 Prof 94.62 Safety 88.89 All 90.31	**Actual** Adm 82.86 ● Class 81.19 + Conf 91.89 + ✔ Para 89.70 + Prof 95.73 + ✔ Safety 100.00 + ✔ All 92.34 + ✔	**Actual**	**Actual**	**Actual**	**Target** Baseline +10% to a minimum of 90% Staff will Strongly Agree / Agree
2.5(1) Provide relevant training to K-8 staff to facilitate recognizing each K-8 building as an Apple Distinguished school. Metric: Apple Designation	**Baseline** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES + PES MES + FES MCK CMS IMS MMS	**Actual** N/A	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS	**Target** All K-8 buildings

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KEY PERFORMANCE INDICATOR	**BASELINE STATUS**	**ANNUAL PERFORMANCE**					
	2023/24	**2024/25**	**2025/26**	**2026/27**	**2027/28**	**2028/29**	**Target**
2.5(2) Provide targeted training to 9-12 staff to become accepted and actively participate in local, regional, and/or nationally recognized professional organizations that embody innovative educational practices. Metric: Local, Regional, and/or /National Designation	**Actual** N/A	**Actual** League of Innovative Schools Designation ✔	**Actual** N/A	**Actual** HS	**Actual** HS	**Actual** HS	**Target** Local, Regional, and/or National Designation

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results • Decreasing performance results — No change

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GOAL 3: Empowering Students:
Promote a school environment where students feel connected and their voices are encouraged, heard, and valued.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
3.1 Establish structured face-to-face opportunities for students to meet with building and district-level administration to share their perspectives regarding their school experience. Metric: Attendance sheets/Notes	**Baseline** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE 4/4 ✔ IES 4/4 ✔ HES 4/4 ✔ PES 4/4 ✔ MES 4/4 ✔ FES 4/4 ✔ MCK 4/4 ✔ CMS 4/4 ✔ IMS 4/4 ✔ MMS 4/4 ✔ NAI 4/4 ✔ NASH 4/4 ✔	**Actual** BWE 4/4 ✔ IES 4/4 ✔ HES 4/4 ✔ PES 4/4 ✔ MES 4/4 ✔ FES 4/4 ✔ MCK 4/4 ✔ CMS 4/4 ✔ IMS 4/4 ✔ MMS 4/4 ✔ NAI 4/4 ✔ NASH 4/4 ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** 4/4 opportunities in every building
3.2 Establish structured face-to-face opportunities for students to meet with Board members to share their perspectives regarding their school experience. Metric: Attendance	**Baseline** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE 2/2 ✔ IES 2/2 ✔ HES 2/2 ✔ PES 2/2 ✔ MES 2/2✔ FES 2/2 ✔ MCK 2/2 ✔ CMS 2/2 ✔ IMS 2/2 ✔ MMS 2/2 ✔ NAI 2/2 ✔ NASH 2/2 ✔	**Actual** BWE 2/2 ✔ IES 2/2 ✔ HES 2/2 ✔ PES 1/2 MES 2/2✔ FES 1/2 MCK 2/2 ✔ CMS 2/2 ✔ IMS 2/2 ✔ MMS 2/2 ✔ NAI 2/2 ✔ NASH 2/2 ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Once per building per semester

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	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
3.3 Increase the percentage of students in grades 6-12 who indicate that they participate in school-sponsored Activities and/or Clubs. Metric: Student Activities Survey A = Activities C = Clubs	**Actual** CMS-A- 92 CMS-C- 87 IMS-A- 92 IMS-C- 90 MMS-A- 86 MMS-C- 83 NAI-A- 79 NAI-C- 66 NASH-A- 74 NASH-C- 64	**Actual** CMS-A- 94 + ✔ CMS-C- 92 + ✔ IMS-A- 99 + ✔ IMS-C- 98 + ✔ MMS-A- 97 + ✔ MMS-C- 96 + ✔ NAI-A- 87 + NAI-C- 69 + NASH-A- 88 + NASH-C- 81 +	**Actual** No data collected	**Actual** CMS Act- CMS Club- IMS Act- IMS Club- MMS Act- MMS Club- NAI Act- NAI Club- NASH Act- NASH Club-	**Actual** CMS Act- CMS Club- IMS Act- IMS Club- MMS Act- MMS Club- NAI Act- NAI Club- NASH Act- NASH Club-	**Actual** CMS Act- CMS Club- IMS Act- IMS Club- MMS Act- MMS Club- NAI Act- NAI Club- NASH Act- NASH Club-	**Target** Baseline +10% to a maximum of 90% of students will participate
3.4 Increase the percentage of students who feel a connection to their school. Metric: Student Survey	**Actual** BWE 74.51 IES 83.61 HES 88.68 PES 87.10 MES 82.07 FES 85.72 MCK 89.29 CMS 64.95 IMS 76.11 MMS 83.48 NAI 69.13 NASH 78.90	**Actual** BWE 95.46 + ✔ IES 87.50 + HES 96.88 + ✔ PES 94.59 + ✔ MES 75.84 ● FES 86.40 + MCK 86.09 ● CMS 68.29 + IMS 74.67 ● MMS 81.47 ● NAI 72.71 + NASH 82.73 +	**Actual** BWE 78.26 ● IES 98.11 + ✔ HES 90.91 ● ✔ PES 82.09 ● MES 90.52 + ✔ FES 80.16 ● MCK 90.67 + ✔ CMS 71.24 + IMS 84.00 + MMS 79.13 ● NAI 76.75 + NASH 82.39 ●	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

North Allegheny School District Balanced Scorecard

GOAL 4: Facilities for the Future:

Invest in the maintenance and development of facilities and grounds that create future-ready learning spaces, reflecting our community pride and dedication to excellence in academics, arts, athletics, and activities.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
4.1 Increase the number of future-ready learning spaces districtwide. (space that is convertible into another use and has technology in the space that is relevant for several years). Metric: Number of spaces	**Actual** N/A	**Baseline** 185 Future Ready Spaces	**Actual**	**Actual**	**Actual**	**Actual**	**Target** Increase from the baseline by 40%
4.2 Establish and sustain an elevated completion rate of the annual planned capital projects. Metric: Annual Capital Funding Plan	**Actual** 86%	**Actual** 95% + ✔	**Actual**	**Actual**	**Actual**	**Actual**	**Target** 90% or above
4.3: Improve facilities' operational performance by ensuring proper balance between preventative and corrective maintenance.	**Actual** 37% PM 62% CM	**Actual** 78% PM + ✔ 22% CM + ✔	**Actual** PM CM	**Actual** PM CM	**Actual** PM CM	**Actual** PM CM	**Target** 70% Preventive/ planned Maintenance /

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KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
Metric: Work Order System							<30% Corrective Maintenance
4.4 Ensure timely preventative maintenance within prescribed windows. Metric: Work Order System	**Actual** 31.84%	**Actual** 62.43% +	**Actual**	**Actual**	**Actual**	**Actual**	**Target** 95% of Preventative/ planned Maintenance within prescribed time
4.5 Increase the percentage of students and parents that strongly agree/agree that our facilities and grounds for academics, athletics, arts, and activities are clean and in good condition. Metric: Combined student and parent surveys - data	**Actual** BWE 85.07 IES 92.25 HES 93.42 PES 68.51 MES 80.13 FES 96.39 MCK 96.57 CMS 85.52 IMS 89.96 MMS 91.99 NAI 77.24 NASH 87.88	**Actual** BWE 91.53 + ✔ IES 92.44 + ✔ HES 96.75 + ✔ PES 93.16 + ✔ MES 89.63 + FES 94.32 ● ✔ MCK 95.85 ● ✔ CMS 88.54 + IMS 84.40 ● MMS 93.49 + ✔ NAI 83.53 + NASH 89.67 +	**Actual** BWE 88.69 ● IES 94.31 + ✔ HES 95.45 + ✔ PES 84.51 ● MES 93.50 + ✔ FES 97.27 + ✔ MCK 94.78 ● ✔ CMS 87.70 + IMS 92.62 + ✔ MMS 96.06 + ✔ NAI 81.74 ● NASH 89.95 +	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

North Allegheny School District Balanced Scorecard

GOAL 5: Safety and Wellness:

Cultivate a safe educational environment where all students, staff, and families feel secure, welcomed, and respected.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
5.1 Increase or maintain the percentage of students and parents who strongly agree/agree that their students' school is safe and secure. Metric: Combined student and parent surveys	**Actual** BWE 98.47 IES 96.62 HES 98.58 PES 98.72 MES 97.81 FES 99.50 MCK 98.82 CMS 95.50 IMS 96.24 MMS 96.63 NAI 94.65 NASH 95.62	**Actual** BWE 97.3 ● ✔ IES 99.1 + ✔ HES 99.1 ● PES 100 + ✔ MES 98.9 ● FES 98.8 + ✔ MCK 98.7 ● ✔ CMS 97.1 ✔ IMS 97.8 ✔ MMS 98.8 ✔ NAI 96.3 ✔ NASH 95.9 ✔	**Actual** BWE 92.50 ● ✔ IES 98.37 ● ✔ HES 99.50 + ✔ PES 98.51 ● ✔ MES 98.59 ● ✔ FES 100.00 + ✔ MCK 98.81 + ✔ CMS 97.78 + ✔ IMS 99.10 + ✔ MMS 97.74 ● ✔ NAI 95.45 ● ✔ NASH 97.27 + ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students and Parents will Strongly Agree / Agree
5.2 Increase the percentage of students who feel they have a trusted adult at school. Metric: Student survey	**Actual** BWE 76.47 IES 88.52 HES 92.45 PES 96.77 MES 90.34 FES 88.72 MCK 97.32 CMS 85.57 IMS 86.11 MMS 90.87 NAI 84.06 NASH 92.64	**Actual** BWE 92.42 + ✔ IES 94.64 + ✔ HES 87.50 ● PES 95.95 ● ✔ MES 82.55 ● FES 93.60 + ✔ MCK 90.07 ● ✔ CMS 88.29 + IMS 88.96 + MMS 82.24 ● NAI 85.49 +	**Actual** BWE 92.75 + ✔ IES 94.34 ● ✔ HES 98.18 + ✔ PES 88.06 ● MES 96.55 + ✔ FES 91.27 ● ✔ MCK 95.33 + ✔ CMS 87.17 ● IMS 90.00 + ✔ MMS 87.83 + NAI 90.29 + ✔ NASH 93.12 + ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

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GOAL 5: Safety and Wellness:
Cultivate a safe educational environment where all students, staff, and families feel secure, welcomed, and respected.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
		NASH 91.77 ● ✔					
5.3 Increase the percentage of students and parents who strongly agree/agree that students treat other students with respect at school. Metric: Combined student and parent surveys	**Actual** BWE 74.54 IES 83.04 HES 81.09 PES 85.82 MES 73.50 FES 78.55 MCK 92.34 CMS 60.31 IMS 72.78 MMS 61.30 NAI 53.35 NASH 75.78	**Actual** BWE 72.62 ● IES 84.05 + HES 96.64 + ✔ PES 89.36 + MES 78.48 + FES 87.57 + MCK 86.46 ● CMS 63.22 + IMS 62.23 ● MMS 75.14 + NAI 69.35 + NASH 81.46 +	**Actual** BWE 78.67 + IES 91.48 + ✔ HES 94.35 ● ✔ PES 82.92 ● MES 83.67 + ✔ FES 84.10 ● MCK 81.96 ● CMS 68.44 + IMS 75.46 + MMS 78.36 + ✔ NAI 71.94 + ✔ NASH 81.65 +	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students will Strongly Agree / Agree
5.4 Increase the percentage of students and parents who strongly agree/agree that they would recommend the District to someone moving into Western Pennsylvania Metric: Combined student and parent surveys	**Actual** BWE 94.35 IES 90.86 HES 95.54 PES 89.57 MES 90.10 FES 94.64 MCK 95.06 CMS 88.35 IMS 90.45 MMS 90.73 NAI 82.28 NASH 85.84	**Actual** BWE 98.72 + ✔ IES 96.60 + ✔ HES 94.88 ● ✔ PES 96.77 + ✔ MES 94.01 + ✔ FES 97.99 + ✔ MCK 92.83 ● ✔ CMS 91.14 + ✔ IMS 93.65 + ✔ MMS 92.55 + ✔ NAI 87.51 + NASH 90.23 +	**Actual** BWE 94.39 ● ✔ IES 98.49 + ✔ HES 100.00 + ✔ PES 95.25 ● ✔ MES 94.58 + ✔ FES 98.09 + ✔ MCK 95.00 + ✔ CMS 90.02 ● ✔ IMS 96.04 + ✔ MMS 94.91 + ✔ NAI 89.35 + NASH 90.79 + ✔	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Actual** BWE IES HES PES MES FES MCK CMS IMS MMS NAI NASH	**Target** Baseline +10% to a maximum of 90% of students will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

North Allegheny School District Balanced Scorecard

GOAL 5: Safety and Wellness:
Cultivate a safe educational environment where all students, staff, and families feel secure, welcomed, and respected.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
		✔					
5.5 Increase the percentage of staff who feel they work in a safe environment. Metric: Staff survey		**Baseline** Admin 84.62 Class 78.82 Conf 90.63 Para 88.00 Prof 94.39 Safety 88.89 BWE 92.59 IES 100.00 HES 100.00 PES 100.00 MES 97.78 FES 90.48 MCK 95.52 CMS 95.08 IMS 100.00 MMS 91.43 NAI 89.71 NASH 88.76 CAO 93.94 FAC 71.43 TRANS 60.00	**Actual** Admin 91.43 + ✔ Class 94.06 + ✔ Conf 97.30 + ✔ Para 92.65 + ✔ Prof 95.35 + ✔ Safety 100.00 + ✔ BWE 100.00 + ✔ IES 100.00 – ✔ HES 97.44 ● ✔ PES 100.00 – ✔ MES 98.30 + ✔ FES 96.36 + ✔ MCK 96.43 + ✔ CMS 100.00 + ✔ IMS 97.96 ● ✔ MMS 98.11 + ✔ NAI 82.61 ● ✔ NASH 94.00 + ✔ CAO 100.00 + ✔ FAC 83.33 + ✔ TRANS 96.07 + ✔	**Actual**	**Actual**	**Actual**	**Target** Baseline +10% to a maximum of 90% of staff will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results – No change

North Allegheny School District Balanced Scorecard

GOAL 5: Safety and Wellness:

Cultivate a safe educational environment where all students, staff, and families feel secure, welcomed, and respected.

KEY PERFORMANCE INDICATOR	BASELINE STATUS	ANNUAL PERFORMANCE					
	2023/24	2024/25	2025/26	2026/27	2027/28	2028/29	Target
5.6 Increase the percentage of staff who strongly agree/agree that they would recommend the District to a friend/peer as a good place to work. Metric: Staff survey		**Baseline** Admin 73.07 Class 65.96 Conf 84.38 Para 78.00 Prof 83.85 Safety 77.78 BWE 70.37 IES 100.00 HES 100.00 PES 68.18 MES 75.56 FES 83.33 MCK 89.56 CMS 88.53 IMS 90.69 MMS 77.14 NAI 79.41 NASH 79.77 CAO 84.85 FAC 57.14 TRANS 50.00	**Actual** Admin 82.86 + Class 75.25 + Conf 78.38 ● Para 80.88 + Prof 85.27 + Safety 90.00 + ✔ BWE 91.89 + ✔ IES 96.00 ● ✔ HES 84.62 ● PES 78.57 + ✔ MES 89.83 + ✔ FES 85.45 + MCK 90.48 + ✔ CMS 82.61 ● IMS 79.59 ● MMS 81.13 + NAI 73.91 ● NASH 89.00 + CAO 80.00 ● FAC 70.83 + ✔ TRANS 74.51 + ✔	**Actual**	**Actual**	**Actual**	**Target** Baseline +10% to a maximum of 90% of staff will Strongly Agree / Agree

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results ● Decreasing performance results — No change

North Allegheny School District Balanced Scorecard

✔ Target Met X Target Not Met (yr. 28-29) + Increasing performance results • Decreasing performance results — No change