

## Strategic Plan Balanced Scorecard I/5/2012

	Baseline 2009-10	Target 2010-11	Result 2010-11	Target 2011-12	Result 2011-12	Target 2012-13	Target 2013-14	Target 2014-15
<b>Technology</b>								
% of teachers who report they have the tools and resources to differentiate instruction based on students' needs	NA	NA	96%	95%		95%	95%	95%
Number of Teachers reporting at least weekly use of TeacherSource	NA	NA	3%	6%		20%	40%	80%
<b>High Quality Empowered Staff</b>								
% of teachers remaining employed with the District for five or more years	83.7%	86%	86%	88%		90%	92%	94%
% of teachers reporting opportunities to collaborate with colleagues resulting in improved professional practices and higher student achievement	NA	NA	59%	62%		65%	68%	72%
% of educators reporting they work in a safe, inclusive, and respectful climate	NA	NA	92%	93%		95%	95%	95%
Staff diversity mirrors District student diversity (Percentage point gap between staff and students of color)	31.5%	29.9%	32.9%	28.4%		27.0%	25.7%	24.4%
<b>Responsible and Sustainable Stewardship of Resources</b>								
% of annual Sustainability Performance Measures that achieved Targets	NA	50%	65%	70%		75%	85%	90%
<b>Individual Student Achievement</b>								
% of College and Career Ready (CCR) graduates	27.3%	28.7%	27.0%	30.1%		33.0%	36.3%	40.0%
% of students on track to be College and Career Ready (CCR) graduates	48.3%	50.7%	50.3%	53.2%		58.5%	64.4%	71.0%
Students demonstrate learning readiness, individual growth and success	46.7%	49.0%	43.4%	51.5%		56.7%	62.3%	68.5%
Academic success cannot be predicted by traditional demographic analysis (race, ethnicity, income, mobility, disability or initial proficiencies)** (The percentage point gap between the performance of all students and the performance of these demographic groups.)	22.3%	21.2%	22.0%	20.1%		18.1%	16.3%	14.7%
<b>Volunteerism, Service, and Engagement</b>								
% of students participating in career-related learning experiences such as apprenticeships, internships and service/learning opportunities	NA	NA	39%	40%		42%	46%	50%
% of volunteers reporting they have made a positive difference through their efforts	NA	NA	NA					
<b>Equity of Access to a High Quality Education</b>								
% of Student Education Plans developed/revised at least annually	NA	90%	94%	95%				
% of students reporting their school has a safe, inclusive, and respectful climate	86%	88%	85%	90%		92%	94%	95%
% of students reporting at least one adult in school really cares about them	82%	85%	83%	88%		91%	94%	95%
% of parents/guardians reporting they feel confident and supported when they navigate the school system and participate as active partners in their child's education	NA	NA	94%	95%		95%	95%	95%
% of students reporting not being bullied either at school or on the way to/from school	60%	62%	55%	64%		72%	80%	92%
** Current data only measures difference in attainment of CCR targets								
Met target			Improved, target not met			No improvement		