SOUTH SAN ANTONIO INDEPENDENT SCHOOL DISTRICT

Agenda Item Summary

Meeting Date: April 21, 2021

Purpose: ☒ Presentation/Report ☐ Recognition ☐ Discussion/ Possible Action

☐ Closed/Executive Session ☐ Work Session ☐ Discussion Only ☐ Consent

From: Dr. Marc Puig, Superintendent of Schools

Item Title: Balanced Scorecard (BSC) update

Description: The attached BSC draft is a product of our continuous development as strategic-focused organization. A BSC is strategy deployment tool that is used to keep track of the execution of key strategic work. Traditionally, the four perspectives of a Balanced Scorecard are: 1. Learning/Growth, 2. Staff Perspective, 3. Customer Perspective and, 4. Financial Measures. The attached SSAISD draft BSC represents a collaborative effort of the District's Executive Leadership Team and focuses on the following perspectives: Student Success; Customer; Learning & Growth; and Fiscal Health.
The ultimate goal of the district is to create cascading balanced scorecards, describing key work and desired outcomes aligning to our overarching strategic plan.

Historical Data: The BSC represents the ongoing transformational work between Moak Casey & Associates and the board-superintendent team.

Recommendation: N/A

Funding Budget Code and Amount: N/A

APPROVED BY:	SIGNATURE	DATE

Chief Officer: _____ _____

CFO Funding Approval: _____ _____

Superintendent: _____ _____

Reporting Period	Scorecard	Perspective	System	System Status	Measure	Measure Status	Actual	Target	YTD	Strategy	Strategy Status
Q1-2021	District Scorecard	Student Success	1.1 Effective Tier 1 Instruction	🟩	Targeted assessments (meets / masters)	🟧	50.00%	75.00%	50.00%	Fundamental 5	🟥
					Curriculum Alignment		80.00%	80.00%	70.00%	TEKS Resources System	
					Early elementary reading		50.00%	70.00%	70.00%	Literacy leadership	
			1.2 Build Students' Self-Efficacy	🟧	Self-Efficacy Formative Questionnaire	🟧	75.00%	80.00%	90.00%	Student goal-setting	🟩
			1.3 Quality Coaching & Feedback Model	🟥	Targeted professional development	🟩	80.00%	80.00%	90.00%	LearningWalk Protocol	🟧
		Customer	1.1 Increase Loyalty	🟩	Likelihood to Re-enoll	🟧	80.0%	80.0%	100.0%	Campaign "#grow with us"	🟩
					Likelihood to Recommend	🟩	75.0%	80.0%	100.0%	Define the experience	🟥
					Overall Satisfaction	🟧	80.0%	90.0%	90.0%	CSM	🟧
		Learning & Growth	1.1 Quality Professional Learning Communities	🟥	Pyramid of interventions	🟧	70.00%	60.00%	90.00%	CILT	🟩
			1.2 Personalized Professional Learning Plan	No Information	Invest in best training & incentives	🟥	80.00%	50.00%	100.00%	Individualized PPLP	🟥
			1.3 Improve Recruitment of "Blue Chippers"	🟧	"Fit" assessments	🟧	80.00%	75.00%	50.00%	Why SSAISD?	🟧
			1.4 Enrich Talent Management Process	🟥	Leadership IQ	🟥	50.00%	0.00%	50.00%	Principal empowerment & "On deck" program	
		Fiscal Health	1.1 Create A-ROI infrastructure to guide investment and/or abandonment	🟥	Select program evaluation	🟩	90.00%	90.00%	90.00%	Academic and operation audit	🟩
			1.2 Enhance Strategic staffing	🟧	Staffing ratios	🟧	50.00%	75.00%	75.00%	Match staffing precisely to enrollment	🟩
			1.3 Strategic resource allocation	No Information	Campus efficiency reports	No Information	50.00%	50.00%	80.00%	Master scheduling	🟧