



Balanced Scorecard

Strategic Thought, Design, and Continuous Improvement

Overview

Balanced Scorecard (BSC) approach focus district continuous improvement efforts in four directions:

1. Student Achievement
2. Faculty/Staff Satisfaction and Engagement
3. Community Satisfaction and Engagement
4. Financial Stewardship



MOAKCASEY
PROVEN LEADERS ADVANCING TEXAS SCHOOLS

The Balanced Scorecard Process

Service contains:

2021-2025

Balanced Scorecard (BSC)

MISSION: The mission of G-PSD is to educate, inspire, and empower our students to succeed in life and become the next generation of leaders.

PRIORITY 1	PRIORITY 2	PRIORITY 3	PRIORITY 4
Exceptional Student Performance <ol style="list-style-type: none">1.1 Annually increase performance in reading for all students and all student groups1.2 Annually increase performance in math for all students and all student groups1.3 Annually increase performance in college, career and military readiness for all students and all student groups1.4 Annually increase student engagement for all students and all student groups1.5 Annually increase percentage of students who feel safe at school	High Performing and Engaged Workforce <ol style="list-style-type: none">2.1 Annually increase the percentage of staff satisfaction2.2 Annually increase the retention rate of highly effective faculty and staff	Quality Service and Impactful Community Engagement <ol style="list-style-type: none">3.1 Annually increase the percentage of student satisfaction3.2 Annually increase the percentage of parent/family satisfaction and engagement3.3 Annually increase the percentage of community satisfaction and engagement	Efficient and Effective District and Campus Operations <ol style="list-style-type: none">4.1 Annually improve operational processes4.2 Maintain fiscal viability, stewardship, and improve staff knowledge of sustainable budgeting processes4.3 Ensure strategic alignment of resources4.4 Annually improve safety and security

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Educate. Inspire. EMPOWER!

- consulting services to collaboratively develop and implement a 3-5 year strategic plan
- ongoing peer coaching
- American Society for Quality (ASQ) book study
- customized TEA certificated training for board and senior leadership
- practical, concrete toolkits that provide step-by- step process to execute initiatives along specific levels
- introduction to and alignment with three essential roles: strategic, tactical, and operational
- visionary leadership with a systems approach
- good governance training

Level I: Strategic Plan Development– A Systems Approach through Listening and Learning

- Our targeted approach produces a clear focus with a concise final product, a one-page (front and back) Balanced Scorecard, consisting of Beliefs, Mission, Vision, Strategic Perspectives, Long-term Goals,
- Annual Goals (Lagging Indicators), and critical Leading Indicators that informs the Board (and community) how the district is progressing with its strategic plan and helps each faculty & staff member see how his/her daily work fits into the overall objectives.
- The Balanced Scorecard focuses on the organization’s big picture strategic goals. It also guides the entity in choosing the right things to measure so that it can reach those goals.

Goal 4: Efficient Financial Stewardship Service							
Critical Success Factor	Long Term Measure/Outcome (From X to Y by Z)	21-22	22-23	23-24	24-25	Progress Measure/Output	Key Strategic Action/Input
4.1 Coherent Budget Development, Adoption, and Management Processes	Clearly communicate revenue and expenditure projection processes with guidelines and monthly reviews.	On Track	On Track			Achieve Perfect FIRST Rating Campus/Department Budgets Balanced Timelines for Budgets are Followed	Provide monthly board updates on the budget development process in order to demonstrate transparency to all stakeholders. Implement quarterly budget reviews of campus and department budgets in order to ensure efficiency. Adhere to purchasing processes outlined in finance handbook in order to align practices. Routinely complete internal and external compensation analysis in order to remain competitive with pay structures.
4.2 Utilize staffing efficiencies to create competitive teacher and staff compensation.	Teachers remaining part of the Taylor ISD team will increase from 78% to 85% by 2025.	On Track	On Track			Student/Staff Ratio Pay Structure Comparisons to Surrounding Districts	Create and execute a teacher induction program in order to retain quality staff. Create and execute an aspiring leadership program in order to develop a talent pool for future leadership positions. Utilize exit survey feedback to help create a positive workplace environment.
4.3 Improve operational effectiveness and efficiency.	Overtime expenses will be reduced by 50% by 2025 based upon 2020-21 expenses.	On Track	On Track			Work order turnaround time. Energy Audit Savings Assessment of Operational Effectiveness	Review departmental staffing and work order in order to reduce overtime expenses. Manage vacancies effectively in order to ensure student and staff needs are met. Develop and review life cycle replacement systems. Manage and close work order in order to ensure student and staff needs are met.
4.4 Communication of Financial Critical Success Factors	Projected budgets will be balanced through 2025.	On Track	On Track			Clean Audit Monthly Board Report Legislative Updates	Reduce bookkeeper errors in order to ensure transparency in financial stewardship. Develop campus budgets around goals and strategies in order to ensure alignment of district systems.
		Behind Expected Progress	On Track	Meeting Expectations			

Level II: STRATEGIC PLAN IMPLEMENTATION – Laying the Groundwork for Continuous Improvement



A journey toward excellence that focuses on the continuous examination and optimization of processes and outcomes.

Empowering district leaders to align inputs and outcomes to identify and measure stakeholder needs and to maximize results by establishing a clear delineation between the three essential roles: strategic, tactical, and operational.

Balanced Scorecard Cohort

- Calallen ISD
- Kenedy ISD
- Runge ISD
- Beeville ISD
- Flour Bluff ISD
- London ISD
- Robstown ISD
- Gregory-Portland ISD
- Sharyland ISD

