



Balanced Scorecard and the School Improvement Plan

From the Board Room to the Classroom

June 8, 2009

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Accountability System

#1 School Board Goals

District BSC

#2 Analyze Data and Information

- Review Current Progress
- Gather Data
- Summarize Data

#3 Prioritize Needs and Issues

- Identify Specific Opportunities for Improvement

#4 Learn about Improvement Strategies

- Search for Solutions
- Explore Best Practices
- Review Models of Improvement

#5 Identify Guiding Principles

- Select Research Based Best Practices

#6 Develop Action Plan

- Write
- Implement

#7 Create/Revise Balanced Scorecard

#8 Monitor & Analyze Data for Balanced Scorecard

- Gather Data
- Analyze Data
- Summarize Data

#9 Report Balanced Scorecard

Fort Wayne
Community
Schools

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#1 School Board Goals

District BSC

- **Planning that reflected the community's core values**
- **Board set direction for district work**
 - Mission, Vision, Core Values
 - District Goals
 - Strategic Objectives
 - District Balanced Scorecard
 - Balanced Scorecard School Templates

Accountability System

□ Reviewed SIPs & DIPs

□ Training

- Action steps and measures to the balanced scorecard

□ ISTEP / disaggregate

□ Quarterly data

- Reviewed each BSC
- Shared input w/ AAs
- Met with principal groups

□ Reviewed quarterly data

□ SIP / action steps

□ Assessments

- Reading scores, mClass, Acuity, ISTEP

□ Data walls

#2 Analyze Data and Information

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#3 Prioritize Needs and Issues

- Identify Specific Opportunities for Improvement

Accountability System

□ Research and investigation is on-going

□ QIT meetings

□ Best practices

- Deb Estes, Aug./Feb.
- Tom Houlihan, year long
- Kay Psencik, year long
- Ardys Morgan, year long
- Bill Daggett, fall '07, summer '09
- Doug Manning, year long

□ Atlanta workshop

□ Year-long professional development

- PD eCampus

#4 Learn about Improvement Strategies

- Search for Solutions
- Explore Best Practices
- Review Models of Improvement

#5 Identify Guiding Principles

- Select Research Based Best Practices

Accountability System

- **Add measures on BSC**
 - **Specific to each school**
 - **Help schools own their BSC**
 - **Refined action steps**
 - **Title I added required measures**

#7 Create/Revise Balanced Scorecard

#6 Develop Action Plan

- Write
- Implement

Accountability System

□ Analyze

□ Quarterly reviews

□ Title I

#8 Monitor & Analyze Data for Balanced Scorecard

- Gather Data
- Analyze Data
- Summarize Data

- Added a tab for Title I schools to analyze annual and quarterly data

□ Suzette Brown Miller, Title I consultant

□ Middle school quarterly meetings

□ Continual adjustments and additions to BSC and the SIP

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□ Report

#9 Report Balanced Scorecard

□ Quarter 4 due

□ District BSC due

□ Summer work sessions

Accountability System

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Fort Wayne
Community
Schools



The Hope Foundation

- Professional Learning Communities
- Shared Leadership
- Journey of Implementation
- Measured by our Balanced Scorecard



The Hope Foundation

The Hope Foundation provides shared leadership training with our adults.

- Year One- Empowers the team
- Year Two- Drills deeper into the classroom data
- Year Three- Sustains the model toward movement and improvement



Board Work Sessions

July 14/15 and July 21/22

- Review the action review of the BSC at each level
- Add measures recommended by cabinet
- Analyze district Balanced Scorecard
- Prioritize for the coming year
- Review examples of quarterly reports
- Review software

Scorecard Tree

(expand all | collapse all)

- FWCS District Balanced Scorecard
 - Achievement Perspective
 - Goal 1: Achieve and Maintain Academic Excellence
 - A. Rigorous and Relevant Educational Programs
 - % of Students identified as High Ability (grades 3-12) N= 22,680
 - % of Students identified as students with Disabilities (grades PreK-12) N= 31,289
 - % of 7th graders taking High School Courses N= two schools
 - % of 8th graders taking High School Courses N= eleven schools
 - # of Students enrolled in Advanced Placement Courses
 - % of Advanced Placement Exams passed with a score of 3, 4, or 5
 - # of Advanced Placement courses offered
 - % of Students earning Academic Honors Diplomas and Core 40 Diplomas
 - # of 12th graders earning College Credits
 - # of students who earned International Baccalaureate Diplomas
 - % of Students taking the Scholastic Achievement Exams
 - Average SAT score
 - % of Invited Students attending Summer School
 - # of International Baccalaureate Diplomas earned
 - B. Measurable and Continuous Improvement
 - % of K Students performing at or above grade level

Metrics Report - FWCS District Balanced Scorecard



Number Of Calendar Periods To Display 4

| ID | Metric | Assigned Calendar | Q4 2008-2009 Goal | Q1 2008-2009 | Q2 2008-2009 | Q3 2008-2009 | Q4 2008-2009 | Owner (s) |
|---------------------------------------------------------|---------------------------------------------------------------------------------------------------|-------------------|-------------------|--------------|--------------|--------------|--------------|-----------|
| Goal 1: Achieve and Maintain Academic Excellence | | | | | | | | |
| 447 | % of Students identified as High Ability (grades 3-12) N= 22,680 | School Year | 8.5% | | | | 4.65% | |
| 448 | % of Students identified as students with Disabilities (grades PreK-12) N= 31,289 | School Year | 17.6% | | | | 17.87% | |
| 449 | % of 7th graders taking High School Courses N= two schools | School Year | 9% | | | | 9.1% | |
| 450 | % of 8th graders taking High School Courses N= eleven schools | School Year | 30% | | | | 31.9% | |
| 451 | # of Students enrolled in Advanced Placement Courses | School Year | 756 | | | | | |
| 452 | % of Advanced Placement Exams passed with a score of 3, 4, or 5 | School Year | 50% | | | | | |
| 460 | # of Advanced Placement courses offered | School Year | 23 | | | | 23 | |
| 454 | % of Students earning Academic Honors Diplomas and Core 40 Diplomas | School Year | 71% | 72.75% | 72.75% | 72.75% | | |
| 455 | # of 12th graders earning College Credits | School Year | 1 | | | | | |