



BOARD OF SCHOOL TRUSTEES

August 25, 2008

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Agenda

- Changes in Community Expectations
- Work to Date
- District Accountability Process- BSC
- Working with our Community



Changes in Community Expectations

- Accountability to the Public/Transparency
- Need for Rigor and Relevance
- Changing Student Demographics
- Competition with other education providers

This Board is committed to:

- Successful implementation of a theory of action that will lead to **continuous improvement** and the ultimate achievement of our goals.

Work to Date

- Seven member board with four new members beginning in January of 2007
- The Board organized and directed its focus on the review and revision of the District's:
 - Goals and Strategic Objectives
 - Mission, Vision, and Core Values

Work to Date

- Schools and departments developed improvement plans based on goals
- Work sessions were held and regular reports were presented highlighting work being done toward each goal and strategic objective.
- The previous work is the framework of the **district's accountability system.**



District Accountability System:

Vision

Mission

Core Values

Goals

Balanced Scorecard



FWCS Vision

Fort Wayne Community Schools
will be the school system
of choice and a source
of community pride.



FWCS Mission

Fort Wayne Community Schools
educates all students
to high standards
enabling them to become
productive, responsible citizens.



FWCS Core Values

We value:

- student achievement as the heart of our work.
- equity in educational opportunities.
- the diversity and uniqueness of our district and community.
- the accountability of the school board, the administration, employees and teaching professionals.
- open and honest communication with our community, parents, and students.
- partnerships with business, governmental, and community agencies.
- our community's support, sacrifice, and contributions.
- the ability to change and meet all challenges.
- facilities that are clean, safe, and well-maintained.



FWCS Goals

- I: Achieve and Maintain Academic Excellence**
- II: Engage Parents and the Community**
- III: Operate with Fiscal Responsibility, Integrity and Effectiveness**

What is the Balanced Scorecard?

- The BSC is a management system that allows us to set, track and achieve our goals and strategic objectives.
- The BSC provides feedback about our processes and outcomes so that we can demonstrate **continuous improvement**.

Glossary

- **District Goal** (what) – One of three broad statements that describe FWCS most desired outcomes.
- **District Strategic Objective** (what) – The statements that define the FWCS **Goal** to be accomplished.
- **Measure** (how we know) - Quantifiable outcome of an activity performed in pursuit of a **strategic objective**.
- **Target** (how much) – The desired level of a **measure**.

Glossary

- **Perspectives**
 - The five elements used to ensure organizational balance in pursuit of FWCS' Goals:
 1. **Academic Achievement**
 2. **Customer Service**
 3. **Finance**
 4. **Internal Business Process**
 5. **Professional Growth**



How are Targets determined?

- **Targets** are set by reviewing past performance and then realistically challenging ourselves to improve performance during the coming year.
- Some **Targets** are established by federal and state guidelines.

How will the BSC Targets be monitored?

- Administration will regularly review School and Department **Measures** that impact the BSC **Targets** for continuous improvement.
- Superintendent will report regularly to the board and community on progress toward our **BSC Targets**.
- The board will analyze end of year **Measures** to determine whether **Targets** were met.
- Progress toward **Targets** will determine the content of next year's BSC.



**What benefits do we expect
to see from our BSC?**

**What gets measured,
gets done.**



What benefits do we expect to see from our BSC?

- First time the district data is aligned from the board room to the classroom.
- The data gained from the **Measures** will provide information to drive district decision making.
- The BSC is a method to communicate the status of the district's progress with our public.

Balanced Scorecard

Goal 1:

BSC Perspective	Key Component/Strategic Objectives	Measures	Baseline 2007	Target 2008-09	
Goal 1: Achieve and Maintain Academic Excellence					
<u>Academic Achievement</u> <u>Learning and Growth</u>	1.0	A. Rigorous and Relevant Educational Program B. Measurable and Continuous Improvement C. Effective Instruction D. Safe and Supportive Schools	% of K-3 Students performing at or above grade level in Literacy K=2394 students, Grades 1-3= 7277 students	K: 80% Grade 1-3: 58%	K: 82% Grade 1-3: 60%
			# of Students enrolled in Advanced Placement Courses	1085	1150
			% of Teachers that attended one or more in-services thru Professional Development PDeCampus	63%	75%

Balanced Scorecard

Goal 2:

BSC Perspective	Key Component/Strategic Objectives		Measures	Baseline 2007	Target 2008-09
Goal 2: Engage Parents and Community					
<u>Customer</u>	2.0	A. Parent and Community Engagement B. Public Confidence C. Effective Communication	# of Schools with an Active PTA N= 53 schools	51	53
			% of Invited Key Communicators who attended N= 274	41%	60%

Balanced Scorecard

Goal 3:

BSC Perspective	Key Component/Strategic Objectives	Measures	Baseline 2007	Target 2008-09
Goal 3: Operate with Fiscal Responsibility, Integrity, and Effectiveness				
<u>Internal Business</u> <u>Financial</u>	3.0 A.Governance B.Financial C.Management and Administrative Systems D.Facilities	% of Budget allocation to instruction	06/07: 74.1%	higher
		# of District Policies that have been reviewed and updated by the Board of School Trustees	TBD	TBD
		% of School Buildings whose condition score is greater than 75. (Condition score measures the useful life of infrastructure and equipment. A score of 75 is the minimum score considered adequate.)	13%	13%



Working with our Community

1. Broad-based district strategy for two-way communication with all segments of the community.
2. Communication Plan with **Measures** and **Targets** for the Balanced Scorecard.

Next Steps

- Board will schedule workshops to establish its role in achieving the **District Goals** and reaching the **Targets** as established by the District Balanced Scorecard.
- Establish two-way communication with all segments of our internal and external community.
 - Introduce the Balanced Scorecard
 - Seek community input
 - Increase public knowledge of and confidence in the district



Next Steps

What: **School-based Meetings**

Why: Individual School Improvement Plans

Where: At each school

When: September 2 through October 7

Host: School principals

Next Steps

- What: Employees and students**
- Why: Reinforce district mission, vision, goals**
- Where: Various locations**
- When: Ongoing**
- Host: Cabinet members and administrative staff**

Next Steps

What: **Key Communicators**

Why: Broaden parent communications

Where: Grile Administrative Center

When: One per semester

Host: FWCS Superintendent, Cabinet
and Central Office

Next Steps

What: **Community Meetings**

Why: Broaden communications with community

Where: Neighborhood associations, churches, community groups, and others

When: September through May

Host: **School board members** and administrative staff

Next Steps

What: **Television segments**

Why: Broaden communications with community

Where: Telecast on LTV 54

When: September through May

Host: **School board members** and school administrators

What can the community do?

In every community,
there is work to be done.

In every nation,
there are wounds to heal.

In every heart,
there is the power to do it.

– Marianne Williamson, author



www.fwcs.k12.in.us

