

Tarrant City Schools District Scorecard 2019-2020

Student Success	People	Service	Quality	Finance
Strategic Goals				
<p>Students exit Tarrant Schools well prepared for post-secondary success in career/college and citizenry.</p> <p>Students are engaged in a wide variety of learning opportunities resulting in academic success and individual development.</p>	<p>Leaders and employees are engaged as owners in the core business of the district: teaching and learning.</p> <p>High performing employees are recruited, retained, and all employees are provided with opportunities to grow.</p>	<p>Parents, students, and the community demonstrate pride in Tarrant through involvement as partners in student achievement and activities.</p> <p>Leaders, Board members and district services provide excellent support to all stakeholders.</p>	<p>Internal processes are transparent and constantly improved with input from stakeholders.</p> <p>Communication, including “good news” is clearly and consistently shared with all.</p>	<p>District resources are prudently and equitably utilized in a transparent process resulting in fiscal stability.</p> <p>All stakeholders clearly understand how funds are spent for student success.</p>
Summative Measures				
<ul style="list-style-type: none"> ▶ TES: increase # of students scoring “core” on DIBELS by 5% by May 2020. (reading) ▶ TES: 1st/2nd gr students will increase proficiency levels by 5% in Math on Scantron Performance Series. ▶ TIS/THS: 3rd -8th gr students will increase proficiency levels by 5% in Reading, Math, & Science (gr 4,6,8 only) on Scantron Performance Series. ▶ Increase % of 2019-2020 cohort achieving College/Career Readiness status from 39% to 70% by May 2020. ▶ Increase ACT Composite from 15.2 to 17 based on annual ACT report. ▶ Reduce Chronic Absenteeism by 5%. 	<ul style="list-style-type: none"> ▶ Increase TCSS certified staff retention from 81.5% (Aug2019) – 83% (Aug2020) ▶ Increase District Employee Engagement mean from 3.88 to 3.98 (May 2020). ▶ Increase item mean for “provides feedback concerning areas for improving my performance” (q.10) Employee Engagement Survey from 3.79 – 3.89 (May 2020). ▶ Increase item mean for “provides feedback on my strengths as an employee” (q.2) Employee Engagement Survey from 3.83 – 3.93 (May 2020). 	<ul style="list-style-type: none"> ▶ Increase item mean for “I regularly receive feedback on how well my child is learning” (q. 3) Parent Satisfaction survey from 3.96 to 4.06 (May 2020). ▶ Increase item mean for “I receive positive phone calls, notes or emails about my child from school” (q. 13) Parent Survey from 3.90 to 4.00 (May 2020). ▶ Increase Student Engagement Survey mean from 3.80– 3.90 (May 2020). ▶ Increase item mean for “students are nice to each other” on the Student Engagement survey from 2.90 to 3.10 (May 2020). ▶ Increase item mean for “I feel safe on the bus” from 3.34 – 3.54 (May 2020). ▶ Collect baseline data on # of students participating in extra-curricular activities (May 2020) 	<ul style="list-style-type: none"> ▶ Increase the overall mean for “Timeliness” from 4.00 to 4.05 on the District Services Survey (May 2019). ▶ Increase the overall Mean from 4.19 to 4.24 on District Services Survey (May 2019). ▶ Increase item mean for “school district supports honest 2-way communication...” (C-1) Employee Engagement Survey from 3.61-3.76 (May 2020) ▶ Increase item mean for “Open & honest communication is an important part of the culture in the school” (C-3) Employee Engagement Survey from 3.74-3.89 (May 2020) 	<ul style="list-style-type: none"> ▶ Maintain a minimum of a one-month district operating fund balance

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Progress Monitoring Measures				
<ul style="list-style-type: none"> ▼ Benchmark Assessments (2X a yr) ▼ Student Attendance Reports (monthly) 	<ul style="list-style-type: none"> ▼ Rounding log (total number of employees rounding with) ▼ 30/90 Day Meeting logs (new employees-total number meetings) ▼ Documentation of Glows/Grows ▼ Documentation of quarterly progress monitoring ck in mtgs 	<ul style="list-style-type: none"> ▼ Mid-year Mini-survey for Parent Satisfaction ▼ Parent Communication Log (Phone Calls /Positive Notes) ▼ Mid-year Mini student survey (focus on Q 15). ▼ Bus discipline referrals 	<ul style="list-style-type: none"> ▼ District Support Services “Action Plan” Reporting ▼ Document/chart “timeliness” to complete projects 	<ul style="list-style-type: none"> ▼ Monthly Monitoring of the Fund Balance and reporting to the board and leadership team of progress ▼ Monthly Variance Report for all departments
Strategic Actions				
<ul style="list-style-type: none"> ▼ PD for teachers based on individual, grade level or content specific needs ▼ Data analysis by grade level monthly OR by grading period AND adjustment of instruction ▼ Depth of Knowledge PD implemented and ongoing throughout the year ▼ Goal setting k-12 ▼ Recognize students who have made Honor Roll each 9 weeks. ▼ Investigate in-house dual enrollment ▼ AdvancEd Priority #1: Implement student mentoring program district-wide 	<ul style="list-style-type: none"> ▼ Round with employees monthly ▼ Provide teachers/staff with Glows & Grows after walkthroughs ▼ Quarterly Progress Monitoring mtgs of Goals and Next Steps with individ. staff members ▼ District recognition process with thank you notes from district staff quarterly ▼ Implement “time to complete” strategy for ensuring all employees take survey ▼ Brainstorm (system-wide) ways to improve (Q 14). School teams prioritize suggestions. ▼ Remind/Explain to all staff the definition of (Q 14) prior to EE. ▼ AdvancEd Priority #2: Create standards-based formative/common assessments ▼ AdvancED Priority #3: PD Turnaround w/ Peers Agenda, principals sign off (Time table needed for turn around) ▼ Reward “what right looks like” using Standards of Excellence 	<ul style="list-style-type: none"> ▼ Implement “targeted” opportunities for parent and student survey completion ▼ Teacher calls/notes to every parent, before school year, before Christmas, and before end of year ▼ Implement / Reinforce Positive Behavior program at each school. ▼ Implement “mentoring” program at each school. ▼ Stress Character Ed at each school ▼ Increase after school activity opportunities for students (including but not limited to...) <ul style="list-style-type: none"> ○ 21st Century ○ Discovery Club ○ Math Team ○ Ambassadors ○ Music/Art ○ Band ○ Tutoring ○ Sports ○ Robotics ▼ Bus driver training: maintaining discipline; supporting Foundations ▼ Use activity bus to teach students how to load and unload the bus properly, bus safety procedures, and appropriate behavior while on the bus. (during PE classes???) 	<ul style="list-style-type: none"> ▼ District Departments “Short Cycle” reporting at Board Meetings ▼ Implement “Feedback Circle” on a routine basis during Principal Meetings ▼ District Department leaders to Round on School Leaders and/or School Key Personnel. ▼ DSS Survey rollouts ▼ EOP – Emergency Operation Protocol (systematic/system wide) ▼ Hold regularly scheduled Assistant Principal Mtgs (data-driven, open/on-going communication) ▼ Principal Data Mtgs ▼ Use multiple communication strategies (internal & external) including: <ul style="list-style-type: none"> ○ Quarterly staff meetings ○ System newsletter ○ Remind Me App for texting important information to central office staff, principals, and Board mbrs 	<ul style="list-style-type: none"> ▼ Post Progress toward goal (or %) each month on website/newsletter (like a thermometer fundraiser graphic) ▼ Operationalize energy-saving measures at each building ▼ Purchase orders processed in a timely manner (defined as moved from step to next step within 48 hours for each step) ▼ Purchase paperless purchase order software to process POs in a timely manner.

Items to Ponder

	<p>Resources and PD opportunities based on individual staff needs</p> <p>Finder fee for internal staff who recruit high performing educators to our team.</p> <p>Annual bonus for NBCT.</p> <p>*Annual bonus for dual certification in high demand areas: (ex: science & math)</p>	<p>College Prep Cohorts</p> <p>Recognize student accomplishments with notes home to students</p> <p>Monthly recognize a student(s) from each school for: academic growth, academic progress, citizenship, character education, art, music (give prize pack to students who are recognized. i.e. lawn sign: Proud to be a Tarrant Wildcat)</p> <p>CCRS, top 10, scholarship recipients</p>	<p>Weekly emails may not be read until Monday AM – could they be sent on Fridays?</p> <p>Remind App (principal to teachers)</p>	<p>▼</p>
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