

Tarrant City Schools District Scorecard 2020-2021

Student Success

People

Service

Quality

Finance

Strategic Goals

Students exit Tarrant Schools well prepared for post-secondary success in career/college and citizenry.

Students are engaged in a wide variety of learning opportunities resulting in academic success and individual development.

Leaders and employees are engaged as owners in the core business of the district: teaching and learning.

High performing employees are recruited, retained, and all employees are provided with opportunities to grow.

Parents, students, and the community demonstrate pride in Tarrant through involvement as partners in student achievement and activities.

Leaders, Board members and district services provide excellent support to all stakeholders.

Internal processes are transparent and constantly improved with input from stakeholders.

Communication, including “good news” is clearly and consistently shared with all.

District resources are prudently and equitably utilized in a transparent process resulting in fiscal stability.

All stakeholders clearly understand how funds are spent for student success.

Summative Measures

▶ TES: K-2nd students will score on grade level or above by 3% in Math & Reading on iStation from Midyear to End of Year

▶ TIS: 3rd-6th students will increase their proficiency level by 3% in Math & Reading on iStation / Focal Point from Midyear to End of Year

▶ Increase % of 2020-2021 cohort achieving College/Career Readiness status from 25% to 35% by May 2021

▶ Increase ACT Composite from **15.8** to 17 based on annual ACT report

▶ Reduce Chronic Absenteeism by 5%

▶ Decrease TCSS certified staff turn over from 17 employees (May 2020) – 15 employees (Aug2021)

▶ Increase District Employee Engagement mean from 4.16 to 4.21 (May 2021).

▶ Increase item mean for “provides feedback concerning areas for improving my performance” (q.10) Employee Engagement Survey from 4.09 – 4.14 (May 2021).

▶ Increase item mean for “consults me on the decisions that affect my job” (q.7) Employee Engagement Survey from 4.12 – 4.17 (May 2021).

▶ Increase item mean for “I regularly receive feedback on how well my child is learning” (q. 3) Parent Satisfaction survey from 4.19 to 4.24 (May 2021).

▶ Increase item mean for “I receive positive phone calls, notes or emails about my child from school” (q. 13) Parent Survey from 4.21 to 4.26 (May 2021).

▶ Increase Student Engagement Survey mean from 3.85– 3.95 (May 2021).

▶ Increase item mean for “students show respect for each other at this school” on the Student Engagement survey from 2.90 to 3.10 (May 2021).

▶ Increase item mean for “I feel safe on the bus” from 3.06 – 3.26 (May 2021).

▶ Increase the overall mean for “Timeliness” from 4.04 to 4.09 on the District Services Survey (May 2021).

▶ Increase the overall Mean from 4.12 to 4.17 on District Services Survey (May 2021).

▶ Increase item mean for “school district supports honest 2-way communication...” (C-1) Employee Engagement Survey from 3.67-3.82 (May 2021)

▶ Increase item mean for “Open & honest communication is an important part of the culture in the school” (C-3) Employee Engagement Survey from 3.54-3.69 (May 2021)

▶ Maintain a minimum of a one-month district operating fund balance

Student Success	People	Service	Quality	Finance
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"> ▶ 30 & 90 day “Reentry Pulse Survey” ▶ 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 additional CCRS creditials ▶ AdvancEd Priority #1: Implement student mentoring program district-wide 	<ul style="list-style-type: none"> ▶ Round with employees quarterly ▶ 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 ▶ AdvancEd Priority #2: Create standards-based formative/common assessments ▶ AdvancEd Priority #3: PD Turnaround w/ Peers Agenda, principals sign off ▶ Reward “what right looks like” using Standards of Excellence 	<ul style="list-style-type: none"> ▶ Complete the 30 & 90 day “Reentry Pulse Survey” to make adjustments ▶ 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, 	<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 ○ Videos/Emails 	<ul style="list-style-type: none"> ▶ Initial Budget Meeting in October 2020 to review the previous school year’s budget for items that need to be reduced, cut, and/or added ▶ Present Monthly Fund Balance to superintendent at the end of each month ▶ Budget Analysis Meeting each quarter to review progress toward 1 month fund balance ▶ 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)

		and appropriate behavior while on the bus. (during PE classes???)		
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Items to Ponder

<p>How to get additional CCRS credentials started?</p> <p>How to provide additional tutoring/summer camps to strengthen academics?</p>	<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 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>What can be cut from the budget to help us achieve at least a month operating fund balance</p> <p>What are the big ticket items in the budget?</p> <p>What needs to be purchased to help us improve student achievement?</p>
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