

**Madison Metropolitan School District
Strategic Plan**

**KEY PERFORMANCE MEASURES by ACTION PLANS
September 21, 2009**

Student

Achievement for All Students

- Number and percent of students scoring at each proficiency level on assessments (NEED: Define specific subjects and assessments)
- Number and percent of students scoring at each proficiency level on standards-based grades (NEED: Define specific subjects and standards)
- Number and percentage of students participating in advanced courses
- Number and percentage of students successfully completing all courses ("Successful" is a grade of "C" or higher)
- Percent of students on track for credit attainment required for graduation in four years by year completed in high school (i.e., credits earned after 1 year of high school, after 2 years of high school, etc.)
- Percent of students on track for credit attainment required for graduation in four years by subject area by year enrolled in high school (i.e., credits earned after year 1 of high school, after years 2 of high school, etc.)
- Percent of students on track for credit attainment that meets ACT core college preparation definition (i.e., Grade 9, Grade 10, Grade 11)

Relationships

- Number and percentage of responses scoring favorably on the School Climate Survey, selected items to be determined
- Number and percentage of responses scoring favorably on the Dane County Youth Assessment, selected items to be determined
- Parent satisfaction with after school programs

Transitions

- MMSD Four Year Cohort Graduation Rate
- Number and percentage of students scoring at the proficient/ready to learn level on the Kindergarten Screener
- Number and rate of Kindergarten, Grade 6, and Grade 9 students without suspension events
- Number and percent of students above 90 percent attendance rate for Kindergarten, Grade 6, and Grade 9
- Number and percentage of Grade 6 and Grade 9 students without grades lower than "C"
- Number and percentage of Kindergarten students without lowest grades on standards-based grading system (i.e., a "1")

Curriculum

Accelerated Learning

- MMSD Four Year Cohort Graduation Rate
- Number and percentage of students participating in advanced courses
- Participation rates in advanced courses (NEED: Must define advanced courses, may vary by year in high school)
- Number and percent of students successfully completing advanced courses ("Successful" is a grade of "C" or higher, NEED: Must define advanced courses)
- ACT participation rates, average composite scores, average subject area scores, percentage meeting ACT college readiness standards (NEED: Investigate mandatory participation in ACT)
- Number and percent of students provided academic interventions (including TAG)

Assessment

- District assessment plan by grade level, subject area, purpose

Civic Engagement

- Number and percentage of students participating in school-sponsored community activities
- Number of students successfully completing social studies graduation requirements
- District curriculum map (NEEDS: Agreement must be reached on what standard course offerings are to be provided to students at all schools. In social studies we must map the curriculum in Eclipse. Any applicable course should embed service learning components. If service learning is embedded in a course it should be a required course.)

Cultural Relevance

- Number and percent of students scoring at each proficiency level on standards-based grades (NEED: Define specific subjects and standards)
- Number and percentage of students participating in advanced courses
- Number and percentage of students successfully completing all courses ("Successful" is a grade of "C" or higher)
- Number and percentage of English Language Learners enrolled in general education (i.e., credit generating) courses
- Special education services placement rate, calculated as percentage of students placed in special education services (measure of disproportionality when disaggregated by race-ethnicity)

Flexible Instruction

- Number and percent of students scoring at each proficiency level on assessments (NEED: Define specific subjects and assessments)
- Number and percentage of students with disabilities enrolled in general education (i.e., credit generating) courses
- Number and percentage of English Language Learners enrolled in general education (i.e., credit generating) courses
- Number and percent of students provided academic interventions (including TAG)

Staff

Professional Development

- Participation rates in core professional development sessions for instructional employees (NEEDS: Must define "core")
- Participation rates in professional development sessions for non-instructional employees (NEEDS: Must develop professional development tracking system for non-instructional employees)
- Value added program evaluation projects focused on measuring the effect of professional development efforts

Recruiting and Retaining Staff

- Percentage of staff by race-ethnicity (all employee groups)
- Staff annual retention rate by race-ethnicity (all employee groups)
- New hire rates by race-ethnicity (all employee groups)

Resources/ Capacity

Prioritize and Allocate Resources

- Number of, and savings produced by, process efficiency improvements including those automated using technology

Rigorous Evaluation

- Number of programs and interventions that are evaluated annually

Pursue Necessary Resources

- Number of resources obtained from partnerships to accomplish district's strategic activities
- Total dollar amount of external grant funds to accomplish district's strategic activities

Systems/Organization

Climate

- Number and percentage of suspension events (in and out of school), all grades
- Number and percentage of students participating in extra- and co-curricular activities
- School climate survey, selected items to be determined
- Average annual student attendance rate

Communication

- Number of Open Enrollment, private/parochial, and home-based "leavers" due to dissatisfaction
- Number of teachers using home-school communication tools (e.g., Infinite Campus portal, Moodle)
- Positive response rate to specific items from parents on the school climate survey, selected items to be determined
- Employee satisfaction (perhaps using School Climate Survey items)

Cooperation/Collaboration

- School climate survey responses to staff to staff relationship items (POTENTIAL NEED: Add items relating to school-central office relationships)
- Number of teachers using collaboration technologies like Moodle and Basecamp
- Number of staff participating in school committees
- Number of staff participating in defined leadership roles

Decision-Making

- Number of opportunities for community input – engagement sessions, especially advisory groups
- Number of different community members participating in engagement sessions, especially advisory groups
- Number of advisory groups representing a cross-section of the community and including students

Partnerships

- Number of partnership efforts (NEED: Definition of partnership)