

# Lamar County Elementary School Balanced Scorecard FY13

## Mission

The Mission of Lamar County Schools is to work with and encourage our families and community to provide and participate in world class educational opportunities that inspire all learners to reach their potential.

Goal Area	Performance Objective	Performance Measure	Unit of Measure	Target (Actual)				Advanced Standards Indicator Alignment	Strategies/Initiatives	Accountable Individual	
				Baseline (2011-2011)	2011-12	2012-13	2013-14				
Strategic Goal 1: Academic Achievement and Success	1.1 Improve Curriculum Mastery	CRCT (1st Time Test Takers)									
		3rd Grade Students M/E Reading	%	80 (96)	98 (95.9)	99	100	Core program, Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Professional Learning, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E Reading	%	80 (89)	91 (92.8)	95	97	Targeted professional learning on best math strategies (RESA and local school level learning); Core program, Study Island, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E Reading	%	80 (90)	92 (89.9)	95	97	Core Program, Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade Students M/E Math	%	75 (85)	88 (89.7)	90	92	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E Math	%	75 (71)	80 (85.0)	82	85	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E Math	%	75 (84)	84 (81.0)	86	88	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade Students M/E Science	%	(83)	85 (83.1)	87	89	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E Science	%	(73)	75 (82.3)	77	79	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E Science	%	(77)	78 (62.4)	79	81	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade Students M/E S.S.	%	(87)	89 (80.3)	91	93	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E S.S.	%	(63)	65 (78.9)	67	69	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E S.S.	%	(65)	67 (58.2)	69	71	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
				Writing							
				5th Grade Writing (raw data only)	%	80 (76)	80 (73)	82	84	Study Island, Quiz Bows, Benchmarks, Coach Books, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students
	1.2 Improve the Completion Rate		% of 3rd Grade Students Placed	<=5%	N/A	3 (2)	3	3	Conferences with parent, EIP Placement for following year	Administration, Counselor, Teachers, Parents, Students	
			% of 4th Grade Students Placed	<=5%	N/A	3 (1)	3	3			
			% of 5th Grade Students Placed	<=5%	N/A	3 (7)	3	3			
			Black Students - CRCT								
			3rd Grade Students M/E Reading	%	73.3 (90)	92 (94)	94	96	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students	
1.3 Close the Achievement Gap		4th Grade Students M/E Reading	%	73.3 (84)	85 (84)	87	89	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E Reading	%	73.3 (82)	85 (84)	87	89	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade Students M/E Math	%	67.6 (84)	86 (89)	88	90	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E Math	%	67.6 (60)	85 (85)	87	89	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade Students M/E Math	%	67.6 (85)	86 (80)	88	90	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade M/E Science	%	(73)	75 (72)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade M/E Science	%	(56)	75 (72)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		5th Grade M/E Science	%	(65)	75 (44)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		3rd Grade Students M/E S.S.	%	(82)	85 (75)	87	89	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E S.S.	%	(51)	75 (69)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
	5th Grade Students M/E S.S.	%	(56)	75 (49)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students			

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Goal Area	Performance Objective	Performance Measure	Unit of Measure	Target (Actual)				AdvanceEd Standards' Indicator Alignment	Strategies/Initiatives	Accountable Individual	
				Baseline (2010-2011)	2011-12	2012-13	2013-14				
Strategic Goal 1: Academic Achievement and Success	1.3 Close the Achievement Gap	Econ Disadvantaged Students - CRCT									
		3rd Grade Students M/E Reading	%	73.3 (95)	95 (TBA)	97	99	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, Professional Learning, Learning Support Specialist	Administration, Counselor, Learning Support Specialist, Teachers, Special Education Teachers, Paraprofessionals, Parents, Students		
		4th Grade Students M/E Reading	%	73.3 (87)	89 (TBA)	91	93				
		5th Grade Students M/E Reading	%	73.3 (82)	85 (TBA)	87	89				
		3rd Grade Students M/E Math	%	67.6 (82)	85 (TBA)	87	89	Targeted professional learning on best math strategies (RESA and local school level learning).			
		4th Grade Students M/E Math	%	67.6 (64)	75 (TBA)	77	79	Study Island, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Professional Learning, Learning Support Specialist			
		5th Grade Students M/E Math	%	67.6 (76)	80 (TBA)	82	84				
		3rd Grade M/E Science	%	(81)	83 (TBA)	85	87	Study Island, Quiz Bowls, Benchmarks, Coach Books, Learning Support Specialist			
		4th Grade M/E Science	%	(68)	75 (TBA)	77	79				
		5th Grade M/E Science	%	(69)	75 (TBA)	77	79				
		3rd Grade Students M/E S.S.	%	(83)	85 (TBA)	87	89				
		4th Grade Students M/E S.S.	%	(57)	75 (TBA)	77	79	Study Island, Quiz Bowls, Benchmarks, Coach Books, Learning Support Specialist			
		5th Grade Students M/E S.S.	%	(55)	75 (TBA)	77	79				
		SWD Students - CRCT									
		3rd Grade Students M/E Reading	%	73.3 (92)	75 (too few to c)	77	79	Study Island, Triumphs, Reading 3D, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, Core Curriculum Benchmarks, CoTeaching, SRA Reading, Resource and collab with Special Education teachers			
		4th Grade Students M/E Reading	%	73.3 (68)	72 (85)	74	76				
		5th Grade Students M/E Reading	%	73.3 (50)	75 (95)	77	79	Targeted professional learning on best math strategies (RESA and local school level learning).			
		3rd Grade Students M/E Math	%	67.6 (36)	75 (too few to c)	77	79	Study Island, Extended Learning Time, Early Intervening Services, Coach Books, Small Group, Three Intervention Paraprofessionals, SRA Math Number World, Resource and Collab with Special Education teachers			
		4th Grade Students M/E Math	%	67.6 (39)	75 (too few to c)	77	79				
		5th Grade Students M/E Math	%	67.6 (17)	75 (60)	77	79				
3rd Grade M/E Science	%	(41)	50 (30)	55	60	Study Island, Quiz Bowls, Benchmarks, Coach Books					
4th Grade M/E Science	%	(37)	50 (32)	55	60						
5th Grade M/E Science	%	(25)	50 (30)	55	60						
3rd Grade Students M/E S.S.	%	(47)	50 (29)	55	60						
4th Grade Students M/E S.S.	%	(37)	50 (26)	55	60	Study Island, Quiz Bowls, Benchmarks, Coach Books					
5th Grade Students M/E S.S.	%	0	50 (22)	55	60						

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				Baseline 2010-11	2011-12	2012-13	2013-14			
Strategic Goal 2: Student and Stakeholder Support and Satisfaction	2.1 Insure a Safe and Enriching School Climate	Discipline referrals	#	144	200	200	200	Teacher discipline plan, Parent Communication, LEC, OSS, Counselor, School-wide Fun Friday	Administration, Teachers, Counselor, Secretary, Transportation, Parents, Students	
		Students w/ more than 15 absences	%	4.7	4 (3)	4	4	Attendance reward, Counselor, Letter Home to parents,		
	2.2 Ensure Stakeholder Support	Schools Communicating HQ Info	Y/N	Y	Y	Y	Y	Parent Night handouts	Administration, Teachers, Counselor, Special Education Teachers, Central Office Staff, Parents, Students	
		Parents attend IEP meetings	%	N/A	N/A	90	90	SEMS, Invitations to IEP meetings through teachers, special education teachers, and Counselors		
	Weekly Parent Communication by Faculty	School council mtg attendance	#	10 (15)	10 (10)	10	10	Invitations to parents		
		Weekly Parent Communication by Faculty	Y/N	Y	Y (Y)	Y	Y	Teacher newsletters, Agenda, Tuesday folders, Alert Now,		
	Parent Portal Access	#	131	250 (1484)	275	300	Website, Parent Letter, Teacher newsletters			

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				Baseline 2010-11	2011-12	2012-13	2013-14				
3. Effective and Efficient Operational and Instructional Processes	3.1 Ensure Effective and Efficient Instructional Support Processes	Schools w/automated Circulation System	%	100(100)	100(100)	100(100)	100	District-wide commitment to resources (materials, digital, time) to improve educational programs to meet the District's mission.	Media Specialist, Administration, Central Office Staff		
		Schools w/in of 10 books/Student meeting Quality and GPS Alignment	%	100(100)	100(100)	100(100)	100				
		Media Centers w/1 Spec and 1 Para/1000 Students	% / #	100(100)	100(100)	100(100)	100				
	3.2 Ensure Effective and Efficient Instructional Support Processes	School Nutrition	School Nutrition	%	48.1	50 (42.4)	50	50	Free breakfast program, Prizes and incentives for eating school lunch	Administration, Nutrition Workers, Parents, Students	
			Breakfast Participation Rate	%	90.2	95 (86.7)	95	95			
			Lunch Participation Rate	Avg Score	N/A	100 (98)	100	100			Follow recommendations on inspector's report
		Facilities	Health and Sanitation Scores	Y/N	Y	Y	Y	Y	Observation, Custodial observation	Administration, Custodial Staff, Maintenance Staff	
			Annual Inspection w/ Supt.	%	N/A	100	100	100			
			Finance	%	N/A	100	100	100			Bookkeeper training, audits
			Monthly report turned in on time	%	N/A	100	100	100			Admin, Bookkeeper

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				Baseline 2010-11	2011-12	2012-13	2013-14			
Strategic Goal 4: Learning, Growth, Accountability and Culture	4.1 Provide strong and relevant professional learning, aligned to Strategic Goals	Staff attendance at PL meetings	%	N/A	100	100	100		Weekly Professional Learning meetings, Book Studies, Sign-In sheets with attendance	Administration, All Teachers, Bookkeeper, Paraprof
		Paraprof participating in 1 or more PL mtgs.	%	N/A	100 (9)	100	100			
	4.2 Recruit and retain highly qualified staff	HQ Instructional Staff	% HQ	97.9	100 (99)	100	100		District wide teacher mentor, Remediation plan	Administration, Central Office Staff
		HQ ParaPros	% HQ	100	100 (100)	100	100		Remediation plan	
		Teacher Retention Rate	%	N/A	95 (93)	95	95		Awards & Recognitions for employees at intervals and retirement	
	4.3 Improve teacher instructional and operational skills	Standards Based Classroom Obs.	#	N/A	10	10	10		Quarterly EWALK feedback (# of evaluations conducted per week)	Administration, Learning Support Specialist, Central Office Staff, Teachers, Special Ed. Teachers
		SICO-Teaching Obs w/ SWDs	#	N/A	5	5	5		Quarterly EWALK feedback (# of evaluations conducted per week)	
	4.4 Build a positive organizational culture	Staff Att. w< 5.75 days absent (Cert.)	%	N/A	90 (30)	90	90		Addendum to GTOI, Faculty meetings, newsletters, monthly celebrations	Administration, All Teachers, Bookkeeper
		Staff Att. w< 5.75 days absent (Class.)	%	N/A	90 (22)	90	90		Time sheets	