

Linking Original Performance Objectives to Proposed Revised Performance Objectives

Student Performance (SPA) - SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement.

Objective: SPA 1 - Improve access to curriculum that engages students and promotes critical thinking and creativity at all levels and in all student groups

Performance Objective: SPA 1.2 Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas

Other performance objectives to support SPA 1.2

SPA 1.3 Decrease the gap in TAKS achievement between student groups in all subject areas

SPA 1.4 Increase staff satisfaction with real time access to disaggregated TAKS and other assessment data for improvement of instruction and learning

SPA 1.6 Increase student opportunities for creative writing and for written research projects

P 2.2 Improve teacher's instructional competency by increasing the provision of rigorous and relevant staff development to support district goals

SPA 4.1 Increase the number of schools meeting the NCLB Adequate Yearly Progress (AYP) standards as NCLB standards continually increase

SPA 4.2 Increase the district's state accountability rating as state standards continually increase

SPA 4.3 Increase the percent of schools receiving Recognized/Exemplary state accountability ratings as state standards continually increase

O 3.3 Increase online options for professional development

Develop and Implement Objectives

SPA 1.1 Implement an enriched, rigorous and relevant academic curriculum that promotes critical thinking and creativity and includes project based learning

SPA 1.5 Investigate and implement the use of nationally normed achievement tests in assessing student performance in reading and mathematics and implement, if warranted.

SPA 2.5 Implement curriculum management software for lesson development and planning

Objective: SPA 2 - Improve use of technology in the classroom by teachers and students to promote student learning

Performance Objectives:

SPA 2.1 Increase student use of technology in the classroom and labs

SPA 2.4 Increase access to online learning tools that support mastery of the TEKS and credit acquisition

Other performance objectives to support SPA 2.1:

SPA 2.3 Increase student mastery of technology TEKS through the academic curriculum

Develop and Implement Objectives

SPA 2.2 Develop and implement a plan to embed technology throughout the District's curriculum

Objective: SPA 3 - Improve student success rates for all students, including struggling learners

Performance Objectives:

SPA 3.1 Increase the percent of students scoring "developing as expected" or higher on the K-2 reading assessment

SPA 3.2 Decrease the percent of students retained at the Student Success Initiative (SSI) grade levels – 3, 5, and 8

SPA 3.3 Decrease dropout rates at middle school

Develop and Implement Objectives

SPA 3.4 Implement tracking system to assure that all 504 accommodations are being followed for all students

Objective: SPA 5 - Improve performance of grade level students

Performance Objective: SPA 5.4 Increase the percent of positive parent ratings of the challenge, engagement, and relevance of the academic services and programs offered to students

Develop and Implement Objectives

SPA 5.1 Develop and implement district standards and expectations for grade level courses for all levels

SPA 5.2 Develop and implement a program to provide academic advisors for each secondary student

SPA 5.3 Develop and implement individual learning plans for all students

Objective: SPA 6 - Improve performance of special education students

Performance Objectives:

SPA 6.2 Increase the performance of special education students on required state assessments

SPA 6.3 Increase the percent of positive parent ratings of services and programs

Other performance objectives to support SPA 6.2

SPA 6.1 Increase the percent of special education students included in general education classes

Develop and Implement Objective

SPA 6.4 Implement a tracking system to assure that all IEPs are being followed and increase the percentage of parents who indicate that their child's IEP is being followed

Objective: SPA 7 - Improve performance of English Language Learners

Performance Objectives:

SPA 7.1 Increase the performance of special education students on required state assessments

SPA 7.4 Increase the percent of positive parent ratings of services and programs

Other performance objectives to support SPA 7.1

SPA 7.2 Increase percent of students who improve by one or more proficiency levels

Develop and Implement Objectives

SPA 7.3 Implement the one way dual language program to increase the percent of ELL students who pass TAKS reading in English at grade 5 language assessments

Objective: SPA 9 - Improve performance of Gifted and Talented Students

Performance Objectives:

SPA 8.2 Increase the performance of Gifted and Talented Students (re-wording)

Original wording

SPA 8.2 Develop and implement a Gifted and Talented K-12 differentiated curriculum to improve the performance of GT students

SPA 8.3 Increase the percent of positive parent ratings of services and programs

Develop and Implement Objectives

SPA 8.1 Develop and implement a plan to ensure the appropriate identification of students by all student groups in the Gifted and Talented program

Student Performance (SPB) – SBISD will prepare all students for success after high school graduation.

Objective: SPB 1 – Improve the preparation of students for college level coursework

Performance Objectives:

SPB 1.1 Increase student awareness of and access to career and college planning information

Develop and Implement Objectives

SPB 1.12 Develop and implement a plan to provide support services to prepare students for the college experience

SPB 1.2 Increase the percent of students who attend post secondary training the year after graduation

Develop and Implement Objectives

SPB 1.11 Develop and implement a follow-up survey of all graduating seniors

SPB 1.3 Increase the percent of graduates who earn one or more scholarships/grants to pursue post secondary studies

SPB 1.4 Increase the percent of students successfully completing pre-AP, AP, IB, and dual credit courses

Other performance objectives to support SPB 1.4

SPB 1.5 Increase the percent of students earning an AP score of 3 or higher or college credit through IB or dual credit program

SPB 1.7 Increase student performance on SAT/ACT assessments

Other performance objectives to support SPB 1.7

SPB 1.6 Increase the percent of students taking SAT or ACT tests

SPB 1.8 Increase the number of identified College Board Scholar Graduates

SPB 1.9 Increase the percent of students meeting the College Readiness standard in English Language Arts and mathematics

Other performance objectives to support SPB 1.9

SPB 1.10 Decrease the percent of graduates who require college remedial coursework in English language arts and mathematics

Objective: SPB 2 – Improve student opportunities to participate in an enriched high school program

Performance Objective: SPB 2.7 Increase the percent of students graduating from high school within four years

Other performance objectives to support SPB 2.7

SPB 2.2 Increase the percent of students earning high school credit in middle school to allow more opportunities at the high school level

SPA 2.3 Increase the number of students earning technical certification or articulated credits through Career and Technology Education coursework

SPB 2.4 Increase the percent of students successfully completing each high school grade in one year

SPB 2.5 Increase the percent of secondary students passing all courses

SPB 2.6 Increase the percent of students meeting the requirements of the Recommended High School Program (RHSP) or Distinguished Achievement Program (DAP)

Student Performance (SPC) – SBISD will ensure that all students have a strong foundation in ethics and character development

Objective: SPC 1 – Develop a character education program to provide a foundation in ethics and character development

Performance Objectives:

SPC 1.5 Increase the percent of students who self-report having at least 21 Developmental Assets

Develop and Implement Objectives

SPC 1.1 Develop and implement a character education program with a focus on ethics, character development, and the Developmental Assets

SPC 1.2 Develop and implement a plan to require participation of high school students in service learning projects

SPC 1.4 Increase student attendance rates

SPC 1.6 Increase academic honesty through character education programs

Student Performance (SPD) - SBISD will offer all students a wide range of school sponsored activities outside the classroom.

Objective: SPD 1 - Students will be engaged in school life and participate in school sponsored activities

Performance Objective: SPD 1.1 Increase the percent of students who participate in co-curricular and extra-curricular activities including speech, drama, theatre arts, music, art, intramural and athletics.

Other performance objectives to support SPD 1.1

SPD 1.2 Increase the intramural and athletic program offerings

Safety (S) - SBISD will have a pervasive culture of safety and respect.

Objective: S 1 - Improve student discipline with a focus on a positive climate of respect

Performance Objective: S 1.4 Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly

Other performance objectives to support S 1.4

S 1.3 Increase perceptions of student to student respect, student to staff respect, and staff to student respect

Develop and Implement Objectives

S 1.1 Implement a student discipline management system supportive of social emotional learning to decrease overall discipline incidents per student and decrease serious offenses related to violence, tobacco, drugs, alcohol, gangs, and bullying

S 1.2 Develop and implement a discipline reporting system that produces reports for each grading period

Objective: S 2 - Improve district safety

Performance Objectives:

S 2.2 Decrease the number and severity of Worker's Compensation claims (re-worded from: increase safety by reduction in the number and severity of Worker's Compensation claims.)

Other performance objectives to support S 2.2

S 2.1 Increase physical safety features at facilities including fencing, lighting and cameras

S 2.3 Decrease the number of accidents involving students, staff and community members that occur on district property or while conducting district business

Operations (O) - SBISD will use strategic plans to be fiscally responsible and efficiently use all resources – human, time and monetary – to support student achievement.

Objective: O 1 - Improve the condition of district facilities

Performance Objectives:

O 1.1 Increase staff and community positive perceptions of the condition and maintenance of facilities

Other performance objectives to support O 1.1

O 1.3 Improve custodial staff ratio to building square footage to improve maintenance of district facilities

O 1.4 Increase the number of internal building inspections to identify and anticipate needs and provide appropriate funding for preventive maintenance

Develop and Implement Objective

O 1.5 Develop and implement a long range plan for facilities

O 1.2 Improve the efficiency and effectiveness in maintenance and operations areas compared to Chapter 41 districts (rewording)

Rewording

O 1.2 Implement a program to reduce maintenance costs by increasing the use of standardized equipment and materials

Objective: O 2 - Improve the financial condition of the district

Performance Objective: O 2.3 Improve district efficiency through the use of financial tools to assess central and campus level staffing and compensation levels

Other performance objectives to support O 2.3

- O 2.5 Increase the use of peer review systems in each division to increase productivity
- O 2.6 Increase efficiency by increasing the percent of financial processes that are automated to eliminate duplication

Develop and Implement Objectives

- O 2.1 Implement a process to compare the efficiency and effectiveness of expenditures compared to academic performance
- O 2.2 Redesign the budget process to ensure that budgeted dollars align with the Five Year Educational Plan

Deleted:

- O 2.4 Improve capabilities of copiers and use staff input in decisions to increase productivity

Objective: O 3 - Improve the use of technology through implementation of the district technology plan to increase district efficiency and effectiveness

Performance Objectives:

- O 3.1 Improve teaching and learning effectiveness by use of new technologies (rewording)

Original wording

- O 3.1 Implement technologies to improve classroom effectiveness
- O 3.4 increase the functionality and integration of administrative systems to improve operational efficiency
- O 3.5 Improve level and quality of services to campuses
- O 3.6 Improve technology infrastructure and reliability

Other performance objectives to support O 3.6

- O 3.7 Provide wireless access districtwide

Develop and Implement Objective

- O 3.2 Develop and implement a plan for online testing

Deleted

- O 3.8 Improve technology department operations for better productivity and effectiveness
- O 3.9 Implement technologies to reduce paper and increase number of forms available online

Community (C) - Students, parents, and community will be active partners in students' education.

Objective: C 1 - Improve the quality of engagement of all stakeholders through stronger partnerships and communication

Performance Objectives:

- C 1.1 Increase the number of Good Neighbor partnerships

- C 1.2 Increase the percent of schools with high levels of community involvement

Other performance objectives to support C 1.2

- C 1.5 Increase the number of participants in Community Education classes

- C 1.6 Increase the opportunities for community members and parents to participate in campus and district decision-making
- SPC 1.3 Increase the number of students participating in community and/or peer tutoring programs.

- C 1.3 Increase parent and community positive responses in feeling welcome, valued and supported

- C 1.4 Increase the satisfaction of students, parents, community and staff with the amount and quality of communication

- C 1.7 Increase the district's market share of enrollment of students who reside within the district boundaries (rewording)

Original wording

- C 1.7 Develop and implement a plan to increase the district's market share of enrollment of students who reside within the district boundaries

Other performance objectives to support C 1.7

- SPB 2.1 Increase the number of Academy programs offered at all levels

Objective: C 2 - Improve the involvement of parents in school life by providing support and encouragement

Performance Objective: C 2.1 Increase parental engagement in school activities

Other performance objectives to support C 2.1

- C 2.2 Increase percent of parents reporting feeling well prepared to support their children's education

Develop and Implement Objective

- C 2.3 Develop and implement a parent contract to engage parents in their child's educational experience

People (P) - SBISD, as the employer of choice, will recruit and retain the best people by rewarding excellence and providing opportunities for continual growth.

Objective: P 1 - Improve recruitment and retention of staff

Performance Objectives:

P 1.1 Decrease the SBISD staff turnover rate to a level 1.5% below Texas or 3% lower than baseline rates

Other performance objectives to support P 1.1

P 1.3 Increase recruitment efforts to attract excellent staff

P 1.4 Increase staff satisfaction with the employee recognition system

P 1.5 Increase staff satisfaction with employee benefits

Develop and Implement Objectives

P 1.2 Develop and implement a new performance based employee compensation plan

P 1.7 Develop and implement an exit interview process

P 1.2 Improve the positive work culture supportive of collegial and collaborative teamwork

Objective: P 2 – Improve employee excellence through appraisal and development

Performance Objective: P 2.1 Increase employee satisfaction with the appraisal system (rewording)

Original wording

P 2.1 Implement an appraisal system that rewards excellent performance of teachers and staff

TABLE 1
Proposed Revision of the Five Year Educational Plan
Goals, Objectives, and Performance Objectives
September 15, 2008

Over-arching Focus of the Five Year Educational Plan: "Students who start ninth grade in the district will graduate and earn a Bachelor's degree within five years or an Associate's degree or technical certification within three years."

Student Performance (SPA) - SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement.

Curriculum	<p>SPA 1 - Improve access to curriculum that engages students and promotes critical thinking, creativity, and achievement at all levels and in all student groups</p> <p>Performance Objective:</p> <p>Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas</p>
Educational Technology	<p>SPA 2 – Improve use of technology in the classroom by teachers and students to promote student learning</p> <p>Performance Objectives:</p> <p>Increase student use of technology in the classroom and labs</p> <p>Increase access to online learning tools that support mastery of the TEKS and credit acquisition</p>
Struggling Learners	<p>SPA 3 - Improve student success rates for all students, including struggling learners</p> <p>Performance Objectives:</p> <p>Increase the percent of students scoring "developing as expected" or higher on the K-2 reading assessment</p> <p>Decrease the percent of students retained at the Student Success Initiative (SSI) grade levels – 3, 5, and 8</p> <p>Decrease dropout rates at middle school</p>
Grade Level Coursework	<p>SPA 4 – Improve performance of grade level students</p> <p>Performance Objective:</p> <p>Increase the percent of positive parent ratings of the challenge, engagement, and relevance of the academic services and programs offered to students</p>
Special Education	<p>SPA 5 – Improve performance of special education students</p> <p>Performance Objectives:</p> <p>Increase the performance of special education students on required state assessments</p> <p>Increase the percent of positive parent ratings of services and programs</p>
English Language Learners	<p>SPA 6– Improve the performance of English Language Learners</p> <p>Performance Objectives:</p> <p>Increase the performance of English Language Learners on required state assessments</p> <p>Increase the percent of positive parent ratings of services and programs</p>
Gifted and Talented	<p>SPA 7 – Improve the performance of Gifted and Talented Students</p> <p>Performance Objectives:</p> <p>Increase the performance of gifted and talented students</p> <p>Increase the percent of positive parent ratings of services and programs</p>

Student Performance (SPB) – SBISD will be the premier college-focused district in the State of Texas and will prepare all students for success after high school graduation.

<p>Post Secondary Success</p>	<p>SPB 1 – Improve the preparation of students for college level coursework Performance Objectives: Increase student awareness of and access to career and college planning information Increase the percent of students who attend post secondary training or college the year after graduation Increase the percent of graduates who earn one or more scholarships/grants to pursue post-secondary studies Increase the percent of students successfully completing pre-AP, AP, IB, and dual credit courses Increase student performance on SAT/ACT assessments Increase the percent of students meeting the College Readiness standard in English Language Arts and mathematics</p> <p>SPB 2 – Improve student opportunities to participate in an enriched high school program Performance Objective: Increase the percent of students graduating from high school within four years</p>
<p>Enriched High School Program</p>	<p>SPB 2 – Improve student opportunities to participate in an enriched high school program Performance Objective: Increase the percent of students graduating from high school within four years</p>

<p>Character Education</p>	<p>SPC 1 - SBISD will ensure that all students have a strong foundation in ethics and character development. Character Education SPC 1 - Develop a character education program to provide a foundation in ethics and character development Performance Objectives: Increase student attendance rates Increase the percent of students who self-report having at least 21 Developmental Assets Increase student academic honesty through character education programs</p>
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<p>Student Engagement</p>	<p>SPD 1 - SBISD will offer all students a wide range of school sponsored activities outside the classroom. Student Engagement SPD 1 - Students will be engaged in school life and participate in school sponsored activities Performance Objective: Increase the percent of students who participate in co-curricular and extra-curricular activities including speech, drama, theatre arts, music, art, intramural and athletics</p>
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<p>Safety (S) - SBISD will have a pervasive culture of safety and respect.</p>	
<p>Climate of Respect</p>	<p>S 1 - Improve student discipline with a focus on a positive climate of respect Performance Objective: Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly</p> <p>S 2 - Improve district safety Performance Objectives: Decrease the number and severity of Worker's Compensation claims Decrease the number of accidents involving students, staff, and community members that occur on district property or while conducting district business</p>
<p>Safety</p>	<p>S 2 - Improve district safety Performance Objectives: Decrease the number and severity of Worker's Compensation claims Decrease the number of accidents involving students, staff, and community members that occur on district property or while conducting district business</p>

TABLE 2
Five Year Educational Plan
Goals, Objectives, Performance Objectives and Targets
September 15, 2008

Forty-three performance objectives remain after the revisions were completed (see Tables 3 and 4). For each performance objective there are multiple targets or measures used to assess progress toward achievement of the objective. Targets specify the expected outcomes to be reached in each year of the Five Year Educational Plan. The summative evaluation of the first full year of the Five Year Educational Plan will report the district's progress on each target. The objectives and performance objectives have been re-numbered to reflect the revisions.

Over-arching Focus of the Five Year Educational Plan: "Students who start ninth grade in the district will graduate and earn a Bachelor's degree within five years or an Associate's degree or technical certification within three years."

Student Performance (SPA) – SBISD will be an exemplary school district with an enriched and relevant PK-12 curriculum that promotes creativity, critical thinking and achievement.

❖ SPA 1 - Improve access to curriculum that engages students and promotes critical thinking, creativity, and achievement at all levels and in all student groups

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 1.1 Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas						
TAKS Commended Rates – by subject						
	Reading/ELA – 37%; Writing – 36% Social Studies – 49% Math – 36%; Science – 28%	50% commended or exceed TX	50% commended or exceed TX	50% commended or exceed TX	50% commended or exceed TX	50% commended or exceed TX
TAKS GAP – Decrease gap between met standard rates of white students and economically disadvantaged students	Reading/ELA – gap of 12; Writing – gap of 5 Social Studies – gap of 7 Math – gap of 18; Science – gap of 36	Gap of 5 pts or less or smaller gap than TX	Gap of 5 pts or less or smaller gap than TX	Gap of 5 pts or less or smaller gap than TX	Gap of 5 pts or less or smaller gap than TX	Gap of 5 pts or less or smaller gap than TX
AYP – Number of schools meeting NCLB Met AYP standards and number of schools in Stage 1 status. Note: AYP standards increase each year.	37/39 meet AYP 1 in Stage 1	36/39 meet AYP; < 3 in Stage 1	36/39 meet AYP; < 3 in Stage 1	36/39 meet AYP; < 3 in Stage 1	36/39 meet AYP; < 3 in Stage 1	36/39 meet AYP; < 3 in Stage 1
Campus Accountability Ratings – % schools rated as recognized/exemplary (R/E) Note: Standards increasing to earn Rec.	SBISD - 62% TX – 49%	65% or larger than Texas	70% or larger than Texas	75% or larger than Texas	80% or larger than Texas	85% or larger than Texas
District Accountability Ratings - TEA rating	Acad. Acceptable	Acad. Acceptable	Recognized	Recognized	Recognized	Exemplary
Accountability Performance Areas – Number of areas meeting recognized or exemplary level	TAKS areas – 22 at R/E; 3 at Acceptable	TAKS: 23 at R/E 2 at Acceptable	TAKS: All at R/E Dropout/Comp.: 10 at R/E	All at R/E	All at Ex	All at Ex

❖ SPA 2 – Improve use of technology in the classroom by teachers and students to promote student learning

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 2.1 Increase student use of technology in the classroom and labs						
District student survey - % agree "My teachers allow me to use technology to show what I have learned"	Secondary: 44% Elementary: NA	Sec. – 46% Elem. - NA	Sec. – 50% Elem. - Baseline	Sec. – 60% Elem. – To be determined	Sec. – 70% Elem. – To be determined	Sec. – 80% Elem. – 70%
Texas Teacher STAR Chart - Increase teacher	Both areas in Developing stage	Both areas in	Both areas in	Both areas in	Both areas in	Both areas in

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
self assessment of "Teaching and Learning" and "Educator Preparation and Development"		Developing stage	Advanced Technology	Advanced Technology	Advanced Technology	Target Technology
SPA 2.2 Increase access to online learning tools that support mastery of the TEKS and credit acquisition						
Learning Tools – Report of new learning tools available and in use by students and teachers	Teachers – Atomic Learning; Students – Odyssey (1-8), Plato (6-12), Princeton Review (9-12)	Report	Report	Report	Report	Report
Recovered Credits - Number of credits recovered and number of original credits earned with online learning tools.	Recovered: 348 one-half credits Original: NA	Recovered – Increase 5% Baseline: Original – 1,221 one-half credits	Recovered and Original combined- Increase 5%	Recovered and Original combined- Increase 5%	Recovered and Original combined- Increase 5%	Recovered and Original combined- Increase 5%

❖ SPA 3 – Improve student success rates for all students, including struggling learners

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 3.1 Increase the percent of students scoring "developing as expected" or higher on the K-2 reading assessment	NA	Baseline 64%	70%	75%	80%	85%
Spring Reading Benchmark - % K-2 meeting standard	NA	Baseline 64%	70%	75%	80%	85%
Norm referenced assessment - % grade 2 students scoring within average stanines or above	Selection of NRT	Not funded	Pilot (if funded)	Baseline	Increase by 5%	Increase by 5%
SPA 3.2 Decrease the percent of students retained at the Student Success Initiative (SSI) grade levels - 3, 5, and 8						
Students requiring accelerated instruction – % students at 3, 5, 8 requiring accelerated instruction	Gr. 3 – 1 pt. below TX; Gr. 5 – 5 pts. below TX; Gr. 8 – NA	At or below TX	At or below TX	At or below TX	At or below TX	At or below TX
SPA 3.3 Decrease dropout rates at middle school						
Middle school dropout rates - % middle school students at grades 7-8 dropping out	0.40% - same as TX	At or below TX	At or below TX	At or below TX	At or below TX	At or below TX

❖ SPA 4 – Improve performance of grade level students

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 4.1 Increase the percent of positive parent ratings of the challenge, engagement, and relevance of the academic services and programs offered to students	NA	Total – 94.4% Elem – 93.6% Sec. – 95.3%	95%	95%	95%	95%
SBISD survey of parents - % agreeing that "academic expectations at this school are high"	NA	Total – 94.4% Elem – 93.6% Sec. – 95.3%	95%	95%	95%	95%

❖ SPA 5 – Improve performance of special education students

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 5.1 Increase the performance of special education students on required state assessments	Baseline	Baseline	Above TX	Above TX	Above TX	Above TX
TAKS and TAKS-Accommodated –	NA	Baseline	Above TX	Above TX	Above TX	Above TX

performance of special education students by subject		Rdg – 58% Writing – 61% Soc Stds – 82% Math – 45% Science – 56%				
TAKS-M (Modified) – performance of special education students by subject	NA	NA	Baseline	Above TX	Above TX	Above TX
TAKS-ALT – (TAKS Alternative) – performance of special education students by subject	NA	NA	Baseline	Above TX	Above TX	Above TX
SPA 5.2 Increase the percent of positive parent ratings of services and programs						
SBISD survey of parents of special education students - % positive parent ratings	NA	Baseline 90.6%	95%	95%	95%	95%

❖ SPA 6 – Improve the performance of English Language Learners

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 6.1 Increase the performance of English Language Learners on required state assessments						
TELPAS – % earning Composite Rating of Advanced or Advanced High; % improving one or more levels	NA	Baseline	At or above State performance levels	At or above State performance levels	At or above State performance levels	At or above State performance levels
SPA 6.2 Increase the percent of positive parent ratings of services and programs						
SBISD survey of parents of English Language Learners - % positive responses	NA	Baseline 88.1%	90%	92%	94%	95%

❖ SPA 7 – Improve the performance of Gifted and Talented Students

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPA 7.1 Increase the performance of gifted and talented students						
TAKS – Comparison of TAKS GT commended rates to statewide GT commended rates in each subject	Reading/ELA – 73%; 12 pts above TX Writing – 66%; 2 pts above TX Social Studies – 92%; 23 pts above TX Math – 82%; 20 pts above TX Science: 73%; 27 pts above TX	90% or 10 pts. higher than TX	90% or 10 pts. higher than TX	90% or 10 pts. higher than TX	90% or 10 pts. higher than TX	90% or 10 pts. higher than TX
GT enrollment by ethnicity – increase rates for African American and Hispanic students	W: 56.4%; AA: 1.7%; H: 27.0%; Asian: 14.7%	Maintain AA and H rates	AA: 2.2% H: 28.5%	AA: 2.7% H: 30.5%	AA: 3.2% H: 33%	AA: 3.7% H: 35%
SPA 7.2 Increase the percent of positive parent ratings of services and programs						
SBISD survey of parents - % of parents of Gifted and Talented students who rate the programs and services positively	NA	NA	Baseline	95%	Maintain 95%	Maintain 95%

Student Performance (SPB) – SBISD will be the premier college-focused district in the State of Texas and will prepare all students for success after high school graduation.

❖ **SPB 1 – Improve the preparation of students for college level coursework**

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPB 1.1 Increase student awareness of and access to career and college planning information	NA	Baseline 52%	60%	65%	70%	80%
College Access – Student survey- self-report of access to college information - % reporting access in at least two of three areas	NA	Baseline 52%	60%	65%	70%	80%
SPB 1.2 Increase the percent of students who attend post secondary training the year after graduation	NA	NA	Baseline Class of 2008	TBD	TBD	TBD
Survey of Graduates - % receiving post secondary training in first semester after graduating	NA	NA	Baseline Class of 2008	TBD	TBD	TBD
SPB 1.3 Increase the percent of graduates who earn one or more scholarships/grants to pursue post secondary studies	21.2%	24%	26%	28%	30%	33%
Scholarship Recipients – % graduates earning one or more scholarships	21.2%	24%	26%	28%	30%	33%
SPB 1.4 Increase the percent of students successfully completing pre-AP, AP, IB, and dual credit courses	NA	Baseline 50.3%	52%	54%	56%	60%
Rigorous courses – C&I report - % students earning credit in at least one pre-AP, AP, IB, or dual credit course	NA	Baseline 50.3%	52%	54%	56%	60%
AP/IB performance - AEIS data on % tested students meeting criterion (3 on AP or 4 on IB) on exams	Spring 2006 66% - 14 pts above TX	Spring 2007 66% or 14 pts above TX	Spring 2008 70% or 10 pts above TX	Spring 2009 70% or 10 pts above TX	Spring 2010 75% or 10 pts above TX	Spring 2011 75% or 10 pts above TX
SPB 1.5 Increase student performance on SAT/ACT assessments	Class of 2006 83.9%	Class of 2007 85%	Class of 2008 86%	Class of 2009 87%	Class of 2010 88%	Class of 2011 90%
ACT/SAT – AEIS data on % students taking tests	Class of 2006 83.9%	Class of 2007 85%	Class of 2008 86%	Class of 2009 87%	Class of 2010 88%	Class of 2011 90%
ACT/SAT – AEIS data on % students meeting ACT/SAT criterion score (1110 on the SAT, or 24 on the ACT)	Class of 2006 SBISD – 47.3% TX – 27.1%	Class of 2007 20 pts. higher than TX or 50%	Class of 2008 20 points higher than TX or 60%	Class of 2009 20 points higher than TX or 60%	Class of 2010 20 points higher than TX or 60%	Class of 2011 20 points higher than TX or 60%
College Board – Increase the number of students receiving national recognition	95 total students National Merit Finalists– 23 Semi-finalists - 20 Commended - 43 Hispanic National Scholars – 8 National Achievement Scholar – 1	Class of 2008 Increase by 5%	Class of 2009 Increase by 5%	Class of 2010 Increase by 5%	Class of 2011 Increase by 5%	Class of 2012 Increase by 5%
SPB 1.6 Increase the percent of students meeting the College Readiness standard in English Language Arts and mathematics	Class of 2006 ELA: SBISD – 64%; TX – 48% Math: SBISD – 72%; TX – 52%	Class of 2007 ELA: 16 pts higher than TX or 65% Math: 20 pts higher than TX or 75%	Class of 2008 ELA: 16 pts higher than TX or 70% Math: 20 pts higher than TX or 80%	Class of 2009 ELA: 16 pts higher than TX or 75% Math: 20 pts higher than TX or 85%	Class of 2010 ELA: 16 pts higher than TX or 80% Math: 20 pts higher than TX or 90%	Class of 2011 ELA: 16 pts higher than TX or 90% Math: 20 pts higher than TX or 90%
College Ready Graduates – AEIS data on % students meeting college ready standard in ELA and Math	Class of 2006 ELA: SBISD – 64%; TX – 48% Math: SBISD – 72%; TX – 52%	Class of 2007 ELA: 16 pts higher than TX or 65% Math: 20 pts higher than TX or 75%	Class of 2008 ELA: 16 pts higher than TX or 70% Math: 20 pts higher than TX or 80%	Class of 2009 ELA: 16 pts higher than TX or 75% Math: 20 pts higher than TX or 85%	Class of 2010 ELA: 16 pts higher than TX or 80% Math: 20 pts higher than TX or 90%	Class of 2011 ELA: 16 pts higher than TX or 90% Math: 20 pts higher than TX or 90%

❖ **SPB 2 – Improve student opportunities to participate in an enriched high school program**

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPB 2.1 Increase the percent of students graduating from high school within four years						
HS Completion Rate – AEIS high school completion rates for groups with rates less than 95% in baseline year	Class of 2006 Af. Am – 84.4% Hispanic – 84.4% Ec. Dis. – 84.6%	Class of 2007 Af. Am – 86% Hispanic – 86% Ec. Dis. – 86%	Class of 2008 Af. Am – 88% Hispanic – 88% Ec. Dis. – 88%	Class of 2009 Af. Am – 90% Hispanic – 90% Ec. Dis. – 90%	Class of 2010 Af. Am – 92% Hispanic – 92% Ec. Dis. – 92%	Class of 2011 Af. Am – 95% Hispanic – 95% Ec. Dis. – 95%
Promotion Rates - % of high school students enrolled at end of year promoted to next grade by Sept. 30 of following year	Spring-Fall 2006 Gr. 9 – 89.7% Gr. 10 – 96.2% Gr. 11 – 97%	Gr. 9 – 91% Gr. 10 – 97% Gr. 11 – 97%	Gr. 9 – 92% Gr. 10 – 97% Gr. 11 – 97%	Gr. 9 – 93% Gr. 10 – 97% Gr. 11 – 97%	Gr. 9 – 94% Gr. 10 – 97% Gr. 11 – 97%	Gr. 9 – 95% Gr. 10 – 97% Gr. 11 – 97%
Course Passing Rates - % students passing all courses in the fall semester	77.1%	78%	79%	81%	83%	85%
HS Credits at MS – average number of hs credits earned by incoming ninth grade students	NA	Baseline	To be determined	To be determined	To be determined	To be determined
Technical Certifications – number earned through CATE	76	80	90	105	120	135
RHSP/DAP - % earning designation by student group	Class of 2006 Af Am – 55.8%; Hisp. – 66.6%; White – 96.3%; Ec. Dis. – 65.1%	Class of 2007 Increase by 5 pts for all groups below 70%	Class of 2008 75% for all groups	Class of 2009 80% for all groups	Class of 2010 85% for all groups	Class of 2011 95% for all groups

Student Performance (SPC) – SBISD will ensure that all students have a strong foundation in ethics and character development.

❖ **SPC 1 – Develop a character education program to provide a foundation in ethics and character development**

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPC 1.1 Increase student attendance rates						
Attendance Rates – AEIS student attendance rates	2005-06 SBISD – 95.5%; TX – 95.5%	At or above TX	At or above TX	At or above TX	At or above TX	At or above TX
SPC 1.2 Increase the percent of students who self-report at least 21 Developmental Assets						
Developmental Assets Survey - % students reporting 21 or more assets	NA	NA	Baseline	To be determined	To be determined	To be determined
Service Learning – Student and parent evaluation of value of service learning	NA	NA	NA	Baseline	To be determined	To be determined
SPC 1.3 Increase student academic honesty through character education programs						
Discipline Reports - % students involved in academic cheating	NA	NA	Baseline	To be determined	To be determined	To be determined
Student Survey – increase % students who agree that academic honesty is not a problem at their school	NA	Baseline 35.4%	40%	45%	50%	55%

Student Performance (SPD) - SBISD will offer all students a wide range of school sponsored activities outside the classroom.

SPD 1 - Students will be engaged in school life and participate in school sponsored activities

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
SPD 1.1 Increase the percent of students who participate in co-curricular and extra-curricular activities including speech, drama, theatre arts, music, art, intramurals and athletics.	NA	NA	Baseline	To be determined	To be determined	To be determined
Participation rates – number of participants in co-curricular and extra-curricular activities	NA	NA	Baseline	To be determined	To be determined	To be determined
Elementary Participation – number of participants in school sponsored activities	NA	NA	Baseline	To be determined	To be determined	To be determined
Athletic Program Offerings - Athletic program offerings in grades 7-12; total and by level for B (Boys) and G (Girls)	NA	Baseline 30 programs MS - 5 B; 6 G HS - 9 B; 10 G	30 programs	30 programs	32 programs	34 programs
Athletic Teams - Increase in the number of athletic teams (grades 7-12); total and by level	NA	Baseline 405 teams MS; 225; HS; 180	407 teams	409 teams	411 teams	413 teams
UIL Athletics - Number and % of student participants in all UIL or intramural programs 6-12; total and by level	NA	Baseline 6444 students; 47.9% MS - 3262 (56%) HS - 3182 (42%)	48.4%	48.9%	49.4%	49.9%

Safety (S) - SBISD will have a pervasive culture of safety and respect.

SPD 1 - Improve student discipline with a focus on a positive climate of respect

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
S 1.1 Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
Student Survey – increase student perception of respect	Student to student respect Elem- 64.3% Sec - 71.9%	Baseline Elem: 68.3% Sec: 71.9%	Elem: 71% Sec: 74%	Elem: 74% Sec: 76%	Elem: 77% Sec: 78%	Elem: 80% Sec: 80%
	Student respect for staff Elem - 71.9% Sec - 46.7%	Baseline Elem: 78.3% Sec: 50.2%	Elem: 81% Sec: 55%	Elem: 84% Sec: 60%	Elem: 87% Sec: 65%	Elem: 90% Sec: 70%
	Staff respect for students Elem - 84.6% Sec - 66.7%	Baseline Elem: 84.6% Sec: 66.7%	Elem: 87.3% Sec: 69.5%	Elem: 87% Sec: 75%	Elem: 88% Sec: 80%	Elem: 89% Sec: 85%
Staff Survey – increase staff perception of respect	Student respect for Staff Elem - 81.6% Sec - 65.0%	Baseline Elem: 81.6% Sec: 65.0%	Elem: 85.6% Sec: 71.8%	Elem: 87% Sec: 75%	Elem: 88% Sec: 80%	Elem: 89% Sec: 85%
	Staff respect for students Elem - 89.7% Sec - 84.4%	Baseline Elem: 89.7% Sec: 84.4%	Elem: 93.1% Sec: 87.9%	Elem: 95% Sec: 92%	Elem: 97% Sec: 95%	Elem: 98% Sec: 97%
Parent, Student, Staff Surveys – positive perceptions as measured by respect, safety and behavior subscales	Parent: 81.6% Staff: 74.3% Students Elem: 63.4% Sec: 48.0%	Baseline Parent: 88.3% Staff: 80.6% Students Elem: 67.0% Sec: 53.3%	Parent: 89% Staff: 82% Students Elem: 70% Sec: 60%	Parent: 89% Staff: 84% Students Elem: 75% Sec: 65%	Parent: 90% Staff: 86% Students Elem: 78% Sec: 70%	Parent: 90% Staff: 90% Students Elem: 80% Sec: 75%

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
Discipline Offenses – Number of offenses related to respect; avg. number of serious (category 4 and 5) offenses per student; % students involved in 1 or more discipline offenses	NA	NA	Baseline Number of offenses related to respect	To be determined	To be determined	To be determined
	NA	Baseline Serious offenses – 999/32,041=0.031 offenses per stntnt	0.030 offenses per student	0.029 offenses per student	0.028 offenses per student	0.027 offenses per student
		NA	Baseline Student Offenders	To be determined	To be determined	To be determined

❖ S 2 - Improve district safety

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
S 2.1 Decrease the number and severity of Worker's Compensation claims	NA	Baseline 240 medical and indemnity; 220 record only	3% reduction	5% reduction	8% reduction	10% reduction
	NA	Baseline \$457,851 in claims	Less than \$465,000	Less than \$475,000	Less than \$485,000	Less than \$500,000
Worker's Compensation – report of medical and indemnity claims; amount paid on claims; payouts greater than \$50,000	NA	Payouts over \$50,000 - 2	Fewer than 5	Fewer than 5	Fewer than 5	Fewer than 5
S 2.2 Decrease the number of accidents involving students; staff and community members that occur on district property or while conducting district business	NA	NA	Baseline # of student accidents	To be determined	To be determined	To be determined
Accident Report – count of accidents for students; count of accidents for community	NA	NA	Baseline # of community accidents	Fewer than 5	Fewer than 5	Fewer than 5

Operations (O) - SBISD will use strategic plans to be fiscally responsible and efficiently use all resources – human, time and monetary – to support student achievement.

❖ O 1 - Improve the condition of district facilities

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
O 1.1 Increase staff and community positive perceptions of the condition and maintenance of facilities	84.4%	86%	88%	89%	90%	90%
	Parent Survey - % satisfied with condition and maintenance of facilities	86%	88%	89%	90%	90%
Staff Survey - % satisfied with condition and maintenance of facilities	78.6%	80%	82%	84%	86%	88%
Report on custodial staffing - ratio of custodial staff to square footage	1 custodian to 29,653 sq. ft.	1 custodian to 28,000 sq. ft.	1 custodian to 26,000 sq. ft.	1 custodian to 24,000 sq. ft.	1 custodian to 20,000 sq. ft.	1 custodian to 20,000 sq. ft.

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
O 1.1 Increase staff and community positive perceptions of the condition and maintenance of facilities						
O 1.2 Improve the efficiency and effectiveness in maintenance and operations areas compared to comparable Chapter 41 districts	NA	NA	Baseline	Top third	Top third	Top third
<p style="text-align: center;">❖ O 2 - Improve the financial condition of the district</p>						
Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
O 2.1 Improve district efficiency through the use of financial tools to assess central and campus level staffing and compensation levels						
Comparative Rank in Staffing Levels – top third in rank compared to 200 largest districts, Region 4, Best Practices districts and Chapter 41 districts	NA	NA	Baseline	Top third	Top third	Top third
Divisional Peer Reviews – number conducted per year	NA	NA	1 review conducted	2 reviews conducted	2 reviews conducted	2 reviews conducted
Customer satisfaction - % satisfied with new financial processes – reported the year after implementation of new processes	NA	NA	NA	75% satisfaction rate	90% satisfaction rate	90% satisfaction rate

❖ O 3 - Improve the use of technology through implementation of the district technology plan to increase district efficiency and effectiveness

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
O 3.1 Improve teaching and learning effectiveness by use of new technologies						
ACT/Vclassrooms – % classrooms operable as ACT/Vclassrooms	150 of 1294 classrooms – 12%	25%	50%	100%	100%	100%
Campus STAR Chart – Increase Key Area Ratings - Early(6-8), Developing (9-14), Advanced (15-20), Target (21-24)	NA	Baseline	Developing	Advanced	Advanced	Target
○ Teaching and Learning - TL		TL – 12 - Developing	Developing	Advanced	Advanced	Target
○ Educator Preparation and Development - EPD		EPD - 12 - Developing	Developing	Advanced	Advanced	Target
○ Leadership, Administration and Instructional Support - LAIS		LAIS - 15 - Advanced	Advanced	Advanced	Target	Target
○ Infrastructure for Technology - IT		IT – 15 -Advanced	Advanced	Advanced	Target	Target
O 3.2 Increase the functionality and integration of administrative systems to improve operational efficiency						
Staff Survey - % agree that efficiency is increasing – “Are we making your job more productive?”	NA	NA	Baseline	To be determined	To be determined	To be determined
O 3.3 Improve level and quality of services to campuses						
Problem resolution – decrease problem resolution times	NA	NA	Baseline	To be determined	To be determined	To be determined
Customer Satisfaction Survey – % of staff satisfied with level and quality of service	NA	NA	Baseline	To be determined	To be determined	To be determined
O 3.4 Improve technology infrastructure and reliability						

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
Downtime for core applications - decrease downtime for SASI, email, MUNIS, internet, transportation, food service	NA	NA	Baseline	To be determined	To be determined	To be determined

Community (C) - Students, parents, and community will be active partners in students' education.

❖ C 1 - Improve the quality of engagement of all stakeholders through stronger partnerships and communication

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
C 1.1 Increase the number of Good Neighbor partnerships						
Good Neighbor partnerships - increase number of partnerships	120	135	150	165	180	200
C 1.2 Increase the percent of schools with high levels of community involvement						
Good Neighbor designation - % of schools earning the Good Neighbor designation	5/46 10% of schools	20%	40%	60%	80%	100%
Continuing Education - total number of enrollments in classes	NA	Baseline	To be determined	To be determined	To be determined	To be determined
C 1.3 Increase parent and community positive responses in feeling welcome, valued, and supported						
Parent Survey - % feeling welcomed and valued (4 item subscale)	87.9%	88.9%	89%	89%	90%	90%
Volunteer Survey - % of volunteers feeling welcomed, valued and supported	NA	Baseline 85.25	88%	90%	90%	90%
Mentor Survey - % mentors planning to return to program in following year	NA	Baseline 93.7%	90%	90%	90%	90%
C 1.4 Increase the satisfaction of students, parents, community and staff with the amount and quality of communication						
Parent Survey - % well informed by district	81.8%	82.8%	83.8%	85.8%	87.8%	90%
FLASH subscribers - # of contacts (April 15 count)	2,011	New Baseline 3,642	3800	4000	4500	5,000
Staff Survey - % agreement of effectiveness of Intranet	82.4%	84%	86%	87%	88%	90%
C 1.5 Increase the district's market share of enrollment of students who reside within the district boundaries						
Private school enrollment - proportion of private school enrollment (residents) to SBISD enrollment	NA	NA	Baseline	To be determined	To be determined	To be determined

❖ C 2 - Improve the involvement of parents in school life by providing support and encouragement

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
C 2.1 Increase parental engagement in school activities						
Community Day of Learning (CDL) - number of parents in attendance	NA	Baseline 420 parents	450	500	550	600
CDL evaluation - % of respondents giving a positive rating (8 or higher on 10 pt scale)/ % who would return next year	NA	Baseline 92% pos. rating 100% - return	90%	90%	90%	90%
Parent Survey - % well prepared to support	81.2%	83%	85%	87%	88%	90%

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
C 2.1 Increase parental engagement in school activities children (this school helps me understand how to help my child be a better student)						

People (P) - SBISD, as the employer of choice, will recruit and retain the best people by rewarding excellence and providing opportunities for continual growth.

❖ **P 1 - Improve recruitment and retention of staff**

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
P 1.1 Decrease the SBISD staff turnover rate to a level 1.5% below Texas of 3% lower than baseline rates						
Teacher Turnover Rate - AEIS - % teachers not returning in following year. Baseline represents teachers returning in fall 2006.	SBISD - 13.6% TX - 15.6%	1.5% lower than TX	1.5% lower than TX	1.5% lower than TX	1.5% lower than TX	1.5% lower than TX
Staff Turnover Rate - % of non-teaching staff turnover - baseline: 06-07 staff who returned 07-08	NA	Baseline Para prof. - 20.6% Tchr Asst - 27% Custodial - 23.3% Child Nutr. - 22.9% Transp. - 28.8% Oth Aux. - 24.7%	20.1% 26.5% 22.8% 22.4% 28.3% 24.2%	19.6% 26.0% 22.3% 21.9% 27.8% 23.7%	19.1% 25.5% 21.8% 21.4% 27.3% 23.2%	18.6% 25.0% 21.3% 20.9% 26.8% 22.7%
Principal evaluation of teacher applicants - % agree that applicants are strong or very strong - June HR report	NA	Baseline 62%	65%	67%	70%	75%
Staff evaluation of non-teaching applicants - % agree or strongly agree applicants are excellent	NA	NA	Baseline	To be determined	To be determined	To be determined
Staff Survey - % of total staff who agrees recognition systems are very or somewhat valuable.	NA	Baseline 68%	70%	73%	78%	80%
Staff Survey - % responding with average, above average or excellent on overall satisfaction with benefits	NA	Baseline 82%	80% or higher	80% or higher	80% or higher	80% or higher
P 1.2 Improve the positive work culture supportive of collegial and collaborative teamwork						
Staff Survey - Climate subscale - % agree or strongly agree that climate is positive	NA	Baseline 82%	80% or higher	80% or higher	80% or higher	80% or higher

❖ **P 2 - Improve employee excellence through appraisal and development**

Performance Objective and Data Source/Measure	Baseline 06-07	Year 1 07-08	Year 2 08-09	Year 3 09-10	Year 4 10-11	Year 5 11-12
P 2.1 Increase employee excellence through appraisal and development						
Staff Satisfaction Survey - % agreement that appraisal system meets its established goals; baseline in first year of implementation for group	NA	NA	Baseline Administrators, Paraprofessionals, Police, Nurses, Custodial	To be determined	To be determined	To be determined