

**TABLE 4
Proposed Merge of Performance Objectives**

The 35 performance objectives bulleted in the following tables are being merged with other appropriate performance objectives because they 1) involve a strategy to accomplish the performance objective or 2) are included as outcomes to be measured. In most cases these merged performance objectives had previously been included together with the other performance objectives in a single Action Plan. The outcome measures for the merged performance objectives are listed in the right hand column of the table.

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 and creativity at all levels and in all student groups

SPA 4 – Improve district and campus performance in state and national accountability systems

Data Source/Measure

SPA 1.2 Increase the percent of students meeting and exceeding state curriculum standards in all tested subject areas	Number of schools meeting NCLB Met AYP standards
8 performance objectives merged with SPA 1.2	TEA Accountability Data – # of TAKS performance areas at Recognized or Exemplary (RIE) level; # of dropout/ completion rate areas at Recognized or Exemplary (RIE) level
<ul style="list-style-type: none"> • 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 3.2 Increase online options for professional development 	District accountability rating TEA Accountability Data – % schools meeting recognized/exemplary (RIE) rating compared to Texas TAKS commended rates - % by subject or compared to TX – 50% or pts. above TX GAP - Difference between TAKS met standard rates for white students and economically disadvantaged students

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

SPA 2.1 Increase student use of technology in the classroom and labs	SISD student survey responses – <i>My teachers allow me to use technology to show what I have learned.</i>
1 performance objective merged with SPA 2.1	Teacher self assessment of technology proficiency – Texas teacher STAR chart- teaching and learning
<ul style="list-style-type: none"> • SPA 2.3 Increase student mastery of technology TEKS through the academic curriculum 	Number of credits recovered; number of original credits earned with online learning tools.

SPA 6 – Improve performance of special education students

SPA 6.2 Increase the performance of special education students on required state assessments	TAKS and TAKS-Accommodated – performance of special education students by subject
1 performance objective merged with SPA 6.2	TAKS-M (Modified) - performance of special education students by subject
<ul style="list-style-type: none"> • SPA 6.1 Increase the percent of special education students included in general education classes 	TAKS-ALT – (TAKS Alternative) - performance of special education students by subject

SPA 7 – Improve performance of English Language Learners

<p>SPA 7.1 Improve the performance of English Language Learners on required state assessments</p> <p>1 performance objective merged with SPA 7.1</p> <ul style="list-style-type: none"> SPA 7.2 Increase percent of students who improve by one or more proficiency levels <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> <p>SPB 1 – Improve the preparation of students for college level coursework</p> <p>Performance Objective</p>	<p>TELPAS - % of ELL students improving one or more proficiency levels, % scoring at Advanced or Advanced High</p>
<p>SPB 1.4 Increase the percent of students successfully completing pre-AP, AP, IB, and dual credit courses</p> <p>1 performance objective merged with SPB 1.4</p> <ul style="list-style-type: none"> 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 <p>SPB 1.7 Increase student performance on SAT/ACT assessments</p> <p>2 performance objectives merged with SPB 1.7</p> <ul style="list-style-type: none"> 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 <p>SPB 1.9 Increase the percent of students meeting the College Readiness standard in English Language Arts and mathematics</p> <p>1 performance objective merged with SPB 1.9</p> <ul style="list-style-type: none"> SPB 1.10 Decrease the percent of graduates who require college remedial coursework in English language arts and mathematics 	<p>Data Source/Measure</p> <p>Attrition rate in Pre-AP, AP, IB, and dual credit. Three points in school year for m/s/h.s: 1) use first progress report period (third week), 2) end of first semester 3) end of second semester.</p> <p>AEIS report - % meeting criterion on AP/IB indicator</p> <p>AEIS - % students meeting ACT/SAT criterion score; % students taking SAT/ACT</p> <p>College Board national recognition data</p> <p>AEIS College Ready Graduates (includes multiple measures of TAKS, SAT, ACT)</p>
<p>SPB 2 – Improve student opportunities to participate in an enriched high school program</p> <p>SPB 2.7 Increase the percent of students graduating from high school within four years</p> <p>5 performance objectives merged with SPB 2.7</p> <ul style="list-style-type: none"> 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) 	<p>AEIS high school completion rates for groups with rates less than 90% in baseline year</p> <p>% of students enrolled at end of year promoted to next grade by Sept. 30 of following year</p> <p>% of high school students passing all courses at end of fall semester</p> <p>Student database report of credits earned at middle school – focus or count only grade 8 - % earning 1 or more; credits: % earning .5 to 2; 2.5-4; 4.5-7; Avg. for 8th grade OR hs credits for incoming grade 9 students for 07-08</p> <p>Report of technical certifications earned</p> <p>AEIS - % all student groups (Af-Am, Hispanic, White, and Ec. Disadv.) meeting RHSP/DAP requirement</p>
<p>Student Performance (SPD) - SBISD will offer all students a wide range of school sponsored activities outside the classroom.</p> <p>SPD 1 - Students will be engaged in school life and participate in school sponsored activities</p> <p>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.</p> <p>1 performance objective merged with SPD 1.1</p> <ul style="list-style-type: none"> SPD 1.2 Increase the intramural and athletic program offerings 	<p>Student self-report of participation – Student Survey</p> <p>Secondary UIL/school sponsored activity participation records</p> <p>Elementary school sponsored activity participation records</p> <p>Athletic program offerings in grades 7-12; total and by level for B (Boys) and G (Girls)</p> <p>Number of athletic teams (grades 7-12); total and by level</p>

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

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

S 1.4 Increase percent of parents, students, staff and community who perceive SBISD campuses as respectful and orderly
 1 performance objective merged with S 1.4
 • S 1.3 Increase perceptions of student to student respect, student to staff respect, and staff to student respect

Student and staff survey results - % positive
 Student response - Student respect for other students; student respect for staff, staff respect for students
 Staff response - Student respect for staff, staff respect for students
 Parent, staff and student surveys – avg. positive % on Respect, Safety and Behavior subscales
 PEIMS – Avg. number of offenses per student - PEIMS and district discipline reports; avg. number of serious offenses per student (cat. 4 and 5); % students involved in one or more discipline offenses; decrease discipline offenses related to respect

S 2 - Improve district safety

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.)
 1 performance objective merged with S 2.2
 • S 2.1 Increase physical safety features at facilities including fencing, lighting and cameras

Worker's compensation reports of claims - # medical and indemnity claims; record only claims
 Worker's compensation amount paid on claims – total \$ paid as of June 30 (admin fee and benefits)
 Workmen's compensation reports of payouts greater than \$50,000 – number of payouts

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

O 1.1 Increase staff and community positive perceptions of the condition and maintenance of facilities
 2 performance objectives merged with 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

Survey of staff and parents; % satisfaction with condition and maintenance of facilities
 Report of ratio of custodial staff to square footage

O 2 - Improve the financial condition of the district

O 2.3 Improve district efficiency through the use of financial tools to assess central and campus level staffing and compensation levels
 2 performance objectives merged with 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

ERG Software – measure District efficiency of staffing and compensation – district rank compared to 200 districts; Region 4 districts; Best Practices districts; Ch. 41 districts
 Report of reviews conducted
 Customer satisfaction with financial processes – reported the year after implementation of new processes

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

O 3.6 Improve technology Infrastructure and reliability
 1 performance objective merged with O 3.6
 • O 3.8 Improve technology department operations for better productivity and effectiveness

Annual customer satisfaction survey
 Downtime for core applications SASI, email, MUNIS, internet, transportation, food service

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
 C 1.2 Increase the percent of schools with high levels of community involvement
 3 performance objective merged with C 1.2

Percent of schools earning the Good Neighbor designation
 Program reports of total enrollment in community education classes

<ul style="list-style-type: none"> • 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. <p>C 1.7 Increase the district's market share of enrollment of students who reside within the district boundaries.</p> <p>1 performance objective merged with C 1.7</p> <ul style="list-style-type: none"> • SPB 2.1 Increase the number of Academy programs offered at all levels 	<p>Parent Survey – % parents who served on campus or district committee</p> <p>PTA council membership</p> <p>FLASH subscribers - # of contacts (April 15 count)</p> <p>Staff survey on effectiveness of Intranet - % agreement</p> <p><i>Proportion of students in district boundary who attend SBISD schools.</i></p>
<p>C 2 - Improve the involvement of parents in school life by providing support and encouragement</p>	
<p>C 2.1 Increase parental engagement in school activities</p> <p>1 performance objective merged with C 2.1</p> <ul style="list-style-type: none"> • C 2.2 Increase percent of parents reporting feeling well prepared to support their children's education 	<p>Parent attendance and evaluation of Community Day of Learning (CDL)</p> <p>SBISD survey of parents - % well prepared to support children (This school helps me understand how to help my child be a better student)</p>
<p>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>	
<p>P 1 - Improve recruitment and retention of staff</p>	
<p>P 1.1 Decrease the SBISD staff turnover rate to a level 1.5% below Texas or 3% lower than baseline rates</p> <p>3 performance objectives merged with P 1.1</p> <ul style="list-style-type: none"> • 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 	<p>AEIS teacher turnover rate – difference between SBISD and Texas – one year lag in reporting 06-07 baseline reflects teachers not returning in Fall 2006</p> <p>Human Resources Dept. records of non-teaching staff turnover -- Paraprofessional; Teacher Assistants; Custodial; Child Nutrition; Transportation; Other Auxiliary</p> <p>Principal evaluation of teacher applicants - % agree that applicants are strong or very strong</p> <p>Staff evaluation of non-teaching applicants - % agree or strongly agree applicants are excellent</p>
	<p>Staff survey on recognition systems - % of total staff who agree recognition systems are very or somewhat valuable.</p> <p>Staff survey-- What is your level of overall satisfaction with the SBISD benefits package? - % responding with average, above avg. or excellent</p>