

# Key Performance Indicators and Targets

## Goal 1:

### High Student Achievement

FY12 Target FY17 Target

1.1	<b>College/Career Readiness</b>	% of graduates who are college and/or career ready (based on participation in AP or IB courses OR technical assessments/ certification OR Senior Capstone/Portfolio)	43%	100%
1.2	<b>M.S.A.</b>	% of students scoring proficient or above (Reading)	82%	100%
		% of students scoring proficient or above (Math)	71%	100%
		% of students scoring advanced (Reading)	30%	75%
		% of students scoring advanced (Math)	22%	75%
1.3	<b>H.S.A</b>	% of graduates who pass all four H.S.A. assessments	52%	90%
		% of graduates who meet H.S.A. requirements via the Academic Validation Program	20%	<=5%
1.4	<b>AP Courses</b>	% of exams representing a score of 3+	28%	50%
1.5	<b>Graduation Rate</b>	% of students graduating within four years (based on a 4-year adjusted cohort)	79%	95%
		% of students graduating within four years (based on a 5-year adjusted cohort)	82%	95%
1.6	<b>IB</b>	% of exams representing a score of 4+	41%	50%
		% of students enrolled in an IB program (diploma track) who earn a diploma	15%	75%
1.7	<b>SAT</b>	% of test-taking students who achieve at or above the National SAT average based on highest overall combined score in Reading, Math and Writing	25%	50%
1.8	<b>ACT</b>	% of test-taking students who meet benchmark scores in 1+ subject areas	50%	75%
1.9	<b>Kindergarten Readiness</b>	% of students who attended PGCPS Pre-school or Head Start and are fully ready for Kindergarten	85%	100%
1.10	<b>Reading Readiness</b>	% of second graders who score on or above grade level on the SRI	63%	100%
1.11	<b>AYP</b>	% of schools meeting AYP	40%	100%
1.12	<b>School Performance</b>	% of schools who increase in School Performance Index ratings.	80%	100%
1.13	<b>Attendance</b>	% of students with 10 or more absences (reduce)	35%	5%

## Goal 2:

### Highly Effective Teaching

FY12 Target FY17 Target

2.1	<b>Recruitment</b>	% of new hires who are bilingual	11%	12%
2.2	<b>Staffing</b>	% of Highly Qualified Teachers in all schools	95%	100%
2.3	<b>Employee Productivity</b>	% of Highly Effective Principals in all MSDE pilot schools	100%	100%
		% of Highly Effective Assistant Principals in all MSDE pilot schools	100%	100%
		% of Highly Effective Teachers in all MSDE pilot schools	100%	100%
2.4	<b>Attrition</b>	% attrition of employees with satisfactory performance ratings (excluding retirements)	Under devt	10%
2.5	<b>Evaluation</b>	% of employees who consider their evaluation process effective	TBD	95%
		% Directors/Supervisors who consider the PGCPS evaluation process effective	TBD	95%
		% of all permanent employees who receive a written evaluation on an established schedule	75%	100%

# Key Performance Indicators and Targets

## Goal 3:

### Safe & Supportive Schools

FY12 Target FY17 Target

3.1	<b>Suspensions</b>	% of unduplicated students (students suspended one time) suspended based on current year enrollment figures	5%	2%
3.2	<b>Expulsions</b>	% of expelled and long-term suspended students able to continue their educational experience, when appropriate	100%	100%
3.3	<b>Environment and Safety</b>	Number of safety incidents due to environmental hazards	0	0
3.4	<b>Physical Work Environment</b>	% of schools earning cleanliness rating of 70+	100%	100%
3.5	<b>Healthy Students</b>	% of eligible schools who qualify for bronze level recognition or higher with the Alliance for a Healthier Generation's Healthy Schools Program (HSP) as evidenced by the results of their annual HSP inventory.	15%	20%
3.6	<b>Parent, Student &amp; Teacher Satisfaction</b>	% satisfaction of Parents based on School Climate Survey	100%	100%
		% satisfaction of Students based on School Climate Survey	80%	90%
		% satisfaction of Teachers based on School Climate Survey	88%	90%

## Goal 4:

### Strong Community Partnerships

FY12 Target FY17 Target

4.1	<b>Business/Community Partnerships</b>	% of schools with 2+ Business/Community Partners	50%	100%
4.2	<b>External Funding Support</b>	% increase in external funding received by business/community partners (since FY11)	5%	6%
4.3	<b>Family &amp; Community Involvement in Education</b>	% of schools which have an active Formal Parent Organization	90%	100%
4.4	<b>Constituent Services</b>	% of responses to constituent concerns made within 5 working days	97%	97%

## Goal 5:

### Effective & Efficient Operations

FY12 Target FY17 Target

5.1	<b>Capital Improvement</b>	% of identified, prioritized and funded capital projects completed within costs and schedule (CIP-Educational Facility Master Plan)	100%	95%
5.2	<b>Transportation</b>	Average # of miles driven accident-free to/from school (safety)	40,000	46,000
		% of bus trips that arrive on time to school (on-time delivery)	95%	100%
5.3	<b>Food Services</b>	% of FARMS students who participate in FARMS (meal consumption)	86%	94%
		Average revenue per student (meal cost) (Includes federal and state reimbursement & a la carte sales)	\$3.10	\$3.20
5.4	<b>Purchasing</b>	% of goods and services delivered within 30 days	95%	100%
		% of annual Minority Business Enterprise participation	34%	30%
5.5	<b>Response to Audit Findings</b>	% of Management Responses to material weakness or reportable condition findings from prior audits that are fully implemented within the determined timeframe (external audits)	100%	100%
		# of material weaknesses or reportable condition findings (external audits)	0	0
		% of school audits which yield repeat findings	60%	25%
		% of management responses to recommended action plans within determined timeframe (internal audits)	95%	100%
5.6	<b>Demonstrates Financial Integrity and Stability</b>	% of categories closed within budgeted resources	87%	100%
		% of categories closed <=3% funds transferred	60%	100%
		% difference between total expenses vs. planned expenses	5%	2%
		% of grant funds expended	97%	100%
5.7	<b>IT Response Rate</b>	% of IT service calls resolved within 24 hours	85%	95%
5.8	<b>Process Improvement</b>	% of accepted recommendations implemented as planned within the current fiscal year (to yield district-wide process efficiencies)	60%	75%

**Questions?** Contact the Division of Performance Management, **301-952-6380**

Dr. William R. Hite, Superintendent of Schools