

Balanced Score Card
Indian River School District
2016-2017
(Indian River High School)

Mission:

The Indian River School District's mission is to ensure that all students attain the knowledge, skills, and attitudes needed to realize their potential, meet the challenges of their life choices, and fulfill their responsibilities as world citizens through a partnership of students, parents, staff, and community.

Goals:

Increase student achievement through deep implementation of Delaware standards so that ALL students meet or exceed their fullest potential.

Increase student access to technology to continue the development of 21st Century college and career readiness skills.

Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.

Develop, provide, and monitor support and services for the district's most struggling students.

Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.



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1. Increase student achievement through deep implementation of Delaware standards so that ALL student meet or exceed their fullest potential.				SAT	SAT
1.1 The number of IRHS students who exhibit or exceed the expected annual growth in reading as measured by SAT will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff, PRIDE Instructors	1.11 Fully implement the district's recently adopted curricular materials	SAT 2016 Baseline 11 th grade ERW= 49% met or exceeded benchmark of 480	11 th grade ERW= 54% of students will meet/exceed the ERW Benchmark of 480	11 th grade ERW
1.2 The number of IRHS students who exhibited or exceed the expected annual growth in math as measured by SAT will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff, PRIDE Instructors	1.21 Fully implement the district's recently adopted curricular materials.	SAT 2016 Baseline 11 th grade math = 33% met or exceeded benchmark of 530	11 th grade math = 36% of students will meet/exceed the ERW Benchmark of 530	11 th grade math =
1.3 The percentage of IRHS students who meet or exceed the standards in science and social studies as measured by DCAS will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff (Soc. Studies &	1.31 Incorporation of 9 th – 11 th grade common assessments. 1.32 Utilize the common planning and PLC with a focus on	EOC U.S. History = 52% 10 th grade science = 43%	EOC U.S. History= 56% 10 th grade science = 45%	EOC U.S. History= 10 th grade science =

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	Science)	curriculum alignment.			
1.4 The number of state goals met for CTE programs will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff (CTE)	1.41 Implement CTE Advisory Council to communicate with IREC/IRHS Administration, Teachers, staff, students and community	8/8 CTE goals met in 2016	8/8 CTE goals	____/8 CTE goals
1.5 The percentage of CTE concentrators who are placed in post secondary education, employment, or the military in the last quarter of their graduation year will increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff (CTE)	1.51 Implement CTE & Guidance Counselor CTE Pathway & future plans data tracking system.	2015 – 50.0%	2016 - 59.72%	
1.6 The percentage of students in the ninth grade cohort who receive high school diplomas will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Guidance & Instructional Staff	1.61 Provide deep instructional and behavioral support programs to decrease drop-outs	2015 IRHS = 88%	2016 IRHS = 90%	2016 IRHS = ____%
1.7 The percentage of students meeting the college and career ready benchmark will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff	1.71 Utilize the PRIDE period for SAT prep for all 11 th grade students.	2016 IRHS - 31%	2017 IRHS - 35%	2017 IRHS - ____

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1.8 The number of students who qualify (earn at least a score of 3) on the AP exams will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff (AP), Counselors	1.81 Implement AP support plan for students in AP courses. 1.82 Train an AP administrator and a counselor to support the AP students/teachers	2015-16 (AP 3+ Scores) IRHS = 115	2016-167 (AP 3+ Scores) IRHS = 121	2016-167 (AP 3+ Scores) IRHS = ____
1.9 The number of students enrolled in AP courses and dual enrollment courses will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff (AP/IB), Counselors	1.91 Implement Open Enrollment and AP Potential screeners to increase access	IRHS 2016 - AP = 153 Dual enrollment = 38	IRHS 2017 - AP = 176 Dual enrollment = 60	IRHS 2017 - AP = ____ IB = ____ Dual enrollment = ____
1.10 RtI will be conducted at all school levels.	Dept. of Curriculum & Instruction, Building Admin., RTI Coordinator, Instructional Staff (RTI Math/ELA)	1.101 Use a data tracking system such as iTracker to monitor students' progress. 1.102 Fully implement research-based interventions for both reading and math.	IRHS 2016- Full Implementation	IRHS 2017- Full Implementation	IRHS 2017-

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1.11 The required PLC period in which core teachers weekly participate will be closely monitored.	Building Admin., Instructional Staff	1.111 Develop and implement a system for tracking PLC data and activity.	IRHS 2016- Full Implementation	IRHS 2017- Full Implementation	IRHS 2017-
1.12 The school will fulfill the state requirement regarding SSP/Advisement programs.	Building Admin., Guidance Dept., Instructional Staff	1.121 Implement an SSP/Advisement Monitoring Program through Guidance Counselors	2016 - Full Implementation	2017 - Full Implementation	2017 -
1.13 The number of security incidents involving the Delaware System of Student Assessment (DeSSA) as evidenced by the online assessment security portal will annually decrease.	Dept. of Assessment & Accountability, Building Admin., Testing Coordinator, Instructional Staff	1.131 Implement Staff trainings and Oversight in Testing environments	2016 - 3 Test Security Incident	2017 - 0 Test Security Incidents	2017 - ____ Test Security Incidents
1.14 The cumulative PSAT score will annually increase.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff	1.141 Fully implement the district's recently adopted curricular & assessment materials	2016 9 th gr. Mean Score ERW-420 Math-426 10 th gr. Score ERW- 404 Math- 430	2017 9 th gr. Mean score ERW- 440 Math- 445 10 th gr. Mean score ERW- 420 Math- 450	2017 9 th gr. Mean score ERW- Math- 10 th gr. Mean score ERW- Math-
2.0 Increase student access to technology to continue the development of 21st Century college and career readiness skills.					
2.1 The level of technology integration for teachers as measured		2.11 Support tech integration through	2016 Tier 1 – 25% Teacher	2017 Tier 1 –20%	2017 Tier 1=

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by the District Tech survey will annually increase.		professional development and classroom coaching support.	Productivity Tier 2 – 60% Instructional Presentation Tier 3 – 15% Student-centered Environment;	Tier 2 – 50% Tier 3 – 30%	Tier 2 = Tier 3 =
2.2 The number/quality/feedback from learning walks within and between schools will annually increase.	Dept. of Curriculum & Instruction, Building Admin., ILT	2.21 Collaborate with the Department of Instruction in the conduct of 12 full school snapshots.	2016 –520 Leaning Walks/12 School-wide Snapshots	2017 – 804 Leaning Walks/12 School-wide Snapshots	2017 – ____
2.3 The district will continue to plan, prepare, and seek funding for 1 to 1 device implementation at one grade level for September 2017.	Dept. of Curriculum & Instruction, IRSD Technology Dept. Building Admin.	2.31 Develop transition plan with District staff for full implementations	2016 - Not In Place	2017 – Fully Implemented	2017- _____
3.0 Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.					
3.1 The school will hire 100% of the units allocated by the State of Delaware through the unit count process in full compliance with state and local guidelines.	Dept. of Human Resources and Building Admin.	3.11 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	2016 - 100%	2017 - 100%	2017 - ____

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3.2 The school will strive to increase the diversity of its staff.	Building Admin.	3.21 Employment recruitment and access to attract diverse candidates.	2016 African American 8.5% White 91.5%	2017 African American 10% White 90%	2017 - African American ____% White ____%
3.3 100% of the school's classes will be taught by highly qualified teachers.	Building Admin.	3.31 Hire Highly Qualified staff and train staff to earn certifications to become highly qualified	2016 – 99.36%	2017 - 100%	2017 – ____%
4.0 Develop, provide, and monitor support and services for the district's most struggling students.					
4.1 The mean scale scores of students in all sub-groups will annually increase in Reading & Writing (ERW) for the PSAT 8/9, PSAT 10, & SAT.	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff	4.11. Monitor progress on initial and mid-year districtwide assessments.	Students with Disabilities	Target ____%	Target ____%
			9 th gr. reading 2016 = ____ 10 th gr. reading 2016 = ____ 11 th gr. ERW 2016 = 390	9 th gr. reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr. ERW 2017 = 429	9 th gr reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr ERW 2017 = ____
			African American	Target ____%	Target ____%
			9 th gr. reading 2016 = 39% 10 th gr. reading 2016 = 65% 11 th gr. ERW 2016 = ____	9 th gr. reading 2017 = 44% 10 th gr reading 2017 = 70% 11 th gr. ERW 2017 = ____	9 th gr reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr ERW 2017 = ____
			Hispanic	Target ____%	Target ____%
			9 th gr. reading 2016 = 37% 10 th gr. reading 2016 = 93% 11 th gr. ERW 2016 = 33%	9 th gr. reading 2017 = 42% 10 th gr reading 2017 = 93% 11 th gr. ERW 2017 = 38%	9 th gr reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr ERW 2017 = ____
			Low Income	Target	Target
			9 th gr. reading 2016 = ____ 10 th gr. reading 2016 = ____ 11 th gr. ERW 2016 = 43%	9 th gr. reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr. ERW 2017 = 48%	9 th gr reading 2017 = ____ 10 th gr reading 2017 = ____ 11 th gr ERW 2017 = ____

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			ELL	Target	Target
			9 th gr. reading 2016 = __ 10 th gr. reading 2016= __ 11 th gr. ERW 2016 = __	9 th gr. reading 2017= __ 10 th gr reading 2017= __ 11 th gr. ERW 2017 = __	9 th gr reading 2017= __ 10 th gr reading 2017= __ 11 th gr ERW 2017 = __
4.2 The mean scale scores or % meeting CCR, of students in all sub-groups will annually increase in math for the PSAT 8/9, PSAT 10, & SAT..	Dept. of Curriculum & Instruction, Building Admin., Instructional Staff	4.21 Monitor progress on initial and mid-year districtwide assessments.	Students with Disabilities	Target	Target
			9 th gr. math 2016 = __ 10 th gr. math 2016= __ 11 th gr. math 2016 = 384	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = 422	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = __
			African American	Target	Target
			9 th gr. math 2016 = 16% 10 th gr. math 2016= 24% 11 th gr. math 2016 =	9 th gr. math 2017=21% 10 th gr. math 2017= 28% 11 th gr. math 2017 =	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = __
			Hispanic	Target	Target
			9 th gr. math 2016 = _26% 10 th gr. math 2016=39% 11 th gr. math 2016 =17%	9 th gr. math 2017= 31% 10 th gr. math 2017=43% 11 th gr. math 2017 = 22%	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = __
			Low Income	Target	Target
			9 th gr. math 2016 = __ 10 th gr. math 2016= __ 11 th gr. math 2016 = 29%	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = 33%	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = __
			ELL	Target	Target
			9 th gr. math 2016 = __ 10 th gr. math 2016= __ 11 th gr. math 2016 =	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 =	9 th gr. math 2017= __ 10 th gr. math 2017= __ 11 th gr. math 2017 = __

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4.3 The school's IST process will be well established.		4.31 Complete all district-provided IST paperwork in a timely manner	2016 – IST meetings occurred when requested	2017 – Weekly IST meetings will occur with data recording.	2017 – ___% compliance with data recorded at meetings weekly
4.4 The percentage of standards-based IEPs will annually increase.	Director of Special Services, Supervisor of Special Education, IRHS Special Education Coordinator s, Building Administration	4.41 Require appropriate staff to complete the initial standards-based IEP training. 4.42 Review IEPs to assure that they are standards-based. 4.43 Further individualize professional development. 4.41 Prepare for IEP monitoring via district office team and the ACCESS Project.	2016 – Partial implementation	2016 – Full implementation	2017 – _____ implementation
5.0 Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.					
5.1 Student attendance will annually increase.	Building Admin., Support staff, Visiting Teacher	5.11 Weekly Monitoring of student attendance	2016 - 92.71%	2017 – 93.5%	2017 – ___ %
5.2 The school's cleanliness rating as assessed during building	Building Admin., Custodial Staff	5.21 Weekly Monitoring of	76% (Jan 2016 Inspection)	85% (Fall Inspection)	___% (Fall Inspection) ___% (Spring

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maintenance inspections will annually increase.		Building and Grounds	85% (May 2016 Inspection)	90% (Spring Inspection)	Inspection)
5.3 The number of repeat offenders will decrease by 10%.	Building Admin., Instructional & Support staff	5.3.1 Individual meetings with offenders requiring reflection 5.3.2 Monthly discipline trend monitoring	2016 - 103	2017 - 88	2017 - ____