



QCSD Performance Metrics 2016-17 Results

August 24, 2017

Agenda

- What are the QCSD Performance Metrics?
- Theory of Action
- Criteria for QCSD Performance Metrics
- How the Metrics relate to Goals, Superintendent Evaluation and Administrator Performance Incentive
- 2016-17 Results



What are the QCSD Performance Metrics?

- Measurement of our outcomes – our own “report card”
- Provide indicators at each level (elementary, middle, and high school) of progress towards College and Career Readiness by graduation from QCHS
- Comprise 30% of performance measurement for administrators



Theory of Action

If we faithfully implement and accomplish our goals, 85% of our students will graduate from QCHS college and career ready as measured by our QCSD Performance Metrics by the end of the 2019-20 school year.

So, our Annual Superintendent/District Goals and associated objectives are what we do, and the QCSD Performance Metrics measure our annual outcomes as we progress towards our target.



QCSD Performance Metrics are:

1. Directly related to College and Career Readiness
2. Logical and research based
3. Easily understood
4. Based on readily available data
5. Able to be owned at the District, Principal/Building, and Teacher/Classroom/Student level
6. Reflective of both achievement and growth measures



How Metrics Relate to Superintendent Evaluation and Administrator Performance Incentives

Superintendent/ Assistant Superintendent Performance Evaluation

- 70% = % Completion of District/ Superintendent Goals
- 30% = Leadership Traits

Administrator Performance Incentive

- 70% = % Completion of District/ Superintendent Goals
- 30% = % Attainment of QCSD Performance Metrics Targets



2016-17 Results – Elementary Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Target	2016-17 Actual	2017-18 Target	2018-19 Target	2019-20 Target
	ELEMENTARY									
1	School readiness by the end of Kindergarten	Emerging Literacy assessment and/or Guided Reading Level	1.5%	74.4%	87.5%	>85%	80.5%	82.0%	83.5%	85.0%
2	Reading on grade level by the end of Grade 3	Guided Reading Level and/or NWEA Lexile level	1.0%	82.9%	85.9%	>85%	81.9%	82.9%	84.0%	85.0%
3	Proficient in RELA by the end of Grade 5	PSSA	5.1%	77.9%	75.7%	78.0%	69.6%	74.7%	79.9%	85.0%
4	Proficient in Math by the end of Grade 5	PSSA	9.5%	66.4%	62.3%	68.0%	56.4%	65.9%	75.5%	85.0%
5	Fifth-grade attendance	PIMS attendance reporting	Maintain above 95%	95.9%	96.4%	>95%	95.9%	>95%	>95%	95.0%



2016-17 Results – Middle School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Target	2016-17 Actual	2017-18 Target	2018-19 Target	2019-20 Target
MIDDLE SCHOOL										
1	Students reading on grade level will successfully pass Level 1 World Language by the end of Grade 8	% of students passing	Maintain above 85%	98.6%	96.8%	>85%	95.8%	>85%	>85%	85.0%
2	Proficient in RELA by the end of Grade 8	PSSA	5.0%	77.4%	65.5%	70.4%	70.1%	75.4%	80.3%	85.0%
3	Proficiency in Math by the end of Grade 8	PSSA	12.0%	54.3%	40.4%	51.6%	49.0%	63.6%	75.6%	85.0%
4	Rate of participation in athletics and activities	Pay to Play rosters and club rosters	Maintain above 85%	N/A	87.0%	>85%	92.6%	>85%	>85%	85.0%
5	50% of students will complete Algebra I and pass the Keystone by the end of Grade 8	% of students passing; Keystone pass rate	5.8%	N/A	23.8%	30.4%	32.6%	38.4%	44.2%	50.0%
6	Meet the CCR expectations by the end of Grade 8	Completion of required activities in Naviance (% students passing CCR Class)	Maintain above 95%	N/A	100%	>95%	100%	>95%	>95%	95.0%
7	7th Grade Attendance	PIMS attendance reporting	0.0%	95.4%	95.7%	>95%	94.9%	95%	>95%	95.0%



2016-17 Results – High School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Target	2016-17 Actual	2017-18 Target	2018-19 Target	2019-20 Target
	HIGH SCHOOL									
	<i>All students:</i>									
1	Completion of Algebra I and pass Keystone by graduation (all students)	% of students passing course and Keystone	0.5%	81.3%	85.2%	>85%	83.4%	83.9%	84.5%	85.0%
2	Ninth-grade promotion rates (all students)		Maintain above 95%	93.0%	95.0%	>95%	95.8%	>95%	>95%	95.0%
3	Meet the CCR Metric by graduation (all students)	% of students who completed all required components of the CCR portfolio prior to graduation	Maintain above 85%	N/A	N/A	>85%	97.2%	>85%	>85%	85.0%
4	Pass Biology Keystone by graduation (all students)	% of students passing Keystone	1.9%	80.3%	83.3%	83.7%	79.3%	81.2%	83.1%	85.0%
5	Pass Literature Keystone by graduation (all students)	% of students passing Keystone	Maintain above 85%	83.8%	90.4%	>85%	88.1%	>85%	>85%	85.0%



2016-17 Results – High School Metrics

	College ready:									
6	PSAT in 10th grade (all students)	% meeting both college ready benchmarks	5.7%	N/A	43.1%	48.6%	47.9%	54.3%	60.0%	65.0%
7	Completion of Algebra I and pass Keystone by 10th grade (college ready)	% of students passing course and Keystone	Maintain above 65%	N/A	N/A	>65%	74.6%	>65%	>65%	65.0%
8	Successfully complete Level I and II of a World Language by graduation (college-ready)	% of students passing	Maintain above 65%	72.3%	67.6%	>65%	66.0%	>65%	>65%	65.0%
9	40% of full time SHS students will successfully complete at least 1 AP course or successfully complete a Concurrent Enrollment course (college-ready)	% of students passing an AP course (with a 3 or better on the AP Exam) or Concurrent Enrollment course	1.1%	6.1%	24.2%	28.2%	36.8%	37.9%	38.9%	40.0%
10	% of students taking either the SAT or ACT (college-ready)	Total participation rate for SAT/ACT	2.9%	68.9%	62.9%	63.4%	56.3%	59.2%	62.1%	65.0%
11	SAT/ACT Performance (college-ready)	% of students meeting all college-ready benchmarks	9.6%	31.1%	28.7%	37.8%	36.3%	45.9%	55.4%	65.0%
	Career ready:									
12	Students enrolled in 3 or more years of Technical school program will earn the certification(s) offered in their program (career-ready)	% of tech school students earning at least one of the certifications offered in their program	1.1%	N/A	86.1%	>85%	81.6%	82.7%	83.9%	85.0%
13	Technical School students competent or advanced on the NOCTI (career-ready)	% tech school students competent or advanced on the occupational NOCTI	Maintain above 85%	78.5%	98.4%	>85%	89.0%	>85%	>85%	85.0%



Overall Results for 2016-17

Met Target for 48% of Metrics (12 of 25)

- 20% of Elementary Metrics (1 of 5)
- 57.1% of Middle School Metrics (4 of 7 plus 2 with significant growth)
- 53.8% of High School Metrics (7 of 13 plus 2 with growth)

