

**Valdosta City Schools
2017-2018**

Goal Area I. Continuous Improvement in Student Achievement										
Performance Indicator	Performance Measures	Unit of Measure	Baseline	Actual			Target	Rating	Actual Data Available	
			15-16	16-17	17-18	18-19				19-20
I.A. Ensure mastery of rigorous curriculum.	I.A.1. EOG Georgia Milestones-All Students	% of students scoring Proficient and Distinguished levels								
	3rd Grade ELA		21	18	17			24	Needs Imp	June/July
	4th Grade ELA		19	23	21			22	Progress	June/July
	5th Grade ELA		25	21	24			28	Progress	June/July
	6th Grade ELA		25	24	22			28	Needs Imp	June/July
	7th Grade ELA		22	18	21			25	Progress	June/July
	8th Grade ELA		28	26	24			31	Needs Imp	June/July
	3rd Grade Math		27	24	23			30	Needs Imp	June/July
	4th Grade Math		28	25	26			31	Progress	June/July
	5th Grade Math		23	17	20			26	Progress	June/July
	6th Grade Math		21	23	19			24	Needs Imp	June/July
	7th Grade Math		25	26	26			28	Progress	June/July
	8th Grade Math		22	22	15			25	Needs Imp	June/July
	5th Grade Science		25	23	26			28	Progress	June/July
	8th Grade Science		18	8	15			21	Progress	June/July
	5th Grade Social Studies		24	16	19			27	Progress	June/July
	8th Grade Social Studies		22	21	23			25	Progress	June/July
	I.A.2. EOC Georgia Milestones-All Students									
	9th Literature		33	36%	49%			36%	Exceeds	June/July
	American Literature		26	27%	30%			29%	Exceeds	June/July
	Algebra		17	17%	33%			20%	Exceeds	June/July
	Geometry		30	28%	30%			33%	Progress	June/July
Biology	32	27%	38%			35%	Exceeds	June/July		
Physical Science	21	27%	35%			24%	Exceeds	June/July		
US History	38	31%	44%			41%	Exceeds	June/July		
Economics	26	28%	40%			29%	Exceeds	June/July		
I.B. Ensure all students are college and career ready.	I.B.1. Graduation Rate	% of students graduating in 4-year cohort								
	All Students		81.4	75.7%	88%			84%	Exceeds	Fall
	SWD Students	70.9	50.9%	75%			74%	Exceeds	Fall	
	I.B.2. HOPE Eligibility	% of graduates HOPE eligible	38	56%				41%		Fall
	I.B.3. Post-Secondary Outcomes									
	4-year college	% of graduates planning to attend college or career	19	47%				29%		Fall
	2-year college		14	24%				24%		Fall
	Technical college		6	13%				16%		Fall
Military	need		15%				20%		Summer	
Workforce	need		39%				42%		Summer	

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I.B. Ensure all students are college and career ready.	I.B.4. College Readiness									
	SAT	% of students meeting SAT Benchmark	23	22%						December
	SAT Math		22	22%						December
	SAT Evidence-Based Reading & Writing		59	57%						December
	ACT Composite	% of students meeting ACT Benchmark	13	37%				23%	Exceeds	Fall
	ACT English		46	46%				56%	Progress	Fall
	ACT Mathematics		19	25%				29%	Progress	Fall
	ACT Reading		31	39%				41%	Progress	Fall
	ACT Science		19	26%				29%	Progress	Fall
	PSAT/NMSQT-Grade 10									
	Met Both Benchmarks	% of students meeting PSAT GR10 Benchmarks	15	17%	17%			25%	Progress	January
	PSAT Evidence-Based Reading & Writing		37	43%	43%			47%	Progress	January
	PSAT Math		20	20%	19%			30%	Needs Imp	January
	PSAT-Grade 8									
	Met Both Benchmarks	% of students meeting PSAT GR8 Benchmarks	16	16%	17%			19%	Progress	Fall
	PSAT Evidence-Based Reading & Writing		41	38%	40%			44%	Progress	Fall
	PSAT Math		19	19%	21%			22%	Progress	Fall
	I.B.5. Pathway Completers	% of graduates completing a CTAE Pathway	49	40%	40%			59%	Progress	June/July
	I.B.6. End of Pathway Assessment	% of students passing EOPAs	46	40%	40%			46%	Progress	June
	I.B.7. AP/IB/MOWR Program	% of graduates earning AP/IB/MOWR credits	67	48.6%				77%	Needs Imp	Fall
I.B.8. IB Diploma	% of students earning diploma	71	50%				81%	Needs Imp	July	
I.B.9. AP Exams	% of students 3+ on AP exams	50	45%				60%	Needs Imp	Sept	
I.B.10. VECA Cohort Retention	% of students graduating in cohort	42	29%				52%	Needs Imp	June	
I.B.11. Middle School Advanced Course Options										
STEM	% of students enrolled in courses	n/a	26					Baseline	June	
Advanced Content		32	33				42	Progress	June	
High School Course		6	18				16	Progress	June	
STEM	% of students passing courses/ earning HS credit	n/a	n/a						June	
Advanced Content		97	97%				100%	Progress	June	
High School Course		97	98%				100%	Progress	June	
I.B. Ensure all students are college and career ready.	I.B.13. Lexile Levels-All Students									
	3rd	% of students meeting CCRPI Lexile Targets on GMAS	37	32%				47%	Needs Imp	June/July
	5th		52	56%				62%	Progress	June/July
	8th		60	52%				70%	Needs Imp	June/July
	10th/11th (American Literature)		45	44%				55%	Needs Imp	June/July
	I.B.14.CCRPI District Ratings									
	Elementary	CCRPI Score	67.3	59.3				68.3%	Needs Imp	Fall
	Middle		60.2	56.7				61.4%	Needs Imp	Fall
	High		65.2	65.0				66.2%	Needs Imp	Fall

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I.C. Provide meaningful, engaging, and effective instructional supports.	I.C.1. STAR Universal Screening-Spring									
	STAR Early Literacy (K)	% of students at/above benchmark (40 PR)	50	42%	58%			53%	Exceeds	June
	STAR Reading (1-8)		47	45%	44%			50%	Needs Imp	June
	STAR Math (1-8)		63	60%	61%			66%	Progress	June
	I.C.2. Student Growth Percentiles on GMAS									
	Elementary	% of students with typical or high growth SGPs	57.6	53.1				60		Winter
	Middle		55.5	58				58		Winter
	High		55	61.0%				58%		Winter
	I.C.3. Response to Intervention (RTI)									
	Elementary Tier 2/3 Students	% of students passing ELA & Math	n/a	51%	64.0%				Meets	June
	Middle Tier 2/3 Students		n/a	61%	72.0%				Meets	June
	High Tier 2/3 Students		n/a	15%	30				Meets	June

**Valdosta City Schools
2016-2017**

Goal Area II. Superior Support Services										
Performance Indicator	Performance Measures	Unit of Measure	Baseline 15-16	Actual				Target	Rating	Actual Data Available
				16-17	17-18	18-19	19-20			
II.A. Ensure a safe, orderly, and inviting place for students, staff, and parents.	II.A.1. Faculty and staff trained in safety procedures	% of faculty and staff trained	100	100	100			100	Meets	June/July
	II.A.2. Approved safety plans by the Georgia Emergency Management Agency	% of schools	0	10%	100%			100%	Meets	June/July
	II.A.3. Stakeholders report feeling safe in the school environment									
	Staff	% of stakeholders reporting on GSHS surveys	92.7%	91.2%				90%		Summer
	Students		77.9%	79.2%				90%		Summer
	Parents		89.9%	91.7%				90%		Summer
II.A.4. Risk management accident claims	% claims measured and reported to HR	100	100%	100%			100%	Meets		
II.B. Ensure effective resource stewardship.	II.B.1. Positive cash flow at the end of each fiscal year for all departments	% of depts with positive cash flow	100	100%	100%			100%	Meets	July
	II.B.2. Maintain a 15% fund balance	% of fund balance	20	22%	22%			20%	Exceeds	After Audit
	II.B.3. CCRPI Financial Efficiency Rating	CCRPI Stars	3.5	3%				3.5%		
	II.B.4. Incur no audit findings	# of findings	3	2	1%			0	Progress	After Audit
	II.B.5. Ensure energy efficiency of facilities and technology.	Need to determine	yes	yes	yes%			yes	Progress	
	II.B.6. On-time pickup and delivery of students being transported	% of on-time pickup	TBD	80%						June/July
	II.B.7. Student participation in breakfast program	% of students	49.6	50%	52%			52%	Meets	June/July
	II.B.8. Student participation in lunch program	% of students	83.5	83%	81%			86%	Needs Imp	June/July
	II.B.9. Cleanliness of buildings and schools	% meeting or exceeding	100	90%	100%			100%	Meets	June/July
II.C. Provide and maintain innovative instructional facilities and technology.	II.C.1. Desktops in schools	Replace 20% annually	yes	17%	20%			20%	Meets	June/July
	II.C.2. Compatible devices for Milestones testing	% of devices available	100	100%	100%			100%	Progress	June/July
	II.C.3. BYOD Access for Students	Increase by 1000 students per year	yes	2046				1000		June/July
	II.C.4. Students using Google Apps/email	Increase by 2000 per year	yes	2717				2000		June/July
	II.C.5. Technology and maintenance requests	% Completed	80	97%	100%			100%	Meets	June/July
	II.C.6. Annually review and implement the Five Year Facility Plan	Need	yes	yes	yes%			yes	Progress	June/July

**Valdosta City Schools
2016-2017**

Goal Area III. High Quality Workforce											
Performance Indicator	Performance Measures	Unit of Measure	Baseline 15-16	Actual					Target	Rating	Actual Data Available
				16-17	17-18	18-19	19-20				
III.A. Recruit and retain a high quality, diverse staff.	III.A.1. Turnover of all staff										
	Certified	% of turnover	16%	16%				13%	Progress	Fall	
	Classified		16%	17%				13%	Needs Imp	Fall	
	III.A.2. Maintain a minimum of 37% minority teachers	% of minority teachers	38%	41%				37%	Exceeds	Fall	
	III.A.3. Advanced degrees or certification by certified personnel	% of certified staff	64.7%	66%				68%	Progress	Fall	
	III.A.4. Internal promotions	% of staff promoted within VCS	2.6%	3%				3%	Progress	Fall	
	III.A.5. Staff with TAPS/LAPS scores above the state average										
	TAPS	% of staff above state average	TBD							Fall	
LAPS	TBD							Fall			
III.B. Provide quality, ongoing professional learning for all staff.	III.B.1. Annual participation in professional development related to identified needs	% of staff participating in PD	100	100%				100%	Progress	Fall	
	III.B.2. Staff with specialized endorsements										
	ESOL	% of staff with endorsements	1.7	2.0%				4%	Progress	Fall	
	Gifted		4	6.6%				7%	Progress	Fall	
	Reading		1	1.2%				4%	Progress	Fall	
	Teacher Leadership		0.1	0.3%				3%	Progress	Fall	
	K-5 Math		0	0.0%				3%	Progress	Fall	
	K-5 Science		0	0.3%				3%	Progress	Fall	
Coaching	0.1		0.4%				3%	Progress	Fall		

**Valdosta City Schools
2016-2017**

Goal Area IV. Positive Relationships with All Stakeholders										Actual Data Available
Performance Indicator	Performance Measures	Unit of Measure	Baseline 15-16	Actual				Target	Rating	
				16-17	17-18	18-19	19-20			
IV.A. Improve communication, collaboration, and engagement between the district and its stakeholders.	IV.A.1. Use of at least 3 modes of communication for each event	Need to determine	yes	yes	yes			yes	Progress	June/July
	IV.A.2. Social Media									
	FaceBook	% increase over prior year	112%	88%						June/July
	Instagram		129%	58%						June/July
	Twitter		24%	19%						June/July
	IV.A.3. Attendance of stakeholders at academically focused parent involvement activities		TBD	2192						
	IV.A.4. Title I Parent Surveys	% of increase over prior year	TBD	1664						Spring
	IV.A.5. Stakeholder attendance in decision-making opportunities	% increase over prior year	TBD	845						June/July
	IV.A.6. Establish a baseline participation rate for parent/staff surveys									
	Parent	% of Annual Participation	75							
Staff	90		76%				93%	Needs Imp		
IV.B. Promote a positive culture at each school.	IV.B.1. Teacher attendance	% of teacher absences (sick, personal)	4.2	4.3%				3.5%	Needs Imp	June/July
	IV.B.2. Student Attendance									
	Elementary	% of students missing fewer than 6+ days	65.3	51.5%				68%		Fall
	Middle		59.8	46.9%				64%		Fall
	High		51.2	51.0%				54%		Fall
	IV.B.3. Discipline Referrals									
	Elementary	% of students with discipline referrals	15.6	15.7%				12%		Fall
	Middle		29.2	30.3%				26%		Fall
	High		28.8	24.2%				25%		Fall
	IV.B.4. Use of ISS and OSS for discipline									
	Elementary-ISS	Total number of unique students	557	582				547		Fall
	Elementary-OSS		264	311				254		Fall
	Middle-ISS		400	358				390		Fall
	Middle-OSS		329	380				319		Fall
	High-ISS		398	387				388		Fall
	High-OSS		274	318				264		Fall
	IV.B.5. CCRPI Climate Ratings									
Elementary	Average Stars by Level	3.2	3.2				3.5		Fall	
Middle		2.5	2.5				3		Fall	
High		3	2				4		Fall	