

Clarke County School District 2024-2029 Strategic Plan Performance Measures

Goal	Objective	Performance Measures	Baseline	Winter 2023	Target Year 1	Target Year 2	Target Year 3	Target Year 4	Target Year 5
Connected	Safety & Trust	Increase the percentage of elementary school students who report feeling safe at school on the Georgia Student Health Survey.	75.60%	No Update	80.0%	83.0%	85.0%	88.0%	90.0%
Connected	Safety & Trust	Increase the percentage of middle and high school students who report feeling safe at school on the Georgia Student Health Survey.	63.60%	No Update	67.0%	73.0%	78.0%	85.0%	90.0%
Connected	Safety & Trust	Increase every school's "School Climate Star Rating" as issued by the Georgia Department of Education.	In 2019, average of all scores (21 schools) was 2.95. One school received a rating of 1, five 2s, ten 3s, four 4s and one 5.	No Update	Fewer than 5 schools with a 2 or below, all other schools 3 or above	All schools earn a 3 or above	5 or fewer schools earn a 3, all other schools 4 or above	All schools earn a 4 or above	At least 10 schools earn a 5, remaining schools earn a 4
Connected	Safety & Trust	Increase the percentage of teachers who somewhat agree or strongly agree that <i>"throughout my school, there are consistent expectations and consequences for student behavior"</i> on the staff culture survey.	51.0%	55.0%	56.0%	60.0%	65.0%	75.0%	90.0%
Connected	Communication	Increase percentage of staff who have been trained in best practices and methods for effective District communications.	2.0%	7.0%	35.0%	50.0%	75.0%	90.0%	100.0%
Connected	Communication	Increase the number of school wide translations provided.		New Metric					
Connected	Communication	Increase the number of families who connect to the Parent Portal throughout the school year.		New Metric					
Connected	Communication	Increase the number of followers on CCSD's District Facebook page.	11,000	11,454	12,000	13,000	14,000	15,000	16,000
Connected	Shared Accountability	Increase the efficiency, purposefulness, and sustainability of CCSD-community partnership processes as reported by school leaders, business and nonprofit leaders	None	No Update					
Connected	Shared Accountability	Increase percentage of caregivers who strongly agree that school and district connections provide an opportunity to learn about their student's experience at school.	None	83.90%	86%	89%	92%	94%	90%
Connected	Shared Accountability	Increase the Local School Governance Team Net Promoter Score as reported by LSGTeam members on the annual LSGTeam assessment.	25*	No Update	30	33	36	40	45
Talented	Leader Capacity	Increase the percentage of leaders who indicate "strongly agree" that district has increased their leadership capacity throughout the year.	None	53.0%	56.0%	60.0%	65.0%	70.0%	75.0%
Talented	Leader Capacity	Increase the Observation and Feedback domain score for instructional staff on the School Culture Survey.	3.9**	4.1	4.1	4.2	4.2	4.3	4.4
Talented	Leader Capacity	Decrease the percentage of teachers who report leaving the district due to "Supervisor Dissatisfaction" as primary or secondary reason for leaving on Exit Survey.	13.5%	4.4%	8.0%	6.0%	5.0%	<5%	<5%
Talented	Professional Learning	Increase the Professional Development domain score for instructional staff on the School Culture Survey.	4**	4.1	4.1	4.2	4.2	4.3	4.4
Talented	Professional Learning	Increase in percentage of teachers leaving CCSD who indicate they felt supported on the exit survey feedback form.	58%	50.0%	64.0%	70.0%	75.0%	77.0%	80.0%
Talented	Professional Learning	Increase the use of the CCSD Classroom Observation and Feedback walk-through form. (Adaptation of the TNTP Opportunity Myth Rubrics)	0	No Update	100% (Acad. Owner)	100% (Module 2)	100% (Module 3)	100% (Module 4)	100% All
Talented	Professional Learning	Increase the percentage of people participating in a District Professional Learning Day who indicated "strongly agree" on the CCSD Professional Learning Evaluation Form to the statement. "It is likely that I will apply the learning from this session to my work"	None	71.9%	73.0%	78.0%	81.0%	85.0%	90.0%
Talented	Professional Learning	Increase the percentage of people participating in a Professional Learning Community who indicated "strongly agree" on the CCSD Professional Learning Evaluation Form to the statement. "It is likely that I will apply the learning from this session to my work."	None	83.3%	85.0%	88.0%	90.0%	92.0%	95.0%

\*Net Promoter Score Range: -100 to 100. \*\*Range: 1.0 to 5.

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Talented	Professional Learning	Increase the percentage of people participating in a District Professional Learning Day who indicated “strongly agree” on the CCSD Professional Learning Evaluation Form to the statement: “The new knowledge and skills gained from this session will have a positive impact on student outcomes.”	None	68.9%	72.0%	76.0%	80.0%	85.0%	90.0%
Talented	Professional Learning	Increase the percentage of people participating in a Professional Learning Community who indicated “strongly agree” on the CCSD Professional Learning Evaluation Form to the statement: “The new knowledge and skills gained from this session will have a positive impact on student outcomes.”	None	81.5%	83.0%	86.0%	89.0%	92.0%	95.0%
Talented	Retention	Increase the retention rate of effective teachers and staff.	None	No Update	86.0%	88.0%	90.0%	91.0%	92.0%
Talented	Retention	Increase the composite score of the Retention domain.	3.6**	3.61	3.7	3.8	4.0	4.1	4.2
Talented	Retention	Increase the retention rate of Induction Phase Teachers.	75.11%	99.10%	80%	82%	85%	88%	90%
Thriving Students	Consistent instruction	Increase the percent of K-5 students who met or exceeded their growth goal in reading on the iReady assessment.	57.5%	No Update	60.0%				
Thriving Students	Consistent instruction	Increase the percentage of students reading on grade level in 3-8 on the Georgia Milestones assessments.	52.9%	No Update	55.0%	58.0%	60.0%	62.0%	64.0%
Thriving Students	Consistent instruction	Increase the percentage of students reading on grade level in K-8 as measured by the iReady assessment	45.6%	36%	48.0%	50.0%	52.0%	54.0%	56.0%
Thriving Students	Consistent instruction	Increase the percentage of students in grades 3-8 proficient or above in math on the Georgia Milestones assessments.	28.5%	No Update	32.0%	35.0%	38.0%	41.0%	44.0%
Thriving Students	Consistent instruction	Increase the percentage of students performing on grade level math in K-8 as measured by the iReady assessment.	42.8%	28%	45.0%	48.0%	51.0%	54.0%	57.0%
Thriving Students	Consistent instruction	Increase the percentage of students in the incoming high school cohort receiving passing grades in eight courses in the first year of high school.		No Update	55%	60%	65%	70%	75%
Thriving Students	Consistent instruction	Increase the percentage of students in the incoming high school cohort receiving passing grades in four courses in the first semester of high school.	58.0%	55.1%	60.0%	65.0%	70.0%	75.0%	80.0%
Thriving Students	Consistent instruction	Increase percentage of students entering 9th grade with at least one high school credit in science, math, world languages, CTAE, or the Arts.	79.5%	No Update	82.0%	85.0%	88.0%	91.0%	94.0%
Thriving Students	Equitable	Increase the percentage of Special Education students proficient or above in English Language Arts on the Georgia Milestones assessments.	7.1%	No Update	11.0%	15.0%	20.0%	25.0%	30.0%
Thriving Students	Equitable	Increase the percentage of Special Education students proficient or above in math on the Georgia Milestones assessments.	9.4%	No Update	14.0%	20.0%	24.0%	30.0%	35.0%
Thriving Students	Equitable	Increase the percentage of African American students proficient or above in English Language Arts on the Georgia Milestones assessments.	10.8%	No Update	17.0%	25.0%	33.0%	41.0%	50.0%
Thriving Students	Equitable	Increase the percentage of African American students proficient or above in math on the Georgia Milestones assessments.	11.5%	No Update	17.0%	25.0%	33.0%	41.0%	50.0%
Thriving Students	Equitable	Increase the percentage of 6th-grade students proficient or above in English Language Arts on the Georgia Milestones assessments.	25.6%	No Update	30.0%	33.0%	36.0%	40.0%	45.0%
Thriving Students	Equitable	Increase the percentage of 6th-grade students proficient or above in math on the Georgia Milestones assessments.	20.0%	No Update	25.0%	30.0%	35.0%	40.0%	45.0%
Thriving Students	Equitable	Increase the percentage of 9th-grade students proficient or above in Algebra I on the Georgia Milestones End of Course assessment.	25.2%	No Update	29.0%	33.0%	37.0%	40.0%	45.0%
Thriving Students	Equitable	Increase the percentage of 9th-grade students proficient or above in Biology on the Georgia Milestones End of Course assessment.	35.7%	No Update	40.0%	44.0%	48.0%	52.0%	55.0%
Thriving Students	Equitable	Increase the percentage of minority (non-white) students completing a GaDOE-approved Advanced Academic Pathway, including Advanced Placement, Dual Enrollment by each senior cohort.	47.5%	No Update	52.0%	60.0%	68.0%	76.0%	84.0%
Thriving Students	Rigorous and Relevant	Increase the percentage of elementary students exposed to GaDOE-approved career cluster by the end of 5th grade.	0.0%	No Update	10.0%	20.0%	45.0%	60.0%	80.0%
Thriving Students	Rigorous and Relevant	Increase the percentage of middle school students participating in a career learning course.	86.0%	No Update	89.0%	92.0%	95.0%	98.0%	100.0%

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Thriving Students	Rigorous and Relevant	Increase the high school graduation rate.	77.2%	No Update	81.0%	84.0%	87.0%	90.0%	93.0%
Thriving Students	Rigorous and Relevant	Increase the number of students completing GaDOE-approved CTAE pathways by each senior cohort.	182	No Update	200	225	250	275	300