

Board Results Policy: Key Performance Indicators & Recommendations

August 10, 2021



Results Policy



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Academic Achievement

The annual goals listed below are the criteria set by the School Board as the measurable objectives to be used for the Superintendent's annual evaluation as set out in Board Policy BSL-3: Monitoring Superintendent performance.

The board recognizes the importance of a comprehensive education as reflected in the Salem-Keizer Public Schools diploma requirements. Students earning a diploma have demonstrated satisfactory completion of required credits across a comprehensive curricula as well as demonstrated proficiency in the Essential Skills of reading, writing, and math.

Credits are required in the areas of language arts, math, science, social science, health, PE, applied arts/fine arts/world languages/CTE, and electives in order to earn a regular diploma, modified diploma or extended diploma from Salem-Keizer Public Schools.

Annual Goals:

1. As a result of the District's efforts, there will be an increase in the percentage of students in the following subgroups who meet or exceed the State benchmarks in Reading, Writing, Science, Mathematics, and English Language attainment:
 - the major racial/ethnic groups in the District,
 - students with disabilities,
 - English Language Learner students,
 - economically disadvantaged students, and
 - students designated by the District as Talented and Gifted.

The District will use the Smarter Balance Assessment Consortium and the English Language Proficiency Assessment data to determine results. The content standards can be viewed on the District's website.

2. The percentage of students completing high school through their participation in any District sanctioned program will increase each year.



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3. The District's dropout rate, as defined by the Oregon Department of Education, will be below or at the State average.
4. For the 2017-18 school year, the superintendent will develop a data system that will allow the board to monitor the District's progress towards increasing the graduation rates and lowering the dropout rate. This data system will include key data points such as 3rd grade reading, chronic absenteeism, student engagement in programs which boost the graduation rate, and an early warning system for students with the potential to drop out.
5. The superintendent will establish systems and routines to demonstrate to the board regular monitoring of individual school performance and to ensure an appropriate response.
6. For the 2017-18 school year, a system of annual reports will be developed for the board.

Monitoring Method: Internal Report
Monitoring Frequency: Annually



Key Performance Indicators (KPIs)

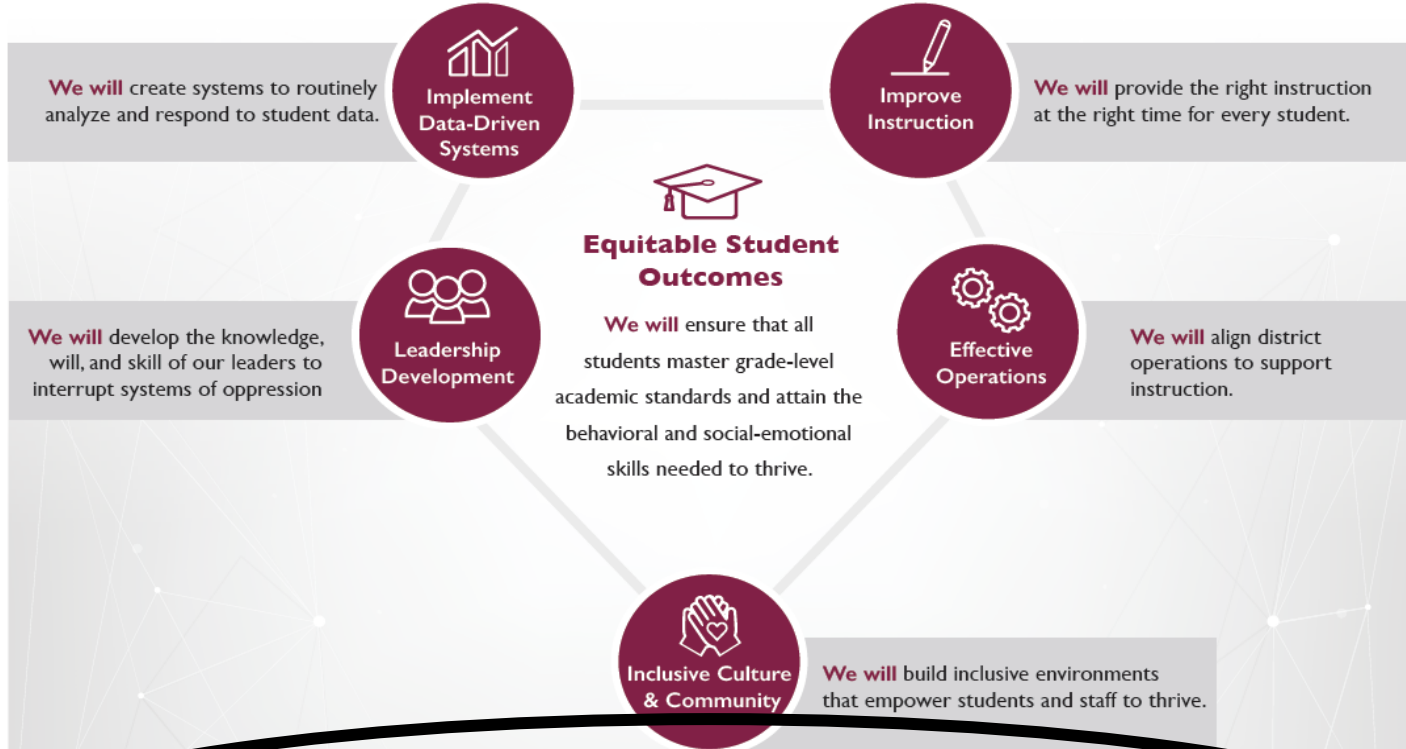
- Key Performance Indicators:
 - Align with Strategic Plan
 - Measure progress toward important goals

Key Performance Indicators (KPIs)

2019-22

Salem-Keizer Public Schools Strategic Plan

Our Vision: All students graduate and are prepared for a successful life.



Key Performance Indicators

These indicators and outcomes provide check-points for student success.

Equity, Diversity, & Inclusion	Social-Emotional Supports	Elementary Success	Middle School Success	High School Success	Community Engagement/Empowerment
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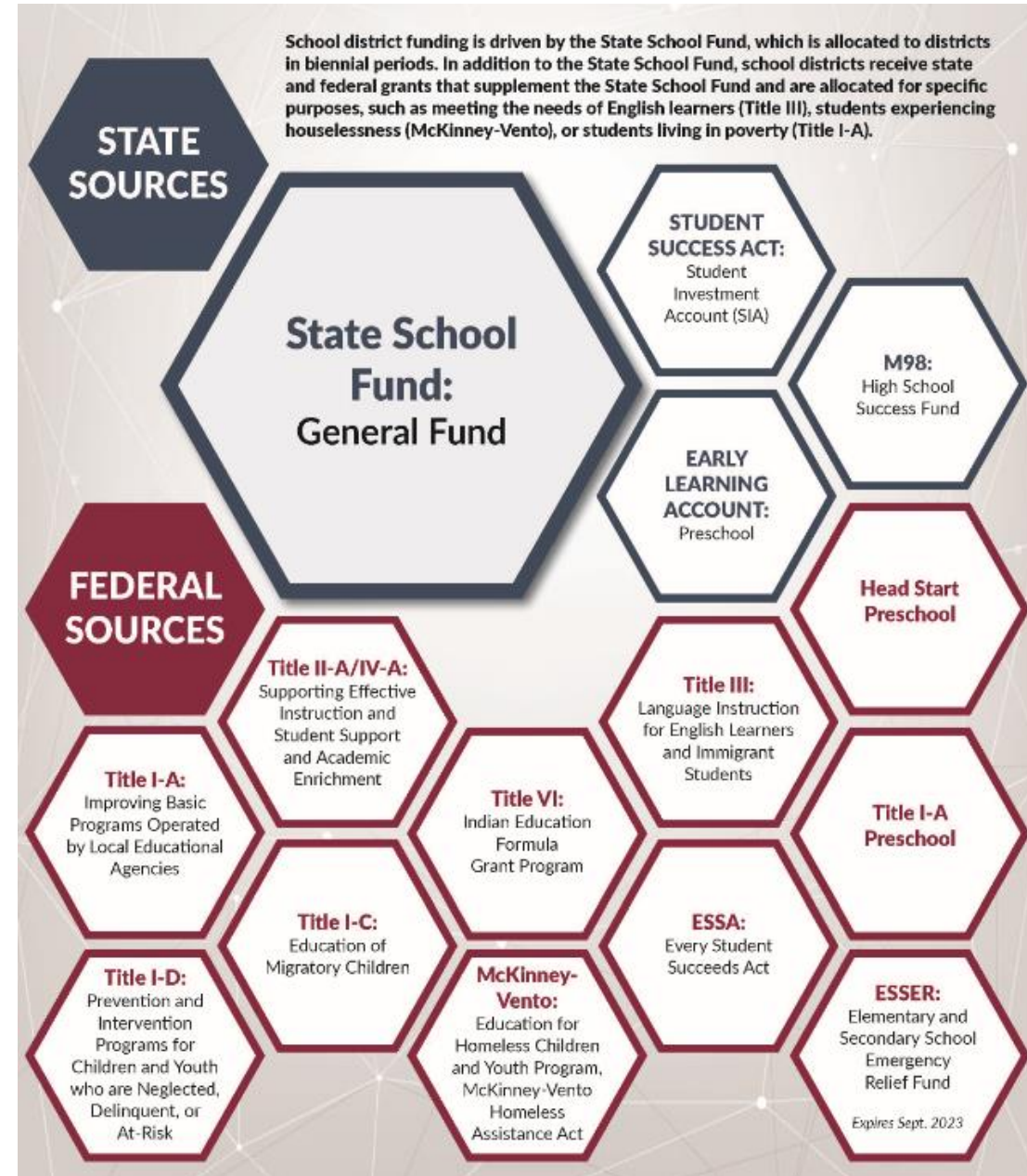
SY 2021-22 Key Performance Indicators (KPIs)

Equity, Diversity, & Inclusion	Social-Emotional & Behavioral Health	Elementary Success	Middle School Success	High School Success	Community Engagement & Empowerment
Disaggregated Exclusionary Discipline Data ⁵	Sense of Belonging ⁴	Grade 5 Math Growth ¹	Grade 7 Math Growth ¹	Math Grade Distribution ⁵	Engagement Sessions and associated outcomes ⁶
Increase diversity of applicants and hiring of diverse applicants within that pool ⁶		Grade 2 Passage Reading Fluency (English) ²	Math Grade Distribution ⁵	Grade 9 On Track to Graduation ⁵	CBO Engagement & Partnerships in Support of Students ⁶
		Grade 2 Sentence Reading Fluency (Spanish) ²	ELA Grade Distribution ⁵	Completion Rates (4- and 5-Year Cohorts) ³	
		Grade 5 On Track to ELP ³	Grade 7 On Track to ELP ³	Biliteracy Seal ³	

1. i-Ready
2. easyCBM
3. State Metric
4. Panorama
5. Student Information System (Synergy)
6. SKPS Metric

Strategic Plan Investments

- We invest resources in our Strategic Plan goals and strategies
- Our KPIs help us assess our progress toward our goals
- The general fund is our greatest investment
- Each of the grants we receive are strategically invested to support its intended student population and our strategic goals within that population





Monitoring

- Starting in October, we will present regular updates on our KPIs.
- Not all measures are updated each month.
- By year-end, we will have reported on all KPIs at least once.



Monitoring

- Math and Literacy Growth (2x year)
- Passage and Sentence Reading Fluency (2x year)
- State Metrics (annually)
- Sense of Belonging (annually)
- Grades and Discipline (2x year)
- Engagement Metrics (2x year)



Results Policy Recommendation



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