

Board Priority Metrics for the 2015-16 and 2016-17 School Years

FULL BOARD

Priority	Draft Metric	Measurement	How/When will this come to the Board?	Staff Lead
Create a successful enrollment balancing framework that creates a foundation of equitable core programming across schools	Enrollment balancing values framework adopted by the board	Values framework adopted by the Board of Education	Completed by Full Board in October 2015	Jon Isaacs
	Plan and timeline for implementation of enrollment balancing for right sized schools is adopted by the board	Resolution voted on	March 2016	Jon Isaacs/ Tony Magliano
	Develop a plan for equitable middle grades programming across schools	Plan prepared	Spring 2016	Harriet Adair/Antonio Lopez/Chris Russo
	Define and disseminate core programming	Core programming requirements reviewed, revised where applicable and disseminated	Spring 2016 Spring 2017 as part of staffing/budget process	Harriet Adair/Antonio Lopez/Chris Russo
Create an environment in which supports are in place for teachers to thrive and have a voice in district-wide decision making.	School climate survey shows increased teacher satisfaction	2015-16: Work with PAT to identify questions that represent teacher satisfaction and identify goals	School Climate Survey Results Spring 2017	Jon Isaacs

	Retention of new teachers supported by the New Teacher Mentor program increases	See evaluation provided Retention rates of new teachers by race	Report on retention rates provided to the Board Summer 2017	Antonio Lopez
	Increased teacher participation in key district work groups	2015-16: Prepare report in collaboration with PAT and look for additional opportunities for 2016-17	Provided to the Full Board in July 2016 and July 2017	Amanda Whalen
	PPS/PAT team trained in Interest Based Bargaining	Training occurred Potentially more needed based on team identification	Completed November 2015	Sean Murray
	Interest Based Bargaining utilized for PAT negotiations	IBB partially or fully utilized	Spring 2016	Sean Murray

TEACHING AND LEARNING COMMITTEE

Priority	Draft Metric	Measurement	How/When Presented to the Board	Staff Lead
Each student prepared for life, college and career and to meaningfully contribute to their communities.	Acceleration in 4 year and 5 year graduation (includes modified diploma) and completion data	2015-16: 4 Yr Grad Rate <ul style="list-style-type: none"> All students 4% pt (disaggregate modified diploma) Males of Color: 8% pt 	Graduation/Completion Rates in late January	Antonio Lopez
		5 Yr Completion Rate <ul style="list-style-type: none"> All students 2% pt Males of Color: 4% pt 		
	Increased participation and completion rates in advanced (college/career) programming, specifically AP, IB, Dual Credit and CTE in 11 th and 12 th grades	2015-16 Goals: <ul style="list-style-type: none"> All students: 2% pt Males of Color: 4% pt Develop system for tracking CTE completion 	Summer 2016	Antonio Lopez
		2016-17 Goals: <ul style="list-style-type: none"> All students: 2% pt Males of Color: 4% pt Baseline data for CTE enrollment 	Summer 2017	
	Increase in ACT scores meeting college readiness benchmarks			Antonio Lopez/Chris Russo
	Increase in percentage of students entering 10 th grade on track to graduate (6 or more credits)	2015-16 Goals: <ul style="list-style-type: none"> All students 3% pts Males of Color 7% pts 	October 2016	Antonio Lopez
		2016-17 Goals: <ul style="list-style-type: none"> All students 3% pts 	October 2017	

		<ul style="list-style-type: none"> Males of Color 7% pts 		
	Increase in the number of students who completed Reconnection Services Intake and are placed in a school.	2015-16 Goal: <ul style="list-style-type: none"> 5% increase 	Fall 2016	Antonio Lopez
		2016-17 Goal: <ul style="list-style-type: none"> 5% increase 	Fall 2017	
Create a system of quality education and supports to increase literacy rates for all children.	Kindergarten attendance rates increase	Increase in number of students who achieved the good/acceptable rate of attendance (90% and above) 2015-16 Goal: <ul style="list-style-type: none"> All students 1% increase Males of Color: 2% increase 	Summer 2016	Harriet Adair
		2016-17 Goal: <ul style="list-style-type: none"> All students: 1% increase Males of Color 2% increase 	Summer 2017	
	100% of students will read at grade level by the end of 3 rd grade Students with significant support needs and new to the country make significant progress toward appropriate literacy goals		Mid-year report to Teaching and Learning committee in the Spring.	Chris Russo
	Students demonstrate mastery on common core standards in English Language Arts	2015-16 Goals: <ul style="list-style-type: none"> All students in grades 3-5 and combined and grade 8 achieving Level 3&4 on ELA 	Results of SBA shared in August 2016 and 2017	Chris Russo

		<p>SBA increase of 2% pts</p> <ul style="list-style-type: none"> Males of Color in Level 3&4 increase by 4% pts 		
		<p>2016-17 Goals:</p> <ul style="list-style-type: none"> All students in grades 3-5 combined and grade 8 achieving Level 3&4 on ELA SBA increase of 2% pts Males of Color in Level 3&4 increase by 4% pts 		
	Growth on DIBELS and interim assessments	<p>80% of students in grades K-3 in core (low risk) as measured by DIBELS and IDEL by spring 2021.</p> <p>Goal to decrease the percent of students in strategic/intensive (higher risk) by 4% per year for all students and by 8% per year for Males of Color.</p> <p>Data disaggregated by program.</p> <p>2016-17 Goal (subject to adjustment based on baseline data):</p> <ul style="list-style-type: none"> All students: 32% Males of Color: 47% 	Summer 2016 and Summer 2017	Chris Russo
	Implementation of 6-12 literacy materials and resources adoption in 2015-16	<p>Summative Implementation Metric:</p> <ul style="list-style-type: none"> Adoption selection process completed and materials recommended by February 2016 	Share work plan with T&L committee in February 2016	Chris Russo

	Plan for PK-5 literacy materials and resources adoption completed in 2015-16 for implementation in 2016-17	Summative Implementation Metric: Adoption selection process completed and materials recommended by May 2016	Share work plan with T&L committee in May 2016	Chris Russo
	Implementation of the Multi-Tiered Systems of Support (MTSS) framework in all schools resulting in a statistically proportionate measure of students in strategic, intensive and core categories of the framework	(See literacy goals above and climate plans below). <ul style="list-style-type: none"> Disaggregated data 		Chris Russo & Lorenzo Poe
	Increased numbers of schools and students being served within the CBELD (Content Embedded ELD) and QTEL (Quality Teaching for English Language Learners) instructional models of inclusive ELL practice	2015-16: <ul style="list-style-type: none"> Develop baseline data for teachers receiving professional development in CBELD and QTEL 2016-17: <ul style="list-style-type: none"> Increase professional development opportunities for teachers 	Data shared with T&L committee in Summer 2016 (post budget approval)	Chris Russo

	Number of classes offered at the high schools for students at English language proficiency levels 1-3	2016-17 Goal: Increase number of classes	Fall 2016	Chris Russo
Create a system of behavior supports that will reduce disproportionality in expulsions and suspensions	Implementation of the Multi-Tiered Systems of Support (MTSS) framework in all schools resulting in a statistically proportionate measure of students in strategic, intensive and core categories of the framework	(See literacy goals above and climate plans below) <ul style="list-style-type: none"> Disaggregated data 		Lorenzo Poe/ Chris Russo
	Reduce disproportionality of exclusionary discipline	2015-16 Goal: <ul style="list-style-type: none"> Reduce overall exclusionary discipline by 50% and disproportionality in exclusionary discipline for our historically underserved students by 50% (2012-13 baseline data) 	Mid-year update March 2016 and March 2017 to T&L Committee End of year report August 2016 and August 2017	Lorenzo Poe
		2016-17 Goal: <ul style="list-style-type: none"> Reducing overall exclusionary discipline by 10% and reducing exclusionary discipline for Males of Color by 20% (2015-16 baseline data) 		
PBIS Implemented district-wide	2015-16 Goal <ul style="list-style-type: none"> School Climate Plans completed (IBB) 	Present to the Teaching and Learning Committee	Antonio Lopez & Lorenzo Poe	

		2016-17 Goal <ul style="list-style-type: none"> Implementation of work from IBB 	Summer 2016 and 2017	
	IBB process utilized to address discipline	IBB process completed	Update to the full board when completed	Sean Murray

Additional Information to the Teaching and Learning Committee

FAFSA or Oregon Promise completion rates increase	Work with All Hands Raised to develop tracking system for FAFSA completion including disaggregating by race.	Antonio Lopez/Harriet Adair
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More 4 year old students enrolled in full day Early Learning Programs	Share enrollment report with Teaching and Learning Committee in October 2016	Harriet Adair
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SCHOOL IMPROVEMENT BOND COMMITTEE

Priority	Draft Metric	Measurement	How/When Presented to the Board	Staff Lead
Ensure the bond continues tracking on time and on budget and delivers innovative 21st century schools	Balanced Score card tracking Bond Projects as on time and on budget	Monthly Balanced Score card reflects progress on metrics	Monthly board packets and a quarterly report to the Board	Jerry Vincent
	Feedback from the Design Advisory Group for each school modernization project upon completion of design process	Report completed for each DAG	Presented to Bond Committee and full Board when completed	Jerry Vincent
	Implementation of MWESB utilization tracking software for public improvement and architecture and engineering contracts that provides data to show progress towards meeting PPS aspirational goal of 18% MWESB participation	Complete implementation of B2G tracking software by June 30, 2016 Provide year-end narrative report summarizing progress	Present to the Bond committee quarterly on our progress	Jerry Vincent/ Yousef Awwad
	On public improvement projects, meet or exceed Workforce Equity goal of 20% available apprentice trade hours worked by apprentices	Track progress based on individual public improvement contracts and cumulatively	Present to the Bond committee quarterly on our progress	Jerry Vincent/Yousef Awwad

Narrative Comments:

1. Total amount paid to certified MWESB firms to date exceeds \$7.8 million. Total MWESB participation for consultants continues to exceed the 18% goal, whereas the participation for contractors is below 5%. Overall for program is 8.5%.
2. Good effort shown on the workforce equity over the last few months on the high school projects. Previously both FHS and RHS had been below the 20% goal, but as anticipated, as more trades begun work on the site both projects are now over the goal. On the IP-2015 work a few contractors / subcontractors did not meet expectations. Three warning letters were sent and one prime contractor was fined for noncompliance.
3. Student participation continues to go great. Lease Crutcher Lewis provided a site tour for RHS's Introduction to Construction class that received good press coverage in December. The Portland Workforce Alliance's NW Youth Career Expo is happening and February and the bond will again be well



2012 Bond Projects

Improvements 2016	Roosevelt HS	Faubion K8	Improvements 2014	Franklin HS	Improvements 2015	Improvements 2015-SCI	Grant HS	Marshall Campus	Improvements 2015-Maple	Tubman	Program Mgmt
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Strategic Objectives	Performance Measures	Performance Targets
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Objective A MWESB participation	1 Project objectives established	Green: MWESB >18% Yellow: MWESB >10% Red: MWESB <10%
	2 Consultants - % of payments made to MWESB owned	
	3 Contractors - % of payments made to MWESB owned	

Objective B apprentice basic participation	4 Project objectives established >\$200k contracts	Green: participation >20% Yellow: participation >10% Red: participation <10%
	5 Contractors % of labor hours/apprentice trade	

Objective C MWESB student participation	6 Project objectives established >\$100k contracts	Per AD Green: students > 500 Yellow: students > 100 Red: students < 100
	7 Tier 1 - Group Activities EG: career fairs, guest speakers	Green: students > 50 Yellow: students > 20 Red: students < 20
	8 Tier 2 - 1-on-1, Short-Term Activities EG: job shadows, mock interviews	Green: students > 10 Yellow: students > 5 Red: students < 5
	9 Tier 3 - 1-on-1, Long-Term Activities EG: internships	

	2013	2014	2015	2016	2017	2018	2019	2020
Improvements 2016								
Roosevelt HS								
Faubion K8								
Improvements 2014								
Franklin HS								
Improvements 2015								
Improvements 2015-SCI								
Grant HS								
Marshall Campus								
Improvements 2015-Maple								
Tubman								
Program Mgmt								

BUSINESS AND OPERATIONS COMMITTEE

Priority	Metric	Measurement	How/When Presented to the Board	Staff Lead
Ensure a strong principal and vice principal/assistant principal in every building who is well matched to the school community.	Increase in satisfaction with administration team reflected in annual school climate survey (students, teachers, parents)	2016-17 Goal: 5% increase in “Agree” or “Strongly Agree” for identified questions	Climate survey results in 2017	Antonio Lopez
		Include questions regarding administration for students.		
	Leadership Changes	Report that indicates schools with changes in leadership (includes any mid-year changes)	Summer 2016	Antonio Lopez and Sean Murray
	Evaluation Completion	2015-16 Goal: Develop baseline data indicating on-time completion of administrator goal setting, mid-year check ins and finalized evaluations of school administration	Summer 2016	Antonio Lopez
	Review the principal hiring process	Discussed in Business and Operations Committee	Spring 2016	Sean Murray/ Antonio Lopez