



QCSD Performance Metrics 2017-18 Results

August 23, 2018

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
- 2017-18 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 for 2017-18
- Performance measurement for administrators will be 100% goals in 2018-19



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.

Our Annual Superintendent/District Goals and associated objectives documented in our Action Plans 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 for 2017-18

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



Key

- Green – met 2017-18 target; on track
- Yellow – did not meet 2017-18 target, steady/improving performance
- Red – did not meet 2017-18 target, area of concern

2017-18 Results – Elementary Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Target	2017-18 Actual	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%	80.5%	82.0%	82.1%	83.6%	85.0%
2	Reading on grade level by the end of Grade 3	Guided Reading Level and/or NWEA Lexile level	5.0%	82.9%	85.9%	81.9%	82.9%	75.1%	80.1%	85.0%
3	Proficient in RELA by the end of Grade 5	PSSA	5.4%	77.9%	75.7%	69.6%	74.7%	74.3%	79.7%	85.0%
4	Proficient in Math by the end of Grade 5	PSSA	13.7%	66.4%	62.3%	56.4%	65.9%	57.7%	71.4%	85.0%
5	Fifth-grade attendance	PIMS attendance reporting	Maintain above 95%	95.9%	96.4%	95.9%	>95%	96.3%	>95%	95.0%



2017-18 Results – Middle School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Target	2017-18 Actual	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%	95.8%	>85%	94.7%	>85%	85.0%
2	Proficient in RELA by the end of Grade 8 (adjusted for opt-outs beginning in 2017-18)	PSSA	7.3%	77.4%	65.5%	70.1%	75.4%	70.5%	77.8%	85.0%
3	Proficiency in Math by the end of Grade 8 (adjusted for opt-outs beginning in 2017-18)	PSSA	23.9%	54.3%	40.4%	49.0%	63.6%	37.3%	61.2%	85.0%
4	Rate of participation in athletics and activities	Pay to Play rosters and club rosters	3.3%	N/A	87.0%	92.6%	>85%	78.4%	81.7%	85.0%
5	50% of students will complete Algebra I and pass the Keystone by the end of Grade 8 (adjusted for opt-outs beginning in 2017-18)	% of students passing; Keystone pass rate	4.4%	N/A	23.8%	41.1%	44.1%	41.3%	45.7%	50.0%
6	Meet the CCR expectations by the end of Grade 8	Completion of required activities in Naviance (% students passing CCR Class) Note: The CCR elective was replaced, so there is no data for this metric. For 2018-19, one or more components of the Future Ready Index will be available for use	Maintain above 95%	N/A	100%	100%	>95%	<i>Excluded</i>	>95%	95.0%
7	7th Grade Attendance	PIMS attendance reporting	0.3%	95.4%	95.7%	94.9%	95%	94.5%	94.8%	95.0%



2017-18 Results – High School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Target	2017-18 Actual	2018-19 Target	2019-20 Target
	HIGH SCHOOL									
	<i>All students:</i>									
1	Completion of Algebra I and pass Keystone by graduation (all students, excluding opt-outs beginning in 2017-18)	% of students passing course and Keystone	4.0%	81.3%	85.2%	83.4%	83.9%	77.0%	81.0%	85.0%
2	Ninth-grade promotion rates (all students)		Maintain above 95%	93.0%	95.0%	95.8%	>95%	96.9%	>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	97.2%	>85%	96.5%	>85%	85.0%
4	Pass Biology Keystone by graduation (all students, excluding opt-outs beginning in 2017-18)	% of students passing Keystone	3.1%	80.3%	83.3%	79.3%	81.2%	78.8%	81.9%	85.0%
5	Pass Literature Keystone by graduation (all students, excluding opt-outs beginning in 2017-18)	% of students passing Keystone	0.1%	83.8%	90.4%	88.1%	>85%	84.9%	85.0%	85.0%



2017-18 Results – High School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Target	2017-18 Actual	2018-19 Target	2019-20 Target
	<i>College ready:</i>									
6	PSAT in 10th grade (all students)	% meeting both college ready benchmarks	12.6%	N/A	43.1%	47.9%	54.3%	39.8%	52.4%	65.0%
7	Completion of Algebra I and pass Keystone by 10th grade (college ready, excluding opt-outs beginning in 2017-18)	% of students passing course and Keystone	Maintain above 65%	N/A	N/A	77.8%	>65%	65.3%	>65%	65.0%
8	Successfully complete Level I and II of a World Language by graduation (college-ready)	% of students passing	0.4%	72.3%	67.6%	66.0%	>65%	64.3%	64.7%	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	0.7%	6.1%	24.2%	36.8%	37.9%	38.6%	39.3%	40.0%
10	% of students taking either the SAT or ACT (college-ready)	Total participation rate for SAT/ACT	5.8%	68.9%	62.9%	56.3%	59.2%	53.4%	59.2%	65.0%
11	SAT/ACT Performance (college-ready)	% of students meeting all college-ready benchmarks	16.4%	31.1%	28.7%	36.3%	45.9%	32.2%	48.6%	65.0%



2017-18 Results – High School Metrics

	Key Indicators	Measurement	Expected Annual Growth	2014-15 Actual	2015-16 Actual	2016-17 Actual	2017-18 Target	2017-18 Actual	2018-19 Target	2019-20 Target
	<i>Career ready:</i>									
12	Students enrolled in 3 or more years of Technical school program will earn the certification(s) offered in their program (career-ready) NOTE: To match the data collected by UBCTS, the group of students included for this metric is defined as NOCTI-eligible seniors	% of tech school students (NOCTI-eligible seniors) earning at least one of the certifications offered in their program	Maintain above 85%	N/A	86.1%	81.6%	82.7%	86.2%	>85%	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%	89.0%	>85%	85.5%	>85%	85.0%



Overall Results for 2017-18

Met Target for 37.5% of Metrics (9 of 24, one excluded)

- 40% of Elementary Metrics (2 of 5, and 2 with growth)
- 16.7% of Middle School Metrics (1 of 6 and 2 steady)
- 53.8% of High School Metrics (6 of 13 and 4 steady)

NOTE:

Within 1% of Target for 4 Metrics

Met or Within 1% of Target for 54.2% of Metrics (13 of 24)



What's New for 2018-19

- Impact of the PA Future Ready Index