

Oconee County Schools Balanced Scorecard 2019-2024

Performance Objective		Performance Measure	Base -line	FY20	FY20	FY21	FY21	FY22	FY22	FY23	FY23	FY24	FY24
				Target	Actual	Target	Actual	Target	Actual	Target	Actual		
1. Provide high quality professional learning	1	Increase the number of gifted endorsed teachers	315	340	361	365	386	390.0	400	415		440	
	2	Increase the number of ESOL endorsed teachers (1 per grade level at ES and 1 per content area by grade level in MS)	74	80	87	87	89	94	97	101		108	
	3	Evaluate and improve the effectiveness of professional learning	TBD	TBD	93.4	TBD	93.5	TBD	97.42	TBD		TBD	
2. Prepare students for post-secondary and workforce options	4	Improve the % of at-risk students graduating in 4 years (Black, SWD, and ED)	82.71	84	93.5	93.6	92.75	93.6	TBD	93.7		93.8	
	5	Improve % of all students graduating in 4 years	94	94.2	97.5	97.6	98.27	98.28	TBD	98.29		98.3	
	6	Increase % of 12th grade students completing a CTAE, advanced content, fine arts, or world language pathway	90.58	91	NA	92.6	87 (New)	93.4	TBD	94.2		95	
	7	Increase % of students that are college and career ready	83	84.4	NA	85.8	N/A	87.2	TBD	88.6		90	
	8	Increase % 12th grade students earning credit for accelerated enrollment via Dual Enrollment	57	58.6	NA	60.2	70	61.8	TBD	63.4		65	
	9	Increase % of the seniors that scored a 3 or higher on at least one AP Exam during high school	51.2	52.2	50.7	53.2	50.5	54.2	TBD	55.2		56.2	
	10	Increase % of students in grades 3-5 demonstrating reading comprehension at or above the midpoint of the College & Career Ready "Stretch" Lexile Band for each grade level	73	74	NA	75	72	76	72.3	77		78	
	11	Increase % of students in grades 6-8 demonstrating reading comprehension at or above the midpoint of the College & Career Ready "Stretch" Lexile Band for each grade level	79	80	NA	81	77	82	77.5	83		84	
	12	Increase the number of programs with industry certification	8	10	10	12	12	12	12	12		12	
3. Improve student achievement and growth	13	Increase % of Middle School English Learners with positive movement from one performance band to a higher performance band as measured by the ACCESS	41	42	50	43	31	44	50	45		46	
	14	Increase % of students scoring Level 3 and Level 4 on Elementary Math EOG Achievement Level	72	73	NA	74	72	75	75.8	76		77	
Goal Area I: Teaching and Learning													

Green: Met Target

Yellow: Improvement or within 2 points of target

Red: Did not meet

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			Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
15	Decrease % of students scoring Level 1 on Elementary Math EOG Student Growth Percentile	26	23	NA	20	n/a	17	n/a	13		10	
16	Increase % of students scoring Level 3 and Level 4 on Elementary ELA EOG Achievement Level	68	69	NA	70	70	71	71	72		73	
17	Decrease % of students scoring Level 1 Elementary ELA EOG Student Growth Percentile	31	27	NA	23	n/a	18	n/a	14		10	
18	Increase % of students scoring Level 3 and Level 4 on Middle Math EOG Achievement Level	69	70	NA	71	70	72	71	73		74	
19	Decrease % of students scoring Level 1 on Middle Math EOG Student Growth Percentile	26	23	NA	20	n/a	17	n/a	14		12	
20	Increase the % of students scoring Level 3 and Level 4 on Middle ELA EOG Achievement Level	65	66	NA	67	69	69	68.5	70		72	
21	Decrease % of students scoring Level 1 on Middle ELA EOG Student Growth Percentile	31	27	NA	23	n/a	20	7.8	16		12	
22	Increase % of students scoring Level 3 and Level 4 on American Literature EOC Achievement Level	75		NA		54* .01%	78	72.3	79		80	
23	Decrease % of students scoring Level 1 on High School ELA EOC Student Growth Percentile	20	18	NA	16	n/a	14	n/a	12		11	
24	Increase % of students scoring Level 3 and Level 4 on Algebra EOC Achievement Level	73		NA		71* .01%	75	78	76		77	
25	Decrease % of students scoring Level 1 on High School Math EOC Student Growth Percentile	18	16	NA	14	n/a	12	n/a	10		8	
26	Increase % of students scoring Level 2 and 3 on 3-5 ELA Milestones Writing and Language (Domain 2)	71	72	NA	73	77	74	76.6	75		76	
27	Increase % of students scoring Level 2 and 3 on 6-8 ELA Milestones Writing and Language (Domain 2)	68	69	NA	70	75	71	75.5	72		73	

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Goal Area II: Culture and Climate													
Performance Objective		Performance Measure	Base-line	FY20	FY20	FY21	FY21	FY22	FY22	FY23	FY23	FY24	FY24
				Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
1. Support the well-being of students	28	Increase % of students involved in a school-based organized extracurricular activity outside of the school day (7-12)	61.50	61.50	61.50	63.00	73.60	65.00	62.10	67.00		69.00	
	29	Increase % of elementary school students absent less than 10% of enrolled days	96.49	97		97	91.6	97	88.4	97		97	
	30	Increase % of middle school students absent less than 10% of enrolled days	93.61	94		95	78.1	96	81.7	97		97	
	31	Increase % of high school students absent less than 10% of enrolled days	93.17	94	91.5	95	75.4	96	75.1	97		97	
	32	Increase % of elementary students who report having an adult who will help them if they need it (Elem #11)	91.39	92	93.3	93	N/A	94	94.1	95		96	
	33	Increase % of students who report having an adult they can talk to if they need help in grades 6-12 (GSHS #70)	78.41	83	78.1	88	N/A	88	78.4	88		88	
	34	100% of all schools will participate in emergency drills: yes or no	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	35	Increase the number of high school students mentoring elementary students through Teen Oconee	36.00	41.00	63.00	46.00	N/A	51.00	143.00	56.00		61.00	
	36	Increase the number of student mentors through the OSC/OARC partnership	88	98	117	118	43	117	73	117		117	
2. Create and maintain an inclusive and student-centered environment	37	Decrease the number of office referrals K-5	33	30	20	27	12	24	9	21		18	
	38	Decrease % of office referrals resulting in ISS or OSS in 6-12	24	23	6.1	22	5.4	21	TBD	20		19	
	39	Increase % of middle/high school students who report feeling connected at school (GSHS #5)	86	88	84.8	90	N/A	90	82.3	90		90	

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Goal Area III: Community Engagement and Partnerships													
Performance Objective		Performance Measure	Baseline	FY20	FY20	FY21	FY21	FY22	FY22	FY23	FY23	FY24	FY24
				Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
1. Increase meaningful partnerships with business, nonprofit, and higher ed	40	Increase dollar amount of monetary donations	TBD	N/A	N/A	N/A	N/A	TBD	352,277.52	TBD		TBD	
	41	Increase dollar amount of in-kind donations	TBD	N/A	N/A	N/A	N/A	TBD	67,397.35	TBD		TBD	
	42	Increase number of volunteer hours	TBD	N/A	N/A	N/A	N/A	TBD	10,967	TBD		TBD	
2. Increase family engagement	43	Increase % of parent-teacher conferences	91.50%	91.50%	91.50%	92%	TBD	TBD	TBD	TBD		TBD	
	44	Increase % of parent-teacher conferences with at-risk families	TBD	N/A	N/A	N/A	N/A	TBD	97.50%	TBD		TBD	
	45	Expand % of student-led conferences	TBD	N/A	N/A	N/A	N/A	TBD	16.50%	TBD		TBD	
3. Improve effectiveness of communication and branding	46	Increase number of social media followers at the school and district levels	9490	5% increase	13263 - 39.76%	5%	15971 - 20.42%	5%	17516 - 9.67%	5%		5%	
	47	Increase monthly parent log-ins in LMS *will establish baseline in 22-23 with Canvas	6040 in FY20	5% increase	6040	5%	11.50%	5%	TBD	5%		5%	

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Goal Area IV: Operations													
Performance Objective		Performance Measure	Base-line	FY20	FY20	FY21	FY21	FY22	FY22	FY23	FY23	FY24	FY24
				Target	Actual	Target	Actual	Target	Actual	Target	Actual	Target	Actual
1. Ensure safe, efficient, and effective environments	48	Reduce energy consumption (Kilowatt per 1000 square foot per day)	25.55	24.79	22.03	24.03	23.17	23.27	22.82	22.51		21.75	
	49	Ensure health inspection score of 95 at all school cafeterias	9/11	11/11	10/11	11/11	10/11	11/11	11/11	11/11		11/11	
	50	Maintain or improve overall annual custodial scorecard % of 90	8/11	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
2. Acquire, support, and retain high-performing staff	51	Ensure all teachers hold certificates or otherwise meet professional qualifications as defined by OCS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	52	Ensure all certified teaching positions are fully staffed at the start of the school year	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	53	Provide four timely HR training sessions to principals, embedded within regularly scheduled HR level meetings	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	54	Provide direct orientation to all staff upon employment with OCS	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
3. Proactively address district growth	55	Analyze housing permits on a monthly basis	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	56	Project accurate student growth and enrollment for district and individual schools	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	57	Allot staff according to student enrollment projections	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
4. Ensure continued stewardship of resources through effective and efficient practices	58	Conduct timely and unmodified audits	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	
	59	Align budget resources with OCS goals	Yes	Yes	Yes	Yes	Yes	Yes	Yes	Yes		Yes	

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