



News Release

From Seattle Public Schools

For Immediate Release: November 12, 2009

Contact: David Tucker, Media Relations, (206) 252-0203

Seattle Public Schools launches district-wide Performance Management system to boost achievement at every school

District-wide scorecard will provide critical data and information on academic and operational progress

Seattle – Seattle Public Schools (SPS) is launching a District-wide performance management system which will provide the information and data needed to continuously improve the quality of education of all schools. A key strategy of our *Excellence for All* strategic plan, the performance management system is focused on improving performance at all levels of the district. Seattle Public Schools is committed to raising achievement for all students, retaining and attracting great teachers, and increasing efficiency throughout our district.

All Seattle Public Schools students deserve a high-quality education that prepares them for college, careers and life. The District's performance management system is an important step toward fulfilling that goal.

"The performance management system will enable us to better reach our goal of ensuring every school is a quality school and providing an excellent education for all students," said Superintendent Maria L. Goodloe-Johnson, Ph.D. "We will do this by measuring and reporting key academic and operational indicators that show progress toward achieving our *Excellence for All* goals. District and school scorecards will help us better tailor specific support to individual schools while providing the transparency and accountability our community deserves."

The performance management system tracks both performance *and* growth and has three primary objectives:

- *Define performance*: Provide SPS staff and the community with clear definitions of performance goals for the District and Central Office, for our schools, and for staff;
- *Track progress*: Hold Seattle Public Schools accountable to these goals by regularly measuring, reporting, and taking steps to improve, based on progress toward the goals; and
- *Provide support*: Help Seattle Public Schools provide targeted support and tools to individual schools, principals, instructional and other staff so that all our students achieve

Focused on strengthening the quality of academics in every classroom, the system will use a variety of standard performance management tools at the district, school and individual/staff levels. These tools and processes will help provide targeted support and interventions to ensure that Seattle Public Schools is strong district-wide. The District level work focuses on strengthening academics by ensuring excellence in course content, delivery, instruction and leadership. Central office operations departments such as facilities, human resources and finance have also developed metrics for progress to better serve schools and are engaged in measuring and acting on the data.

(more)

Today the annual District scorecard for 2008-2009 is being shared with the School Board and the community, and is posted on our Web site at: http://www.seattleschools.org/area/strategicplan/20091110_District_Scorecard.pdf. This scorecard provides a snapshot of district-wide performance. The District scorecard shows both where academic growth has been made *as well as* where that rate of growth puts the District in terms of meeting its five-year goals. It includes district-wide academic data and key operational metrics for services like transportation and maintenance that directly support schools. The District will also conduct quarterly internal reviews of our progress against these and other key measures, allowing for mid-course adjustments.

The scorecard contains many data points, examples of performance results from 2008-09 include:

- Significant gains have been made in percent of students *exceeding* standard in elementary math and reading; but overall elementary performance has been relatively flat
- Middle school math is improving, especially growing the percent of students *exceeding* standard
- High school math performance is flat and despite gains in science, overall science proficiency is low
- Gains in key measures related to student readiness for college and work are significant
- Significant gains have been made in closing the achievement gaps among some groups, however wide achievement gaps remain.

At the school level, the new performance data and the District's improvement plans will help leaders to focus on what is working well in schools, identify areas that need additional support, and guide how the District responds to those needs. Schools that are excelling for all students will be recognized; schools not making performance gains will receive focused support, resources, and interventions.

The first annual school reports will be released in November 2010, which will provide a snapshot of school performance on common academic measures. Schools are also using Measures of Academic Progress assessments to track individual student growth. MAP is a valuable tool for teachers to inform instruction in math and reading. School staff will be able to access this data through an academic data warehouse that will provide dashboards that track student growth on key metrics like academic performance, attendance and course completion/passage rates. Samples of school-level reports and a guide to the metrics used are available as follows:

Elementary Sample School Report:

http://www.seattleschools.org/area/strategicplan/20091110_SchoolReport_E.pdf

Middle School Sample School Report:

http://www.seattleschools.org/area/strategicplan/20091110_SchoolReport_M.pdf

High School Sample School Report:

http://www.seattleschools.org/area/strategicplan/20091110_SchoolReport_H.pdf

Explanation of sample school report metrics:

http://www.seattleschools.org/area/strategicplan/20091110_School_Reports_Explanation.pdf

The District will support and strengthen individual and staff work across the system in three primary ways: connect needs with services more efficiently; provide targeted professional development and support; and create clear goal-setting and evaluation process for all staff. Through a system-wide leadership development effort, central office leaders from finance, human resources, facilities, bilingual services, and other departments are partnering with school principals to develop improved models for providing services and support – which has already helped the

District deliver what schools and students need in a more direct way. A new performance evaluation tool for central office staff is also being implemented to ensure that individual goals and measures for performance align with the District's priorities for bringing excellence to every classroom.

Together these important performance management steps are creating a stronger educational and operational base that is more focused and connected to the District's central purpose of advancing academic achievement for all students.

Additional information on Seattle Public Schools' Performance Management System is available in this Frequently Asked Questions document:

http://www.seattleschools.org/area/strategicplan/20091112_pm_faqs_final.pdf

###