Measuring Strategic Framework Goal #3

Goal 3 of MMSD's Strategic Framework is that "Every student, family and employee experiences a customer service oriented school system as measured by school climate survey data." The district's Climate Survey, first administered in the spring of 2015, provides the data we need to measure progress on this goal. In this document, we introduce our recommendations for using climate survey data to set goals and track progress at the district (Strategic Framework via the Annual Report) and school (SIP) level.

Our recommendations are designed to answer five questions:
1. How should we account for different surveyed groups?
2. What metric(s) should we use?
3. Which dimensions should we include?
4. How should schools set goals?
5. Should schools goal set on focus groups?

Decision 1: How should we account for different surveyed groups?
Students, parents, and staff receive different surveys with many questions that are specific to their survey. We can report on any or all of these groups, or even aggregate them together into a composite number across our major stakeholder groups.

Recommendation: We recommend *reporting on all three surveyed groups separately.* Excluding any group is not an option, and we believe a districtwide aggregate across the three groups is problematic because questions within domains are not the same across surveys.

Decision 2: What metric(s) should we use?
We considered two potential options. First, we could use the average score for each dimension, which we did in the 2014-15 Annual Report. Second, we could use the percent of respondents with a positive or very positive response on all questions within a dimension.

Recommendation: We believe that the *percent of question responses that are positive or very positive* within each dimension is the appropriate metric to use. Although it differs from our approach last year, we believe this metric is more intuitive, more consistent with our way of reporting on Goals #1 and 2, and will more easily lend itself to goal setting for the schools.

Decision 3: Which dimensions should we include?
The climate survey has a total of six dimensions: Teaching and Learning, Relationships, Safety, School Improvement, and Institutional Environment for Parents, Staff, and Students, and Family Engagement (for Parents only). We can goal set and report on any or all of these dimensions as part of the Annual Report and SIPs.

Recommendation: We recommend *reporting only on Teaching and Learning, Relationships, Safety, and Family Engagement* within the Annual Report and SIPs. The School Improvement and Institutional Environment dimensions are not aligned across groups and/or have very few contributing questions, and the questions asked within these dimensions align better with internal planning and practices than with public accountability.

Decision 4: How should schools set goals?
Based on our earlier recommendations, there are a total of 10 dimensions for which it is possible to set goals. As part of the SIP development process, we need to determine goal-setting expectations for schools.

Recommendation: We recommend asking schools to set goals for *1-3 of the 10 district goal setting dimensions*. These goals could be a combination of any groups and dimensions.

Decision 5: Should schools goal set on focus groups?
For Strategic Framework Goals 1 and 2, schools are required to set goals for the overall and to select up to two student focus groups. For Climate Survey data, the data is available to disaggregate results by the eleven potential focus groups for the student survey, some demographic groups for the parent survey, and by job type/location for the staff survey.

Recommendation: We recommend having schools *set goals only on the overalls and not for focus groups,* given the variability in demographics available across the three surveys and the small numbers for certain respondent groups.

All Recommended Strategic Framework Milestones and SIP Goals

Goal 1

Every student is on-track to graduate as measured by student growth and achievement at key milestones.

Strategic Framework Milestones	SIP Goals
Primary (K-2)	
MAP 3 Reading Fall Proficiency	MAP 3 Reading Fall Proficiency
Elementary (3-5)	
MAP 5 Reading Fall-Spring Growth	MAP 3-5 Reading Fall-Spring Growth
MAP 5 Reading Spring Proficiency	MAP 3-5 Reading Spring Proficiency
MAP 5 Math Fall-Spring Growth	MAP 3-5 Math Fall-Spring Growth
MAP 5 Math Spring Proficiency	MAP 3-5 Math Spring Proficiency
Middle (6-8)	
MAP 8 Reading Fall-Spring Growth	MAP 6-8 Reading Fall-Spring Growth
MAP 8 Reading Spring Proficiency	MAP 6-8 Reading Spring Proficiency
MAP 8 Math Fall-Spring Growth	MAP 6-8 Math Fall-Spring Growth
MAP 8 Math Spring Proficiency	MAP 6-8 Math Spring Proficiency
High (9-12)	
Grade 9 Course Failures	Grade 9 Course Failures
Grade 11 Cumulative GPA	Grade 11 Cumulative GPA
ACT 11 Reading College Readiness Benchmark	EPAS Reading College Readiness Benchmark
ACT 11 Math College Readiness Benchmark	EPAS Math College Readiness Benchmark
High School Completion Rate	High School Completion Rate

Goal 2

Every student has access to a challenging and well-rounded education as measured by programmatic access and participation data.

Strategic Framework Milestones	SIP Goals (Schools Choose One)
Elementary (K-5)	
Grades K-5 Fine Arts Annual Participation Rate	
Middle (6-8)	
Grades 6-8 Fine Arts Annual Participation Rate	Grades 6-8 Fine Arts Annual Participation Rate
Grades 7-8 World Language Annual Participation Rate	Grades 7-8 World Language Annual Participation Rate
High (9-12)	
Grade 12 Fine Arts & World Language Profile	Grade 12 Fine Arts & World Language Profile
Grade 12 Advanced Coursework Profile	Grade 12 Advanced Coursework Profile

Goal 3

Every student, family and employee experiences a positive school and district climate as measured by school climate survey data.

Strategic Framework Milestones	SIP Goals (Schools Choose One-Three)
All Schools	
Students: Teaching & Learning Percent Positive	Students: Teaching & Learning Percent Positive
Parents: Teaching & Learning Percent Positive:	Parents: Teaching & Learning Percent Positive:
Staff: Teaching & Learning Percent Positive	Staff: Teaching & Learning Percent Positive
Students: Relationships Percent Positive	Students: Relationships Percent Positive
Parents: Relationships Percent Positive	Parents: Relationships Percent Positive
Staff: Relationships Percent Positive	Staff: Relationships Percent Positive
Students: Safety Percent Positive	Students: Safety Percent Positive
Parents: Safety Percent Positive	Parents: Safety Percent Positive
Staff: Safety Percent Positive	Staff: Safety Percent Positive
Parents: Family Engagement Percent Positive	Parents: Family Engagement Percent Positive