



FWCS Accountability System

Board of School Trustees
January 14, 2008

F

W

C

S

FWCS District Goals

- **Achieve and Maintain Academic Excellence**

Eliminate the achievement gap among all groups of students by maximizing the achievement of all.

- **Engage Parents and the Community**

Engage all segments of the community to support the education of young people.

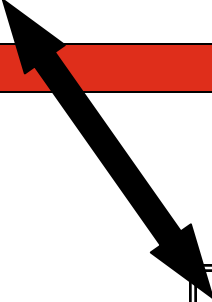
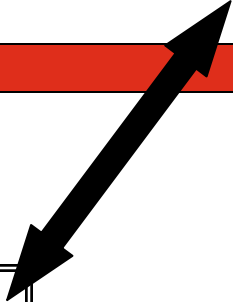
- **Operate with fiscal responsibility, integrity and effectiveness**

Demonstrate effective and efficient use of taxpayer dollars by using best management practices and systematic long range planning.

Board Goals



Balanced Scorecard



Schools

Departments



Classrooms

Glossary of Terms







































- ❑ **District Goal** (*what*) - A broad statement that describes a desired outcome. The desired outcome establishes the long-term priorities and influences the development of short-term objectives.
- ❑ **District Strategic Objective** (*what*) – A measurable statement that defines an end result that is expected to be accomplished in a given period of time. Objectives further define the goals.
- ❑ **Achievement Objective** (*how*) – A statement of action that describes the means to be used to achieve the goals and objectives.
- ❑ **Measure** (*how we know*) - Quantifiable representations of activities performed by a department, program or unit in pursuit of an objective. Typical measurement categories include outcomes, outputs, efficiency, and productivity.
- ❑ **Target** (*how much*) – The desired level of performance of a performance measure at specified period of time

Perspectives

The **Balanced Scorecard** suggests that we view the organization from four perspectives, and to develop metrics, collect data and analyze it relative to each of these perspectives:

1. **Achievement** - This perspective is our primary focus, and it is around students and helping them attain their personal best.
2. **Customer** - Recent management philosophy has shown an increasing realization of the importance of customer focus and customer satisfaction in any business.
3. **Learning and Growth** - This perspective includes employee training and corporate cultural attitudes related to both individual and corporate self-improvement.
4. **Internal Business Processes** - Metrics based on this perspective allow the administrator to know how well his or her school or department are running. These metrics have to be carefully designed by those who know these processes most intimately.

Workplan *DRAFT*

ID	Task Name	Duration	Start	Finish	January			February			March			April			May			June			July		
					B	M	E	B	M	E	B	M	E	B	M	E	B	M	E	B	M	E	B	M	E
1	 BSC Internal Distribution/Field Test	120 days	Mon 1/14/08	Fri 6/27/08																					
2	 Meet with Area Administrator	5 days	Mon 1/14/08	Fri 1/18/08	 Cain Laura																				
3	 Present BSC to Principals	2 wks	Mon 1/21/08	Fri 2/1/08	 Bickel Dan, Turflinger Rita, Robbins D Faye																				
4	 Deptment BSC data entry field test	30 days	Mon 2/11/08	Fri 3/21/08	 Unit Departments																				
5	 Principals BSC data entry field test	30 days	Mon 2/11/08	Fri 3/21/08	 Principals																				
6	 Building/Dept. BSC Q3 Reporting Deadlir	1 day	Fri 3/21/08	Fri 3/21/08	 3/21																				
7	 BSC Q3 data complete to Supt.	5 days	Fri 3/21/08	Thu 3/27/08	 Cabinet members																				
8	 Q3 Reporting	1 day	Fri 4/25/08	Fri 4/25/08	 4/25																				
9	 Building/department BSC Q4 Reporting Deadline	1 day	Fri 6/13/08	Fri 6/13/08	 6/13																				
10	 BSC Q4 data complete to Supt.	2 wks	Mon 6/9/08	Fri 6/20/08	 Cabinet membe																				
11	 Q4 Reporting	1 day	Fri 6/27/08	Fri 6/27/08	 6/27																				
12	 Board Retreat/AAR?	1 day	Fri 6/27/08	Fri 6/27/08	 6/27																				
13	Technology Components	118 days	Wed 1/9/08	Fri 6/20/08																					
14	Website for Internal Use	1 mon	Wed 1/9/08	Tue 2/5/08																					
15	 Website for Public View	95 days	Mon 2/11/08	Fri 6/20/08																					
16	Prepare District BSC w/targets	91 days	Fri 2/15/08	Fri 6/20/08																					
17	 Unit Heads/Principals determine targets	30 days	Mon 3/17/08	Fri 4/25/08	 Kline John																				
18	 Targets given to Supt.	76 days	Fri 2/15/08	Fri 5/30/08																					
19	 Report progress and BSC to Board	55 days	Mon 4/7/08	Fri 6/20/08																					
20	Present District BSC/New Targets-Aug. Leadership	13 days	Wed 7/30/08	Fri 8/15/08																					
21	 Prepare District Goals for 2008-09	2.6 wks	Wed 7/30/08	Fri 8/15/08																					

IDOE Balanced Scorecard



INDIANA

Board of Education / Department of Education
BALANCED SCORECARD WORKING DOCUMENT



THE VISION
Each Hoosier child is educated to have the knowledge, skills, maturity, social competence and motivation to be:
- prepared to succeed in further education
- an effective participant in the global economy
- a positive influence in the community
- an active citizen in American democracy

THE MISSION
The Indiana Superintendent, State Board and Department of Education will lead the improvement of student learning in the K-12 schools of Indiana

BALANCED SCORECARD PERSPECTIVES
Customer & Stakeholder * Financial * Internal Business Process * HR Learning & Growth

BSC Perspective	Strategic Objectives	Measures	Targets				Status	Strategic Objective Sponsor
			Links	Baseline 2007	Target 2007-08	Actual 2007-08		
Strategic Objective #1								
Customer & Stakeholder	1.0 All Hoosiers understand the urgent and critical need for dramatic improvement in student learning * common indicator that can apply to all strategic objectives	Performance Indicators						Dave/Jeff Jason key resource/PM
		A) % of Marketing and Communications Plan milestones met	[Click 1.0 Strategies]					
		B) % of survey results of parents, principals, teachers and key leaders that agree that the message is: - clear - supported - making a difference	[Click 1.0 Projects]					
		C) % of recommended legislation related to this plan that is approved						
		D) % of communities taking action in pursuit of the S strategic objectives						
		Common Indicators						
		I) % of students expelled annually by student group *						
		J) % of schools making Academic Growth in Mathematics *						
		K) % of schools making Academic Growth in English/Language Arts *						
M) % of schools receiving "exemplary" or "commendable" on FL221 *								



Next Steps

