

Coffee Middle School
Balanced Scorecard Goal Area 1

Goal Area	Strategic Objective	Measure/ Indicator of Success	Grade/ Subject	Actual					Targets					Strategies/Initiatives	Accountable Individual(s)
				Baseline 2008	2009	2010	2011	2012	2011 AMO	2012 AMO	2012 Goal	2013 AMO	NCLB 2014		
1. Student Achievement	Improve curriculum mastery	% of Students Passing CRCT	6th Reading	86%	88%	88%	96%		80%	86.7%	96%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			7th Reading	87%	86%	88%	88%		80%	86.7%	94%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			8th Reading	88%	94%	93%	95%		80%	86.7%	96%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			6th ELA	84%	86%	91%	91%		80%	86.7%	92%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			7th ELA	88%	85%	90%	92%		80%	86.7%	93%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			8th ELA	86%	92%	90%	89%		80%	86.7%	93%	93.8%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			8th MGWA	77%	67%	70%	72%		N/A	N/A	80%	N/A	100%	Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch
			6th Math	61%	66%	65%	82%		75.7%	83.8%	85%	91.9%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Math Acc. Tch
			7th Math	79%	78%	86%	87%		75.7%	83.8%	90%	91.9%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Math Acc. Tch
			8th Math	56%	71%	81%	86%		75.7%	83.8%	90%	91.9%	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Math Acc. Tch
			6th Science	60%	61%	66%	65%		N/A	N/A	68%		100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning, River Rats	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students
			7th Science	74%	73%	81%	78%		N/A	N/A	81%		100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning, River Rats	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students
			8th Science	44%	56%	53%	60%		N/A	N/A	70%		100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning, River Rats	Classroom Teachers, Admin, Numeracy Coach, SIA, Parents, Students
			6th SS	N/A	N/A	64%	71%		N/A	N/A	74%	N/A	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students
	7th SS	N/A	N/A	81%	76%		N/A	N/A	81%	N/A	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students		
	8th SS	43%	52%	60%	65%		N/A	N/A	72%	N/A	100%	SB Classrooms, GPS Units, Benchmarking, RTI, Inclusion/Co Teaching, Collab. Planning	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students		
	Increase the performance of sub groups	% of Students Exceeding CRCT	6th Reading	23%	28%	26%	33%				35%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			7th Reading	9%	12%	16%	13%				25%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			8th Reading	15%	23%	24%	35%				28%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			6th ELA	16%	22%	18%	20%				22%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			7th ELA	21%	19%	27%	28%				22%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			8th ELA	23%	25%	23%	31%				32%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			8th MGWA	3%	4%	4%	4%				6%			Gifted LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers
			6th Math	5%	7%	7%	15%				16%			Gifted Math, SB Classrooms, GPS Units	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers
			7th Math	18%	19%	22%	23%				23%			Gifted Math, SB Classrooms, GPS Units	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers
			8th Math	9%	20%	23%	35%				35%			Gifted Math, SB Classrooms, GPS Units	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers
6th Science			6%	8%	14%	12%				15%			Gifted Math/LA, SB Classrooms, GPS Units, Robotics	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers	
7th Science			24%	25%	33%	32%				30%			Gifted Math/LA, SB Classrooms, GPS Units, Robotics	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers	
8th Science	4%	7%	8%	14%				15%			Gifted Math/LA, SB Classrooms, GPS Units, Robotics	Gifted Teachers, Admin, Numeracy Coach, SIA, Parents, Students, Classroom Teachers			
6th SS	N/A	N/A	22%	27%				28%			Gifted Math/LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers			
7th SS	N/A	N/A	28%	34%				34%			Gifted Math/LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers			
8th SS	4%	10%	14%	23%				25%			Gifted Math/LA, SB Classrooms, GPS Units	Gifted Teachers, Admin, Literacy Coach, SIA, Parents, Students, Classroom Teachers			

Coffee Middle School
Balanced Scorecard Goal Area 1

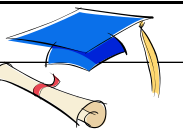
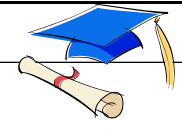
Goal Area	Strategic Objective	Measure/ Indicator of Success	Grade/ Subject	Actual					Targets					Strategies/Initiatives	Accountable Individual(s)
				Baseline 2008	2009	2010	2011	2012	2011 AMO	2012 AMO	2012 Goal	2013 AMO	NCLB 2014		
1. Student Achievement	Increase % of at - risk sub group passing CRCT	% of Black sub-group Passing CRCT	6th Reading	80%	86%	88%	94%		80%	86.7%	95%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 180	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			7th Reading	78%	82%	86%	87%		80%	86.7%	90%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 181	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th Reading	81%	87%	88%	93%		80%	86.7%	94%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 182	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			6th ELA	78%	88%	88%	87%		80%	86.7%	88%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 180	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			7th ELA	83%	79%	89%	93%		80%	86.7%	93%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 181	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th ELA	82%	87%	85%	85%		80%	86.7%	90%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 182	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th MGWA	29%	24%	11%	31%		N/A	N/A	35%	N/A	100%	Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch, Writing Connection	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch, Writing Acc. Tch
			6th Math	48%	56%	49%	74%		75.7%	83.8%	76%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch
			7th Math	61%	72%	80%	81%		75.7%	83.8%	84%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch
			8th Math	48%	57%	76%	85%		75.7%	83.8%	86%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch
			6th Science	43%	50%	51%	45%		N/A	N/A	46%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students
			7th Science	59%	62%	73%	69%		N/A	N/A	65%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students
	8th Science	26%	35%	36%	41%		N/A	N/A	43%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students		
	6th SS	N/A	N/A	54%	59%		N/A	N/A	62%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students		
	7th SS	N/A	N/A	58%	64%		N/A	N/A	65%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students		
	8th SS	29%	32%	46%	53%		N/A	N/A	58%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students		
	Increase % of at - risk sub group passing CRCT	% of SWD sub-group Passing CRCT	6th Reading	39%	50%	42%	77%		80%	86.7%	78%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 180	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			7th Reading	38%	29%	50%	46%		80%	86.7%	60%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 180	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th Reading	44%	69%	56%	70%		80%	86.7%	75%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island, Read 180	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			6th ELA	35%	50%	44%	53%		80%	86.7%	55%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			7th ELA	49%	31%	56%	54%		80%	86.7%	63%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th ELA	36%	50%	44%	52%		80%	86.7%	60%	93.8%	100%	PASS, Reading Acceleration, SB Classrooms, Counseling, SAIL, Wilson Reading, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Reading Acc. Tch
			8th MGWA	68%	56%	60%	69%		N/A	N/A	75%	N/A	100%	Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch, Writing Connection	Classroom Teachers, Admin, Literacy Coach, SIA, Parents, Students, Reading Acc. Tch, Writing Acc. Tch
			6th Math	10%	14%	9%	44%		75.7%	83.8%	48%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch
7th Math			28%	28%	39%	31%		75.7%	83.8%	45%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch	
8th Math			23%	28%	38%	57%		75.7%	83.8%	60%	91.9%	100%	PASS, Math Acceleration, SB Classrooms, Counseling, SAIL, Fast Math, Destination Success, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students, Math Acc. Tch	
6th Science			19%	23%	19%	33%		N/A	N/A	35%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students	
7th Science			33%	23%	40%	28%		N/A	N/A	30%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students	
8th Science	7%	22%	13%	21%		N/A	N/A	25%		100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Numeracy Coach, Students			
6th SS	N/A	N/A	9%	30%		N/A	N/A	33%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students			
7th SS	N/A	N/A	29%	15%		N/A	N/A	25%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students			
8th SS	43%	22%	20%	27%		N/A	N/A	31%	N/A	100%	PASS, Math/Reading Acceleration, SB Classrooms, Counseling, SAIL, Study Island	Parents, Mentors, Classroom Teachers, Coaches, Community Leaders, Literacy Coach, Students			

Coffee Middle School
Balanced Scorecard Goal Area 2

Goal Area	Strategic Objective	Performance Measure	Unit of Measure	Target (Actual)				Goal 2012	Strategies/Initiatives	Accountable Individual(s)
				2008-09	2009-10	2010-2011	2011-12			
2. Stakeholder & Communication Relationships	Establish effective school, parent, and community communication	Parent/Teacher Conference attendance	%	74%	72%	71%		75%	Quarterly Parent Contact sheets	Instructional Coaches, Leadership Team
		PASS Training Participation	#					30	Newsletters, Recruit, Campaign	Parent Resource Coordinator, Teachers, Parents, Leadership Team
		Parents w/ Parent Portal Acct	%			36%		60%	Newsletters, Recruit, Campaign	API's, Principals, Central Office, Teachers, Computer Operator, Parent Resource Coordinator, Parents, Leadership Team
		Parent Contacts (avg. per 9 wks)	#	1400	2373	1299		2000	Newsletters, Parent Contact Log in I-Campus	API's Principals, Teachers, Instructional Coaches, Leadership Team
	Improve community partnerships	CMS Website Visits	#	59364					Regular maintenance of website content	Media Specialist, Instruction Technology Director, Leadership Team
		School/Community Partnerships	# of partners			24		24	Newsletters, Campaign, Job Shadowing	Principals, Central Office, Businesses, Leadership Team

Coffee Middle School
Balanced Scorecard Goal Area 3

Goal Area	Performance Objective	Performance Measure	Unit of Measure	Target (Actual)				Goal 2012	Strategies/Initiatives	Accountable Individual(s)	
				2008-09	2009-10	2010-11	2011-12				
3. Organizational Effectiveness and Resource Management	Improve Instructional Engagement and Resources	Extracurricular Activities	% of students participating						Pep Rallies, Clubs, Sports, Great Promise Kids	Coaches, Sponsors, Teachers, Community Partners, Students	
		Student Absences - 14 days or less									
		All Students	%	91.3%	90.2%	89.3%		91.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		African American	%	91.1%	90.4%	93.6%		94.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		Hispanic	%	93.1%	91.5%	91.7%		93.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		Caucasian	%	90.8%	89.5%	86.3%		87.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		Economically Disadvantaged	%	89.6%	88.4%	88.2%		89.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		SWD	%	87.4%	86.2%	85.4%		86.0%	Phone Calls, Home Visits, Attendance Letter, Court, Rewards	Parents, Teachers, Principals, Counselors, Special Services, Legal System, Truancy Officers, Students	
		Middle School Promotion (not including students Administratively Placed)									
		6th Grade	% promoted yearly		99%	99%		99%	Parent Conferences, Makeup work	Students, Parents, Teachers, Principals, Counselors	
		7th Grade	% promoted yearly		98%	98%		98%	Parent Conferences, Makeup work	Students, Parents, Teachers, Principals, Counselors	
		8th Grade	% promoted yearly		83%	82%		85%	Parent Conferences, Makeup work	Students, Parents, Teachers, Principals, Counselors	
		Student Discipline Referrals									
		6th Grade	#			1012		1000	Positive Behavior Plan	Students, Parents, Teachers, Deans, Counselors, Admin	
		7th Grade	#			1120		1000	Positive Behavior Plan	Students, Parents, Teachers, Deans, Counselors, Admin	
		8th Grade	#			1024		1000	Positive Behavior Plan	Students, Parents, Teachers, Deans, Counselors, Admin	
		Attendance									
		Administration Attendance	% present	96.3%	96.7%	96.5%		97.0%		Principals, API's	
		Certified Attendance	% present	96.8%	96.3%	95.7%		96.0%	Off Campus Pass, Drawing, \$ reward at end of year	Principals, API's, Central Office, Faculty	
		Classified Attendance	% present	95.5%	95.6%	93.1%		94.0%	Off Campus Pass, Drawing, \$ reward at end of year	Principals, API's, Central Office, Staff	



**Coffee Middle School
Balanced Scorecard Goal Area 4**

Goal Area	Performance Objective	Performance Measure	Unit of Measure	Target (Actual)				Goal 2012	Strategies/Initiatives	Accountable Individual(s)	
				2008-09	2009-10	2010-11	2011-12				
4. Professional Learning and Growth	Improve leadership development & sustainability	Retreats	%			50%		60%	Summer Retreat - after CRCT scores returned	Leadership Team, Admin	
		GLISI Participation	#	7	10	0	8	8	Feb./March GLISI Retreat	Leadership Team, Admin	
	Develop exemplary staff	Staff with advanced degrees	%				61%	65%		Faculty	
		Highly qualified teachers	%				98%	100%		Administrators	
		Highly qualified paraprofessionals	%				100%	100%		Adminstrators	
		Teachers with Reading, Gifted, ESOL, or Master Teacher Endorsement	%				20%	25%		Faculty	
	Improve organizational culture	Standards Assessment Inventory (0=Never, 1=Seldom, 2=Sometimes, 3=Frequently, 4=Always)									
		Learning Communities	Avg.			2.6		2.8	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Leadership	Avg.			3.0		3.2	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Resources	Avg.			2.7		2.9	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Data Driven	Avg.			2.9		3.1	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Evaluation	Avg.			2.6		2.8	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Research Based	Avg.			2.8		3.0	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
		Design	Avg.			2.8		3.0	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches	
Learning		Avg.			2.6		2.8	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches		
Collaboration		Avg.			2.9		3.1	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches		
Equity		Avg.			3.1		3.3	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches		
Quality Teaching		Avg.			2.8		3.0	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches		
Family Involvement	Avg.			2.7		2.9	Collaborative Planning, Professional Learning	Teachers, Administrators, Academic Coaches			