

# STRATEGIC PLAN BALANCED SCORECARD



## Strategic Goal 1: Future Ready Success for ALL

Metrics	2021	2022	2023	2024	2025
<b>Percentage of students in grades 3-10 scoring in Levels 3 or 4 in Reading on the Kansas State Assessment</b>	<b>42.5%</b>				
• White	48%				
• Black	23%				
• Hispanic	40.4%				
• Asian	44.9%				
• Native American	50%				
• Multi-Race	41.9%				
• SPED	-				
• Free & Reduced Lunch	-				
• ESOL	-				
<b>Percentage of students in grades 3-10 scoring in Levels 3 or 4 in Math on the Kansas State Assessment</b>	<b>35%</b>				
• White	41%				
• Black	19.1%				
• Hispanic	27.9%				
• Asian	39.1%				
• Native American	0%				
• Multi-Race	34%				
• SPED	-				
• Free & Reduced Lunch	-				
• ESOL	-				
<b>Percentage of high school students enrolled in advanced coursework</b>	<b>37.9%</b>				
• White	61.0%				
• Black	14.6%				
• Hispanic	13.6%				
• Asian	3.7%				
• Native American	0.3%				
• Multi-Race	6.8%				
• SPED	19.3%				
• Free & Reduced Lunch	12.9%				
• ESOL	3.7%				
<b>Overall composite ACT score</b>	<b>21.5</b>				
• White	23				
• Black	18.87				
• Hispanic	21.8				
• Asian	19.25				
• Native American	-				
• Multi-Race	19.6				
• SPED	17.6				
• Free & Reduced Lunch	20				
• ESOL	17				
<b>Percentage of students graduating in four years</b>	<b>96.7%</b>				
• White	97.6%				
• Black	97.4%				
• Hispanic	100%				
• Asian	85.7%				
• Native American	100%				
• Multi-Race	90%				
• SPED	94.4%				
• Free & Reduced Lunch	100%				
• ESOL	100%				
<b>Percentage of high school students graduating with at least one Market Value Asset</b>	<b>55%</b>				
• White	74%				
• Black	43%				
• Hispanic	67%				
• Asian	57%				
• Native American	50%				
• Multi-Race	67%				
• SPED	35%				
• Free & Reduced Lunch	61%				
• ESOL	63%				

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## Strategic Goal 2: Connected Culture Among ALL

Metrics	2021	2022	2023	2024	2025
<b>Percentage of students in grades 3-12 who averaged 3.5 or higher (on a scale of 1-5) when asked "Do you have a teacher or other adult from school who you can count on to help you, no matter what?"</b>	85%				
• White	87%				
• Black	78%				
• Hispanic	82%				
• Asian	84%				
• American Indian	100%				
• Multi-Race	84%				
• Special Education	90%				
• Free and Reduced Lunch	-				
• English Speakers of Other Languages (ESOL)	-				
<b>Percentage of discipline actions determined to be harassment, intimidation, or bullying</b>	-				
• White	-				
• Black	-				
• Hispanic	-				
• Asian	-				
• American Indian	-				
• Multi-Race	-				
• Special Education	-				
• Free and Reduced Lunch	-				
• English Speakers of Other Languages (ESOL)	-				
<b>Percent of students with no discipline infractions</b>	-				
• White	62.4%				
• Black	20.0%				
• Hispanic	-				
• Asian	3.32%				
• American Indian	.938%				
• Multi-Race	-				
• Special Education	-				
• Free and Reduced Lunch	-				
• English Speakers of Other Languages (ESOL)	-				

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## Strategic Goal 3: Fiscal Responsibility & Effective Systems

Metrics	2021	2022	2023	2024	2025
Percentage of parents, community and staff who gave a grade of A or B for the performance of school district leadership, including BOE, superintendent, and others on the district admin team	76%				
Percentage of parents, community and staff who gave a grade of A or B for the performance of principals in the Piper School District	79%				
Percentage of parents, community and staff who gave a grade of A or B for the performance of teachers in the Piper School District	85%				
Percentage of parents, community and staff who gave a grade of A or B for the district's recruitment and retention of quality staff.	N/A				
Percentage of parents, community and staff who gave a grade of A or B for efforts of the district to involve citizens in decision-making	66%				
Percentage of parents, community and staff who gave a grade of A or B for the quality of the district's responsiveness to citizen concerns	56%				
Percentage of parents, community and staff who gave a grade of A or B for the quality of school facilities	69%				
Percentage of parents, community and staff who gave a grade of A or B for the district's maintenance of its facilities and grounds	N/A				
Percentage of parents, community and staff who gave a grade of A or B for the quality of technology available to students	70%				
Percentage of parents, community and staff who gave a grade of A or B for the district having up-to-date technology	N/A				
Percentage of parents, community and staff who gave a grade of A or B for safety of students	85%				
Percentage of parents, community and staff who gave a grade of A or B for the district's record on fulfilling promises	56%				
Percentage of parents, community and staff who gave a grade of A or B for class size within the district, meaning the number of students in each classroom	52%				
Percentage of parents, community and staff who gave a grade of A or B for the value received for the tax dollars being spent	61%				
Percentage of parents, community and staff who gave a grade of A or B for the district's management of the spending of tax dollars	56%				
Percentage of parents, community and staff who gave a grade of A or B for the public's trust in the district's leaders to make good decisions	72%				
Percentage of parents, community and staff who gave a grade of A or B for the district's caring about its families	84%				
Percentage of parents, community and staff who gave a grade of A or B for the district as compared to neighboring school districts	N/A				
Percentage of parents, community and staff who gave a grade of A or B for receiving the information they need from the school district	N/A				
Percentage of parents, community and staff who gave a grade of A or B for the service provided by the district's transportation provider	N/A				
Percentage of parents, community and staff who gave a grade of A or B for educational quality provided by the district	N/A				
Safety Drill Compliance	100%				
Requirement of Visitor Badges	100%				
Number of Security Cameras					
Number of Technology Devices					
Number of Visits to District Website	88,972				
Number of Facebook Posts	469				
Number of Twitter Posts	162				
Number of Superintendent Weekly Updates Sent					
Number of Community Publications Sent					
Number of Highly Qualified Certified Staff					
Number of Facility Work Order Tickets Closed					
Number of Technology Work Order Tickets Closed					
Electricity & Gas Costs Per Square Foot					
BOE Monthly Approval of Check Register, Revenue and Expenses	Yes				
BOE Minutes Reflect Approval of Budget and Personnel Changes	Yes				
BOE Policies on Hiring, Job Descriptions, and Evaluations	Yes				
BOE Discussion of Annual District Performance Survey Results	Yes				
BOE Discussion of Annual Staff Exit Survey Results	Yes				
Health Insurance Annual Increases					
Piper School District Student Enrollment Number (Pre-K through 12th Grade)					
Moody's Bond Rating of Piper School District					

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## Strategic Goal 4: Human Capital

Metrics	2021	2022	2023	2024	2025
Percentage of staff who gave a grade of A or B for diversity, inclusivity and equity being valued in their workplace	N/A				
Percentage of staff who gave a grade of A or B for their supervisor/appraiser facilitating an environment that promotes legal and ethical behavior	N/A				
Percentage of staff who gave a grade of A or B for their supervisor/appraiser facilitating an environment that helps them do their job	N/A				
Percentage of staff who gave a grade of A or B for their satisfaction with the learning opportunities they are provided	N/A				
Percentage of staff who gave a grade of A or B for their satisfaction with the benefits being offered by the district	N/A				
Percentage of staff who gave a grade of A or B for the people they work with being dedicated to improving student achievement	N/A				
Percentage of staff who gave a grade of A or B for having a safe and secure work environment	N/A				
Percentage of staff who gave a grade of A or B for receiving feedback to improve work performance	N/A				
Percentage of staff who gave a grade of A or B for feeling valued and appreciate for the work they do	N/A				
Percentage of staff who gave a grade of A or B for having input into decisions that directly affect their work	N/A				
Percentage of staff who gave a grade of A or B for their work providing a sense of personal accomplishment	N/A				
Percentage of staff who gave a grade of A or B for feeling proud to tell people they work for Piper School District	N/A				
Number of Worker's Compensation Claims	7				
Number of Classified Applications Received	133				
Number of Teacher Applications Received	165				
Number of Administrative Applications Received	59				
Number of Supplemental Applications Received	63				
Number of Classified Employees	101				
Number of Teachers	172				
Number of Teachers with Advanced Degrees	112				
Number of Teachers with English Speakers of Other Languages (ESOL) Endorsement	-				
Number of Administrators	15				
Number of Administrators with Advanced Degrees Beyond Masters	2				
Number of Administrators with English Speakers of Other Languages (ESOL) Endorsement	1				
Number of Voluntary Classified Resignations	17				
Number of Voluntary Teacher Resignations	14				
Number of Voluntary Administrative Resignations	2				
Average Employee Length of Service	N/A				
Contractor Substitute Teacher Fill Rate	93.4%				
Prompt Completion of Performance Appraisals	Yes				