

STRATEGIC PLAN BALANCED SCORECARD



Strategic Goal 1: Future Ready Success for ALL

Metrics	2021	2022	2023	2024	2025
Percentage of students in grades 3-10 scoring in Levels 3 or 4 in Reading on the Kansas State Assessment	42.5%	38.9%			
• White	48.0%	45.9%			
• Black	23.0%	19.0%			
• Hispanic	40.4%	36.3%			
• Asian	44.9%	36.5%			
• Native American	50.0%	28.6%			
• Multi-Race	41.9%	36.4%			
• SPED	-	40.6%			
• Free & Reduced Lunch	-	20.4%			
• ESOL	-	14.5%			
Percentage of students in grades 3-10 scoring in Levels 3 or 4 in Math on the Kansas State Assessment	35.0%	38.6%			
• White	41.0%	43.9%			
• Black	19.1%	19.9%			
• Hispanic	27.9%	33.0%			
• Asian	39.1%	47.9%			
• Native American	0.0%	42.9%			
• Multi-Race	34.0%	39.8%			
• SPED	-	33.6%			
• Free & Reduced Lunch	-	26.1%			
• ESOL	-	27.6%			
Percentage of high school students enrolled in advanced coursework	37.9%	31.1%			
• White	61.0%	39.9%			
• Black	14.6%	17.4%			
• Hispanic	13.6%	16.4%			
• Asian	3.7%	34.6%			
• Native American	0.3%	0.0%			
• Multi-Race	6.8%	26.7%			
• SPED	19.3%	37.7%			
• Free & Reduced Lunch	12.9%	4.7%			
• ESOL	3.7%	0.5%			
Overall composite ACT score (Senior Class)	21.5	20.9			
• White	23.0	22.0			
• Black	18.9	17.2			
• Hispanic	21.8	18.6			
• Asian	19.3	23.3			
• Native American	-	-			
• Multi-Race	19.6	19.3			
• SPED	17.6	24.3			
• Free & Reduced Lunch	20.0	16.6			
• ESOL	17.0	17.0			
Percentage of students graduating in four years	96.7%	91.8%			
• White	97.6%	93.5%			
• Black	97.4%	91.7%			
• Hispanic	100%	87.0%			
• Asian	85.7%	87.5%			
• Native American	100%	-			
• Multi-Race	90%	90.9%			
• SPED	94.4%	95.8%			
• Free & Reduced Lunch	100%	82.8%			
• ESOL	100%	88.9%			
Percentage of high school students graduating with at least one Market Value Asset	55.0%	78.3%			
• White	73.8%	80.0%			
• Black	43.2%	69.2%			
• Hispanic	66.7%	89.5%			
• Asian	57.1%	100%			
• Native American	50.0%	100%			
• Multi-Race	66.7%	0.0%			
• SPED	35.3%	75.0%			
• Free & Reduced Lunch	60.8%	81.0%			
• ESOL	62.5%	100%			

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Strategic Goal 2: Connected Culture Among ALL

Metrics	2021	2022	2023	2024	2025
Percentage of students in grades 3-12 who reported they have a teacher or other adult from school they can count on to help them no matter what.	87%	83%			
• White	87%	84%			
• Black	78%	80%			
• Hispanic	82%				
• Asian	84%	76%			
• American Indian	100%	69%			
• Multi-Race	84%				
• Special Education	90%	86%			
• Free and Reduced Lunch	-				
• English Speakers of Other Languages (ESOL)	-	79%			
Percentage of students in grades 3-12 who reported they have a friend from school they can count on to help them no matter what.	88%	89%			
• White	89%	90%			
• Black	87%	86%			
• Hispanic	-				
• Asian	88%	91%			
• American Indian	83%	76%			
• Multi-Race	-				
• Special Education	84%	85%			
• Free and Reduced Lunch	-				
• English Speakers of Other Languages (ESOL)	-	83%			
Percent of students with infractions determined to be harassment, intimidation, or bullying	-	0.2%			
• White	-	0.1%			
• Black	-	0.5%			
• Hispanic	-	0.0%			
• Asian	-	0.0%			
• American Indian	-	0.0%			
• Multi-Race	-	0.5%			
• Special Education	-	0.3%			
• Free and Reduced Lunch	-	0.5%			
• English Speakers of Other Languages (ESOL)	-	0.0%			
Percent of students with no discipline infractions	-	80.8%			
• White	62.4%	87.0%			
• Black	20.0%	55.9%			
• Hispanic	-	81.4%			
• Asian	96.7%	92.0%			
• American Indian	93.8%	87.5%			
• Multi-Race	-	75.6%			
• Special Education	-	76.1%			
• Free and Reduced Lunch	-	69.8%			
• English Speakers of Other Languages (ESOL)	-	80.4%			

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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%	73%			
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%	80%			
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%	87%			
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	69%			
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%	61%			
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%	71%			
Percentage of parents, community and staff who gave a grade of A or B for the quality of school facilities	69%	44%			
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	60%			
Percentage of parents, community and staff who gave a grade of A or B for the quality of technology available to students	70%	68%			
Percentage of parents, community and staff who gave a grade of A or B for safety of students	85%	81%			
Percentage of parents, community and staff who gave a grade of A or B for the district's record on fulfilling promises	56%	68%			
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%	32%			
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%	77%			
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%	66%			
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%	74%			
Percentage of parents, community and staff who gave a grade of A or B for the district's caring about its families	84%	83%			
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	81%			
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	81%			
Safety Drill Compliance	100%	100%			
Requirement of Visitor Badges	100%	100%			
Number of Security Cameras	212	261			
Number of Technology Devices	3,378	3,629			
Number of Visits to District Website	85,969	89,061			
Reach of Facebook Posts	51,411	67,033			
Number of Tweet Impressions	115,944	192,086			
Number of Superintendent Weekly Updates Sent	N/A	40			
Number of Community Publications Sent	N/A	21			
Number of Highly Qualified Certified Staff	172	181			
Number of Facility Work Order Tickets Closed	N/A				
Number of Technology Work Order Tickets Closed		1,691			
Electricity & Gas Costs Per Square Foot					
BOE Monthly Approval of Check Register, Revenue and Expenses	Yes	Yes			
BOE Minutes Reflect Approval of Budget and Personnel Changes	Yes	Yes			
BOE Policies on Hiring, Job Descriptions, and Evaluations	Yes	Yes			
BOE Discussion of Annual District Performance Survey Results	Yes	Yes			
BOE Discussion of Annual Staff Exit Survey Results	Yes	Yes			
Health Insurance Annual Increases	12.4%	4.0%			
Piper School District Student Enrollment Number (Pre-K through 12th Grade)	2,422	2,672			
Moody's Bond Rating of Piper School District	AA-	AA-			

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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	82%			
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	85%			
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	80%			
Percentage of staff who gave a grade of A or B for their satisfaction with the learning opportunities they are provided	N/A	49%			
Percentage of staff who gave a grade of A or B for their satisfaction with the benefits being offered by the district	N/A	63%			
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	89%			
Percentage of staff who gave a grade of A or B for having a safe and secure work environment	N/A	84%			
Percentage of staff who gave a grade of A or B for receiving feedback to improve work performance	N/A	76%			
Percentage of staff who gave a grade of A or B for feeling valued and appreciate for the work they do	N/A	74%			
Percentage of staff who gave a grade of A or B for having input into decisions that directly affect their work	N/A	71%			
Percentage of staff who gave a grade of A or B for their work providing a sense of personal accomplishment	N/A	78%			
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	89%			
Number of Worker's Compensation Claims	7	8			
Number of Classified Applications Received	133	94			
Number of Teacher Applications Received	165	240			
Number of Administrative Applications Received	59	19			
Number of Supplemental Applications Received	63	58			
Number of Classified Employees	101	106			
Number of Teachers	172	181			
Number of Teachers with Advanced Degrees	112	123			
Number of Teachers with English Speakers of Other Languages (ESOL) Endorsement	N/A	40			
Number of Administrators	15	17			
Number of Administrators with Advanced Degrees Beyond Masters	2	3			
Number of Administrators with English Speakers of Other Languages (ESOL) Endorsement	1	1			
Number of Voluntary Classified Resignations (including retirements)	17	20			
Number of Voluntary Teacher Resignations (including retirements)	14	19			
Number of Voluntary Administrative Resignations (including retirements)	2	2			
Average Employee Length of Service—Certified Staff	N/A	7.88			
Average Employee Length of Service—Classified Staff	N/A	5.45			
Average Employee Length of Service—Administrative Staff	N/A	8.47			
Contractor Substitute Teacher Fill Rate	93.4%	83.5%			
Prompt Completion of Performance Appraisals	Yes	Yes			