WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

School & Community Positive Culture

SMART Goal 1: Quarterly, using a google survey, the Districtwide Leadership SMART Team will earn a 3.5 or greater score for positive community engagement with community stakeholders, parents, local clergy persons, Chamber of Commerce members, and different community agencies.

SMART Goal 2: The Districtwide Leadership SMART Team will complete at 90% or greater all safety protocols with satisfactory score with the Blueline Threat Alert System, fire drills, local lockdown drills, cyber-attack simulations, and third-party assessment walks (GEMA, Homeland Security, Transportation Security Agency, and local law enforcement agencies).

SMART Goal 3: The Districtwide Leadership SMART Team will include at least 10 or more local community stakeholders as guest partners (local law enforcement agencies, EMA, fire department, EMS, Department of Transportation, and other agencies) during monthly DLST meetings to build capacity with school/district personnel.

SMART Goal 4: The Superintendent will establish a community-based SMART Team and Student SMART Team and host four or more meetings to gather data on community and student perception data about the school district.

Objectives (4):

A. The Districtwide Leadership SMART Team (DLST) will meet monthly to discuss and employ appropriate strategies to support positive engagement with community stakeholders, parents, and volunteers to support a positive districtwide school culture.

B. The Districtwide Leadership SMART Team will conduct districtwide boost professional learning about school safety topics via face-to-face, virtually, or using online learning modules with all staff members on professional learning days.

C. The Districtwide Leadership SMART Team will conduct monthly safety assessments on radio communications, phone tree simulation callouts, bus safety drills, external & internal door-lock walkthroughs, drug dogs checks, campus check, and other safety drills scenarios from GSBA RMS.

D. Provide monthly updates to the employees and Board of Education on the status and safety drill results for awareness and self-reflections for informing continuous improvements.

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

Abbreviated Objectives	Strategic Plan	Baseline	1st Quarter Formative (45 days) Aug/Sept 2022	2nd Quarter Formative (45 days) Oct/Nov 2022	3rd Quarter Formative (45 days) Jan/Feb 2023	4th Quarter Formative (45 days) April/May 2023	Target Achieved?
A. Strategies to support positive engagement with community stakeholders, parents, and volunteers to support a positive districtwide school culture.	Yes	N/A					
B. Conduct districtwide boost professional learning about school safety topics via face-to-face, virtually, or using online learning modules with all staff members on professional learning days.	Yes	N/A					
C. The Districtwide Leadership SMART Team will conduct monthly safety assessments on radio communications, phone tree simulation callouts, bus safety drills, external & internal door-lock walkthroughs, drug dogs checks, campus check, and other safety drills scenarios from GSBA RMS.	Yes	N/A					

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

D. Provide monthly updates to the employees and Board of Education on the status and safety drill results for awareness and self-reflections for informing continuous improvements.	Yes	N/A				

Key Performance Measures					
Additional Indicators	**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**Target Achieved?**
Hosting Monthly DLST Meetings					
Tracking Monthly Safety Drills by each school					
Tracking Monthly Professional Learning on school safety					
Track the Community-based and Student SMART Team meetings					

Teacher Leadership and Social Emotional Wellness

SMART Goal 1: The Districtwide Teacher Leadership SMART Team will host 7 or more collaborative meetings to provide feedback on the different school cultures.

SMART Goal 2: The District will ensure that 90% or more of the teachers will complete MyVoice reflective assessment to assess teachers' level of satisfaction based on the standards provided by COGNIA.

SMART Goal 3: The District will host the TOTY program each year for the next three years to highlight teacher and support staff members for providing outstanding service to children and the school system.

Objectives:

A. The district will implement appropriate strategies that will support 90% or greater of the new teachers returning for a second year in the district.

B. The Human Resource Department will provide 20 or more pulse checks with 0-5 year teachers, in order to support assimilation into the school district.

C. Teachers of the Year FY 2022 will be an active member of the school/district-based leadership SMART team(s).

D. Host monthly celebration activities for teachers and staff members to support, appreciate, and enhance SE wellness and collective teacher-efficacy.

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
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A. Implement appropriate strategies that will support 90% or greater of the new teacher returning for a second year in the district.							
B. Provide 20 or more pulse checks with 0-5 year teachers, in order to support assimilation into the school district.							

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23

Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

C. Will be an active member of the school/district-based leadership teams.						
D. celebration activities for teachers and staff members to support, appreciate, and enhance SE wellness and collective teacher-efficacy.						

Key Performance Measures						
Additional Indicators		**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**Target Achieved ?**

RTI / MTSS & SEL SMART Team

SMART Goal 1: By the end of the 22 - 23 school year, using a Google Survey, faculty and staff members will rate the development of a Social Emotional Wellness program in WCSD using the indicators listed in CASEL at least a 3.5.

SMART Goal 2: By the end of the 22 - 23 school year, using a Google Survey, schools will track the number of students receiving enrichment interventions and academic interventions, and the number will reflect 15% of the school's population receiving Tier 2 interventions and 5% of the school's population receiving Tier 3 interventions. .

SMART Goal 3: During the 22 - 23 school year, schools will use a Google Survey to track the movement of students receiving Tier 2 and Tier 3 interventions.

SMART Goal 4: During the 22 - 23 school year, K - 5 schools will use a Google Survey to monitor and document the progress of students receiving Early Intervention Program (EIP) services.

Objectives:
   A. The Districtwide MTSS SMART Team will meet monthly to create and implement a Districtwide Social Emotional Wellness program.

   B. School MTSS Teams will track and monitor the number of students receiving enrichment interventions and academic interventions.

   C. School MTSS Teams will track and monitor the movement of students who are receiving interventions

   D. School (K - 5) MTSS Teams will track and monitor EIP services and student movement

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23

Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

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Objective A: Districtwide Social Emotional Wellness Program	Yes	0%					
Objective B: Enrichment and Academic Interventions	Yes	0%					
Objective C: Movement of students receiving interventions between the Tiers	Yes	0%					
Objective D: EIP Services	Yes	0%					

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

Key Performance Measures					
Additional Indicators	45 - Day Review	45 - Day Review	45 - Day Review	45 - Day Review	Target Achieved ?
<u>Objective A</u>. Review the CASEL recommendations and website to create an outline of a districtwide program.					
Share the proposed plan with the Districtwide Leadership team					
Share the WC Social Emotional Program plan with teachers					
<u>Objective B</u>. Obtain a list of academic and enrichment interventions currently being used					
Obtain a list of students being provided services at each Tier					
Obtain the school's population to determine if we are within suggested guidelines (15% & 5%)					
Objective C. Determine the movement of students at each 4 ½ week period.					

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23

Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

Objective D. Determine the model of EIP services being implemented					
Determine the number of students being served					
Determine if students who are being served are making progress					

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23

Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

STEAM

SMART Goal 1: During the 2022-2023 school year, all schools will build a community of support for STEM learning by providing equitable opportunities for students to engage in high quality STEM learning.(S1,S2,S6)

SMART Goal 2: During the 2022-2023 school year, 100% of Washington County Schools will establish a STEM culture that promotes a learner-centered environment. (S4,S5)

SMART Goal 3: During the 2022-2023 school year, prepare today's learners for the 21st century economy. (S7,S8,S9)

Objectives (4):

A. Collaborate monthly to develop an interdisciplinary curriculum that emphasizes problem based instruction.

B. Use SMART team approach to create a school-wide STEAM culture for

C. Identify participation in extracurricular STEAM opportunities by subgroup.

D. increase student participation in STEAM-related competitions by 3% for students in grades 3-12 (Virtually or face-to-face).

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A							
B							

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

C						
D						

Key Performance Measures						
Additional Indicators	**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**45 - Day Review**	**Target Achieved ?**
Track Montlhy STEAM Meetings					
Track PBL Design & Integration					
Track Student Participation					
Track Stakeholder Engagement					

Work- Force Development SMART Team

SMART Goal 1: During the 2022-2023 school year, the Work-Force Development SMART Team will collaborate with the Chamber of Commerce and OFTC to plan the Fall WACO Works, Spring WACO Works, Fall Ag Tour Day, and Spring Ag Tour Day.

SMART Goal 2: During the 2022-2023 school year, the Work-Force Development SMART Team will increase the number of active Advisory Council members that attend and participate in the Fall and Spring Advisory meetings by 5% or greater.

SMART Goal 3: During the 2022-2023 school year, the Work-Force Development SMART Team will collaborate with business community partners to plan a Career Day to be held at each school.

SMART Goal 4: During the 2022-2023 school year, student participation in the WBL program will increase by 5% or more to allow more student exposure to real world work experiences.

SMART Goal 5: During the 2022-2023 school year, student participation in CTSO competitions/events will increase by 10% or more.

Objectives:
    A. Participate in WACO Works Chamber of Commerce Planning Meetings.

    B. Upload Agendas for Fall and Spring WACO Works

    C. Plan, schedule, and invite business/community leaders to Advisory Council Meetings.

    D. Upload agendas and attendance data for Advsiory Council Meetings.

    E. Each school sets a date for Career Day.

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23
Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

F. Each School uploads an Agenda for Career Day.

G. CTSO sponsors submit student participation for each CTSO event/competition.

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A	Yes						
B	Yes						
C	Yes						
D	yes						
E	Yes						
F	Yes						
G	Yes						
Key Performance Measures							
Additional Indicators			**45 - Day**	**45 - Day**	**45 - Day**	**45 - Day**	**Target**

WASHINGTON COUNTY SCHOOL SYSTEM BALANCE SCORECARD FY23

Communication, Collaboration, and Collecting & Leveraging Data
Our Systemic Process: Product, People, and Processes (Systems Thinking via SMART Actions)

	Review	Review	Review	Review	Achieved?
Track Monthly Meetings					
Track Student Participation in WACO Works					
Track Advisory Council Participation					
Track CTSO Student Participation					