HAMILTON COUNTY SCHOOLS

Future Ready 2023!

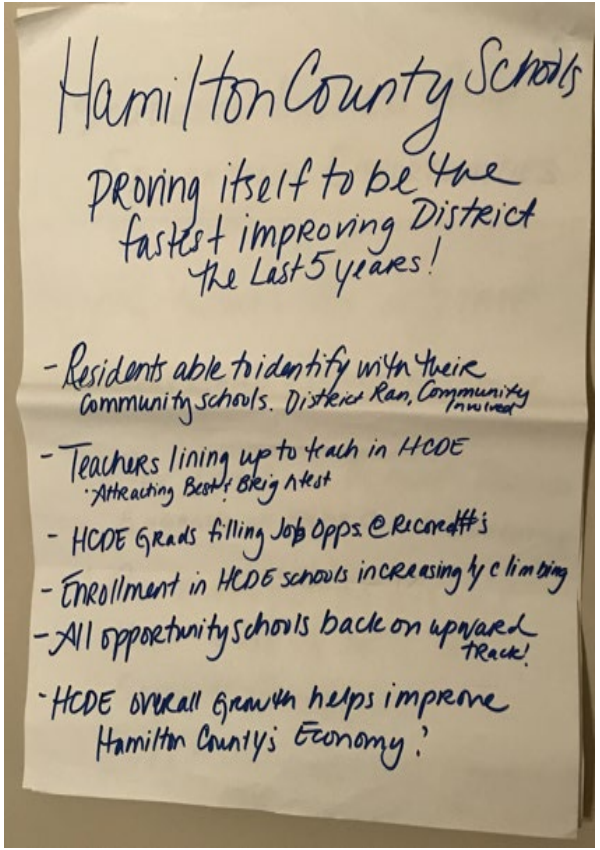
Annual Performance Summary Update - 2019

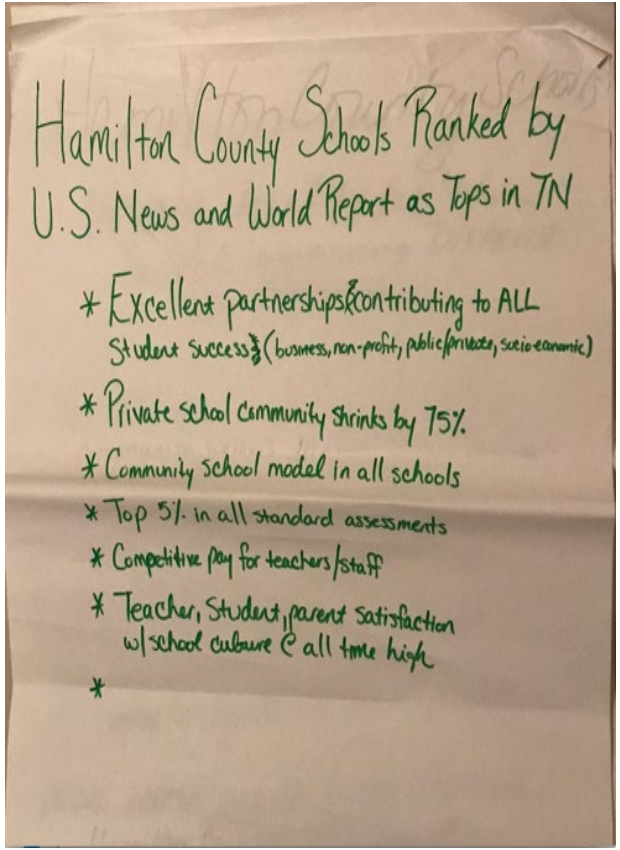
Shannon Moody, Director of Accountability and Research

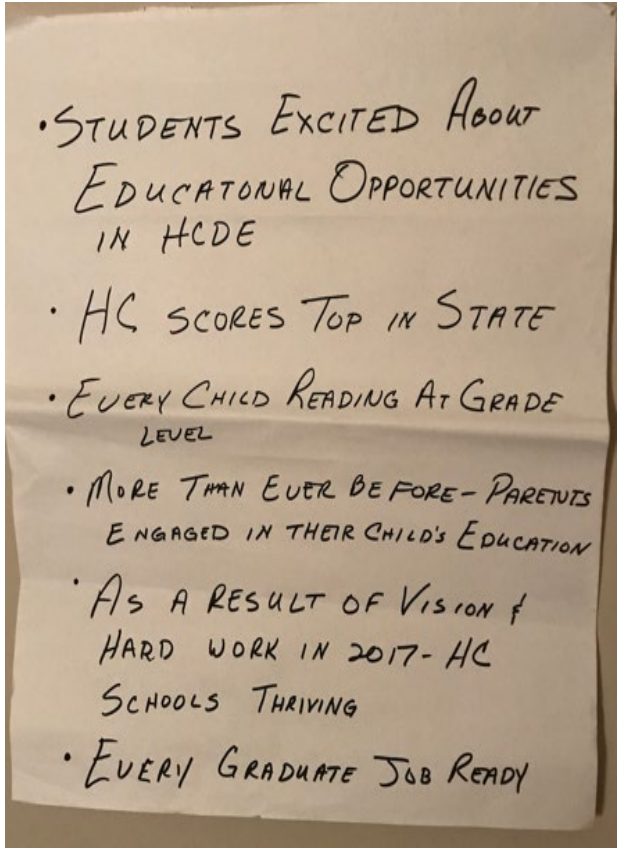
Hamilton County Schools Will Be the **Best** School District in Tennessee.

“You have to set goals that are almost out of reach. If you set a goal that is attainable without much work or thought, you are stuck with something below your true talent and potential.”

- Steve Garvey
  Los Angeles Dodgers


Hamilton County Schools
proving itself to be the fastest improving District the Last 5 years!
- Residents able to identify with their community schools. District Ran, Community Involved
- Teachers lining up to teach in HCDE
- Attracting Best & Brightest
- HCDE Grads filling Job Opps @ Recordff's
- Enrollment in HCDE schools increasing by climbing
- All opportunity schools back on upward track!
- HCDE overall growth helps improve Hamilton County's Economy.


Hamilton County Schools Ranked by U.S. News and World Report as Tops in TN
* Excellent partnerships & contributing to ALL Student success (business, non-profit, public/private, socio-economic)
* Private school community shrinks by 75%
* Community school model in all schools
* Top 5% in all standard assessments
* Competitive pay for teachers/staff
* Teacher, Student, parent satisfaction w/ school culture @ all time high
*


• STUDENTS EXCITED ABOUT EDUCATIONAL OPPORTUNITIES IN HCDE
• HC SCORES TOP IN STATE
• EVERY CHILD READING AT GRADE LEVEL
• MORE THAN EVER BEFORE - PARENTS ENGAGED IN THEIR CHILD'S EDUCATION
• AS A RESULT OF VISION & HARD WORK IN 2017 - HC SCHOOLS THRIVING
• EVERY GRADUATE JOB READY

HCS Achievement

Grade Band	Subject	17-18	18-19	Change
3rd - 5th	ELA	34.6%	36.5%	1.9%
	Math	39.3%	48.2%	8.9%
6th - 8th	ELA	32.4%	31.2%	-1.2%
	Math	34.6%	41.0%	6.4%
	Social Studies	36.2%	41.4%	5.2%
9th - 12th	HS English	27.5%	35.3%	7.8%
	HS Math	17.6%	24.9%	7.3%
	US History	18.1%	29.0%	10.9%

HAMILTON COUNTY SCHOOLS

HCS made gains in <u>nearly all</u> areas vs. 2018

HCS Outperforming State in 5 Areas

Grade Band	Subject	2017-18	2018-19
3rd-5th	ELA	Below State	Above State
	Math	Below State	Above State
6th-8th	ELA	Below State	Below State
	Math	Even	Above State
	Social Studies	Below State	Above State
9th-12th	HS English	Below State	Below State
	HS Math	Below State	Below State
	US History	Below State	Above State

HAMILTON COUNTY SCHOOLS

In 2018, HCS had ZERO areas that were above the state average.

2018-2019 District TVAAS Growth

2018-2019 TVAAS SCORES - District Wide - Hamilton County					
	System Wide	Grades 4-8	Grades 4-8/ EOC	EOC	CTE Students
Composite	5	5	5	5	5
Literacy	5	5	5	5	4
Numeracy	5	5	5	5	4
Literacy and Numeracy	5	5	5	5	4
Social Studies	5	5	5	4	3

Student learning gains universally exceeded state growth expectations , and HCS teachers improved the learning trajectory for thousands of students!

Historic TVAAS Growth, Never Seen Before!

	2012 - 2013	2013 - 2014	2014 - 2015	2015 - 2016	2016 - 2017	2017 - 2018	2018 - 2019
	System Wide	System Wide	System Wide	System Wide	System Wide	System Wide	System Wide
Composite	5	1	1	2	1	3	5
Literacy	1	4	1	5	5	5	5
Numeracy	5	5	1	1	1	1	5
Literacy and Numeracy	5	5	1	3	1	4	5

This is the first time in public reporting history that HCS has seen level 5 growth across the board!

Future Ready 2023 - Annual Review

Future Ready 2023! is the district plan which outlines the work of Hamilton County Schools over the next five years.

As a part of the plan, key performance indicators (KPIs) were identified for each action area to provide the community transparent reporting on outcomes. The KPIs define the accountability for the results we expect based on successfully implementing our five -year plan.

Action Areas:

- Accelerating Student Achievement
- Future Ready Students
- Great Teachers and Leaders
- Engaged Community
- Efficient and Effective Operations

Key Takeaways

32 total targets measured in 2019

- 22 areas improved over baseline (**70%**)
- Met 19 targets (**59%**), missed 13 targets (41%)

Student Achievement and **Future Ready Student** metrics were a **strength** for the district

Post-secondary, **literacy**, and **operations** metrics made up many of the **areas of need** for the district.

Focus Five

Focus Five	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
	%	%	%	diff from Target	diff from 2018	%	%	%	%
3rd Grade English Language Arts	33.7%	36.0%	36.4%	0.4%	2.7%	38.6%	41.9%	45.9%	50.0%
Algebra I (including 7th/8th Grade Alg I)	22.1%	25.2%	27.6%	2.4%	5.5%	28.7%	33.1%	38.5%	44.0%
% of Students Completing 1+ EPSO[1]*	31.1%	37.2%	43.4%	6.2%	12.3%	44.3%	53.1%	64.0%	75.0%
Average ACT Composite[2]	19.9	20.0	19.6	-0.4	-0.3	20.2	20.4	20.7	21.0
Graduation Rate [3]	86.6%	87.1%	86.9%	-0.2%	0.3%	87.6%	88.3%	89.2%	90.0%

HCS met 3 of the 5 Focus Five targets for the 2018-2019 school year, and improved in 4 of the 5 targets.

Accelerating Student Achievement

Accelerating Student Achievement	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
	%	%	%	diff from Target	diff from 2018	%	%	%	%
District Accountability Status	Satisfactory	Satisfactory	**Achieving**	1	1	Achieving	Achieving	Exemplary	Exemplary
Grade 3-5 ELA	**34.8%**	**36.8%**	**36.5%**	-0.3%	1.7%	**39.1%**	**41.9%**	**45.5%**	**49.0%**
Grade 6-8 ELA	**32.5%**	**34.7%**	**31.2%**	-3.5%	-1.3%	**37.2%**	**40.3%**	**44.1%**	**48.0%**
HS ELA	**27.6%**	**30.6%**	**35.3%**	4.7%	7.7%	**34.0%**	**38.3%**	**43.7%**	**49.0%**
Grade 3-5 Math	**39.6%**	**41.6%**	**48.2%**	6.6%	8.6%	**43.9%**	**46.8%**	**50.4%**	**54.0%**
Grade 6-8 Math	**34.8%**	**36.8%**	**41.0%**	4.2%	6.2%	**39.1%**	**41.9%**	**45.5%**	**49.0%**
HS Math	**17.8%**	**20.6%**	**24.9%**	4.3%	7.1%	**23.9%**	**27.9%**	**33.0%**	**38.0%**
# of Schools growth 3 or higher	**44**	**47**	**66**	19	22	**50**	**54**	**58**	**63**
Super Subgroup Success Rate	**17.4%**	**20.5%**	**22.0%**	1.5%	4.6%	**24.2%**	**28.7%**	**34.3%**	**40.0%**
Super subgroup Below Reduction	**43.7%**	**41.1%**	**38.3%**	-2.8%	-5.4%	**38.1%**	**34.3%**	**29.7%**	**25.0%**
English Lang Prof Meet Growth Metric	**45.6%**	**48.3%**	**43.6%**	-4.7%	-2.0%	**51.4%**	**55.3%**	**60.2%**	**65.0%**

- HCS met 8 of the 11 Accelerating Student Achievement targets for the 2018 -2019 school year, and improved in 9 of the 11 targets.
- HCS exceeded the 2023 target for # of Schools with Level 3 Growth or Higher.

Future Ready Students

Future Ready Students	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
	%	%	%	diff from Target	diff from 2018	%	%	%	%
Student Satisfaction			66.5%	13,845	NA	69.1%	72.2%	76.1%	80.0%
Ready Graduates*	34.2%	37.1%	43.0%	5.9%	8.8%	40.4%	44.6%	49.8%	55.0%
Post-secondary Scholarship Awards	$31.3 MM	$33.0 MM	$95.0 MM	$62.0MM	$63.7MM	$36.0 MM	$41.0 MM	$43.0 MM	$45.0 MM
Post-secondary Matriculation	69.6%	70.4%	66.2%	-4.2%	-3.4%	71.2%	72.3%	73.7%	75.0%

Student Satisfaction	Based on the new climate survey taken the first time in the 18-19 school year. Using the question "This school is a good match for me" (Q18 Elementary, Q21 - Middle/HS) on the student survey. Number of positive answers ("Strongly Agree", "Agree", "Yes, Very True" or "Yes, Sort of True") divided by number of question respondents.

HCS met 2 of the 3 Future Ready Students targets for the 2018-2019 school year, and exceeded the 2023 target in Post-secondary Scholarship Awards.

Great Teachers and Leaders

Great Teachers and Leaders	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
	%	%	%	diff from Target	diff from 2018	%	%	%	%
Teacher Satisfaction	84%	85%	86%	1%	2%	86%	87%	89%	90%
Diversity Index	1:54	1:53	1:62	9	8	1:51	1:49	1:47	1:44
1-year Teacher Retention Rate	74%	75%	86%	11%	12%	76%	78%	80%	82%
Teacher Absenteeism	46.4%	43.4%	45.0%	1.6%	-1%	40.0%	35.7%	30.3%	25.0%
% of Teachers meeting annual Growth Standard per TVAAS Composite	68.0%	68.9%	79.9%	11.0%	12%	70.1%	71.5%	73.2%	75.0%

- HCS **met 3 of the 5** Great Teachers and Leaders targets for the 2018-2019 school year, and **improved in 4 of the 5** targets.
- HCS teachers **exceeded the 2023 target** for **% of teachers meeting growth standard** and **1-year Teacher Retention Rate.**

Engaged Community

Engaged Community	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
	%	%	%	diff from Target	diff from 2018	%	%	%	%
Kindergarten Readiness*	41.8%	45.7%	40.1%	-5.6%	-1.7%	50.3%	55.9%	63.0%	70.0%
Chronic Absenteeism (K-12)	14.7%	13.8%	12.5%	-1.3%	-2.2%	12.7%	11.4%	9.68%	8.00%
Parent Satisfaction			79.4%	6310	NA	80.5%	81.8%	83.4%	85.0%
Parent Volunteer Hours			12,004	1,143	NA	18,273	25,862	35,431	45,000

Parent Satisfaction	Based on new climate survey for the 2018-2019 school year. Using the parent survey question that states "I would recommend this school to family and friends with children" (Question 17). Number of positive answers (“Strongly Agree” or “Agree”) divided by total number of question respondents.

Parent Volunteer Hours	Total number of parent volunteer hours logged using data collected through the Raptor sign in system.

HCS met 1 of the 2 Engaged Community targets for the 2018-2019 school year.

Effective and Efficient Operations

Effective and Efficient Operations		2018 Baseline	2019 Target	2019 Result			2020 Target	2021 Target	2022 Target	2023 Target
		%	%	%	diff from Target	diff from 2018	%	%	%	%
Total Miles between Safety Incidents		53,947	56,000	47,691	-8,309	-6,256	58,000	60,000	62,000	64,000
Avg. % of Buses Arriving On-Time Daily		95%	95.5%	88%	-7.5%	-7.0%	96%	96.5%	97%	98%
Nutrition Services Utilization	Breakfast	27.4%	28.0%	26.1%	-1.9%	-1.3%	28.5%	29.0%	29.5%	30.0%
	Lunch	58.8%	60.0%	58.0%	-0.8%	-2.0%	61.0%	62.0%	63.0%	64.0%
Deferred Maintenance Backlog				$1.36 B	NA	NA				
Avg. Days to complete Maintenance Work Orders		17	15	7	-8	-10	13	11	9	7
Avg. Days to Close Technology Support Tickets		34	28	17	-11	-17	24	21	18	15

HCS met 4 of the 6 Effective and Efficient Operations targets for the 2018-2019 school year, and met the 2023 target in Average Days to complete Maintenance Work Orders .

Proposed Methodology Updates

% of Students Completing 1+ EPSO[1]	Methodology Change 2019: Using goal year graduation cohort file as the base file and merging on any student with 1+ EPSO course completed during their HS career as pulled from the FR2023 1+ EPSO Report in Cognos to determine percentage of on time graduates with 1+ EPSO.
Ready Graduates	Methodology Change 2019: Number of students in the goal year minus 1 (lag year data) graduation cohort meeting ready graduate criteria include EPSO, industry certifications, and ASVAB pathways.
Kindergarten Readiness	Number of students scoring "on track" per the cut score on the Read 20 assessment divided by number of scores. Baseline using Fall 2017 assessment. CHANGE NECESSARY: Error in initial baseline calculation
Post-secondary Matriculation	Methodology Change 2019: Goal year minus 1 (lag year data) graduate matriculation percentage from TDOE Report card.

Discussion

- **For those areas where we hit the final target, what should we do?**
  - # of Schools with Level 3 Growth or higher (ASA)
  - Post Secondary Scholarship Awards (FRS)
  - % of Teachers Meeting Annual Growth Standard (GTL)
  - 1- Year Teacher Retention Rate (GTL)
  - Average Days to Complete Maintenance Work Orders (EEO)

- **A new baseline was set for Deferred Maintenance. Should we set targets in this area?**

- **Kindergarten Readiness has declined. How can we better engage the community in birth-to-five supports?**

2020 Tracking - Dashboards

- **Senior Leadership Team Dashboard**
  - Tracking key performance indicators and data related to each Chief team.
- **Teaching and Learning Dashboard**
  - Tracking content area, grade level, and school level academic measures
- **Principal's Dashboard**
  - Tracking school level achievement metrics towards goals.
- **Instructional Coach Dashboard**
  - Tracking content area and grade level academic measures for the school
- **Counselor Dashboard**
  - Tracking student level support data.
- **Teacher's Dashboard**
  - Tracking student and classroom level achievement measures

SLT Dashboard

3rd Grade ELA: 2019 Result	Algebra 1: 2019 Result	1+ EPSO: 2019 Result	Average ACT: 2019 Result
36.4%	27.6%	43.4%	19.6
2019 Target: 36.0%	2019 Target: 25.2%	2019 Target: 37.2%	2019 Target: 20.0

3rd Grade ELA: 2020 Leading Measure	Algebra 1: 2020 Leading Measure	1+ EPSO: 2020 Leading Measure	Average ACT: 2020 Leading Measure
32.1%	28.9%	44.3%	19.4
2020 Target: 38.6%	2020 Target: 28.7%	2020 Target: 44.3%	2020 Target: 20.2 Percent Taken: 88.2% Last Test Date: Sep 1, 2019 12:00:00 AM

Learning Community	% Prof	2020 Target
Charter/Virtual Schools	6.8%	38.6%
Harrison Bay	34.3%	39.2%
Missionary Ridge	31.3%	38.4%
North River	35.5%	48.1%
Opportunity Zone	8.5%	13.4%
Rock Point	46.0%	50.0%

Learning Community	% Prof	2020 Target
Charter/Virtual Schools	26.7%	28.7%
Harrison Bay	28.4%	26.0%
Missionary Ridge	29.2%	24.8%
North River	36.3%	35.0%
Opportunity Zone	2.4%	9.0%
Rock Point	41.4%	41.9%

Learning Community	% Earned EPSO	2020 Target
Charter/Virtual Schools	87.7%	44.3%
Harrison Bay	27.7%	42.6%
Missionary Ridge	51.0%	42.4%
North River	29.0%	50.8%
Opportunity Zone	55.4%	23.6%
Rock Point	61.2%	55.0%

Learning Community	% Taken ACT	Max Composite	2020 Target
Charter/Virtual Schools	98.2%	19.0	20.2
Harrison Bay	87.4%	18.8	19.7
Missionary Ridge	91.6%	19.0	20.8
North River	90.4%	19.6	20.4
Opportunity Zone	75.4%	14.1	15.1
Rock Point	89.2%	22.5	22.5

Teaching and Learning Dashboard

HAMILTON COUNTY SCHOOLS

School Selection

Learning Community (Optional)

All Schools

Optionally choose grade(s):

Finish | Clear All Selections

- School Share Site
- CASE Sharefile Site
- TDOE Single Sign On
- TVAAS
- EasyIEP

Other Dashboards

- Principal's Dashboard
- Instructional Coach's Dashboard
- Preview Teacher's Dashboard
- Counselor's Dashboard

Core Subject and Test Selector

Choose core subject: Math

Choose benchmark results to view: Fall: Final Benchmark

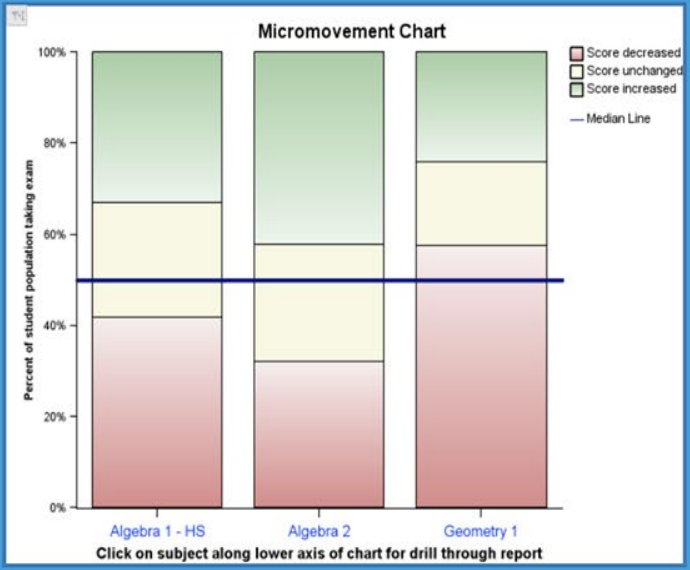
Finish

The chart and tables on this page have students that scores for both the selected benchmark and the first benchmark given this year.

Micromovement refers to the changes in the extension level (ex: 3- to 2+ would be a net change of -1).

The Net Micromovement Change calculation: average score of the selected benchmark - average score of the first benchmark.

For subject level analysis, **click on the subject name at the bottom of the chart**. Choosing a learning community prior to selecting the subject will give a learning community analysis. For school level analysis, see the Instructional Coach's Dashboard.



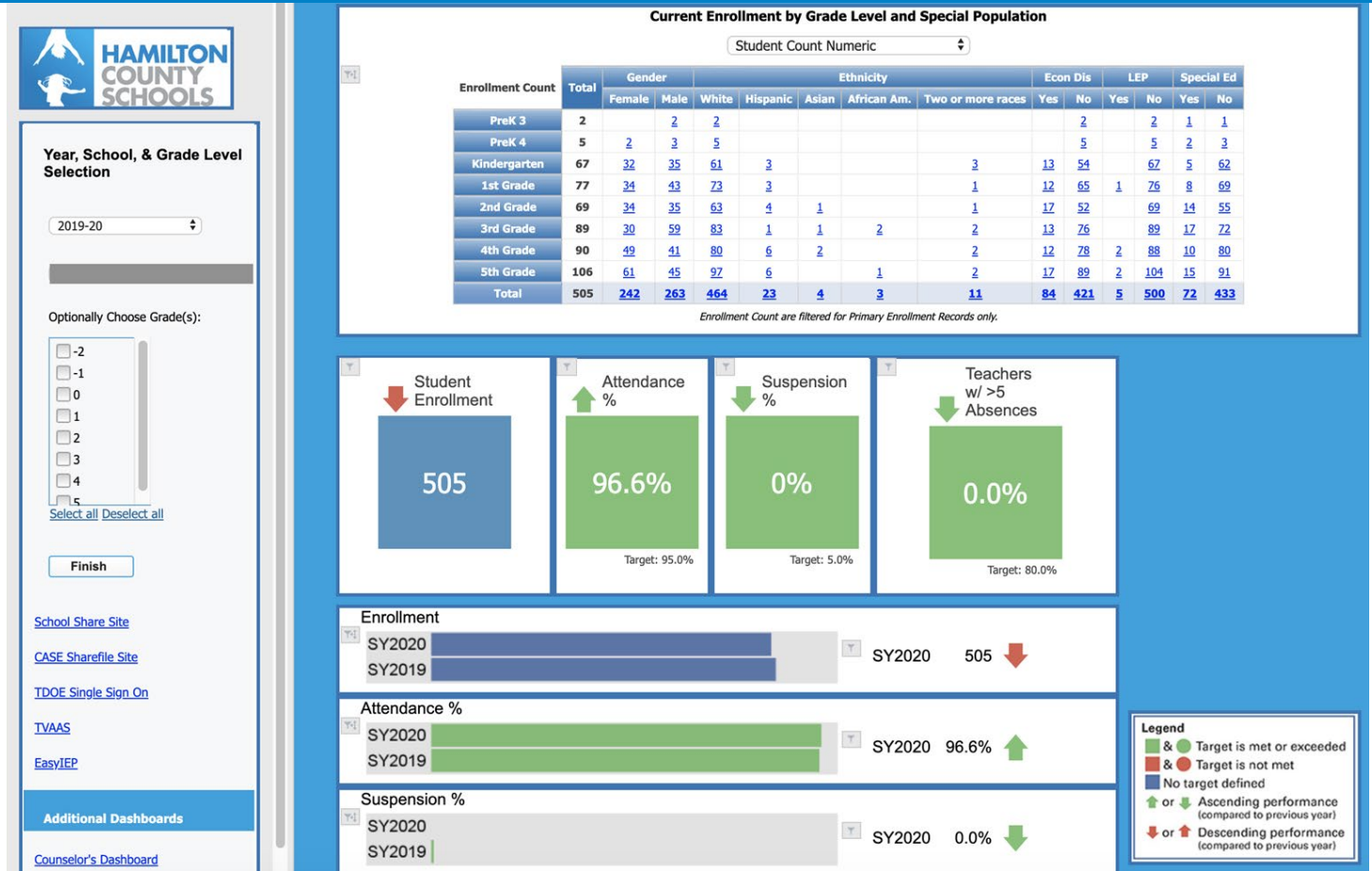
Subject/ Grade	Net Micromovement Change
Algebra 1 - HS	0.08
Algebra 2	0.18
Geometry 1	-0.97

Subject/ Grade	N Count	% Proficient: First Benchmark	% Proficient: Selected Benchmark	Change in Proficiency
Algebra 1 - HS	79	34.2%	34.2%	0.0%
Algebra 2	407	24.1%	20.4%	-3.7%
Geometry 1	437	39.6%	26.1%	-13.5%

School	Net Micromovement Change
	-0.47
	-0.43
	-0.15
	0.24
	-1.49
	0.44
	-0.10
	-1.40

School	N Count	% Proficient: First Benchmark	% Proficient: Selected Benchmark	Change in Proficiency
	81	69.1%	59.3%	-9.9%
	197	41.6%	34.5%	-7.1%
	158	30.4%	21.5%	-8.9%
	241	26.6%	25.3%	-1.2%
	93	32.3%	7.5%	-24.7%
	36	5.6%	2.8%	-2.8%
	20	10.0%	10.0%	0.0%
	91	15.4%	2.2%	-13.2%

Principal's Dashboard



Instructional Coach Dashboard

HAMILTON COUNTY SCHOOLS

Year, School, & Grade Level Selection

2019-20

Optionally Choose Grade(s):

- 9
- 10
- 11
- 12

Select all Deselect all

Finish

- School Share Site
- CASE Sharefile Site
- TDOE Single Sign On
- TVAAS
- EasyIEP

Core Subject and Test Selector

Choose core subject: Math

Choose benchmark results to view: Traditional: 1st Benchmark

Finish

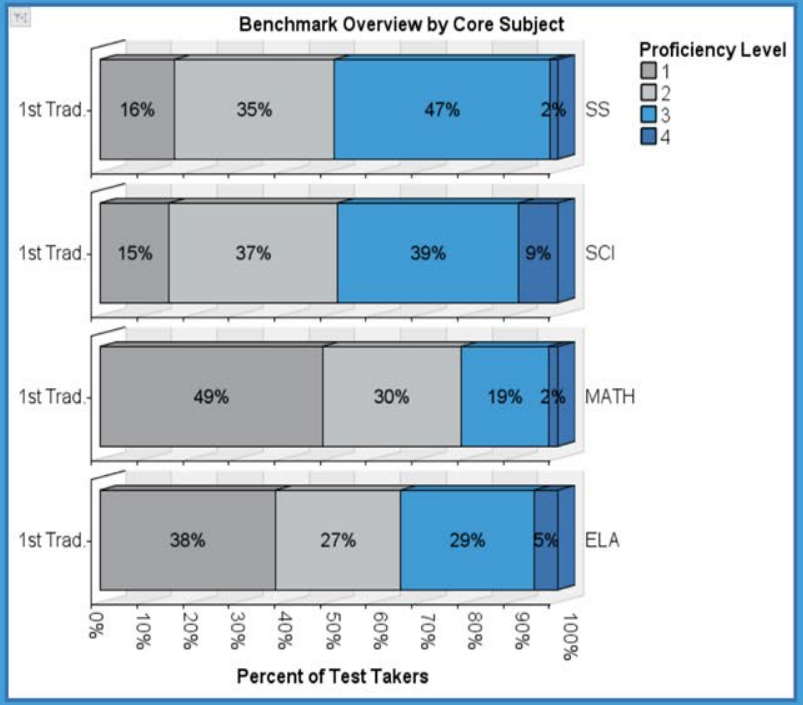
Compare Proficiency Rates by Grade/Subject

Benchmark to Benchmark

	Benchmark: 2018-19		Benchmark: 2019-20		
	N Count	% Prof.	N Count	% Prof.	Change in Proficiency
Algebra 1 - HS	187	24.1%	173	10.4%	-13.7%
Algebra 2	203	17.7%	173	22.5%	4.8%
Geometry 1	200	10.0%	187	29.4%	19.4%

Compare Current Year Traditional 1st Benchmark to TNReady (Prior Year)

	Was not proficient on TNReady (Prior Year)			Was proficient on TNReady (Prior Year)				Number of Testers (took both exams)	"Happy Surprises" (Changed to Proficient)	"Backward Surprises" (Changed to Not Proficient)
	1	2	3	1	2	3	4			
Algebra 1 - HS	45.9%	20.9%	2.0%	4.7%	18.2%	8.1%		148	3	34
Algebra 2	51.5%	16.0%	5.5%	3.1%	6.7%	13.5%	3.7%	163	9	16
Geometry 1	37.1%	29.2%	18.5%	0.6%	2.2%	9.6%	2.8%	178	33	5



Choose a Core Subject

- SS
- SCI
- MATH
- ELA

Click on a core subject to explore grade/subject, teacher and standards results.

The results viewed here are for students that took the test at this school.

Teacher's Dashboard

HAMILTON COUNTY SCHOOLS

Make Selections

[redacted]

[redacted]

School Share Site
CASE Sharefile Site
TDOE Single Sign On
TVAAS
Canvas
iReady

Please remember to keep student data confidential and follow Hamilton County School's acceptable use policy. Protecting student data and following the Family Educational Rights and Privacy Act (FERPA) is required of all Hamilton County employees.

Student Group Selector

Current Course
ENGLISH LANGUAGE ARTS GRADE 4

Section Number
1

Benchmark Selector

Core Subject
ELA

Testing Year
2019-20

Exam
1st Benchmark

Scores above 75 **% will be highlighted green**

Scores below 50 **% will be highlighted red**

Finish

% Correct by Item

Standard	Item	% Correct	Correct Ans.
FL.PWR.3	Q: 31	90.0%	A
FL.SC.6a	Q: 32	85.0%	D
FL.SC.6d	Q: 35	95.0%	A
FL.SC.6h	Q: 34	60.0%	C
FL.VA.7a	Q: 12	90.0%	A
	Q: 17	35.0%	C
FL.VA.7b	Q: 25	60.0%	A
	Q: 4	90.0%	D
FL.WC.4a	Q: 33	75.0%	B
RI.CS.4	Q: 19	80.0%	B
RI.CS.5	Q: 24	65.0%	A
RI.CS.6	Q: 23	30.0%	C
RI.IKI.7	Q: 30	35.0%	D

Benchmark Assessment: ELA 4

% Correct	FL.PWR.3	FL.SC.6a	FL.SC.6d	FL.SC.6h	FL.VA.7a	FL.VA.7b	FL.WC.4a	RI.CS.4	RI.CS.5	RI.CS.6	RI.IKI.7	RI.IKI.8	RI.IKI.9	RI.KID.1	RI.KID.2	RI.KID.3	RL.CS.4	RL.CS.5	RL.CS.6	RL.IKI.7	RL.KID
Total	90.0%	85.0%	95.0%	60.0%	62.5%	75.0%	75.0%	80.0%	65.0%	30.0%	35.0%	74.4%	40.0%	50.9%	36.4%	25.0%	55.0%	55.0%	55.0%	67.5%	64.0%
	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	100%	0%	67%	50%	0%	100%	100%	100%	100%	67%
	0%	100%	100%	0%	100%	50%	0%	0%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	33%
	100%	100%	100%	0%	50%	100%	0%	100%	100%	100%	0%	100%	0%	67%	50%	0%	100%	0%	100%	100%	100%
	100%	100%	100%	100%	50%	100%	100%	100%	0%	100%	0%	50%	100%	100%	50%	0%	100%	100%	100%	100%	67%
	100%	100%	100%	100%	50%	100%	100%	100%	100%	0%	100%	100%	100%	100%	50%	0%	100%	100%	100%	100%	67%
	100%	0%	100%	0%	100%	100%	100%	100%	100%	100%	0%	50%	100%	33%	100%	0%	0%	0%	100%	100%	50%
	100%	100%	100%	100%	100%	100%	100%	100%	0%	0%	100%	100%	100%	100%	100%	100%	100%	100%	100%	50%	100%
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	100%	100%	100%	0%	50%	50%	100%	0%	0%	0%	0%	100%	0%	33%	100%	0%	0%	100%	0%	50%	100%
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	100%	100%	100%	0%	50%	50%	100%	100%	100%	0%	0%	50%	0%	67%	0%	100%	100%	0%	0%	50%	67%
	100%	100%	100%	100%	50%	100%	100%	100%	100%	0%	0%	50%	0%	67%	100%	0%	100%	100%	100%	100%	67%
	100%	100%	100%	100%	50%	0%	100%	100%	0%	0%	100%	100%	100%	33%	50%	0%	100%	100%	100%	50%	33%
	0%	100%	0%	100%	0%	50%	100%	100%	100%	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%	50%	67%

Discussion and Questions

Hamilton County Schools Will Be the **Best** School District in Tennessee.