HAMILTON COUNTY SCHOOLS Annual Performance Summary - 2019 Update

areas where goals were met or increases were made over baseline year.
areas where goals were missed or decreases over baseline year.
areas where a new baseline has been set.

Key Performance Indicator	2018 Baseline	2019 Target	2019 Results			2020 Target	2021 Target	2022 Target	2023 Target
Focus Five									
	%	%	%	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*	31.1%	37.2%	43.4%	6.2%	12.3%	44.3%	53.1%	64.0%	75.0%
Average ACT Composite	19.9	20.0	19.6	-0.4	-0.3	20.2	20.4	20.7	21.0
Graduation Rate	86.6%	87.1%	86.9%	-0.2%	0.3%	87.6%	88.3%	89.2%	90.0%
Accelerating Student Achievement									
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 With 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%
Future Ready Students									
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	$62.0 MM	$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%
Great Teachers and Leaders									
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%
Engaged Community									
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
Effective and Efficient Operations									
Total Miles Between Safety Incidents	53,947	56,000	47,691	-8,309	-6,256	58,000	60,000	62,000	64,000
Avg. % Buses Arriving On-time Daily	95%	96%	88%	-7.5%	-7.0%	96%	97%	97%	98%
Nutrition Services Utilization (Breakfast and Lunch)	27.4% 58.8%	28.0% 60.0%	26.1% 58.0%	-1.9% -0.8%	-1.3% -2.0%	28.5% 61.0%	29.0% 62.0%	29.5% 63.0%	30.0% 64.0%
Deferred Maintenance Backlog			$1.36 B	NA	NA				
Avg. Days to Complete Maint. Work Orders	17	15	7	-8	-10	13	11	9	7
Avg. Days to Close Tech. Support Tickets	34	28	17	-11	-17	24	21	18	15

* These areas required slight changes to the baseline calculations. All changes have been applied to baseline, 2019, and future target goals.
** District accountability status is based on success rate which is a combination of math and ELA results. The district outperformed the state in Grades 3-5 ELA, Grades 3-5 Math, and Grades 6-8 Math. Full results are available on the TN State Report Card online.

HAMILTON COUNTY SCHOOLS

Annual Performance Summary - 2019 Update

Annual Performance Summary Methodologies	
Key Performance Indicator	**Methodology**
Focus Five	
3rd Grade English Language Arts	Number of third graders in goal school year who scored on track or mastered divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
Algebra I (Including 7th/8th Grade Alg I)	Number of students taking Algebra I (including 7/8th grade) who scored "on track" or "mastered" divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
% of Students Completing 1+ EPSO	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.
Average ACT Composite	Average of highest composite score entered into the database and pulled from Cognos merged onto goal year graduation cohort file divide by on time graduates. Goals set based on percent change to 36.
Graduation Rate	Goal year on time graduates divided by number in goal year graduation cohort using the state graduation cohort file.
Accelerating Student Achievement	
Grade 3-5 ELA	Number of 3-5th grade in goal year school year who scored on track or mastered on ELA tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
Grade 6-8 ELA	Number of 6-8th grade in goal year school year who scored on track or mastered on ELA tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
HS ELA	Number of students in goal year school year who scored on track or mastered on English I and English II tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
Grade 3-5 Math	Number of 3-5th grade in goal year school year who scored on track or mastered on Math tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores.
Grade 6-8 Math	Number of 6-8th grade in goal year school year who scored on track or mastered on Math tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores. Includes 7th and 8th grade Algebra 1 student scores.
HS Math	Number of students in goal year school year who scored on track or mastered on Algebra 1 (without 7/8th grade), Geometry, and Algebra II tests divided by number of valid tests. Excludes students not enrolled in district 50% of the year and includes MSAA scores. HS Math scores do not include ACT Reassignment numbers.
# of Schools With Growth 3 or Higher	Number of schools in goal year with TVAAS composite score of 3 or higher (including social studies/science as applicable in each year).
Super Subgroup Success Rate	Pulled from the state accountability student level file - number of students in at least 1 major subgroup (BHN, SWD, ED, ELL) with valid test scores who scored on track or mastered divided by valid tests.
Super Subgroup Below Reduction	Pulled from the state accountability student level file - number of students in at least 1 major subgroup (BHN, SWD, ED, ELL) with valid test score who scored below divided by valid tests.
English Lang. Prof. Meet Growth Metric	Based on the WIDA ACCESS state student level file - the percentage of students meeting individual growth metric divided by number of students included in growth metric denominator.
Future Ready Students	
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) answered as "Strongly Agree", "Agree", "Yes, Very True" or "Yes, Sort of True" on the student survey. Number of positive answers divided by number of question respondents.
Ready Graduates	Methodology Change 2019: Number of students in the goal year minus 1 (lag year data) graduation cohort meeting ready graduate criteria including EPSO, industry certifications, and ASVAB pathways.
Post-secondary Scholarship Awards	Based on scholarship reporting per high school guidance counselors for class of goal year.
Post-secondary Matriculation	Methodology Change 2019: Goal year minus 1 (lag year data) graduate matriculation percentage from TDOE Report card.
Great Teachers and Leaders	
Teacher Satisfaction	Percent of teachers responding positively on TDOE teacher survey question "I generally feel satisfied as a teacher in this school" divided by number of teachers. Currently estimated by number of teachers for that school year (using 185 job code designation)
Diversity Index	Divided number of students of color by number of teachers of color out of IFAS and student enrollment May 1 of previous year out of Cognos (K-12 enrollment only) to get the 1 to 53.9. The baseline is 1 to 54. Included diversity based on race: African American, Alaskan Native/ American Indian, Asian, Hispanic/Latino, Native Hawaiian/Pacific Island, 2 or more races.
1-year Teacher Retention Rate	On-year retention rate. Number of teachers retained for a second school year divided by number of teachers that were newly hired one year ago.
Teacher Absenteeism	Pulled from Cognos report counting number of missed days in all categories (absent quantity HR metric). Percent of teachers missing 10 or more days in the school year divided by number of teachers. Considering excluding any days other than sick leave.
% of Teachers Meeting Annual Growth Standard per TVAAS Composite	Pulled from TDOE teacher composite file. Number of teachers scoring 3 or above on composite divided by number of teachers with composite score.
Engaged Community	
Kindergarten Readiness	Methodology Change 2019: Error in initial baseline calculation. 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.
Chronic Absenteeism (K-12)	State Student level file - number of students missing 10% of enrolled instructional days divided by total number of students. Excludes students not enrolled in district for 50% of the school year.
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). Percent of positive responses "Agree or "Strongly Agree" divided by number of question responses.
Parent Volunteer Hours	Total number of parent volunteer hours logged using data collected through the Raptor sign in system.
Effective and Efficient Operations	
Total Miles Between Safety Incidents	Durham report - total miles driven 2017-2018 school year and divided by the number of reported incidents, including both preventable and non-preventable accidents and/or injuries.
Avg. % Buses Arriving On-time Daily	Durham Report - uses Zonar GPS tracking system, which has a geo fence option. When bus comes into that geofence, based on the school start and dismissal time, the system monitors the arrival/departure time for each bus. This includes regular and all special education buses.
Nutrition Services Utilization (Breakfast and Lunch)	Average daily meals served/average daily enrollment (for breakfast and lunch)
Deferred Maintenance Backlog	New baseline set by MGT after RFP preliminary findings in spring 2019 includes $768 million for Educational Suitability. For Building Condition, Technology Readiness, and Ground Condition, the remaining value is $594 million.
Avg. Days to Complete Maint. Work Orders	42,000 work orders from last year and averaged the completion time for those completed orders.
Avg. Days to Close Tech. Support Tickets	All tickets created in the goal year that were assigned to computer tech, network tech, or help desk personnel. Any open tickets at the close of 2017-2018 school year was assigned the number of days it had been open when calculating the days to close tickets. Currently includes what may be classified as "projects" versus support tickets.