

Balanced Score Card  
Indian River School District  
2016-2017  
**Howard T. Ennis School**

**Mission:**

The Indian River School District's mission is to ensure that all students attain the knowledge, skills, and attitudes needed to realize their potential, meet the challenges of their life choices, and fulfill their responsibilities as world citizens through a partnership of students, parents, staff, and community.

**Goals:**

Increase student achievement through deep implementation of Delaware standards so that ALL students meet or exceed their fullest potential.

Increase student access to technology to continue the development of 21<sup>st</sup> Century college and career readiness skills.

Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.

Develop, provide, and monitor support and services for the district's most struggling students.

Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.



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Measureable Goal	Person Responsible	Activities	Baselines	2016-2017 Target	2016-2017 Actual
<b>1. Increase student achievement through deep implementation of Delaware standards so that ALL student meet or exceed their fullest potential.</b>			<b>Baseline</b>	<b>DCAS Alt Target</b>	<b>DCAS Alt Target</b>
1.1 The percentage of Howard T. Ennis students who exhibit proficiency in reading as measured by DCAS Alt will annually increase.		1.11	22%	25%%	
1.2 The percentage of Howard T. Ennis students who exhibit proficiency in math as measured by DCAS Alt will annually increase.		1.21	20%	25%	
1.3 The 90-minute required PLC period in which core teachers weekly participate will be closely monitored.		1.31 Develop and implement a system for tracking PLC data and activity.	100%	100%	

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Measureable Goal	Person Responsible	Activities	Baselines	2016-2017 Target	2016-2017 Actual
1.4 The percentage of standards-based IEPs will annually increase.		1.41 Require appropriate staff to complete the initial standards-based IEP training.	0	After training by District Special Education Department 80%	
1.5 The school's IST process will be well established.		1.51 Complete all IST paperwork in a timely manner. 1.52 Review IEPs to assure that they are standards-based. 1.53 Prepare for IEP monitoring via district office team and the ACCESS Project.		Continue with current practice of reviewing all IEP drafts within 10 days of meeting	
1.6 The number of security incidents involving the Delaware System of Student Assessment (DESSA) as evidenced by the online assessment security portal will annually decrease.		1.61	0	0	
<b>2.0 Increase student access to technology to continue the development of 21<sup>st</sup> Century college and career readiness skills.</b>					
2.1 The level of technology integration for teachers as measured by the District Tech survey will annually increase.	Principal	2.11 Support tech integration through professional development and classroom	Tier 1 – Teacher Productivity	Tier 1 – Teacher productivity	Tier 1 - Teacher productivity

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Measureable Goal	Person Responsible	Activities	Baselines	2016-2017 Target	2016-2017 Actual
		coaching support.	Tier 2 – Instructional Presentation  Tier 3 – Student-centered Environment;	Tier 2 – Instructional Presentation  Tier 3 – Student- centered Environment	Tier 2 - Instructional Presentation  Tier 3 – Student- centered Environment
2.2 The number/quality of, and the amount of feedback provided to teachers related to, learning walks within and between schools will annually increase.		2.21 Collaborate with the Department of Instruction in the conduct of 12 full school snapshots.	15	100	
<b>3.0 Hire and retain a diverse, highly qualified staff and provide them the opportunities for continued learning and growth while working toward a shared vision.</b>					
3.1 The school will hire 100% of the units allocated by the State of Delaware through the unit count process in full compliance with state and local guidelines.		3.11 Identify qualified candidates, conduct interviews, and fill all positions earned via unit count.	100%	100%	
3.2 The school will strive to increase the diversity of its staff.		3.21	Collaborate with Leadership team to focus on areas of expertise to provide training to staff	Collaborate with Leadership team to focus on areas of expertise to provide training to staff	

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Measureable Goal	Person Responsible	Activities	Baselines	2016-2017 Target	2016-2017 Actual
3.3 100% of the school's classes will be taught by highly qualified teachers.			100%	100%	
<b>4.0 Develop, provide, and monitor support and services for the district's most struggling students.</b>					
<b>5.0 Create and maintain a safe, orderly learning environment that maximizes students' opportunities to achieve.</b>					
5.1 The school's student attendance percentage will be increased or, at a minimum, maintained.		<b>5.11</b>	<b>90</b>	<b>90%</b>	
5.2 Each school's cleanliness rating as assessed during building maintenance inspections will annually increase.		<b>5.21</b>	<b>82%</b>	<b>84%</b>	
5.3 The number of repeat offenders will decrease by 10%.		<b>5.31</b>	<b>0</b>	<b>0</b>	