

Mission

To Serve Every Student with Excellence as the Standard

Vision

Brevard Public Schools will serve our community and enhance students' lives by delivering the highest quality education in a culture of dedication, collaboration, and learning.

Operational Beliefs

We must:

- 1 Have a passionate commitment to high standards and student success.
- 2 Have a professional teaching culture marked by shared purpose, collaboration, innovative spirit, and continual learning.
- 3 Revere data that provide feedback to students, inform programmatic and instructional decisions, and support focused intervention efforts.
- 4 Build relationships among adults and students – anchored in caring and trust and fueled by the mission of student success.
- 5 Commit to relentless pursuit of teaching methodologies that foster student engagement, critical thinking, self-efficacy, and content mastery.
- 6 Let compassion, conviction, and intense dedication to the mission of teaching and learning stand as the trademark of our work.
- 7 Have zero tolerance for destructive negativism.
- 8 Constantly connect people to the nobility of our mission.

Organizational Values

- 1 We make decisions based on what is in the best interest of all students.
- 2 We uphold honesty and integrity as our guiding principles.
- 3 We treat one another with respect.
- 4 We set high expectations and demand quality performance.
- 5 We take responsibility for our actions and are accountable for the results.
- 6 We foster a safe, accessible, and healthy environment.
- 7 We value diversity and the strength of individual differences.
- 8 We provide a positive, caring, and supportive climate.
- 9 We work as a team to accomplish our mission.

Strategic Goals / Operational Expectations

Goal 1: Student Achievement

- 1 Maximize student potential in core area achievement.
- 2 Close achievement gaps.
- 3 Deliver quality non-core area learning opportunities that provide students with a well- rounded education.
- 4 Promote student acquisition of 21st century skills.

Goal 2: Safe, Healthy and Productive Work and Learning Environment

- 1 Provide adequate and appropriate facilities.
- 2 Maintain a safe work and learning environment.
- 3 Foster shared purpose and collaboration throughout the organization.

Goal 3: Capable and Engaged Workforce

- 1 Recruit and retain the highest quality staff.
- 2 Build leadership and job-related capacity at every level of the organization.
- 3 Promote continual learning and innovation through reasonable levels of autonomy, accountability and ownership.

Goal 4: Fiscal Responsibility and Organizational Effectiveness

- 1 Maintain effective and efficient resource management.
- 2 Utilize strategic planning that provides organizational focus and fosters continuous improvement.
- 3 Maintain effective school/community communication and partnerships.

2013-2018 Strategic Plan Outcome Indicators		
Student Achievement		
<i>#</i>	<i>Outcome Indicator</i>	<i>Brief Description</i>
<i>Maximize student potential in core area achievement</i>		
1	SP 1.1.1	FAIR Data
2	SP 1.1.2	Graduation Rate
3	SP 1.1.3	Positive Aggregated VAM Scores
4	SP 1.1.4	VAM Scores Exceed Previous Year or State
5	SP 1.1.5	FSA Science
6	SP 1.1.6	Biology EOC
7	SP 1.1.7	Writing Proficiency
8	SP 1.1.8	Adult Education LCP
9	SP 1.1.9	ACT Subgroup and Composite Performance
<i>Close achievement gap</i>		
10	SP 1.2.1	Outperform Peers in FSA Reading, Math, and Science
11	SP 1.2.2	FSA Proficiency Achievement Gap
12	SP 1.2.3	Subgroup Completion of (Participation in) Accelerated Programs
13	SP 1.2.4	Teacher Eval: Collaborative Team Bottom Quartile St. Performance
<i>Deliver quality non-core area learning opportunities that provide students with a well-rounded education</i>		
14	SP 1.3.1	Schools Attain/Maintain Award Designation
15	SP 1.3.2	All-State Music
16	SP 1.3.3	Passing Industry Certification
<i>Promote student acquisition of 21st Century Skills</i>		
17	SP 1.4.1	8 th Grade Technology Literate
18	SP 1.4.2	Student Survey: Collaborate, Demo. Knowledge, Participate
19	SP 1.4.3	Student Survey: School Helps Later in Life
20	SP 1.4.4	Student Survey: Technology Tools
21	SP 1.4.5	Student Survey: Learned Skills
22	SP 1.4.6	Completion of (Performance in) Accelerated Programs

Safe, Healthy and Productive Learning and Work		
<i>#</i>	<i>Outcome Indicator</i>	<i>Brief Description</i>
<i>Provide adequate and appropriate facilities</i>		
23	SP 2.1.1	Permanent Capacity Utilization and Total Capacity Utilization
24	SP 2.1.2	Network Bandwidth
25	SP 2.1.3	Structured Cabling Component
26	SP 2.1.4	Funding for Renewal of FFEFE
27	SP 2.1.5	Maintenance Work Orders
28	SP 2.1.6	Density for Wireless Devices
<i>Maintain a safe work and learning environment</i>		
29	SP 2.2.1	Correction Rate for Safety-Related Maintenance Operations
30	SP 2.2.2	Employee Survey: Safety at Work
31	SP 2.2.3	Student Survey: Safe at School
32	SP 2.2.4	Student Survey: Threatened by Another Student
33	SP 2.2.5	Student Survey: Bullying
34	SP 2.2.6	Establish Procedures for Visitors on Campus
35	SP 2.2.7	Communicate Visitor Procedures
36	SP 2.2.8	Validate Schools Using Visitor Procedures with Fidelity
<i>Foster shared purpose and collaboration throughout the organization</i>		
37	SP 2.3.1	Employee Survey: Utility of Org. Values and Goals/Collaboration and Ownership
38	SP 2.3.2	Teacher Eval: PGP Implementation - Feedback, Support and Sharing Practices
39	SP 2.3.3	Teacher Eval: Collaborative Team Evaluation Element
40	SP 2.3.4	Instructional Staff Workday

Capable and Engaged Workforce		
<i>#</i>	<i>Outcome Indicator</i>	<i>Brief Description</i>
<i>Recruit and retain the highest quality staff</i>		
41	SP 3.1.1	Percentage of Terminated/Discharged Certificated Employees
42	SP 3.1.2	Retain Highly Effective Teachers/School-Based Admin.
43	SP 3.1.3	Employee Turnover Rate
44	SP 3.1.4	Minority BPS Instructional Staff
45	SP 3.1.5	Total Compensation Packet
46	SP 3.1.6	CTE Teachers Industry Credentials
47	SP 3.1.7	Adult Education Teacher Certification
<i>Build leadership and job-related capacity at every level of the organization</i>		
48	SP 3.2.1	Minority BPS School-Based Administrators
49	SP 3.2.2	New Evaluation System for Non-Instructional Staff
50	SP 3.2.3	Employee Survey: Involvement in Goal Setting/Leadership Opts.
51	SP 3.2.4	Teacher SIP Planning and Monitoring Responsibilities
<i>Promote continual learning and innovation through reasonable levels of autonomy, accountability and ownership</i>		
52	SP 3.3.1	Training Non-Bargaining Staff
53	SP 3.3.2	Training Classified Employees
54	SP 3.3.3	Employee Survey: Cont. Learning, Job Sat., Leadership Support
55	SP 3.3.4	PLCs
56	SP 3.3.5	Correlation of Peer Team and Admin. PGP Implement. Scores
57	SP 3.3.6	Correlation of Self and Admin. PGP Implementation Scores

Fiscal Responsibility and Organizational Effectiveness		
<i>#</i>	<i>Outcome Indicator</i>	<i>Brief Description</i>
<i>Maintain effective and efficient resource management</i>		
58	SP 4.1.1	Spending in Classroom/District Spending
59	SP 4.1.2	ASBO and GFOA
60	SP 4.1.3	District Total Capacity Utilization
61	SP 4.1.4	Electricity Costs
62	SP 4.1.5	Contingency Reserve
<i>Utilize strategic planning that provides organizational focus and fosters continuous improvement</i>		
63	SP 4.2.1	Employee Survey: SIP Functionality and Effectiveness
64	SP 4.2.2	SIP Evaluation
65	SP 4.2.3	PGP Development Evaluation
<i>Maintain effective school/community communication and partnerships</i>		
66	SP 4.3.1	Volunteer Hours
67	SP 4.3.2	Education Friendly Workplace
68	SP 4.3.3	Parent Involvement
69	SP 4.3.4	Parent Survey: Help/Information Provided by Schools
70	SP 4.3.5	Parent Survey: Satisfaction in Various District Operations
71	SP 4.3.6	Parent Survey: Satisfaction in Learning Subject Areas
72	SP 4.3.7	Parent Survey: Overall Satisfaction of District and School

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS			2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source		
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)															
1	1.1.1	By 2018, 80% of all first grade BPS students and 50% of all second grade BPS students will demonstrate a high probability of success as measured by the third FAIR assessment.	First Grade	68%	80%	71%	80%	69%	80%	69%	80%	Data not available this year due to FLDOE technical error	May	PMRN Records (FAIR)	
			Second Grade	31%	50%	33%	50%	36%	50%	34%	50%		May	PMRN Records (FAIR)	
2	1.1.2 FLDOE Goal 1.8	Brevard Public Schools will maintain a graduation rate ranking in the top 5 in the state.	FL Federal Uniform Graduation Rate for BPS	81.4%	≤5	85.2%	≤5	87.4%	≤5	85.8%	≤5	December	DOE Report		
			Rank	4		4		5		6					
3	1.1.3	Brevard Public Schools 1-year aggregated VAM scores will be positive for Reading, Mathematics and combined.	Reading					-0.011875138	+	0.023307431	+	December	Internal Report		
			Math					0.100433298	+	0.169162373	+				
			Combined					0.027278926	+	0.075219384	+				
4	1.1.4	At each grade level and as a district, 1-year aggregated VAM scores will be positive OR will exceed the previous year OR will exceed previous 3-year average for Reading, Mathematics and combined.											December	Internal Report	
			<u>GRADE 4</u>							0.061428155	+	0.017227334			+
			Reading							-0.033895822	+	0.026927172			+
			Math							0.014497291	+	0.021848618			+
			Combined							-0.027193117	+	-0.023032706			+
			<u>GRADE 5</u>							-0.025392837	+	0.193033693			+
			Reading							-0.026334741	+	0.080482062			+
			Math							0.262576173	+	0.145255582			+
			Combined							0.477818739	+	0.392500895			+
			<u>GRADE 6</u>							-0.228365390	+	-0.235725302			+
			Reading							-0.143066872	+	-0.149770131			+
			Math							-0.191959780	+	-0.199787848			+
			Combined							-0.163453654	+	-0.112042225			+
			<u>GRADE 7</u>							0.048714211	+	-0.062369033			+
			Reading							-0.094672384	+	-0.095072572			+
			Math							0.148441189	+	0.318476869			+
			Combined							NA	+	NA			+
			<u>GRADE 8</u>							0.148441189	+	0.318476869			+
			Reading							-0.125881161	+	0.052899712			+
			Math							NA	+	NA			+
			Combined							-0.125881161	+	0.052899712			+

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source		
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)																
5	1.1.5	The percent of district students in grades 5 and 8 performing at FCAT achievement Level 3 or above for Science will be at or above 60% OR exceed the state average by 10 percentage points.	5th Grade					63%	≥60%	62%	≥60%			NOTE: 12/2014, Goal modified to reflect new state testing.		
			8th Grade					60%	≥60%	57%	≥60%					
6	1.1.6	Brevard Public Schools first time test takers of the Biology EOC will meet or exceed 75% for students performing at achievement Level 3 or above OR exceed the state by 4 percentage points.						Collecting Baseline Data	≥75% or exceed state by 4 percentage pts	75.21% and exceeded state average by 7.23	≥75% or exceed state by 4 percentage pts					
7	1.1.7	Beginning in 2014-15, BPS writing proficiency scores will exceed the state average by 5%.	State								≥5% state average			NOTE: 12/2014, Goal modified to reflect new state testing.		
			BPS													
8	1.1.8	Adult education will increase the number of Literacy Completion Points (LCP) by 10% annually.		NA		NA		4282	(+10%)	3087	(+10%)					
9	1.1.9	The district graduate score for each ACT subtest and for the composite will be 0.7 higher than the state. * All BPS juniors take the ACT competing against college-bound state peers.		BPS	State	0.7 higher than state	BPS	State	0.7 higher than state	BPS	State	0.7 higher than state	BPS	State	August	ACT Report
			English	19.8	18.8		19.8	18.9		19.6	18.7		20.1	18.7		
			Math	20.7	19.9		20.8	20		20.4	19.7		20.6	19.5		
			Reading	21.1	20.2		21.4	20.5		21.1	20.4		21.8	20.7		
			Science	20.2	19.1		20.4	19.3		20.2	19.1		20.2	19.1		
Composite	20.6	19.6	20.7	19.8	20.5	19.6	20.8	19.6								

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Green	Achieved Target	Blue	Equal or Above Prior Year, But Did Not Achieve Target
	Red	Did Not Achieve Target	Yellow	Neutral

OPERATIONAL EXPECTATIONS		2010-11		2011-12 Target	2011-12		2012-13 Target	2012-13		2013-14 Target	2013-14		2014-15 Target	2014-15		Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)		BPS	State		BPS	State		BPS	State		BPS	State		BPS	State			
1.2.1	All BPS students in each subgroup will outperform peers in Florida as measured by FSA proficiency in reading, mathematics, and in FCAT science.	Reading: Total	79%	72%	↑ state	65%	56%	↑ state	64%	57%	↑ state	64%	57%	↑ state			Nov	DOE Demographic Reports
		White	85%	83%		73%	69%		72%	71%		72%	70%					
		Black	60%	56%		37%	37%		40%	38%		38%	39%					
		Hispanic	72%	67%		55%	52%		55%	50%		55%	52%					
		ELL	39%	39%		26%	22%		15%	18%		17%	19%					
		ED	68%	63%		52%	45%		52%	46%		51%	47%					
		ESE	52%	42%		39%	29%		34%	26%		36%	26%					
GRADE 3		Math: Total	82%	78%	↑ state	63%	58%	↑ state	57%	58%	↑ state	58%	58%	↑ state			Nov	NOTE: 12/2014, Goal modified to reflect new state testing.
		White	87%	86%		71%	68%		64%	67%		65%	67%					
		Black	62%	64%		35%	40%		35%	41%		30%	41%					
		Hispanic	78%	76%		56%	55%		50%	56%		52%	55%					
		ELL	54%	56%		33%	32%		27%	33%		25%	33%					
		ED	73%	71%		51%	48%		45%	49%		45%	49%					
		ESE	61%	54%		41%	33%		34%	32%		35%	31%					
1.2.1 CONT'D	GRADE 4	Reading: Total	77%	71%	↑ state	70%	62%	↑ state	67%	60%	↑ state	65%	61%	↑ state			Nov	DOE Demographic Reports
		White	83%	81%		76%	73%		74%	71%		73%	72%					
		Black	55%	55%		47%	43%		40%	41%		38%	42%					
		Hispanic	72%	68%		65%	57%		59%	56%		57%	58%					
		ELL	33%	38%		25%	26%		24%	28%		30%	29%					
		ED	67%	63%		58%	52%		54%	49%		52%	51%					
		ESE	46%	40%		39%	30%		37%	28%		35%	28%					
1.2.1 CONT'D	GRADE 5	Math: Total	76%	74%	↑ state	63%	60%	↑ state	63%	61%	↑ state	62%	63%	↑ state			Nov	DOE Demographic Reports
		White	82%	81%		70%	69%		69%	70%		69%	72%					
		Black	54%	60%		34%	42%		38%	45%		40%	47%					
		Hispanic	71%	72%		60%	57%		56%	59%		56%	61%					
		ELL	42%	51%		29%	35%		27%	38%		35%	40%					
		ED	67%	67%		50%	50%		50%	52%		50%	55%					
		ESE	49%	48%		36%	33%		36%	34%		37%	35%					
1.2.1 CONT'D	GRADE 5	Reading: Total	76%	69%	↑ state	66%	61%	↑ state	66%	60%	↑ state	66%	61%	↑ state			Nov	DOE Demographic Reports
		White	82%	80%		73%	71%		73%	72%		73%	72%					
		Black	52%	53%		42%	42%		42%	43%		40%	41%					
		Hispanic	71%	65%		61%	58%		62%	56%		56%	57%					
		ELL	31%	29%		20%	20%		21%	22%		15%	23%					
		ED	64%	60%		53%	50%		54%	50%		54%	50%					
		ESE	42%	37%		29%	27%		30%	26%		30%	25%					
		Math: Total	69%	63%	↑ state	61%	57%	↑ state	58%	55%	↑ state	60%	56%	↑ state			Nov	DOE Demographic Reports
		White	77%	74%		69%	67%		65%	65%		67%	67%					
		Black	40%	45%		33%	38%		30%	35%		38%	37%					
		Hispanic	63%	60%		53%	55%		52%	52%		52%	54%					
		ELL	38%	31%		28%	26%		21%	26%		21%	31%					
		ED	56%	53%		46%	47%		43%	45%		48%	46%					
		ESE	39%	34%		29%	29%		28%	25%		29%	26%					
Science: Total	64%	51%	↑ state	62%	51%	↑ state	62%	53%	↑ state	30%	28%	↑ state			Nov	DOE Demographic Reports		
White	72%	64%		71%	64%		70%	65%		32%	31%							
Black	31%	30%		30%	29%		35%	34%		23%	23%							
Hispanic	57%	46%		54%	46%		55%	49%		29%	28%							
ELL	20%	14%		21%	14%		20%	19%		15%	15%							
ED	49%	39%		47%	40%		48%	43%		30%	27%							
ESE	36%	26%		31%	25%		32%	25%		19%	16%							

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)													
1.2.1 CONT'D	GRADE 6	Reading: Total	81%	67%	↑ state	72%	59%	↑ state	73%	60%	↑ state	Nov	DOE Demographic Reports
		White	87%	78%		77%	70%		80%	71%			
		Black	59%	47%		47%	37%		52%	42%			
		Hispanic	73%	63%		70%	52%		67%	57%			
		ELL	29%	20%		27%	12%		34%	18%			
		ED	71%	56%		59%	45%		61%	50%			
		ESE	47%	31%		37%	23%		34%	24%			
		Math: Total	78%	57%	↑ state	72%	53%	↑ state	68%	53%	↑ state		
		White	84%	68%		78%	64%		74%	64%			
		Black	58%	38%		46%	33%		45%	35%			
		Hispanic	69%	53%		67%	49%		65%	50%			
		ELL	37%	21%		40%	17%		35%	19%			
		ED	68%	46%		60%	41%		56%	42%			
		ESE	43%	24%		35%	21%		33%	20%			
1.2.1 CONT'D	GRADE 7	Reading: Total	78%	68%	↑ state	69%	58%	↑ state	63%	57%	↑ state	Nov	DOE Demographic Reports
		White	83%	79%		75%	70%		70%	67%			
		Black	57%	50%		46%	38%		41%	39%			
		Hispanic	73%	64%		62%	53%		59%	53%			
		ELL	21%	18%		16%	11%		22%	12%			
		ED	67%	58%		57%	46%		50%	46%			
		ESE	40%	34%		30%	24%		23%	23%			
		Math: Total	71%	62%	↑ state	66%	56%	↑ state	62%	55%	↑ state		
		White	78%	73%		73%	67%		69%	66%			
		Black	45%	42%		38%	36%		35%	35%			
		Hispanic	64%	58%		58%	53%		59%	51%			
		ELL	28%	24%		31%	21%		33%	20%			
		ED	58%	51%		52%	45%		49%	44%			
		ESE	31%	28%		25%	23%		25%	23%			
1.2.1 CONT'D	GRADE 8	Reading: Total	65%	55%	↑ state	64%	55%	↑ state	63%	57%	↑ state	Nov	DOE Demographic Reports
		White	70%	67%		69%	66%		70%	66%			
		Black	41%	36%		42%	37%		42%	38%			
		Hispanic	59%	51%		57%	51%		58%	53%			
		ELL	13%	11%		12%	10%		19%	12%			
		ED	51%	43%		50%	44%		50%	45%			
		ESE	26%	23%		25%	23%		21%	20%			
		Math: Total	76%	68%	↑ state	65%	56%	↑ state	45%	51%	↑ state		
		White	80%	77%		71%	66%		51%	63%			
		Black	56%	51%		41%	39%		28%	32%			
		Hispanic	73%	65%		60%	54%		41%	45%			
		ELL	39%	33%		31%	23%		20%	20%			
		ED	65%	58%		52%	46%		39%	40%			
		ESE	37%	35%		26%	24%		21%	22%			
		Science: Total	60%	46%	↑ state	59%	46%	↑ state	60%	47%	↑ state		
		White	68%	59%		66%	59%		67%	60%			
		Black	28%	23%		32%	25%		31%	26%			
		Hispanic	52%	40%		51%	41%		49%	41%			
ELL	6%	7%		8%	7%		9%	9%					
ED	44%	33%		44%	34%		45%	36%					
ESE	25%	18%		23%	18%		23%	18%					

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source				
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)																
1.2.1 CONT'D	GRADE 9	Reading: Total	61%	48%	↑ state	66%	52%	↑ state	63%	53%	↑ state	65%	53%	Nov	DOE Demographic Reports	
		White	68%	62%		73%	66%		69%	66%		72%	66%			
		Black	33%	27%		37%	30%		37%	32%		36%	32%			
		Hispanic	51%	41%		59%	46%		57%	49%		58%	48%			
		ELL	7%	5%		14%	8%		14%	10%		11%	11%			
		ED	43%	35%		49%	39%		48%	41%		48%	40%			
		ESE	24%	18%		26%	20%		23%	20%		24%	20%			
		Math: Total														
		White														
		Black														
		Hispanic														
		ELL														
		ED														
ESE																
1.2.1 CONT'D	GRADE 10	Reading: Total	50%	39%	↑ state	64%	50%	↑ state	63%	54%	↑ state	66%	55%	Nov	DOE Demographic Reports	
		White	57%	50%		70%	62%		70%	66%		72%	68%			
		Black	22%	19%		36%	30%		35%	32%		40%	33%			
		Hispanic	45%	35%		59%	45%		56%	49%		60%	50%			
		ELL	4%	6%		12%	9%		9%	11%		8%	11%			
		ED	32%	27%		48%	37%		46%	41%		51%	42%			
		ESE	14%	12%		28%	20%		21%	21%		27%	24%			
		Math: Total	82%	71%												
		White	87%	81%												
		Black	57%	50%												
		Hispanic	78%	68%												
		ELL	35%	33%												
		ED	70%	60%												
ESE	45%	36%														
1.2.1 CONT'D	GRADE 11	Science: Total	54%	40%												
		White	60%	52%												
		Black	25%	20%												
		Hispanic	47%	34%												
		ELL	13%	4%												
		ESE	36%	27%												
11	1.2.2	The District will decrease the FSA proficiency achievement gap between minority and majority students in reading and math by at least 10% annually OR be equivalent or better.												Nov	DOE Demographic Reports	
		Reading	White Black	No data		Y		Y	Y	N	Y	Due to new state assessments, the 2014-15 SY will be a baseline year for this objective	NOTE: 12/2014, Goal modified to reflect new state testing.			
			White Hispanic			Y		N	Y	N	Y					
		Math	White Black	No data		N		Y	Y	Y	Y					
White Hispanic			Y			Y	Y	N	Y							

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS			2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)			# Tests Taken		# Tests Taken		# Tests Taken		# Tests Taken		# Tests Taken			
12	1.2.3 FLDOE Goal 1.6	The number of BPS students in each ethnic subgroup participating in Accelerated Programs (AP), will increase annually.	Asian	365	+	420	+	487	+	473	+		November	DOE INDV File High School Component NOTE: 12/2014, Goal modified to reflect how it is reported in the district's Accelerated Programs Report.
			Black	337	+	348	+	307	+	308	+			
			Hispanic	562	+	571	+	640	+	649	+			
			White	4147	+	4693	+	5031	+	5008	+			
			Other/Not Stated	308	+	288	+	279	+	311	+			
13	1.2.4	75% of all BPS teachers will receive 3+ for collaborative team bottom quartile student performance.	NA		81%	75%	99.9%	75%	90.04%	75%		2014-2015 will be the last year for this measure	BPS Evaluation Results	
14	1.3.1	Annually, 80% of the schools in BPS will attain/maintain a local, state or national award designation (i.e.: ATTAIN, Power Media, Florida Arts Model School, Excellence in Physical Education).	55%	85%	67%	85%	63%	85%	41%	85%	77%		Internal District Report NOTE: 12/2014, Goal modified to reflect changes in state or national awards.	
15	1.3.2	The percent of BPS students earning All-State Music recognition will be higher than BPS percentage of public school students	% students earning All-State Music	No data		5.9%	>2.7%	5.1%	>2.6%	4.5%	>2.6%	March	Internal District Report	
			BPS % of state student population	No data		2.7%		2.6%		2.6%				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)															
16	1.3.3 FLDOE Goal 1.7	The percent of BPS students enrolled in a Career and Technical Education (CTE) program of study who participate in the approved industry certification assessment and achieve a passing score on the assessment will increase annually, OR will be maintained at 91%* or above.		52%	↑ annually OR ≥91%	72%	↑ annually OR ≥91%	75%**	↑ annually OR ≥91%	77%	↑ annually OR ≥91%		August	CTE Industry Certification Exams *91% is the state's strategic plan goal	
17	1.4.1	Annually, 85% of BPS eighth grade students will be technology literate as indicated by score reports from the Student Tool for Technology Literacy.		76%	85%	76%	85%	76%	85%	72%	85%		June	BPS Internal Report	
18	1.4.2	By 2018, 90% of all BPS students in grades 4-12 will respond "often" (4 or 5) to survey statements pertaining to individual and collaborative problem solving, synthesis and application of content, and self-efficacy: <ul style="list-style-type: none"> • Collaborating with others to solve problems • Demonstrating knowledge through projects, discussions, demonstrations • Participating in the teaching and learning process 	Collaborating with others												
			Elementary (Grades 4-6)	NA		54%	59%	58%	64%	60%	71%	61%		Student Survey	
			Secondary (Grades 7-12)	NA		53%	59%	54%	60%	55%	66%	52%		Student Survey	
			Demonstrating knowledge												
			Elementary (Grades 4-6)	NA		57%	61%	68%	73%	60%	79%	68%		Student Survey	
			Secondary (Grades 7-12)	NA		57%	62%	56%	60%	54%	65%	52%		Student Survey	
			Participating in teaching and learning												
Elementary (Grades 4-6)	NA		60%	64%	60%	64%	69%	68%	59%		Student Survey				
Secondary (Grades 7-12)	NA		50%	56%	54%	60%	55%	67%	52%		Student Survey				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)															
19	1.4.3	By 2018, 90% of all BPS students in grades 4-12 will respond "strongly agree or agree" to survey statements pertaining to: The expectations that school work will help them later in life.	Elementary (Grades 4-6)	NA		86%	87%	83%	84%	83%	85%	92%	May	Student Survey	
			Secondary (Grades 7-12)	NA		80%	81%	72%	73%	67%	74%	87%		Student Survey	
20	1.4.4	By 2018, 90% of all BPS students in grades 4-12 will respond "often" (4 or 5) to survey statements pertaining to use of technology tools to create projects in: <u>Course</u> Reading/Language Arts/English Math Science Social Studies	Reading/Language Arts/English											May	Student Survey
			Elementary (Grades 4-6)	NA		42%	48%	39%	44%	38%	51%	38%			
			Secondary (Grades 7-12)	NA		51%	56%	41%	45%	32%	49%	31%			
			Math												
			Elementary (Grades 4-6)	NA		37%	43%	35%	41%	32%	47%	30%			
			Secondary (Grades 7-12)	NA		34%	40%	33%	39%	16%	45%	18%			
			Science												
			Elementary (Grades 4-6)	NA		52%	57%	46%	50%	41%	55%	42%			
			Secondary (Grades 7-12)	NA		56%	61%	50%	54%	33%	59%	33%			
			Social Studies												
Elementary (Grades 4-6)	NA		38%	44%	32%	37%	29%	42%	30%						
Secondary (Grades 7-12)	NA		47%	52%	37%	41%	25%	45%	25%						

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source		
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)														
21	1.4.5	By 2018, 90% of all BPS students in grades 4-12 will respond "excellent" (4 or 5) to survey statements pertaining to how well the following skills are being learned at school: <u>Skill:</u> Teamwork Effective Communication Meaningful Projects Practical Use of Technology Real-World Issues How to Research Organizational Skills Personal Character	Teamwork										May	
			Elementary (Grades 4-6)	NA		69%	72%	73%	76%	73%	80%	72%		Student Survey
			Secondary (Grades 7-12)	NA		66%	70%	65%	69%	62%	73%	60%		Student Survey
			Effective Communication											
			Elementary (Grades 4-6)	NA		63%	67%	66%	71%	67%	76%	66%		Student Survey
			Secondary (Grades 7-12)	NA		66%	70%	66%	70%	64%	74%	62%		Student Survey
			Meaningful Projects											
			Elementary (Grades 4-6)	NA		53%	59%	65%	72%	67%	79%	65%		Student Survey
			Secondary (Grades 7-12)	NA		58%	63%	58%	62%	55%	67%	53%		Student Survey
			Practical Use of Technology											
			Elementary (Grades 4-6)	NA		53%	62%	55%	63%	58%	73%	58%		Student Survey
			Secondary (Grades 7-12)	NA		63%	67%	59%	64%	56%	68%	54%		Student Survey
			Real-World Issues											
			Elementary (Grades 4-6)	NA		51%	57%	56%	62%	57%	68%	56%		Student Survey
			Secondary (Grades 7-12)	NA		50%	56%	50%	55%	46%	61%	45%		Student Survey
			How to Research											
			Elementary (Grades 4-6)	NA		62%	66%	64%	68%	66%	73%	65%		Student Survey
			Secondary (Grades 7-12)	NA		61%	65%	59%	63%	55%	67%	54%		Student Survey
			Organizational Skills											
			Elementary (Grades 4-6)	NA		48%	53%	51%	57%	53%	63%	51%		Student Survey
Secondary (Grades 7-12)	NA		53%	58%	52%	57%	48%	63%	47%	Student Survey				
Personal Character														
Elementary (Grades 4-6)	NA		61%	65%	66%	71%	68%	76%	65%	Student Survey				
Secondary (Grades 7-12)	NA		55%	59%	63%	69%	59%	75%	57%	Student Survey				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 1

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS			2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 1: STUDENT ACHIEVEMENT (Van Meter)														
22	1.4.6 FLDOE Goal 1.6	The percent of BPS students who score 3 or better on Accelerated Programs (AP) will increase annually OR will be maintained at 66%* or above.	%3 or Above		%3 or Above		%3 or Above		%3 or Above		%3 or Above		November	DOE INDV File High School Component *66% is the state's strategic plan goal NOTE: 12/2014, Goal modified to reflect how it is reported in the district's Accelerated Programs Report.
			Asian	69%		71%		65%		65%				
			Black	38%	↑ annually OR ≥66%	41%	↑ annually OR ≥66%	39%	↑ annually OR ≥66%	45%	↑ annually OR ≥66%			
			Hispanic	62%		64%		58%		60%				
			White	64%		64%		65%		63%				
			Other/Not Stated	59%		61%		60%		51%				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 2

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12		2012-13 Target	2012-13		2013-14 Target	2013-14		2014-15 Target	2014-15		Date Data Available	Data Source
GOAL 2: SAFE, HEALTHY AND PRODUCTIVE LEARNING AND WORK (Theodore)						# schools meeting target	% schools meeting target		# schools meeting target	% schools meeting target		# schools meeting target	% schools meeting target		# schools meeting target	% schools meeting target		
23	2.1.1	Maintain a maximum permanent capacity utilization of 110% and a maximum total capacity utilization of 100% in every school by the 2015-16 school year using relocatable capacity, membership redistricting, program modifications and new capacity.	Maximum permanent capacity utilization	99%	100%	85/86	99%	100%	85/85	100%	100%	82/82	100%	100%	82/82	100%	October	Student Accommodation Plan
			maximum total capacity utilization	100%	100%	86/86	100%	100%	85/85	100%	100%	82/82	100%	100%	82/82	100%		
24	2.1.2 <i>FLDOE Goal 1.11</i>	Annually 100% of BPS schools will meet the minimum network bandwidth standards.		NA		NA		Collect baseline data	85%	100%	100%	100%		New goal TDB for the 2014-15 SY		June	Internal District Report	
25	2.1.3	By 2017-2018, the District will complete the structured cabling component at every school.		87%	100%	90%		100%	93%	100%	94%	100%	94%		June	Internal District Report		
26	2.1.4	Annual funding for the renewal of furniture, fixtures, equipment, facilities and educational program requirements will be a minimum of 1.5% of the replacement values of the district's physical plant.		0.17%	1.50%	0.16%		1.50%	0.16%	1.50%	0.80%	1.50%	0.57% (10,328/1,800,000)		July	Internal District Report		
27	2.1.5	Respond to 80% of maintenance work orders within 1 business day and 100% within 2 business days.	Respond within 1 business day	NA		NA		73%	80%	33%	80%			July	Internal District Report			
			Respond within 2 business days	NA		NA		75%	100%	39%	100%			July	Internal District Report			

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 2

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS			2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 2: SAFE, HEALTHY AND PRODUCTIVE LEARNING AND WORK (Theodore)														
28	2.1.6	Annually increase density for wireless devices by 10% to support "Bring Your Own Technology" (BYOT).	NA		NA	Collect baseline data	10%	20%	30%	20%		September	Internal District Report	
29	2.2.1	Annually achieve a 100% correction rate for identified maintenance operations and fire safety, casualty, and safety and sanitation deficiencies.	94%	100%	94%	100%	94%	100%	86%	100%		July	Fire Safety, Casual Safety and Sanitation Inspection Report	
30	2.2.2	By 2017-18, 90% of all BPS employees will strongly agree or agree with survey statement pertaining to safety of the work environment and management of student conduct.	79%	90%	79%	90%	84%	90%	78%	90%		May	Employee Survey	
31	2.2.3	By 2017-18, 100% of all BPS students on grades 4-12 will respond "Yes" to I feel safe at school.	Elementary	NA		82%	100%	83%	100%	84%	100%	83%	May	Student Survey
			Secondary	NA		85%	100%	82%	100%	82%	100%	81%		Student Survey
32	2.2.4	By 2017-18, 95% of all BPS students in grades 4-12 will respond "No" to student survey questions related to I have been threatened by another student.	Elementary	NA		82%	95%	82%	95%	82%	95%	82%	May	Student Survey
			Secondary	NA		84%	95%	83%	95%	84%	95%	84%		Student Survey

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 2

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 2: SAFE, HEALTHY AND PRODUCTIVE LEARNING AND WORK (Theodore)														
33	2.2.5	By 2017-18, 95% of all BPS students grades 4-12 will respond "No" to student survey questions related to I have been afraid to attend school because of bullying.	Elementary	NA		92%	95%	91%	95%	91%	95%	91%	May	Student Survey
			Secondary	NA		94%	95%	93%	95%	93%	95%	93%		Student Survey
34	2.2.6	100% of BPS schools have established procedures for identifying and monitoring of visitors on campus.		NA		NA		Planning Year		100%	100%			Safety Plan
35	2.2.7	100% of BPS schools communicate visitor procedures annually to the school community.		NA		NA		Planning Year		100%	100%			School Handbooks and Printed Communication
36	2.2.8	100% of BPS schools will follow visitor procedures with fidelity with regard to their visitor process through a random, unannounced validation practice.		NA		NA		Planning Year		New leadership delayed implementation				Visitation Report

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

GOAL 2

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 2: SAFE, HEALTHY AND PRODUCTIVE LEARNING AND WORK (Theodore)														
37	2.3.1	By 2017-18, 90% of all BPS employees will strongly agree or agree with survey statements pertaining to Utility of organizational values and goals; and Collaboration and universal ownership.	Utility of organizational values and goals	NA		68%	90%	72%	90%	75%	90%		May	Employee Survey
			Collaboration and universal ownership	NA		68%	90%	74%	90%	76%	90%			Employee Survey
38	2.3.2	80% of all BPS teachers will receive a score of "Proficient" on PGP Implementation "Working the plan."		NA		NA		72%*	80%	98%	80%	*Result based on score of "2" or better. Rubric rewritten if 2013-14.	July	BPS Evaluation Results - 12/2014 Goal modified to reflect updated evaluation instrument.
39	2.3.3	90% of all BPS employees will receive 7 or higher on the collaborative team evaluation element.		NA		93%	90%	98%	90%	98%	90%		July	BPS Evaluation Results
40	2.3.4 (NEW)	The Board and the Superintendent recognize the value of concentrated time during the teacher workday for collaboration and individual planning in order to plan and prepare for quality lessons that advance the learning foals of our students. The Board and the Superintendent will commit to making every effort to identify additional opportunities within the current teacher workday to provide additional time for uninterrupted planning time in 2014-15, and to plan for implementation of an additional one hundred (100) minutes per week for planning time for every teacher by August 2015.		NA		NA		NA		NA				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

Goal 3

				KEY	Achieved Target	Did Not Achieve Target	Equal or Above Prior Year, But Did Not Achieve Target							
OPERATIONAL EPXECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 3: CAPABLE AND ENGAGED WORKFORCE (Pace)														
41	3.1.1	The percentage of certificated BPS employees terminated or discharged annually will be less than or equal to 3%.		NA		NA		5%	≤3%	4%	≤3%		July	Internal District Report
42	3.1.2 <i>FLDOE Goals 2.1 and 2.5</i>	The percentage of effective and highly effective BPS teachers and school-based administrators retained for 5 or more years of service will exceed 80%.	Teachers	NA		NA		73%	>80%	78%	>80%		December	Internal District Report
			School-based administrators	NA		NA		97%	>80%	95%	>80%			
43	3.1.3	The turnover rate for BPS teachers, classified employees, and non-bargaining employees will be less than 10%.	Teachers	NA		9%		10.81%	<10%	9.86%	<10%		October	Internal District Report
			Classified employees	NA		10%		12.45%	<10%	14.85%	<10%			
			Non-bargaining employees	NA		6%		8.87%	<10%	8.64%	<10%			
44	3.1.4	The minority BPS instructional staff population will increase by 5% or be equal to the minority percentage of Brevard County.	Brevard County Minority %	NA		NA		16%		15%		July	Internal District Report	
			BPS Instructional Staff Minority	NA		NA		14%		12%				
45	3.1.5	Maintain a total compensation package that ranks competitively with other Central Florida School Board Coalition districts.	Rank out of the 10 Central FL districts	3	≤ 5	3	≤ 5	2	≤ 5	4	≤ 5		July	Internal District Report
46	3.1.6	Annually, 90% of BPS Career and Technical Education (CTE) teachers who teach a program with an approved industry certification assessment will possess the industry-certification credentials for the courses they are teaching.		NA		NA	90%	96%	90%	96%	90%		July	Internal District Report

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

Goal 3

OPERATIONAL EPXECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 3: CAPABLE AND ENGAGED WORKFORCE (Pace)														
47	3.1.7	80% of all adult education teachers will be certified in their field of assignment by 2018.						Planning year	Collect baseline data	100%			July	Internal District Report
48	3.2.1	Minority representation in BPS school-based administration will be equal to OR greater than that of the BPS instructional staff population.	School-based administrators	10.0%		12.0%		12.0%		13.0%			July	FLDOE Annual Equity Report
			Instructional staff	11.0%		11.0%		12.0%		12.0%				
49	3.2.2	New evaluation system reflecting the district mission and operational beliefs will be developed over a 2-year period for non-bargaining BPS employees outside of instructional roles.		NA		NA		Planning year		A rubric-based evaluation system including a goal-setting cycle has been developed and implemented for use in the 2014-2015 school year for non-bargaining, non-instructional leadership personnel. This includes supervisors and managers in Finance, Transportation, Facilities and Maintenance, Human Resources, and Food Service. A similar system has been completed for non-bargaining support staff to be implemented in the 2015-16 fiscal year. A similar system is in development for 1010 employees; 1010 Union leaders are involved in the process and a new system will be ready for implementation for the 2015-2016 school year.			July	Internal District Report
50	3.2.3	By 2017-18, 90% of BPS employees will strongly agree or agree with survey statements pertaining to involvement in individual and organizational goal-setting and leadership opportunities.		66%	90%	82%	90%	75%	90%	75%	90%		July	Employee Survey

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

Goal 3

				KEY		Achieved Target	Did Not Achieve Target	Equal or Above Prior Year, But Did Not Achieve Target	Neutral					
OPERATIONAL EPXECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 3: CAPABLE AND ENGAGED WORKFORCE (Pace)														
51	3.2.4	Teachers in 100% of BPS schools will have planning and monitoring responsibilities in School Improvement Planning.		NA		NA		69%	100%	61%	100%		July	School Improvement Plan
52	3.3.1	The percentage of BPS non-bargaining employees participating in 12 or more hours of job-related training annually will be 75% or higher.		NA		NA		Planning Year		86%	75%		July	Internal District Report
53	3.3.2	The percentage of BPS classified employees participating in 8 or more hours of job-related training annually will be 60% or higher.	Teachers	NA		NA		Planning Year		95%	60%		July	Internal District Report
			Support							54%	60%			

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS

Goal 3

OPERATIONAL EPXECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 3: CAPABLE AND ENGAGED WORKFORCE (Pace)														
54	3.3.3	By 2017-18 the percentage of employees in the District responding favorably (agree or strongly agree) to District survey questions about opportunities for continual learning, job satisfaction, and leadership support will be 80% or higher.	Continual learning	NA		77%	80%	78%	80%	83%	80%		July	Employee Survey
			Job satisfaction	NA		74%	80%	80%	80%	72%	80%		July	Employee Survey
			Leadership support	NA		74%	80%	82%	80%	69%	80%		July	Employee Survey
55	3.3.4	Brevard Public Schools will maintain a higher percentage of national models of Professional Learning Communities (PLCs) at Work than any other school district in the nation.		No data		Yes	Yes	Yes	Yes	Yes	Yes		July	All Things PLC Website
56	3.3.5	Overall BPS District Peer Team and Administrator PGP Development Scores will be within 0.5 points of each other.	Peer	No data		8.25	Within 0.5 points	8.58*	Within 0.5 points	9.01	Within 0.5 points		July	PGP
			Administrator	No data		8.54		8.63*		9.06				
57	3.3.6	Overall BPS District Self and Administrator PGP Implementation Scores will be within 0.5 points of each other.	Self	No data		6.79	Within 0.5 points	7.28*	Within 0.5 points	7.26	Within 0.5 points		July	PGP
			Administrator	No data		6.86		7.34*		7.3				

BREVARD PUBLIC SCHOOLS STRATEGIC PLAN OUTCOME INDICATORS
GOAL 4

KEY	Achieved Target	Equal or Above Prior Year, But Did Not Achieve Target
	Did Not Achieve Target	Neutral

OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 4: FISCAL RESPONSIBILITY AND ORGANIZATIONAL EFFECTIVENESS (Preston/Irwin)													
58	4.1.1 Brevard Public Schools will rank * In the top 5 in Florida in spending at the school level; and * In the bottom 5 in Florida in district level spending.	spending at school level	3	Top 5	4	Top 5	4	Top 5	Available March 2015	Top 5	March	Cost Repot * Out of 67 Florida School Districts	
		spending at district/admin level	65	Bottom 5	64	Bottom 5	64	Bottom 5	Available March 2015	Bottom 5			
59	4.1.2 The district will continue to achieve national certification in annual financial reporting and budget presentation.	<u>Budgeting</u>									April	ASBO and GFOA Websites	
		ASBO	YES	Yes	YES	Yes	YES	Yes	YES	Yes			
		GFOA	YES	Yes	YES	Yes	YES	Yes	YES	Yes			
		<u>Accounting</u>											
		ASBO	YES	Yes	YES	Yes	YES	Yes	Available May 2015	Yes			Available June 2016
GFOA	YES	Yes	YES	Yes	YES	Yes	Available May 2015	Yes	Available June 2016				
60	4.1.3 Maintain total capacity utilization for the district between 80% and 90%.		No data	80% to 90%	79%	80% to 90%	79%	80% to 90%	81%	80% to 90%	81%	October	Student Accommodation Plan
61	4.1.4 Maintain electricity cost per square foot at less than 80% of the state average.		No data	<80%	79%	<80%	76%	80%	76%	80%		March	Electricity Consumption Reports
62	4.1.5 BPS will maintain a contingency reserve equal to or higher than 3.5% of total operating reserve.		No data	≥3.5%	4%	≥3.5%	4%	≥3.5%	4.1%			October	BPS Budget
63	4.2.1 By 2017-18, the percentage of employees in the district responding favorably (agree or strongly agree) that School Improvement Plans (SIPs) are functional and effective will be 80% or higher.		46%	80%	66%	80%	69%	80%	65%	80%		May	Employee Survey

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OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source	
GOAL 4: FISCAL RESPONSIBILITY AND ORGANIZATIONAL EFFECTIVENESS (Preston/Irwin)													
64	4.2.2	90% of all BPS schools will receive 2 or 3 points on the SIP evaluation element.				Planning Year	Collect baseline data	96%	90%			School Improvement Plan	
65	4.2.3	80% of all BPS employees will receive 8+ on the PGP Development Evaluation Instrument.				76%	80%	85%	80%			PGP Development Evaluation Instrument	
66	4.3.1	The District will increase or maintain volunteer hours to represent 20 hours per student.	16.69	20	13.38	20	12.8	20	10.43	20	June	Internal District Report	
67	4.3.2	The District will increase business partner opportunities. A survey to measure qualitative data to allow partners and schools to report back meaningful utility will be developed and implemented in the 2015-2016 school year.									June	Internal District Report - NOTE: 1/2015, Goal modified to reflect a more meaningful way to measure the impact business partners have on the educational experiences for students.	
68	4.3.3	100% of BPS schools will be represented at the Parent Involvement Conference and the number of participants will be 2 times the number of BPS schools for the given year.	% of schools represented	85%	100%	100%	100%	90%	100%	64%	100%	June	Internal District Report
			# of participants	175	(+2)	200	(+2)	225	(+2)	175	(+2)		

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OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
69	4.3.4 By 2018, 80% of parents will respond favorably (good or excellent) to survey statements pertaining to their level of satisfaction in the amount of help and information provided by the school in the following areas: Progress Reports Testing Information Edline (online grading system) Student Academic Support Materials and Resources to Use at Home Individualized Program of Study Meeting	Progress Report	NA	80%	93%	80%	94%	80%	93%	80%	May	Parent Survey Question #12
		Testing Information	NA	80%	80%	80%	83%	80%	81%	80%		
		Edline	NA	80%	76%	80%	77%	80%	77%	80%		
		Student Academic Support	NA	80%	69%	80%	71%	80%	72%	80%		
		Materials and Resources to Use at Home	NA	80%	73%	80%	74%	80%	74%	80%		
		Individualized Program of Study Meeting	NA	80%	72%	80%	71%	80%	71%	80%		
70	4.3.5 By 2018, 80% of parents will respond favorably (good or excellent) to survey statements pertaining to their level of satisfaction in the following areas: Classroom Instruction Instructional Materials Technology School Website District Website Nutritious School Meals Reasonably Priced Meals Bus Transportation Clean Environment Safe Environment Enrichment Activities School Age Child Care Use of Funds in Response to Budget Cuts	Classroom Instruction	NA	80%	87%	80%	89%	80%	87%	80%	June	Parent Survey Question #15
		Instructional Materials	NA	80%	85%	80%	87%	80%	85%	80%		
		Technology	NA	80%	81%	80%	82%	80%	83%	80%		
		School Website	NA	80%	77%	80%	78%	80%	80%	80%		
		District Website	NA	80%	80%	80%	80%	80%	85%	80%		
		Nutritious School Meals	NA	80%	50%	80%	54%	80%	53%	80%		
		Reasonably Priced Meals	NA	80%	70%	80%	74%	80%	73%	80%		
		Bus Transportation	NA	80%	79%	80%	79%	80%	80%	80%		
		Clean Environment	NA	80%	87%	80%	89%	80%	88%	80%		
		Safe Environment	NA	80%	86%	80%	85%	80%	87%	80%		
		Enrichment Activities	NA	80%	73%	80%	74%	80%	78%	80%		
		School Age Child Care	NA	80%	86%	80%	84%	80%	84%	80%		
		Use of Funds in Response to Budget Cuts	NA	80%	60%	80%	57%	80%	60%	80%		

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OPERATIONAL EXPECTATIONS		2010-11	2011-12 Target	2011-12	2012-13 Target	2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15	Date Data Available	Data Source
GOAL 4: FISCAL RESPONSIBILITY AND ORGANIZATIONAL EFFECTIVENESS (Preston/Irwin)												
71	4.3.6 By 2018, 80% of parents will respond favorably (good or excellent) to survey statements pertaining to their level of satisfaction how well their child is learning in the following areas: Reading/Language Arts Mathematics Science Social Studies Electives/Specials/Activities	Reading	NA	80%	83%	80%	84%	80%	84%	80%	June	Parent Survey Question #17
		Mathematics	NA	80%	79%	80%	81%	80%	80%	80%		
		Science	NA	80%	83%	80%	86%	80%	85%	80%		
		Social Studies	NA	80%	84%	80%	86%	80%	85%	80%		
		Electives/Specials/Activities	NA	80%	82%	80%	87%	80%	87%	80%		
72	4.3.7 By 2018, 80% of parents will respond favorably (good or excellent) to survey statements pertaining to their level of satisfaction in the following areas: Child's School Brevard Public Schools	Child's School	NA	80%	91%	80%	90%	80%	94%	80%	June	Parent Survey Question #20
		Brevard Public Schools	NA	80%	86%	80%	82%	80%	81%	80%		