

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)														
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

OPERATIONAL EPXECTATIONS				2010-11	2011-12 Target	2011-12	2012-13 Target	KEY		Achieved Target		Equal or Above Prior Year, But Did Not Achieve Target		Date Data Available	Data Source
								2012-13	2013-14 Target	2013-14	2014-15 Target	2014-15			
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				