

**Strategic Plan 2020-2025
List of Measures 11/15/19**

Goal 1 Highest Student Achievement

Measure 1 (Early Learning) - Kindergarten Readiness – Percent of kindergarten students scoring “ready” on the Florida Kindergarten Readiness Screener (FLKRS) in the following groups:

- a. VPK completers
- b. All VPK participants
- c. VPK and School Readiness Participants
- d. VPK Non-completers
- e. School Readiness Only Participants

Measure 2 (Early Learning) - Reducing the Percent of Low-Performing VPK Providers – Percent of VPK providers with a readiness rate below 60 percent

Measure 3 (K-12) - Student Achievement on Florida Assessments – Percent of students achieving grade-level or above performance in:

- a. English Language Arts (ELA) (Combined Grades 3-10)
- b. Mathematics (Combined Grades 3-8, Algebra 1 and Geometry EOCs)
- c. Science (Combined Grades 5, 8 and Biology 1 EOC)
- d. Social Studies (Combined Civics and US History EOCs)

Measure 4 (K-12) - Focused Measure on Student Achievement in Particular Grades and/or Subjects – Percent of students achieving grade-level or above performance in:

- a. Grade 3 ELA
- b. Civics EOC

Measure 5 (K-12) - Continued Achievement Growth on Florida Assessments – Percent of students making learning gains in:

- a. ELA
- b. Mathematics

Measure 6 (K-12) - Closing the Achievement Gap – Percent of students achieving grade-level or above performance in the four core subject areas by subgroup

- a. All students
- b. D&F Schools
- c. Title I Schools
- d. Charter Schools

Measure 7 (K-12) - High School Graduation Rate – Percent of students graduating with a standard diploma in 4 years

a. Breakdown of the Graduates

2014-15 – Breakdown of the 77.9% that did graduate within 4 years

2017-18 – Breakdown of the 86.1% that did graduate within 4 years

b. Breakdown of the Non-Graduates

2014-15 – Breakdown of the 22.1% that did not graduate within 4 years

2017-18 – Breakdown of the 13.9% that did not graduate within 4 years

- c. Disaggregation of Standard Diploma Graduates (within 4 years) by Graduation Code
- d. Disaggregation of Non-Graduates (within 4 years) by Withdrawal Code

Measure 8 (K-12) - High School Graduation Rate Plus – Percent of high school graduates who have successfully completed one or more accelerated outcomes (passed an AP, IB, or AICE exam or passed a dual enrollment course) or earned an industry certification

Measure 9 (K-12) - Successful Transition of English Language Learners – Percent of English Language Learners achieving grade-level and above performance and making learning gains on state assessments by ELL service level and years in ESOL program

- a. Percent of Students Achieving Grade-Level Performance or Above
- b. Percent of Students Making Learning Gains
- c. ELLs Currently Receiving ESOL Services (LY) By Years in Program
- d. ELLs Currently Receiving ESOL Services (LY) By Years in Program and Grade Band

Measure 10 (K-12 National Comparisons) - Student Achievement on the National Assessment of Educational Progress (NAEP) – Florida performance compared to the nation on NAEP (administered every other year to a representative sample of students) – **GOAL IS TO #1**

Measure 11 (K-12 National Comparisons) - Closing the Achievement Gap on NAEP – Florida performance on NAEP by subgroup, and compared to gaps at the national level

Measure 12 (Choice National Comparisons) - Student Achievement on NAEP, Students Attending Charter Schools Compared to Students Attending Traditional Schools – Florida performance in the four assessed areas, charter vs. traditional, compared to the nation as well

Measure 13 (K-12 School Improvement) - Reducing the Percent of Low-Performing Schools – Percent of D and F schools

- a. All Schools
- b. Title I Schools

Measure 14 (K-12 School Improvement) - Increasing the Percent of Schools that Earned a D or F for Multiple Years Improving to a C or Higher – Percent of D and F schools in turnaround that improve to a C or higher

- a. D and F Schools in School Turnaround
- b. First Time D Schools

Measure 15 (K-12 School Improvement) - Continual Improvement in School Performance – Number and Percent of Schools that Demonstrate Improvement in the Percentage of School Grades Points Earned, as measured by any of the following (shown by Title I and non-Title I):

- a. Tier 1: Schools that got 85-100% of possible points and Schools that gained 6+ points
- b. Tier 2: Schools that gained 3-5 points
- c. Tier 3: Schools that gained 1-2 points

Measure 16 (K-12 School Improvement) - Improving the Performance of the Lowest-Performing Title I Schools – Number and percent of Title I schools that are no longer in the bottom 5% of schools year over year

Measure 17 (K-12 School Improvement) - Reducing the Number of Schools Identified for Targeted Support and Improvement (TS&I) Due to Low-Performing Subgroups – Number and percent of TS&I schools

Measure 18 (Reading) - Ensure Students Who Are Retained in Third Grade Due to Low Reading Scores Receive the Support Needed to Succeed in Subsequent Years – Compare the subsequent ELA performance of students who were retained in third grade after scoring a Level 1 on Grade 3 FSA ELA to those students who scored Level 1 yet were promoted

Measure 19 (Reading) – Reading Scholarships 2018-19 Eligibility vs Participation by District

Measure 20 (Postsecondary) – Postsecondary Completion Rate – Percent of students completing a postsecondary degree or certification within 150% of program time by sector:

- a. Florida College System (degrees and certificates)
- b. District Postsecondary (technical centers) (certificates)

Measure 21 (Conditions of Safe and Healthy Schools) – Improving the Mental Health Personnel to Student Ratio – Ratio of school counselors/social workers/school psychologists to students

Measure 22 (Conditions of Safe and Healthy Schools) – Improving the Engagement of Students
Percent of students chronically absent (more the 10% of the year; more than 21 days); by district

Measure 23 (Great Teachers and Leaders Matter) – Improving the Retention of High-Quality Teachers

- a. Percent of first-year teachers who are still employed as a classroom teacher or administrator 5 years later
- b. Percent of all teachers who are still employed as a classroom teacher or administrator 5 years later
- c. Percent of all teachers who are still employed as a classroom teacher or administrator 5 years later, by VAM performance category

Measure 24 (Great Teachers and Leaders Matter) – Teacher Compensation

- a. Average Salary of Beginning Classroom Teachers
- b. # of Beginning Classroom Teachers
- c. Average Classroom Teacher Salary
- d. # of Classroom Teachers

Measure 25 (Great Teachers and Leaders Matter) – Developing Successful School Leaders – Number and percent of principals whose schools improve on the percentage of school grades points earned; by Title I and non-Title I

- a. Tier 1: Schools that got 85-100% of possible points and Schools that gained 6+ points
- b. Tier 2: Schools that gained 3-5 points
- c. Tier 3: Schools that gained 1-2 points

Possible Future Measures (under development)

- **(Reading) Ensure Students Who Scored “Not Ready” on FLKRS in Kindergarten Receive the Support Needed in Grades K-3 to Succeed by Third Grade** – Percent of Students Who Scored “Not Ready” in Kindergarten Who Scored at Grade-Level or Above on Grade 3 FSA ELA.
 - Spring 2021 would be the first year of data availability since the current FLKRS was first administered to kindergarten students in Fall 2017.
- **(Conditions of Safe and Healthy Schools) Ensure Compliance with Various Measures Regarding School Safety – Develop metrics around the following:**
 - Full coverage with Safe School officers
 - Full completion of FSSAT and implementation with fidelity
 - Full compliance with SESIR reporting
- **(Conditions of Safe and Healthy Schools) Improving the Engagement of Students** – Percent of students engaged in extra-curricular activities
- **(Conditions of Safe and Healthy Schools) Assess the Climate of the School** – Develop school climate surveys
- **(Great Teachers and Leaders Matter) Working Conditions Survey**
- **(Great Teachers and Leaders Matter) Develop Measures Regarding Teacher Recruitment**

Goal 2 Seamless Articulation and Maximum Access

Measure 1 (Early Learning) – Access to High Quality VPK Providers – Percent of 4-year-olds enrolled in a VPK provider with a readiness rate of at least 60 percent. Display the data as follows:

- a. Percent of 4-year-olds participating in VPK
- b. Percent of 4-year-olds enrolled in high-quality VPK providers (readiness rate of at least 60 percent)

(Future Measure) Disaggregation of the data by zip code and/or rural/urban

Measure 2 (K-12) – Access to High-Quality K-12 Educational Outcomes – Percent of K-12 students enrolled in A and B schools

Measure 3 (Choice) – Access to High Quality Charter Schools – Percent of A and B charter schools compared to the percent of A and B traditional schools

Measure 4 (Choice) – Access to Choice – Number of students exercising choice options, by option

District Choice and Magnet Programs
Open Enrollment
Charter Schools
Private Schools
Career and Professional Academies
Private school/Center VPK Enrollment
Tax Credit Scholarships
Home Education
AICE Programs
McKay Scholarships (Private)
McKay Scholarships (Public)
Full-Time Virtual Instruction
IB Programs
Gardiner Scholarships
Lab Schools (1 FAU school, UF, and FAMU)
Charter Lab Schools (FSUS and 1 FAU school)
Lab Schools and Charter Lab Schools
School Transfers Related to Low Performing Schools
AP
Dual Enrollment
Collegiate Charter HS
Special Education (Gifted enrollment)
Family Empowerment Scholarship

Measure 5 (Postsecondary) – Florida Postsecondary Continuation Rate – Percent of high school graduates who enroll in postsecondary education

Measure 6 (Postsecondary) – Associate Degree Articulation Rate in Florida – Percent of students earning an Associate of Arts (AA) degree who transfer to the next postsecondary level in Florida

Goal 3 Skilled Workforce and Economic Development

Measure 1 – Postsecondary Employment Rate – Percent of program completers who are employed overall and by sector under the purview of the Department of Education:

- a. Florida College System (system-wide and by institution)
- b. District Postsecondary (system-wide and by district)
- c. Vocational Rehabilitation
- d. Blind Services

Measure 2 – Initial Wages – Average initial wages earned by program completers overall and by sector under the purview of the Department of Education:

- a. Florida College System (system-wide and by institution)
- b. District Postsecondary (system-wide and by district)
- c. Vocational Rehabilitation
- d. Blind Services

Measure 3 – Increasing Participation and Performance in Meaningful Accelerated Pathways – Number and percent of students participating in and succeeding in the following acceleration areas:

#/Percent of Graduates who passed at least one AP Exam
#/Percent of Graduates who passed at least one IB Exam
#/Percent of Graduates who passed at least one AICE Exam
#/Percent of Graduates who passed at least one Dual Enrollment Course
#/Percent of Graduates who passed at least one Industry Certification Exam

Measure 4 – (K-12 Computer Science) Access in Computer Science; shown by subgroup and grade band (middle school, high school)

of Students Enrolled
of Female Students Enrolled
of Male Students Enrolled
White
Black or African American
Hispanic/Latino
Asian
American Indian or Alaska Native
Native Hawaiian or Other Pacific Islander
Two or More Races
of FRL Enrolled
of Non-FRL Enrolled
of ELL Enrolled
of Non-ELL Enrolled
of SWD Enrolled
of Non-SWD Enrolled

Possible Future Measures (under development)

- **Increasing Participation and Performance in Meaningful Career and Technical Education Pathways (to be defined by the CTE Audit)** – Number and percent of students participating in and succeeding in the following areas, by subgroup:
 - Industry Certifications
 - College-Credit Career Dual Enrollment
 - Clock-Hour Career Dual Enrollment
 - Pre-apprenticeship and Apprenticeship Programs
- **Performance of Adult Education Programs** – as measured by:
 - learning gains (TABE or CASAS)
 - progression of those exiting with HS diploma or GED are they continuing education, entering workforce

Goal 4 Quality Efficient Services

Measure – Florida’s National Ranking on Various Educational Outcomes