

WBWF Components	Objective	Performance Measure	Unit of Measure	Frequency (list dates)	Target	Actual Result
<b>District Goal 1 - Focus on individual student growth to maximize college and career opportunities.</b>						
<b>WBWF</b> <ul style="list-style-type: none"> <li>3<sup>rd</sup> Grade Literacy</li> </ul>	Increase student reading achievement through increased staff capacity to teach Guided Reading  Objective Owner: Lori VanderHeiden	MCAIII Reading Scores – overall proficiency by grade level and by cohort	Percentage of students meeting or exceeding standards as measured by the DRAII in 2 <sup>nd</sup> grade, and the Rigby (2008) Literacy by Design benchmark in 3 <sup>rd</sup> – 5 <sup>th</sup> grade	Annually In the Spring	2014 Goals: 3 <sup>rd</sup> : 70% 4 <sup>th</sup> : 70% 5 <sup>th</sup> : 75%	2014 Scores: 3 <sup>rd</sup> : 67.7% (state avg: 57%) 4 <sup>th</sup> : 67% (state avg: 54%) 5 <sup>th</sup> : 76% (state avg: 66%)
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<b>WBWF</b> <ul style="list-style-type: none"> <li>HS Graduation</li> <li>Career &amp; College Readiness</li> </ul>	Improve climate—We will do this by focusing on mechanisms that decrease failure, improve attendance and limit discipline problems at HHS.  Examine discipline and attendance summaries by building and grade level cohorts each six week period.  Objective Owner: Patrick Walsh	Behavioral Events  Exemplary Attendance %	a. # of behavioral events (2026) b. # of students w/10+ events (67) c. % of students having 95%+ attendance (68.6%)	No more than six – week intervals for any of this data. As a data point yields more concern, there is more scrutiny and more frequency.	5% improvement on all indices  NOTE: Our coding methods for behavior events is changing, this may impact accuracy of data	a. 2012-13 2026 events 2013-14 1977 events <b>2.4% decrease</b>  b. 2012-13 67 students 2013-14 67 students <b>NO CHG</b>  C. 2012-13 68.6% 2013-14 76% <b>10.8% increase</b>

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<b>WBWF</b> <ul style="list-style-type: none"> <li>Kindergarten Readiness</li> <li>3<sup>rd</sup> Grade Literacy</li> </ul>	Improve the social, behavioral academic preparedness of incoming kindergarten students  Objective Owner: Anne Broderius	Kindergarten Development Reading Assessment (DRA) benchmarks	Percentage of kindergarten students meeting the benchmark of 3	Annually in the month of May	85% of Kindergarten students meeting the DRA of 3  Minimum 80% reaching DRA of 3	2014 Spring 94.63%
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<b>WBWF</b> <ul style="list-style-type: none"> <li>Achievement Gap Reduction</li> <li>Career &amp; College Readiness</li> </ul>	Facilitate the creation of formative common assessments in 3 <sup>rd</sup> and 4 <sup>th</sup> grade math through the use of Professional Learning Communities (PLC)  Objective Owner: Dan Olberg	MCA math scores for 3 <sup>rd</sup> and 4 <sup>th</sup> grade	Percentage of students meeting or exceeding proficiency on MCA Math Test  3 <sup>rd</sup> : 350-399 4 <sup>th</sup> : 450-499	Annually In the Spring	85% meet or exceed in grades 3 and 4	Minimum 80% M or E in 3 <sup>rd</sup> & 4 <sup>th</sup> grade  2014 MCA Math 3 <sup>rd</sup> – 87.7% 4 <sup>th</sup> – 78.4%
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<b>WBWF</b> <ul style="list-style-type: none"> <li>Achievement Gap Reduction</li> <li>HS Graduation</li> <li>Career &amp; College Readiness</li> </ul>	Improve instructional strategies in math, reading, science  Objective Owner: Todd Grina	MCA scores in math, reading, and science in grades 6-8	Percentage of students meeting or exceeding proficiency on MCA's  Science - 8 Math - 6,7,8 Reading – 6,7,8	Annual in Spring	80% of all students meet or exceed MCA standards in:  Math, Reading, and Science  Minimum-proficiency state average in each content area	2013-14 <u>Science</u> 8 – 42.3% (43%)  <u>Math</u> 6 – 64% (56%) 7 – 71.8% (55%) 8 – 77.6% (58%)  <u>Reading</u> 6 – 68% (60%) 7 – 63.7% (55%) 8 – 61.1% (55%)  Note:(state average)

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<b>WBWF</b> <ul style="list-style-type: none"> <li>▪ Career &amp; College Readiness</li> </ul>	Implement a Bring Your Own Device Initiative at Hutchinson Public Schools  Objective Owner: Ed Fairbairn	% Utilizing BYOD	% of HMS and HHS staff/students using personally owned technology	Annually in spring	25% staff/students at HHS and HMS	61.49% of HHS/HMS staff/students are using personal electronic devices. Note: There is a small margin of error due to staff & students bringing multiple devices.
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<b>WBWF</b> <ul style="list-style-type: none"> <li>▪ Achievement Gap Reduction</li> <li>▪ Career &amp; College Readiness</li> <li>▪ HS Graduation</li> </ul>	Increase academic achievement in the special education population across the district  Objective Owner: Lisa Kraft	Reading and math achievement as measured by the MCAs  Achievement gap data compared	Achievement gap data between special education and non-special education students  % of students meeting or exceeding the state standards	Annual - Spring	Reading Gap Reduced by 8%  Math Gap Reduced by 8%	<u>2013-Reading</u> 3rd – 25.49 / 7th – 21.60 4th – 24.80 / 8th – 56.28 5th – 31.87 / 10th – 41.73 6th – 52.45 <u>2013-Math</u> 3rd – 36.81 / 7th – 36.93 4th – 23.00 / 8th – 43.56 5th – 24.83 / 11th – 53.40 6th – 43.61  GAP DATA 2014 <u>Reading</u> 3rd – NA 4th – 21 5th – 35 6th – 44 7th – 13 8th – 48  2014 <u>Math</u> 3rd – NA 4th – 19 5th – 34 6th – 30 7th – 17 8th – 55

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<b>WBWF</b> <ul style="list-style-type: none"> <li>Career &amp; College Readiness</li> <li>HS Graduation</li> </ul>	Reduce the number of failed courses at HHS  Objective Owner: Michael Scott	Course failures	Total number of failures in grades 9-12 annually  a. # Of failed courses  b. # of students with 3+ failing courses (71)	Annually in June	a. Less than 400 or a 5% reduction in course failures b. 5% reduction in number of students with 3 or more course failures	2012-2013 419 failures  a. 2013-2014 418 failures no change  b. 63, 12.5% decrease
<b>District Goal 2 - Build positive relationships within our schools and community.</b>						
<b>WBWF</b> <ul style="list-style-type: none"> <li>HS Graduation</li> </ul>	Improve peer to peer relationships at HMS  Objective Owner: Bill Carlson	Bullying Events  In School Suspensions(ISS) & Out of School Suspensions(OSS)	a. Number of bullying events  b. Aggregate number of ISS and OSS	Annual	a. 10% reduction in bullying events  b. 10% reduction in ISS & OSS	2012-13 a. 12 events b. ISS/OSS 14  2013-14 a. 21 events b. ISS/OSS 38  Note: 2013-14 Bullying standard & reporting change
<b>District Goal 3 - Manage our resources efficiently and effectively.</b>						
<b>WBWF</b>	Increase meal participation at all buildings  Objective Owner: Bernie Reinke	Meals served for breakfast and lunch	Number of meals served per building	Monthly & Annually	2% increase in breakfast and lunches served	Breakfast 12-13 / 13-14 W 37.8% / 39.8% (+2.0) P 17.7% / 18.6% (+.90) M 6.2% / 6.3% (+.10) H 3.0 / 6.15 (+3.15)  2013-14 – 1.53% increase  Lunch 12-13 / 13-14 W 80.6% / 82.7% (+2.1) P 78.0% / 79.2% (+1.2) M 77.6% / 83.7% (+6.1) H 66.2% / 64.5% (-1.7)  2013-14 – 1.92% increase

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<b>District Goal 3 - Manage our resources efficiently and effectively.</b>						
<b>WBWF</b>	Improve Burich Arena and outdoor swimming pool  Objective Owner: Dolf Moon	\$1.85 million Project complete	Completion Date September 26 Open October 6	Project timeline	Open Oct 13	Unavailable at this time
<b>District Goal 3 - Manage our resources efficiently and effectively.</b>						
<b>WBWF</b>	To minimize the financial impact of the Affordable Care Act (ACA)  Objective Owner: Donna Luhring	Compliance expenditures	US dollars	End of Fiscal Year 2015	0 dollars	Data not available at this time
<b>District Goal 3 - Manage our resources efficiently and effectively.</b>						
<b>WBWF</b>	Renewal of \$680 per pupil unit levy referendum  Addition of question 2 of \$180 per pupil  Objective Owner: Daron VanderHeiden	% of yes voters	Registered votes	Nov 2013	77% of yes votes	Minimum – 51% yes votes  Question 1 85% yes votes  Question 2 79% yes votes
<b>District Goal 3 - Manage our resources efficiently and effectively.</b>						
<b>WBWF</b> <ul style="list-style-type: none"> <li>▪ HS Graduation</li> <li>▪ Career &amp; College Readiness</li> </ul>	Improve coaching through a more effective evaluation system  Objective Owner: Paul Szymanski	Average combined coaches performance score in 5 domains  (End of Season Evaluation)	Point system 0-3 0 – unsatisfactory 1- Basic 2 – Proficient 3 - Distinguished	Annually – June 15	Activity Program average of 2.0	2011 2.03  2012 2.14  2013 2.23  2014 2.31
<b>WBWF</b> <ul style="list-style-type: none"> <li>▪ Achievement Gap Reduction</li> <li>▪ 3<sup>rd</sup> Grade Literacy</li> <li>▪ HS Graduation</li> </ul>	To create and utilize a data driven decision making District process  Objective Owner: Deb Marcotte	Program effectiveness.	% of students meeting annual growth targets in math, reading, and science	Annual – Spring MCA results	Process is being developed at this time.	Process scheduled to be completed in the future.

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<b>District Goal 4 - Provide a safe and functional environment.</b>						
WBWF	Attract quality employees to fill projected vacancies  Objective Owner: Brian Mohr	% of number 1 candidates in applicant pool hired	% of number 1 candidates hired	Per employee opening	95% of number 1 candidates hired	50%
<b>Other Supplemental Student Achievement Support Initiatives and Programs</b>						
	District K – 3 Literacy Plan Results 2013-2014					
	ADSIS Plan Results 2013-2014					
	Administrative Performance Pay Summary Results					