## **Academic Performance Section Scoring Criteria**

Rater: I	Date:
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Each performance management plan will be scored based on the inclusion of all elements required within each individual scoring area. Special attention should be paid to the **bolded** words within the scoring area. Scorer will make the determination as to whether the information:

**F**ALLS BELOW THE EXPECTATION (1) – application package does not provide any of the requested elements.

**A**PPROACHES THE EXPECTATION (2) – application package <u>may include some</u> of the requested elements, <u>but does not include all</u> of the elements.

MEETS THE EXPECTATION (3) – application package provides all of the requested elements.

EXCEEDS THE EXPECTATION (4) – application package <u>provides all</u> the requested elements <u>and additional elaboration</u> is included.

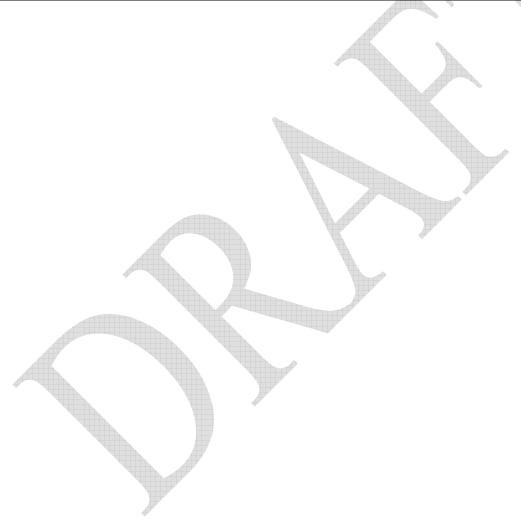
Section	Performance Management Plan (PMP)		A	M	E
		1	2	3	4
I.	Narrative				
<b>A.</b>	<ul> <li>Data Self-Analysis</li> <li>The narrative clearly describes the process used in conducting the data analysis, including data collection and data reviewed.</li> <li>The data analysis conducted was of the school's data for the previous five years.</li> <li>The narrative includes an interpretation of the findings of the data analysis.</li> <li>Patterns and trends, as well as strengths and weaknesses, are identified.</li> <li>A report of student achievement level (status) on the state assessment for each of the previous five years is included.</li> <li>A report of student progress over time (growth) for the previous three years is included.</li> <li>Representation of findings using charts and graphs displays academic performance in a format that is understandable to the reviewer.</li> </ul>				
В.	<ul> <li>Report of Underlying Reasons for Performance</li> <li>Hypotheses are developed and identified accounting for reasons for past academic performance.</li> <li>Barriers, policies, and past practices that inhibited adequate performance are identified.</li> <li>Identified list of solutions for addressing elimination of barriers, policies, and past practices that inhibited adequate performance are listed.</li> </ul>				

ATTACHMENT E 1 of 3

Section	Performance Management Plan (PMP)	F	A	M	E
		1	2	3	4
II.	Elements of Performance Management Plan				
A	Academic Area of Improvement (Indicator)				
	<ul> <li>Selected indicator demonstrates alignment to and supports findings from the data self-analysis.</li> </ul>				l
	<ul> <li>Based upon the data analysis, selected indicator focuses on deficiencies in academic area.</li> </ul>				
В.	o Measures				
	Measures selected are appropriate for the indicator.				
	<ul> <li>An adequate number of measures have been identified.</li> </ul>				
C.	o Metrics				
	<ul> <li>Metrics selected represent reasonable and appropriate ways to measure the identified improvement area</li> </ul>				
	and are written in a quantifiable form.				
D.	o Targets				
	<ul> <li>Based upon the school's current state, the target for improvement is both rigorous and realistic.</li> </ul>				
	• If met, the target for improvement will produce academic performance levels that will meet the Board's				
	expectation.				<b></b>
<b>E.</b>	o Strategies				
	<ul> <li>The strategies identified for the plan are research-based and reflect best practices in education.</li> </ul>				
	• Collectively, the strategies for the plan are linked to desired outcomes, represent a systems approach, and				
	contribute to the school's ability to meet the identified target.				
	• The timeframe to meet each strategy is reasonable and aligns with the plan's timeline.				
F.	o Action Steps				
	• The action steps identified for each strategy support the strategy and its contribution to school's ability to				
	meet the target.				
	• The timeframe to meet each action step is reasonable and aligns with each strategy's timeline.				
	• Evidence to measure progress on action steps is identified and is related to an outcome rather than a				
TT	process.				
Н.	O Annual Benchmark Targets				
	• The plan includes annual benchmark targets that are reasonable to meet the plan's target.				
	• Increments identified in the annual benchmark targets will lead to meeting the final target for plan.				
т	Annual benchmarks are supported by the strategies and action steps identified in the plan.  Compared.				
I.	o General				
	• The plan includes a systematic process for annually monitoring, reviewing, and evaluating progress.				L

ATTACHMENT E 2 of 3

Section	Performance Management Plan (PMP)		F	A	M	E
			1	2	3	4
III.	TOTAL SCORES (I and II)  No section received a score of Falls Far Below.  70% of 40 possible points goard at the Mosts or Exceeds level		F	A	M	E
	☐ 70% of 40 possible points scored at the Meets or Exceeds level.	40 Possible Points				



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