

FY21 Long Term Outcomes Update February 2022

**MORE OF
EVERYTHING YOU
WANT FOR
YOUR CHILD**



PALM BEACH COUNTY SCHOOLS
*Your **BEST** Choice!*

Our Vision

We envision...

The School District of Palm Beach County is an educational and working environment, where both students and staff are unimpeded by bias or discrimination. Individuals of all backgrounds and experiences are embraced, affirmed, and inspired. Each and every one will succeed and flourish.

The School District of Palm Beach County will take ownership for students' academic mastery, emotional intelligence, and social-emotional needs by creating environments where students, families, staff, and communities will develop agency and voice.

A joy of learning is fostered in each student and a positive vision for their future is nurtured. Each student's cultural heritage is valued and their physical, emotional, academic, and social needs are met.

...WE SEE YOU.

Our Mission

The mission of the School District of Palm Beach County is to educate, affirm, and inspire each student in an equity-embedded school system.



MORE OF
EVERYTHING YOU
WANT FOR
YOUR CHILD



2016-2021 Strategic 5-Year Plan

GROWING. STRONG.

LONG-TERM OUTCOMES



Increase reading on grade level by 3rd grade



GOAL: 75%

Ensure high school readiness

Including:
Academic achievement,
behavior and engagement



GOAL: 75%



Increase the high school graduation rate



GOAL: 90%

Foster post-graduate success

Including:
High school scholars,
dual-enrollment degrees,
industry certifications, college
enrollment and persistence,
military enlistment



GOAL: 75%



<p>STRATEGIC THEME</p> <p>Effective and Relevant Instruction to Meet the Needs of All Students</p>	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1 Ensure a shared commitment and collective responsibility for the academic success of every student 2 Establish personalized learning opportunities for all students 3 Ensure academic proficiency of all students from pre-kindergarten through grade 2 	<p>INITIATIVES</p> <p>Phase 1</p> <ol style="list-style-type: none"> 1 Define pillars of effective instruction to increase the academic achievement of all students 2 Embed cultural competence, equity and access within instructional practices <p>Phase 2</p> <ol style="list-style-type: none"> 6 Develop the capacity to deliver effective instruction from pre-kindergarten through grade 2 3 Provide instructional programming customized to the individual strengths, needs, interests and aspirations of each learner <p>Phase 3</p> <ol style="list-style-type: none"> 5 Expand & enhance pre-kindergarten programs in collaboration with our community and agency partners 4 Provide digital and blended learning opportunities utilizing current technology
<p>STRATEGIC THEME</p> <p>Positive and Supportive School Climate</p>	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1 Ensure a safe and supportive school climate that promotes the social/emotional and academic development of all students 2 Secure parent and community partnerships to support the academic and social/emotional development of all students 	<p>INITIATIVES</p> <p>Phase 1</p> <ol style="list-style-type: none"> 7 Ensure a comprehensive "Single School Culture" in every school 9 Addressing bullying prevention through Social Emotional Learning (SEL) <p>Phase 2</p> <ol style="list-style-type: none"> 8 Align behavioral and social/emotional services while increasing accessibility 10 Align new and existing community and parent partnerships
<p>STRATEGIC THEME</p> <p>Talent Development</p>	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1 Promote a culture of learning and development for all employees by providing opportunities and pathways for growth and advancement 2 Recruit, select and hire high-quality employees 	<p>INITIATIVES</p> <p>Phase 1</p> <ol style="list-style-type: none"> 12 Develop and implement a recruitment system that attracts high-quality and diversity in candidates by job group/category 13 Develop and implement rigor in the selection and hiring processes that effectively identify and screen for high-quality, skilled applicants <p>Phase 3</p> <ol style="list-style-type: none"> 11 Develop leadership advancement pathways for all employees
<p>STRATEGIC THEME</p> <p>High-Performance Culture</p>	<p>OBJECTIVES</p> <ol style="list-style-type: none"> 1 Ensure continuous improvement throughout the district 2 Improve employee engagement, retention and performance 3 Instill resource optimization to yield maximum return on investment 4 Increase customer service and support 	<p>INITIATIVES</p> <p>Phase 1</p> <ol style="list-style-type: none"> 14 Implement a comprehensive performance management system 16 Build a district-wide culture of pride, trust & respect <p>Phase 2</p> <ol style="list-style-type: none"> 15 Implement rigorous project management structures, protocols and processes 18 Develop resource allocation processes aligned with student needs 19 Enact systemic customer service <p>Phase 3</p> <ol style="list-style-type: none"> 17 Establish and implement recognition and differentiated compensation systems

SDPBC Strategic Plan Long Term Outcome 1: Increase Reading on Grade Level by 3rd Grade




Performance Measure	Unit of Measure	Students	Actual						Target
			FY16	FY17	FY18	FY19	FY20*	FY21	FY21
Florida Standards Assessment English Language Arts	Students scoring Level 3 or higher	All Students	52	54	56	54 (61)	55(68)	54(75)	75
		Female - Black	41	40	45	43	46	43	Gap to Goal 21
		Female – Hispanic	49	48	53	51	50	51	
		Female - White	76	80	78	75	78	76	
		Female - ELL	27	28	37	35	28	28	
		Female - ESE	20	29	31	30	31	31	
		Female - FRL	44	45	49	46	47	47	
		Male - Black	28	34	37	37	36	35	
		Male - Hispanic	43	44	46	45	44	42	
		Male - White	71	75	73	73	73	71	
		Male - ELL	23	25	32	32	25	23	
		Male - ESE	19	28	33	34	32	31	
		Male - FRL	35	38	42	47	40	38	

* Estimate based winter local and iReady Diagnostic data.

Long Term Outcome 2: Ensure High School Readiness

Ensure high school readiness

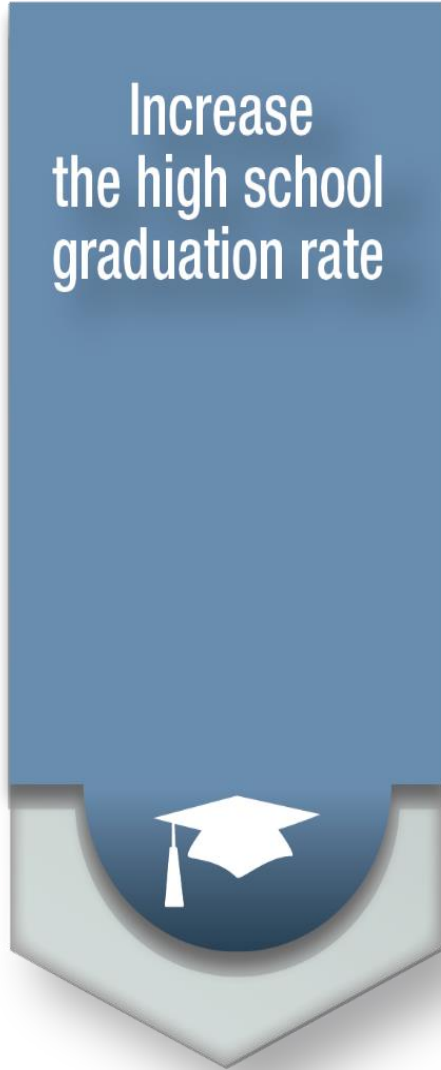
Including:
Academic achievement,
behavior & engagement



Performance Measure	Unit of Measure	Students	Actual						Target
			FY16	FY17	FY18	FY19	FY20*	FY21	FY21
Index of Florida Standards Assessment English Language Arts, Math, Algebra 1, Geometry, Attendance, and Suspensions	Students scoring Level 3 or higher Less than 11 absences 0 Suspension Days (OSS)	All Students	54	60	61	59	58	56	75
		Female - Black	44	50	50	50	55	45	Gap to Goal 19
		Female - Hispanic	53	58	59	57	57	53	
		Female - White	73	79	79	77	73	73	
		Female - ELL	31	37	35	35	35	33	
		Female - ESE	31	32	32	31	36	31	
		Female - FRL	47	53	55	52	53	48	
		Male - Black	35	40	41	41	42	39	
		Male - Hispanic	47	51	52	51	51	50	
		Male - White	66	71	72	70	69	69	
		Male - ELL	27	33	30	31	29	28	
		Male - ESE	31	30	33	31	34	32	
		Male - FRL	39	46	48	45	45	44	

* Estimate based winter local Diagnostic data.

Long Term Outcome 3: Increase High School Graduation Rate



Performance Measure	Unit of Measure	Students	Actual							Targets
			FY15	FY16	FY17	FY18	FY19	FY20	FY21	FY21
Federal Cohort Graduation Rate	Percent of students graduating on-time with standard diploma	All Students	85	88	90	92	92	95	96	90
		Female - Black	80	87	90	92	94	97	98	Goal Met
		Female - Hispanic	86	88	90	92	93	96	97	
		Female - White	94	95	95	96	97	98	98	
		Female - ELL	60	68	76	84	80	91	93	
		Female - ESE	77	81	84	89	95	96	95	
		Female - FRL	81	87	88	91	92	95	97	
		Male - Black	74	80	84	86	88	93	93	
		Male - Hispanic	80	84	87	89	88	90	92	
		Male - White	90	92	92	94	94	96	97	
		Male - ELL	55	60	70	74	71	80	88	
		Male - ESE	72	79	79	84	89	91	90	
		Male - FRL	75	80	84	86	86	90	92	

Long Term Outcome 4: Foster Postgraduate Success

**Foster
post-graduate
success**

Including:
High school scholars,
dual-enrollment degrees,
industry certifications,
college enrollment
and persistence,
military enlistment



Performance Measure	Unit of Measure	Students	Actual							Target
			FY15	FY16	FY17	FY18	FY19	FY20	FY21*	FY21
AP/IB/AICE/DE, Industry Certification	Percent of graduates successful outcome	All Students	66	67	67	68	72	72	73	75
		Female - Black	53	56	55	56	63	60	67	Gap to Goal 2
		Female - Hispanic	69	70	69	71	76	76	77	
		Female - White	81	82	80	81	85	87	86	
		Female - ELL	45	45	54	54	65	57	62	
		Female - ESE	32	34	42	34	41	37	38	
		Female - FRL	57	61	60	61	69	68	72	
		Male - Black	42	44	46	47	50	49	49	
		Male - Hispanic	62	59	63	62	68	65	68	
		Male - White	77	74	75	77	80	81	80	
		Male - ELL	38	34	50	46	53	46	54	
		Male - ESE	33	32	40	34	40	40	35	
		Male - FRL	51	51	54	54	59	57	60	

* Estimate based on graduate cohort file and EDW records.