

Superintendent Evaluation & District Performance Indicators

The Superintendent and Board of Education have developed a set of performance indicators that reflect our collective commitment to our students and families. These targets are specific and measurable and are based on high expectations for ourselves and our students. These targets also reflect the anticipated results from the implementation of current and emerging district wide strategic priorities. The Board and Superintendent are committed to using a results oriented continuous cycle of improvement to review progress towards these targets and to realign strategies and resources to meet these goals on an annual basis.

Vision: College and Career Ready with 21st Century Skills				
Indicator	Baseline 2012	Target 2013	Target 2014	Target 2015
% of SFUSD Preschool students ready for Kindergarten	TBD	TBD	TBD	TBD
% of 4 th grade students meeting standards in ELA and Math (Proficient and Advanced)	69.9% (ELA) 72% (Math)	72% (ELA) 74% (Math)	74% (ELA) 76% (Math)	76% (ELA) 78% (Math)
% of 8 th grade students meeting standards in Algebra 1 (Proficient and Advanced)	49.5%	52%	55%	58%
% of 10 th graders passing CAHSEE in ELA and Math	79.8% (ELA) 84% (Math)	81% (ELA) 85% (Math)	82% (ELA) 86% (Math)	83% (ELA) 87% (Math)
% of SFUSD students graduating UC/ CSU eligible (Stated definition: A-G courses with a grade of C or better)	52.6%	57%	62%	70%
Goal 1: Access and Equity				
Narrow the Gap: Increase number of schools meeting overall API goals and subgroup goals	54%	64%	74%	84%
Reduce Disproportionate Special Education referral for African American Students (risk ratio)	7.8	7	5.5	3.9
ELL Students Reclassified	16.5%	17%	17%	17%
% of ELL students who gained at least one proficiency level (using Annual Measureable Achievement Objective 1 targets set by state)	56%	57.5%	59%	(state)
Increase Instructional Time: Reduce disproportionate suspensions of African American and Latino students. (* %age of total suspensions district-wide)	AA: 46.0%* L: 30.2%	AA: 44.0% L: 28.2%	AA: 42.0% L: 26.2%	AA: 40.0% L: 26.0%
Increase Instructional Time: Reduce the number of unduplicated suspensions of African American and Latino students.	AA: 593 L: 440	AA: 581 L: 432	AA: 569 L: 424	AA: 557 L: 416



Indicator	Baseline 2012	Target 2013	Target 2014	Target 2015
Goal 2: Achievement				
% Proficient CST/ELA Grades 2-11	60.5%	62.5%	64.5%	66.5%
% Proficient CST/Math Grades 2-11	57.2%	59.2%	61.2%	63.2%
Overall 4-year graduation rate	82%	83%	84%	85%
Chronic absenteeism (all students)	7.6%	7.3%	7.0%	6.7%
Goal 3: Accountability/Keeping our promises to our students and families				
School Climate: Students who agree and strongly agree that they always feel safe at school. (5 th : 75%, 8 th : 60%, 11 th : 73%)	69.3%	69.5%	69.7%	69.9%
School Climate: Students who agree and strongly agree that teachers treat students with respect. (5 th : 87%, 8 th : 72%, 11 th : 80%)	79.6%	79.8%	80.0%	80.2%
Student Engagement: Students who agree and strongly agree that the courses they are taking are engaging and challenging. (5 th : 75%, 8 th : 64%, 11 th : 77%)	72.0%	72.2%	72.4%	72.6%
Student Engagement: Students (8 th and 11 th grade only) who agree and strongly agree that their teachers and their school staff prepare them well for college and career. (8 th : 59%, 11 th : 67%)	63.0%	63.2%	63.4%	63.5%
Family Engagement: Parents who agree and strongly agree that they attended and actively participated in regularly scheduled meetings, events, and adult educational opportunities.	70.0%	70.2%	70.4%	70.6%
Family Engagement: Parents who agree and strongly agree that communication between the home and school is frequent and useful and in the home language.	85.0%	85.2%	85.7%	85.9%
Family Engagement: School staff respects and values my child's home language and culture	91.9%	92.1%	92.3%	92.5%
Family Engagement: Families are informed, included, and involved as partners and decision makers in the education of our children	84.3%	84.5%	84.7%	84.9%



Definition of Performance Indicators

Vision: College and Career Ready with 21st Century Skills

% of SFUSD Preschool students ready for Kindergarten	Number of students entering Kindergarten that demonstrate knowledge and skills to be successful in elementary school. This indicator is based on a blended metric of 2 assessments: Phonological Awareness Literacy Screening (PALS) and Desired Results Developmental Profile (DRDP)
% of 4 th grade students meeting standards in ELA and Math	Number of students scoring proficient or advances on California Standards Test in English Language Arts and Math
% of 8 th grade students meeting standards in Algebra 1	Number of students achieving proficient or advanced on the 8 th grade Algebra California Standards Test.
% of 10 th graders passing CAHSEE in ELA and Math	Number of students, except those eligible students with disabilities, who pass the California High School Exit Examination required to receive a high school diploma.
% of SFUSD students graduating UC/ CSU eligible	Students who complete A-G coursework with a grade of C or better and meet district graduation requirements. State reporting of this data is always for the previous year.

Goal 1: Access and Equity

Increase number of schools meeting API goals school-wide and subgroups	The Academic Performance Index sets annual school-wide and subgroup goals. This indicator focuses on increasing the number of schools that meet their school-wide and subgroup targets.
Reduce Disproportional Special Education referral for African American Students	A comparison of the rate of referral for different student subgroups in relation to their representation in the District.
% of ELL Students Reclassified	The number of English Learners who met the criteria for reclassification (English language development assessment, academic achievement, and teacher recommendation) and were reclassified.
% of ELL Students who demonstrated growth on the California English Language Development Test	The number of English Learners who gained at least one proficiency level on the California English Language Development Test, using Annual Measurable Achievement Objective (AMAO) 1 targets set by the State.
Reduce Disproportionate Suspensions	Number of days lost to instruction due to suspension divided by the number of total instructional days available for all students for key subgroups of students.

Goal 2: Achievement

% Proficient CST/ ELA Grades 2-11	Number of students who achieve a level of proficient or advanced on the California Standards Test in English Language Arts.
% Proficient CST/ Math Grades 2-11	Number of students who achieve a level of proficient or advanced on the California Standards Test in Math.
Overall Four-Year Cohort Graduation Rate	Number of students who enter 9 th grade that complete high school in four years and meet San Francisco Unified School District graduation requirements. The class of 2014 will be required to meet A-G coursework with a grade of D or better in order to graduate. State reporting of this data is always for the previous year.
Chronic Absenteeism (All Students)	The percent of students who have been absent for 10% or more of the school year, as calculated by the total number of excused and unexcused absences divided by the total number of instructional time available for all students.

Goal 3: Accountability/Keeping Our Promises Data for these indicators below are drawn from the SFUSD satisfaction surveys administered annually to students and parents. The student questions were selected by the SFUSD Student Advisory Committee (SAC). The Parent Advisory Committee (PAC) provided input to these indicators.