

**Fulton County School System
Balanced Scorecard: Goals, Objectives and Performance Measures**

Goal Areas	Objectives	Performance Measure
Student Achievement	<ol style="list-style-type: none"> 1. Mastery of curriculum 2. Nationally competitive 3. Safe and enriching climate 	<ol style="list-style-type: none"> 1.1 Curriculum-referenced tests 1.2 High school graduation test 1.3 High school completion rate 2.1 Norm-referenced tests 2.2 SAT 2.3 AP enrollment 2.4 AP exam scores 2.5 Joint/Postsecondary Option enrollment 2.6 Performance of graduates: technical & college and acceptance or employment in first year 2.7 Remediation in first year 2.8 HOPE retention in second year 3.1 Attendance - % of students absent 10 days or less 3.2 Attendance - Avg. days Tardy (ES) 3.3 Student ratings of climate 3.4 Participation in extra-curricular activities 3.5 Recognition in state and national programs for art, dance, music, civics, and academics 3.6 Parents perceptions of safety 3.7 Students perceptions of safety
Stakeholder Involvement and Satisfaction	<ol style="list-style-type: none"> 4. Involved and Satisfied Parents 5. Positive image within the community 	<ol style="list-style-type: none"> 4.1 Perceptions of: quality, responsiveness, communication 5.1 Perception of quality, communication & safety 5.2 Volunteer hours 5.3 Dollars, service and product donations 5.4 Number of community organizations and businesses involved
Instructional & Administrative Processes	<p>Efficient and effective processes for:</p> <ol style="list-style-type: none"> 6. Instruction 7. Transportation 8. Facilities and Construction 9. Readiness for start of school 10. Nutrition 	<ol style="list-style-type: none"> 6.1 Teachers trained on the 8-Step Instructional Process 6.2 Teachers using student assessments for instructional planning and adjustment 6.3 Use of technology 7.1 Preventable accidents 7.2 On-time bus delivery 8.1 Facility inspection reports 8.2 Backlog of maintenance requests 9.1 Required items in schools by start of school: Textbooks 9.2 Teacher vacancies at start of school - 1st day 9.3 Classroom teacher vacancies at the 15th day 9.4 Student enrollment forecast 9.5 Cost center budgets to schools on time 10.1 Meals per labor hour 10.2 Participation rate
Staff Learning and Growth	<ol style="list-style-type: none"> 11. Competent staff 12. Employee satisfaction 13. Teacher Satisfaction 	<ol style="list-style-type: none"> 11.1 Teachers with at least 7 years of experience 11.2 Teachers with advanced degrees 11.3 Nationally board certified teachers 12.1 Staff attendance 12.2 Staff attrition 13.1 Staff ratings of communication, teamwork and morale
Financial Performance	<ol style="list-style-type: none"> 14. Sound fiscal management 	<ol style="list-style-type: none"> 14.1 Expenditures: Direct Instruction Support, Instruction, Pupil Services, Instructional Services, Media Services, General Administration 14.2 Variance of budget to actual: Revenue, Expense 14.3 Fund balance