

STRATEGIC THINKING MAP | PART TWO

APRIL 14, 2016

Opening Activity

Based upon what you know and have learned about Rowe, what would you identify as Rowe's WHY?

While watching the clip of Rowe, reflect on what you see, hear, observe and feel.

➤ What did you see?

➤ What did you hear?

➤ What did you observe?

➤ What did you feel?

Can you identify 4-5 pieces of evidence that would support Rowe's WHY and HOW?

What Is Strategic Thinking?

STARTING WITH THE WHY

- WHY? = _____
 - *What is your cause? What are your beliefs?*

- HOW? = _____
 - *The actions taken to realize the WHY; guiding values and principles.*

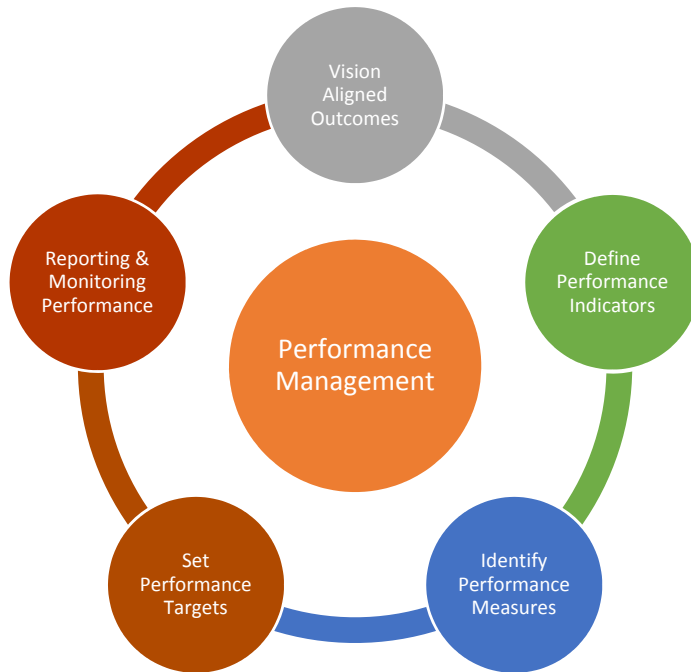
- WHAT? = _____
 - *What do you do? The result of WHY. The proof.*

WHY Measure: Rationale for Measurement

Benefits of Measurement

- Strategic Alignment
 - Performance Improvement
 - Ownership, Empowerment and Fulfillment
-
-
-
-

HOW to Measure: A Framework for Measurement



Developing Outcomes: About Outcomes and Outcome Statements

Performance Indicators

- Identifies what will be monitored and evaluated to demonstrate results
- Must be specific, observable and measurable

Answer questions:

Good Performance Indicators Should:

- ---
- ---
- ---
- ---
- ---
- ---

SMART Performance Indicators

S _____

M _____

A _____

R _____

T _____

Common Struggles with Performance Measure

➤ _____

➤ _____

➤ _____

➤ _____

➤ _____

➤ _____

➤ _____

Effective Performance Management Practices

- _____
- _____
- _____
- _____
- _____
- _____
- _____

5 Steps to Find the Right Measures

- Step 1: _____
- Step 2: _____
- Step 3: _____
- Step 4: _____
- Step 5: _____

Performance Targets

Definition:

Answer the question:

5 Steps to Use Measures to Reach Performance Targets

Step 1: _____

Step 2: _____

Step 3: _____

Step 4: _____

Step 5: _____

Reporting and Monitoring Performance

➤ Performance Report need to answer three questions:

○ _____

○ _____

○ _____

ROWE TEMPLATES



ROWE ELEMENTARY SCHOOL PERFORMANCE EVALUATION REPORT

April 12, 2016

Name: _____
 Position: Teacher
 Base Salary: _____
 Evaluation period: Year-end
 Overall point total: #DIV/0!
 Performance Level: #DIV/0!
 Bonus payout: #DIV/0!

Incentive Bonus Plan Schedule			
Point range	Ranking	Payout %	Payout \$
0 Less than 50 points	Unsatisfactory	0%	\$ -
50 50 – 74 points	Below Developing	0.94%	\$ -
74 74 – 89 points	Developing	1.88%	\$ -
90 90 - 100 points	Proficient	3.75%	\$ -
101 Greater than 101 points	Distinguished	5%	\$ -

Performance Summary				
Criteria	Rating	Score	# unsatisfactory	Flagged for review
Performance Metrics	Proficient	#DIV/0!		
RESCO	Proficient	0.00		
Fit With RES Metrics	Proficient	#DIV/0!		
Fit With RES Evaluation	Proficient	0.00		

Performance Metrics	Weighting	Goals		Points	
		Target	Actual	Target	Actual
40.00					
NWEA ELA % Meeting Growth Goals	12.00%	65%		4.8	0.0
NWEA Math % Meeting Growth Goals	12.00%	65%		4.8	0.0
NWEA ELA Attainment	12.00%			4.8	#DIV/0!
NWEA Math Attainment	12.00%			4.8	#DIV/0!
F&P Growth: Scholars on GL	9.00%	1.0		3.6	0.0
F&P Growth: Scholars below GL	9.00%	1.2		3.6	0.0
Classroom Scholar Climate	9.00%	4.0		3.6	0.0
Classroom DESSA	9.00%	85%		3.6	0.0
% of scholars meeting IEP Goals	0.00%	80%		0.0	0.0
Teacher Attendance	4.00%	95%		1.6	0.0
Classroom Scholar Attendance	4.00%	95%		1.6	0.0
Classroom RCPU Attendance	4.00%	95%		1.6	0.0
Classroom Parent DESSA Completion	4.00%	50%		1.6	0.0
Family Satisfaction	0.00%	90%		0.0	0.0
Total points	100.0%			40	#DIV/0!
Performance Metrics					Proficient

Academic Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
6.67		0.00	5.00	6.67	10.00	
Instructional Planning	25%					
Concept Development	25%					
Quality of Feedback	25%					
Language Modeling	25%					
Total points						0.0
RESCO: Academic						Proficient

Scholar Culture Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
6.67		0.00	5.00	6.67	10.00	
PBIS Approach	33%					
Productivity	33%					
Instructional Engagement	33%					
Total points						0.0
RESCO: Scholar Culture						Proficient

SEL Supports	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
6.67		0.00	5.00	6.67	10.00	
Positive Climate	33%					
Teacher Sensitivity	33%					
Empowering Scholar Voice	33%					
Total points						0.0
RESCO: SEL						Proficient

SpEd	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
0.00		0.00	0.00	0.00	0.00	
Special Education Tasks	33%					
Collaboration	33%					
Implementation of Supports	33%					
Total points						0.00
RESCO: SEL						

Fit with RES Metrics	Weighting	Goals		Points	
		Target	Actual	Target	Actual
20					
GL NWEA ELA % Meeting Growth Goals	7.7%	65%		1.54	0.0
GL NWEA Math % Meeting Growth Goals	7.7%	65%		1.54	0.0
GLNWEA ELA Attainment	7.7%			1.54	#DIV/0!
GL NWEA Math Attainment	7.7%			1.54	#DIV/0!



ROWE ELEMENTARY SCHOOL PERFORMANCE EVALUATION REPORT

April 12, 2016

F&P Growth: Scholars on GL	7.7%	1.0		1.54	0.0
F&P Growth: Scholars below GL	7.7%	1.2		1.54	0.0
GL Scholar Climate Survey	7.7%	4.0		1.54	0.0
GL DESSA	7.7%	85%		1.54	0.0
GL PE Mastery	0.0%	80%		0.00	0.0
GL Drama Mastery	0.0%	75%		0.00	0.0
GL Art Mastery	0.0%	75%		0.00	0.0
GL Music Mastery	0.0%	75%		0.00	0.0
GL Spanish Mastery	0.0%	75%		0.00	0.0
GL % of Scholars Meeting IEP Goals	7.7%	80%		1.54	0.0
SW Teacher Attendance	7.7%	95%		1.54	0.0
SW Scholar Attendance	7.7%	95%		1.54	0.0
SW RCPU Attendance	7.7%	90%		1.54	0.0
SW Family NPS - Recommend to Scholars	7.7%	80%		1.54	0.0
Total points	100%			20	#DIV/0!
Fit with RES Metrics					

Fit with RES Evaluation	Weighting	Unsatisfactory	Developing	Proficient	Distinguished	Total points
20		0.00	15.00	20.00	28.12	
Pride	25%					
Success	25%					
Honor	25%					
Organizational Contribution	25%					
Total points						0.0
Fit with RES Evaluation				Proficient		

Academic Supports

Scholar Culture Supports

*Team Member Signature

Date

Principal

Date

Northwestern Settlement President

Date

* A signature of this summary does not necessarily mean the licensed employee agrees with the opinions expressed, but merely indicates that the employee has read the analysis and had an opportunity to discuss it with his/her immediate supervisor.

Unit Name:	
Grade/Subject:	
Unit Dates:	

Stage 1 - Desired Results	
Established Goals (reference LTP for standards):	
Transfer Scholars will be able to independently use their learning to...	
Enduring Understandings (EUs) Scholars will understand that....	Essential Questions (EQs) Scholars will keep considering...
Knowledge Scholars will know...	Skills Scholars will be able to...

Stage 2 - Assessment Evidence	
Performance Tasks	Other Evidence....
How will you monitor progress throughout this unit?	

Stage 3 - Learning Plan
Learning Targets (reference LTP for learning targets)
Learning Targets broken down into daily, teachable objectives (<i>note that some learning targets will be further broken down further into daily teachable objectives while some may already be broken down into the daily objective</i>)
Aligned Learning Activities

