



**POWHATAN COUNTY PUBLIC SCHOOLS
KEY PERFORMANCE INDICATORS
FOR THE 2018-2023 STRATEGIC PLAN**

2017-2018 (Y-1)	2018-2019 (Y1)	2019-2020 (Y2)	2020-2021 (Y3)	2021-2022 (Y4)	2022-2023 (Y5)	DATA SOURCE/NOTES
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GOAL 1: PERSONALIZED LEARNING

Percentage of Students on Grade Level for Reading Literacy based on PALS, BAS

Kindergarten	92, 82	93, 81	N/A	Fall: 79, N/A Spring: 78, 62	Fall: 84, N/A Spring: 88, 81	Data are indicated as PALS, BAS in each cell.
Grade 1	81, 77	76, 77	N/A	Fall: 71, N/A Spring: 71, 60	Fall: 76, N/A Spring: 77, 60	PALS (Phonological Awareness Literacy Screening) - a state-provided screening tool BAS (Benchmark Assessment System) - division-provided assessment tool
Grade 2	89, 86	73, 87	N/A	Fall: 56, N/A Spring: 71, 60	Fall: 65, N/A Spring: 72, 66	Covid/Closure Impact
Grade 3	93, 87	88, 87	N/A	Fall: N/A, 70 Spring: N/A, 71	Fall: 67, N/A Spring: 75, 73	In Fall 20, screening occurred at a larger scale for early identification of gaps due to closure in March 2020. In 20-21, small group instruction was limited due to physical distancing.
Total	88, 83	82, 83	N/A	N/A	N/A	

Percentage of Students Passing the Mathematics Standards of Learning (SOL)

Grade 3	78	81	*	57	68	2020-2021 mathematics results reflect reduced student participation in state mathematics assessments due to COVID-19. The wide variations in participation rates and learning conditions should be taken into consideration when reviewing 2020-2021 data.
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Percentage of Students Graduating

On-Time Graduation Rate	93.9	93.4	95.4	92.3	92.2	Source: Four Year On Time Graduation Rate, Virginia Department of Education (VDOE)
Advanced Diploma (%)	55.6	56.6	61.5	51.1	52.9	

Positive Responses about Instructional Practices

Secondary Students	N/A	73.4	N/A	3.1	4.7	Source: VDOE Working Conditions and Climate Surveys. Based on the average (agree and strongly agree) of the student survey responses and for teacher survey responses for the five (5) survey questions about Instructional Practices. The teacher survey also included an option for somewhat agree and that is reflected in the percent in parentheses. Secondary Student Range (57-91) Elementary Student Range (71-94) Teacher Range (52-78). Note: In Y3, only Grades 6-8 surveyed. Teacher and student responses based on a 6-pt scale from "Strongly Disagree" to "Strongly agree." Note: In Y4, only Grades 9-12 surveyed. Teacher and student responses based on a 7-pt scale from "Strongly Disagree" to "Strongly agree."
Elementary Students	N/A	83.8	N/A	N/A	N/A	
Teachers	N/A	66.6 (94.6)	N/A	4.6	4.9	

Students Involved in Internship and Cooperative Work Experience

High School Students	5	44	68	64	TBD	
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Percentage of Students Enrolled in Coursework for Career Awareness, Exploration, and Work Experience

AP coursework (HS)	25.9	28.2	26.4	24.7	19.8	% of students enrolled in at least one AP course (HS)
CTE enrollment (MS/HS)	2480	2343	2274	2596	2906	# of students enrolled in at least one CTE course (MS/HS)
CTE credentialing (HS)	491	507	471	484	TBD	# of students earning at least one CTE credential (HS)
Dual enrollment (HS)	4	6.4 / 1.7	2.67	3.69	5.68	% of students enrolled in at least one dual enrollment course (17-18 duplicated, 18-19 duplicated/unduplicated, 19-20 unduplicated, 20-21 unduplicated)

Kindergarten Readiness

VKRP Index	N/A	N/A	85	86/82	87/83	Source: Virginia Kindergarten Readiness Program (VKRP) Notes: The VKRP, implemented in 19-20 is a multi-dimensional measure that partners with PALS to also include a focus on mathematics, social skills, and self-regulation. 20-21 was the first year for the full battery of VKRP testing. The scores reflect fall/spring mathematics.
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Percentage of Graduating Seniors with Post-Secondary Plans

2-yr College / Trade	38	36	40	43	37	Source: Annual senior survey
4-yr College/University	43	43	35	38	43	
Military	3	3	3	3	3	
Work	15	18	22	16	17	

Percentage of Students completion of academic career plan by grade 8 (Major Clarity)

Grade 8	N/A	94	78**	64	73	
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Achievement Gap in Reading

All	84	82	*	77	75	Note: Comparison of performance by students in reporting groups to ALL students in reading SOLs in grades 3-11.
Black	63	62	*	61	50	
Hispanic	76	76	*	66	73	2020-2021 reading results reflect reduced student participation in state reading assessments due to COVID-19. Reading results for 2019-2020 are not available due to the closure of schools and cancellation of state assessments. The wide variations in participation rates and learning conditions should be taken into consideration when reviewing 2020-2021 data.
Students with Disabilities	54	54	*	48	45	
Economically Disadvantaged	73	69	*	63	63	

Achievement Gap in Math

All	77	83	*	57	68	Note: Comparison of performance by students in reporting groups to ALL students on math SOLs in grades 3-11.
Black	59	65	*	20	45	
Hispanic	72	78	*	59	66	2020-2021 mathematics results reflect reduced student participation in state mathematics assessments due to COVID-19. The wide variations in participation rates and learning conditions should be taken into consideration when reviewing 2020-2021 data.
Students with Disabilities	46	54	*	38	40	
Economically Disadvantaged	66	72	*	38	52	

SAT Scores

Reading	572	570	554	557	550	Note: 127 seniors participated in 20-21. 172 Seniors participated in 19-20; 111 reported matriculation to a 4 year college/university.
Math	535	528	515	519	506	



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GOAL 2: LEVERAGING TALENT

Regional Ranking of PCPS Salary Scale for Teachers by Years of Experience

0 Years	7	7	N/A	8	4
5 Years	9	8	N/A	8	7
10 Years	9	8	N/A	10	9
15 Years	9	8	N/A	10	8
20 Years	8	6	N/A	10	10
25 Years	8	7	N/A	9	8
30 Years	8	5	N/A	9	5

Source: PCPS 18-19 salary study presented to School Board. Salary Study was not completed in 19-20 or 20-21.
Notes: Ranking of teacher salary out of a total of 13 public school divisions. The divisions included in the ranking are: Amelia, Buckingham, Chesterfield, Cumberland, Fluvanna, Goochland, Hanover, Henrico, Louisa, Powhatan, Prince Edward, Prince George, Richmond City.

N/A

Employee Only Cost

N/A N/A 6/12 N/A N/A

Family Only Cost

N/A N/A 10/12 N/A N/A

Source: Report compiled by The Local Choice from neighboring school divisions websites or by contacting the division directly. Ranking: Ranking of the cost of insurance plans out of a total of 12 public school divisions. This ranking is only based on the available mid-tier plan insurance premium cost to the employee and not coverage of plan. The divisions included in the ranking are: Amelia, Buckingham, Chesterfield, Cumberland, Fluvanna, Goochland, Hanover, Henrico, Louisa, Prince Edward, Richmond City, and Powhatan.

Percentage of Teachers Receiving a Summative Rating of Proficient or Exemplary

3-year cycle of evaluations

98 98 100 100 99

Numerator: The count of teachers receiving an overall summative rating of proficient or exemplary for the reporting year. Denominator: The count of teachers evaluated for the reporting year.

Number of Staff with National Board Certification

Licensed Staff

4 4 4 6 8

Licensed Staff

0 0 5 9 14

Number of Instructional, Administrative, and Certified Staff with Graduate Degrees

Employees

206 194 218 222 191

Note: Data are based on head count and not FTEs for allocated positions.

Number (Percentage) of Teachers who Report Leaving for Another School Division

Other Division/Total Resignations

8/30 (26%) 3/23 (13%) 7/34 (21%) 4/30 (13%) 13/41 (32%)

Source: Resignation Letters, Leave data

Number of Teachers Hired with Experience from Other School Divisions

Other Division/Total New Hires

24/27 15/31 16/26 33/39 20/30

Source: New Hire Applications Numerator: Number of teachers who are hired with experience in other school divisions. Denominator: All new hire teachers.

Percentage of New Hires by Sourcing Method (job fair, referral, website, etc.)

District Website

60 49 53 61 65

Employee Referral

25 30 33 34 58

Internet Search

3 3 2 8 17

No Response

12 18 12 31 58

Source: New Hire Applications

Percentage of Teachers Reporting High Level of Job Satisfaction

Teachers

N/A 92 N/A 5.1 N/A

Source: VDOE Working Conditions Survey, "Overall, my school is a good place to work and learn."
Note: Calculation for Y-1-Y2 based on the % of teachers responding somewhat agree, agree, or strongly agree; Y3 based on a 6-pt scale from "Strongly Disagree" to "Strongly agree." Note: In Y4, only raw data was available due the small "N" of participants that would not create statistically significant data. The division will review the raw data for trends, but is not able to report out in a commensurate manner.

Teachers Reporting Differentiated and On-going Professional Development

Scaled 1-6

N/A 3.9 N/A 4.1 N/A

GOAL 3: INVESTING IN COMMUNITY

Number of Community Members Accessing the Parent Resource Center

Community Members

800 862 579** 381 408

Source: PRC State report 2018, 2019

Number of PTO Members

Division-wide

540 640 867 86* 1023

Source: PTO Boards (279 PMS/ 3 on EC PHS/ 196 POWES/253 POCEs/)
Note: Not all schools track membership.

Number of Advisory Committee Members

Members

43 53 38 29 27

Source: Approved School Board Advisory Members; does not include school board members or staff liaisons.

Number of Mentors, Lunch Buddies, WatchDOGS

Volunteers

171 260 250** N/A 145

Source: Student Support Services

Number of participating partners and volunteers

Visitors

31081 18173** N/A N/A 4142

Ident-a-kid reporting of all visitors during normal school hours.

Percentage of Families Expressing Satisfaction with Events, Programs, and Resources

Survey Results

N/A N/A N/A N/A N/A

Note: Parent Survey in development

GOAL 4: CULTURE AND WELL-BEING

Percentage of Students Attending School at a Rate >90%

Division-wide

93.8 94.0 92.7** 93.9 85.10%

Source: VDOE School Quality Profile Note: Chronic absenteeism is defined as missing 10 percent or more of the school year, regardless of reason.

Students Reporting Positive Student Safety

Grades 6-12 (Scaled 1-6)

N/A 3.2 N/A 3.3 N/A

Grades 4-5 (Scaled 1-6)

N/A 3.2 N/A N/A N/A

Source: VDOE Climate Survey item that reflected Concerns about Safety: feeling safe while at the school.
Note: In Y3, only Grades 6-8 surveyed. In Y4, only raw data was available due the small "N" of participants that would not create statistically significant data. The division will review the raw data for trends, but is not able to report out in a commensurate manner.

Students Reporting Positive Peer Relationships

Grades 6-12 (Scaled 1-6)

N/A 2.9 N/A 3.0 N/A

Grades 4-5 (Scaled 1-6)

N/A 3.2 N/A N/A N/A

Source: VDOE Climate Survey item that reflected Relationships Among Students: students care about, respect, and support their peers. (Grades 6-12)
Note: In Y3, only Grades 6-8 surveyed. In Y4, only raw data was available due the small "N" of participants that would not create statistically significant data. The division will review the raw data for trends, but is not able to report out in a commensurate manner.

Students Reporting Positive Student/Adult Relationships

Grades 6-12 (Scaled 1-6)

N/A 3.0 N/A 3.3 N/A

Grades 4-5 (Scaled 1-6)

N/A 3.4 N/A N/A N/A

Source: VDOE Climate Survey item that reflected Adult Respect for Students: students feel adults at school care about, respect, and support them.
Note: In Y3, only Grades 6-8 surveyed. In Y4, only raw data was available due the small "N" of participants that would not create statistically significant data. The division will review the raw data for trends, but is not able to report out in a commensurate manner.

Number of Students Participating in School Counseling Small Groups

Division-wide

N/A 167 313 N/A 267

Students Reporting Positive Cultural Competency

Grades 6-12 (Scaled 1-6)

N/A 3.0 N/A 3.1 N/A

Source: VDOE Climate Survey item that reflected Cultural and Linguistic Competence: students and adults are respectful of and responsive to a diverse student body. Item used was "Students belong at this school." Note: In Y3, only Grades 6-8 surveyed. In Y4, only raw data was available due the small "N" of participants that would not create statistically significant data.

Number of Parents Accessing State and Local Supports

Division-wide

800 862 185 622 1009

Source: Number of parents accessing the transition coordinator and parent resource center. We will also be able to use data from Special Education Parent Survey from DOE when that is made available in the fall.

Percentage of Students Consistently Meeting School wide Expectations

Division-wide

TBD 89.8 87 98.6 85

Source: Percent of students who have received 0-1 discipline referrals.
Note: Secondary was virtual/hybrid for all of 20-21.

* DATA NOT AVAILABLE DUE TO SCHOOL CLOSURE ON 3.12.20

** DATA AVAILABLE ONLY THROUGH 3.12.20

N/A DATA NOT COLLECTED FOR THIS YEAR