North Carolina Department of PUBLIC INSTRUCTION

District Example Performance Measures

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Overview & Resources

Performance Measures allow a school or district to monitor progress towards a goal by breaking the goal into more manageable data pieces. Performance Measures can allow monitoring of interim progress within a year or over years by using either leading measures (assessments/tools that are tracked multiple times throughout the year such as NC Check-Ins, Attendance/Discipline Data, etc.) or lagging measures (summative or once per year assessments such as the EOG, EOC, etc.). Performance Measures can be used to break down a goal in a variety of ways such as by grade level, subgroups, etc. The goal and your district needs determine the type of performance measures you would utilize. Performance Measures are optional, but highly beneficial for district support and improvement teams. The District Performance Measures Planning Template can help your team plan for adding Performance Measures. The Screenshots & Grade Level Example below show the steps for inputting Performance Measures.
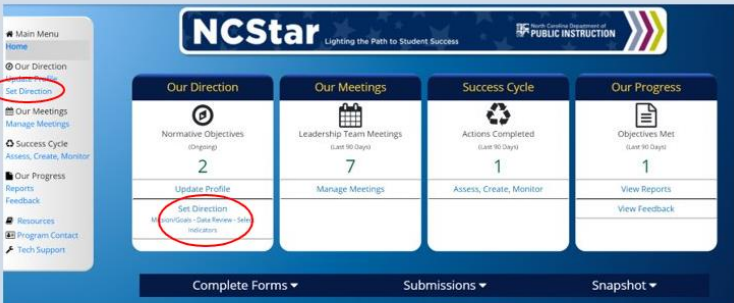
Vocabulary

Word	Definition	Symbol	Notes
Performance Measures	Performance measures may be defined for each goal so that progress toward the goal can be determined. Performance Measures may include lagging and/or leading measures.	Performance Measure(s)	
Performance Measures: Performance Indicator	A brief description of what and who you are measuring	Performance Indicator	This is NOT an indicator such as A1.07 or B1.01 Examples: SWD Subgroup Performance; Teacher Retention
Performance Measures: Data Source	The tool you are using to measure the Performance Indicator	Data Source	Some examples of Data Sources are EOG, iReady, Parent sign in sheet, Educator's Handbook, etc.
Performance Measures: Baseline Year	The initial year from which you are measuring progress	Baseline Year	
Performance Measures: Baseline	The data point from your initial year from which you'll be measuring progress	Baseline*	
Performance Measures: Target Year	The date in which you are going to monitor progress	Target Year	This can be a year (2021-22), month/year (Oct 2021) or time/year (BOY 2021 or Spring 2022)
Performance Measures: Target	The goal you want to reach in the "Target Year"	Target*	
Performance Measures: Actual	The actual number or percent at the specified time	Actual*	

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Accessing Performance Measures in NCStar Screenshots

From the Home page click on Set Direction which is part of Our Direction found in the far-left column or at the bottom of the "Our Direction" section in the center of the page.

The new page defaults to Box 1, Mission and Goals. Scroll down to your goals.

Our Goals 💡

Goals are student focused and apply to all students (for example, "All students will . . ." OR "Every student will . . .").
Goals are not limited by time and remain in force for several years. The quantitative measures of annual progress toward Goals are in the Goal Performance Measures.

Goal	Performance Measure(s)
By June 2025, increase SWD subgroup performance by 20% points.	3
By June 2023 increase overall school performance composites by 10%.	3
By June 2023 increase math achievement by 5% points.	3
By June 2026, increase teacher retention by 15% points.	3
By June 2023, reduce discipline referrals by 25%.	3
By June 2023, increase overall average monthly student attendance to 95%.	3
By June 2023, improve overall district performance.	3

Add Goal   Click on the goal you want to work with.

Goal*

By June 2023 increase overall school performance composites by 5% points.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Add Performance Measure   Click on "Add Performance Measure."

Delete Goal   **Save** **Close**

Directions – Tracking by Overall Subgroup Performance Example

Step 1 - Draft using the Planning Template

First, we outlined our team's ideas based on our recent data points in the District Performance Measures Planning Template in Google Docs:

Goal: By June 2025, increase SWD subgroup performance by 20%		
Performance Indicator: School A SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	**Baseline Year:** 2022	**Baseline:** 45%
Target Date: 2023	**Target:** 52%	**Actual:**
Target Date: 2024	**Target:** 59%	**Actual:**
Target Date: 2025	**Target:** 65%	**Actual:**
Performance Indicator: School B SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	**Baseline Year:** 2022	**Baseline:** 63%
Target Date: 2023	**Target:** 70%	**Actual:**
Target Date: 2024	**Target:** 77%	**Actual:**
Target Date: 2025	**Target:** 83%	**Actual:**
Performance Indicator: School C SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	**Baseline Year:** 2022	**Baseline:** 50%
Target Date: 2023	**Target:** 57%	**Actual:**
Target Date: 2024	**Target:** 64%	**Actual:**
Target Date: 2025	**Target:** 70%	**Actual:**

Step 2 - Enter Draft into NCStar

Next, we input the information into the Set Direction section of NCStar by selecting the aligned goal:

Goal*

By June 2025, increase SWD subgroup performance by 20% points.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Performance Indicator

School A SWD Subgroup Performance

Data Source	Baseline Year	Baseline*	
EOG/EOC SWD Subgroup Perf	2022	45	☑ %

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2023	52	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2024	59	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2025	65	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Performance Indicator

School B SWD Subgroup Performance

Data Source	Baseline Year	Baseline*	
EOG/EOC SWD Subgroup Perf	2022	63	☑ %

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2023	70	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2024	77	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2025	83	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Performance Indicator

School C SWD Subgroup Performance

Data Source	Baseline Year	Baseline*	
EOG/EOC SWD Subgroup Perf	2022	50	☑ %

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2023	57	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2024	64	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Target Year	Target*		Actual*		
2025	70	☑ %		☐ %	🗑

* Mark the checkbox if the number is %.

Step 3 - Run the Our Direction Report

Finally, we clicked on Reports & ran the Our Direction Report to see the Performance Measures that were inputted:

- By June 2025, increase SWD subgroup performance by 20% points.

Performance Measure(s)

Performance Indicator: School A SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	Baseline Year: 2022	Baseline: 45%
Target Date: 2023	Target: 52%	Actual:
Target Date: 2024	Target: 59%	Actual:
Target Date: 2025	Target: 65%	Actual:

Performance Indicator: School B SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	Baseline Year: 2022	Baseline: 63%
Target Date: 2023	Target: 70%	Actual:
Target Date: 2024	Target: 77%	Actual:
Target Date: 2025	Target: 83%	Actual:

Performance Indicator: School C SWD Subgroup Performance		
Data Source: EOG/EOC SWD Subgroup Performance	Baseline Year: 2022	Baseline: 50%
Target Date: 2023	Target: 57%	Actual:
Target Date: 2024	Target: 64%	Actual:
Target Date: 2025	Target: 70%	Actual:

Example – School Performance Composites

Set Direction:

Goal*

By June 2023 increase overall school performance composites by 10%.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Performance Indicator

School A Overall Composite

Data Source	Baseline Year	Baseline*
EOG/EOC	2022	45 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	50 ☑ %	☐ %

* Mark the checkbox if the number is %.

Performance Indicator

School B Overall Composite

Data Source	Baseline Year	Baseline*
EOG/EOC	2022	37 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	41 ☑ %	☐ %

* Mark the checkbox if the number is %.

Add Target Years

Performance Indicator

School C Overall Composite

Data Source	Baseline Year	Baseline*
EOG/EOC	2022	63 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	69 ☑ %	☐ %

* Mark the checkbox if the number is %.

Our Direction Report:

- By June 2023 increase overall school performance composites by 10%.

Performance Measure(s)

Performance Indicator: School A Overall Composite		
Data Source: EOG/EOC	Baseline Year: 2022	Baseline: 45%
Target Date: 2023	Target: 50%	Actual:

Performance Indicator: School B Overall Composite		
Data Source: EOG/EOC	Baseline Year: 2022	Baseline: 37%
Target Date: 2023	Target: 41%	Actual:

Performance Indicator: School C Overall Composite		
Data Source: EOG/EOC	Baseline Year: 2022	Baseline: 63%
Target Date: 2023	Target: 69%	Actual:

Example – Quarterly Math Achievement

Set Direction:

Goal*

By June 2023 increase math achievement by 5% points.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Performance Indicator

School A Overall Math Achievement

Data Source	Baseline Year	Baseline*
Quarterley Math Benchmark	2022	65 ☑%

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
October 2022	66 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
January 2023	67 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
March 2023	68 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
June 2023	70 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Performance Indicator

School B Overall Math Achievement

Data Source	Baseline Year	Baseline*
Quarterly Math Benchmark	2022	72 ☑%

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
October 2022	73 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
January 2023	75 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
March 2023	76 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
June 2023	77 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Performance Indicator

School C Overall Math Achievement

Data Source	Baseline Year	Baseline*
Quarterly Math Benchmark	2022	47 ☑%

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
October 2022	48 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
January 2023	50 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
March 2023	51 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*	
June 2023	52 ☑%	☐%	🗑

* Mark the checkbox if the number is %.

Our Direction Report:

- By June 2023 increase math achievement by 5% points.

Performance Measure(s)

Performance Indicator: School A Overall Math Achievement		
Data Source: Quarterley Math Benchmark	Baseline Year: 2022	Baseline: 65%
Target Date: October 2022	Target: 66%	Actual:
Target Date: January 2023	Target: 67%	Actual:
Target Date: March 2023	Target: 68%	Actual:
Target Date: June 2023	Target: 70%	Actual:

Performance Indicator: School B Overall Math Achievement		
Data Source: Quarterly Math Benchmark	Baseline Year: 2022	Baseline: 72%
Target Date: October 2022	Target: 73%	Actual:
Target Date: January 2023	Target: 75%	Actual:
Target Date: March 2023	Target: 76%	Actual:
Target Date: June 2023	Target: 77%	Actual:

Performance Indicator: School C Overall Math Achievement		
Data Source: Quarterly Math Benchmark	Baseline Year: 2022	Baseline: 47%
Target Date: October 2022	Target: 48%	Actual:
Target Date: January 2023	Target: 50%	Actual:
Target Date: March 2023	Target: 51%	Actual:
Target Date: June 2023	Target: 52%	Actual:

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Example – Teacher Retention

Set Direction:

Goal*

By June 2026, increase teacher retention by 15% points.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Performance Indicator		
School A Teacher Retention		

Data Source	Baseline Year	Baseline*
Teacher Retention Report	2022	70 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	74 ☑ %	☐ %
2024	77 ☑ %	☐ %
2025	81 ☑ %	☐ %
2026	85 ☑ %	☐ %

* Mark the checkbox if the number is %.

Performance Indicator		
School B Teacher Retention		

Data Source	Baseline Year	Baseline*
Teacher Retention Report	2022	76 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	80 ☑ %	☐ %
2024	83 ☑ %	☐ %
2025	87 ☑ %	☐ %
2026	91 ☑ %	☐ %

* Mark the checkbox if the number is %.

Performance Indicator		
School C Teacher Retention		

Data Source	Baseline Year	Baseline*
Teacher Retention Report	2022	80 ☑ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	84 ☑ %	☐ %
2024	87 ☑ %	☐ %
2025	91 ☑ %	☐ %
2026	95 ☑ %	☐ %

* Mark the checkbox if the number is %.

Our Direction Report:

- By June 2026, increase teacher retention by 15% points.

Performance Measure(s)

Performance Indicator: School A Teacher Retention		
Data Source: Teacher Retention Report	Baseline Year: 2022	Baseline: 70%
Target Date: 2023	Target: 74%	Actual
Target Date: 2024	Target: 77%	Actual:
Target Date: 2025	Target: 81%	Actual:
Target Date: 2026	Target: 85%	Actual:

Performance Indicator: School B Teacher Retention		
Data Source: Teacher Retention Report	Baseline Year: 2022	Baseline: 76%
Target Date: 2023	Target: 80%	Actual:
Target Date: 2024	Target: 83%	Actual:
Target Date: 2025	Target: 87%	Actual:
Target Date: 2026	Target: 91%	Actual:

Performance Indicator: School C Teacher Retention		
Data Source: Teacher Retention Report	Baseline Year: 2022	Baseline: 80%
Target Date: 2023	Target: 84%	Actual:
Target Date: 2024	Target: 87%	Actual:
Target Date: 2025	Target: 91%	Actual:
Target Date: 2026	Target: 95%	Actual:

Example – Discipline Referrals Tracked Quarterly

Set Direction:

Our Direction Report:

- By June 2023, reduce discipline referrals by 25%.

    Performance Measure(s)

Performance Indicator: School A Discipline Referrals (Total)		
Data Source: Educator's Handbook	Baseline Year: 2022	Baseline: 100
Target Date: October 2022	Target: 25	Actual:
Target Date: January 2023	Target: 45	Actual:
Target Date: March 2023	Target: 65	Actual:
Target Date: June 2023	Target: 75	Actual:

Performance Indicator: School B Discipline Referrals (Total)		
Data Source: Educator's Handbook	Baseline Year: 2022	Baseline: 150
Target Date: October 2022	Target: 30	Actual:
Target Date: January 2023	Target: 60	Actual:
Target Date: March 2023	Target: 85	Actual:
Target Date: June 2023	Target: 113	Actual:

Performance Indicator: School C Discipline Referrals (Total)		
Data Source: Educator's Handbook	Baseline Year: 2022	Baseline: 60
Target Date: October 2022	Target: 15	Actual:
Target Date: January 2023	Target: 25	Actual:
Target Date: March 2023	Target: 35	Actual:
Target Date: June 2023	Target: 45	Actual:

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Example – Student Attendance Tracked Every Other Month

Set Direction:

Our Direction Report:

- By June 2023, increase overall average monthly student attendance to 95%.

Performance Measure(s)

Performance Indicator: School A Student Attendance		
Data Source: Student Attendance Report	Baseline Year: 2022	Baseline: 85%
Target Date: September 2022	Target: 87%	Actual:
Target Date: November 2022	Target: 89%	Actual:
Target Date: January 2023	Target: 91%	Actual:
Target Date: March 2023	Target: 93%	Actual:
Target Date: June 2023	Target: 95%	Actual:

Performance Indicator: School B Student Attendance		
Data Source: Student Attendance Report	Baseline Year: 2022	Baseline: 77%
Target Date: September 2022	Target: 81%	Actual:
Target Date: November 2022	Target: 84%	Actual:
Target Date: January 2023	Target: 88%	Actual:
Target Date: March 2023	Target: 81%	Actual:
Target Date: May 2023	Target: 95%	Actual:

Performance Indicator: School C Student Attendance		
Data Source: Student Attendance Report	Baseline Year: 2022	Baseline: 90%
Target Date: September 2022	Target: 90%	Actual:
Target Date: November 2022	Target: 92%	Actual:
Target Date: January 2023	Target: 93%	Actual:
Target Date: March 2023	Target: 94%	Actual:
Target Date: May 2023	Target: 95%	Actual:

Example – Overall District Performance

Set Direction:

Goal*

By June 2023, improve overall district performance.

* Field Required.

Performance Measure(s)*

*A Performance Measure is the sum of all parts: Performance Indicator, Data Source(s), Baseline, and annual targets.

Performance Indicator

Number of Low Performing Schools

Data Source	Baseline Year	Baseline*
NCDPI LP Designation List	2022	6 ☐ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	3 ☐ %	☐ %

* Mark the checkbox if the number is %.

Performance Indicator

Number of schools that meet growth

Data Source	Baseline Year	Baseline*
NCDPI Growth Report	2022	14 ☐ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	20 ☐ %	☐ %

* Mark the checkbox if the number is %.

Add Target Years

Performance Indicator

Number of schools that exceed growth

Data Source	Baseline Year	Baseline*
NCDPI Growth Report	2022	8 ☐ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2023	12 ☐ %	☐ %

* Mark the checkbox if the number is %.

Our Direction Report:

- By June 2023, improve overall district performance.

Performance Measure(s)

Performance Indicator: Number of Low Performing Schools		
Data Source: NCDPI LP Designation List	Baseline Year: 2022	Baseline: 6
Target Date: 2023	Target: 3	Actual:

Performance Indicator: Number of schools that exceed growth		
Data Source: NCDPI Growth Report	Baseline Year: 2022	Baseline: 8
Target Date: 2023	Target: 12	Actual:

Performance Indicator: Number of schools that meet growth		
Data Source: NCDPI Growth Report	Baseline Year: 2022	Baseline: 14
Target Date: 2023	Target: 20	Actual: