Cleveland Differentiated Compensation System (CDCS)
Meeting or exceeding building goals, 2016-2017
August 24, 2016

K-8 Schools

I. Performance Index Goal – Growth in building Performance Index
   • If 2015-2016 PI < 108, +5 points.
   • If 2015-2016 PI ≥ 108, maintain the same or greater.

II. 3rd Grade Reading Guarantee On-Track – Growth on NWEA reading scores from Fall to Spring.
Students must have taken BOTH a fall and spring NWEA to be included in the calculations.

   1. Growth on NWEA Reading
      • 1st Grade – # of students meeting NWEA Fall to Spring growth expectation
      • 2nd Grade – # of students meeting NWEA Fall to Spring growth expectation
      • 3rd Grade – # of students meeting NWEA Fall to Spring growth expectation

   % of Students in grades 1-3 required to Meet Goal: 80%

III. Improvement on Conditions for Learning Survey – One year growth in adequate or excellent ratings on CFL survey.

Grades 2-4:
   1. Have an average of 90% of eligible* students take CFL across all administrations
      AND
   2. Must meet at least 3 of the category goals and not decrease more than 1% point in the fourth category:
      - 5% or higher increase in the percentage of students feeling safety is adequate or higher OR end of year percentage >90%.
      - 6% or higher increase in the percentage of students feeling academic challenge is adequate or higher OR end of year percentage >90%.
      - 6% or higher increase in the percentage of students feeling support from adults is adequate or higher OR end of year percentage >90%.
      - 1% or higher increase in the percentage of students feeling social and emotional learning is adequate or higher OR end of year percentage >90%.

Grades 5-8:
   1. Have an average of 90% of eligible* students take CFL across all administrations
      AND
   2. Must meet at least 3 of the category goals and not decrease more than 1% point in the fourth category:
      o 7% or higher increase in the percentage of students feeling safety is adequate or higher OR end of year percentage >90%.
      o 5% or higher increase in the percentage of students feeling academic challenge is adequate or higher OR end of year percentage >90%.
o 4% or higher increase in the percentage of students feeling support from adults is adequate or higher OR end of year percentage >90%.

o 5% or higher increase in the percentage of students feeling social and emotional learning is adequate or higher OR end of year percentage >90%.

*Eligible students are those students continuously enrolled in the school from the first CFL testing window to the final May testing window.

HIGH SCHOOLS

I. Performance Index Goal – Growth in building Performance Index
   • If 2015-2016 PI < 108, +5 points.
   • If 2015-2016 PI ≥ 108, maintain the same or greater.

II. On Track to Graduate – Based on percentage of high school students rated on track to graduate according to the following criteria:

   2. Credits and Points on State Tests
      • 9th Grade – 6 credits and OST points 6+
      • 10th Grade – 12 credits and OST points 12+
      • 11th Grade – 18 credits and OST points 15+
      • 12th Grade – 22 credits and OGT passed (SY2017) or OST points 18+ (SY2018 and after)

   % of Students in grades 9-12 required for Academic Criteria Schools: 95%
   (Early College HS, Sci & Med, Arch & Design, CSA, & Whitney Young)

   % of Students in grades 9-12 required for all other schools: 80%

III. Improvement on Conditions for Learning Survey – One year growth in adequate or excellent ratings on CFL survey.

   1. Have an average of 75% of eligible* students take CFL across all administrations AND

   2. Must meet at least 3 of the category goals and not decrease more than 1% point in the third category:
      o 3% or higher increase in the percentage of students feeling safety is adequate or higher OR end of year percentage >90%.
      o 5% or higher increase in the percentage of students feeling academic challenge is adequate or higher OR end of year percentage >90%.
      o 3% or higher increase in the percentage of students feeling support from adults is adequate or higher OR end of year percentage >90%.
      o 5% or higher increase in the percentage of students feeling social and emotional learning is adequate or higher OR end of year percentage >90%.

*Eligible students are those students continuously enrolled in the school from the first CFL testing window to the final May testing window.