

*“Springfield Public Schools Exist for the Academic Excellence of All Students.”*

2<sup>nd</sup> Quarterly Report of the Indicators and Measures of the  
District Goals for the Springfield R-XII School District



Presented to the  
Board of Education  
January 13, 2009

2<sup>nd</sup> Quarterly Report

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\*The indicators/graphs highlighted in the listing of figures represent the strengths, opportunities for improvement, updates, and areas needing further study identified by the Superintendent's Cabinet of the Springfield R-XII School District.

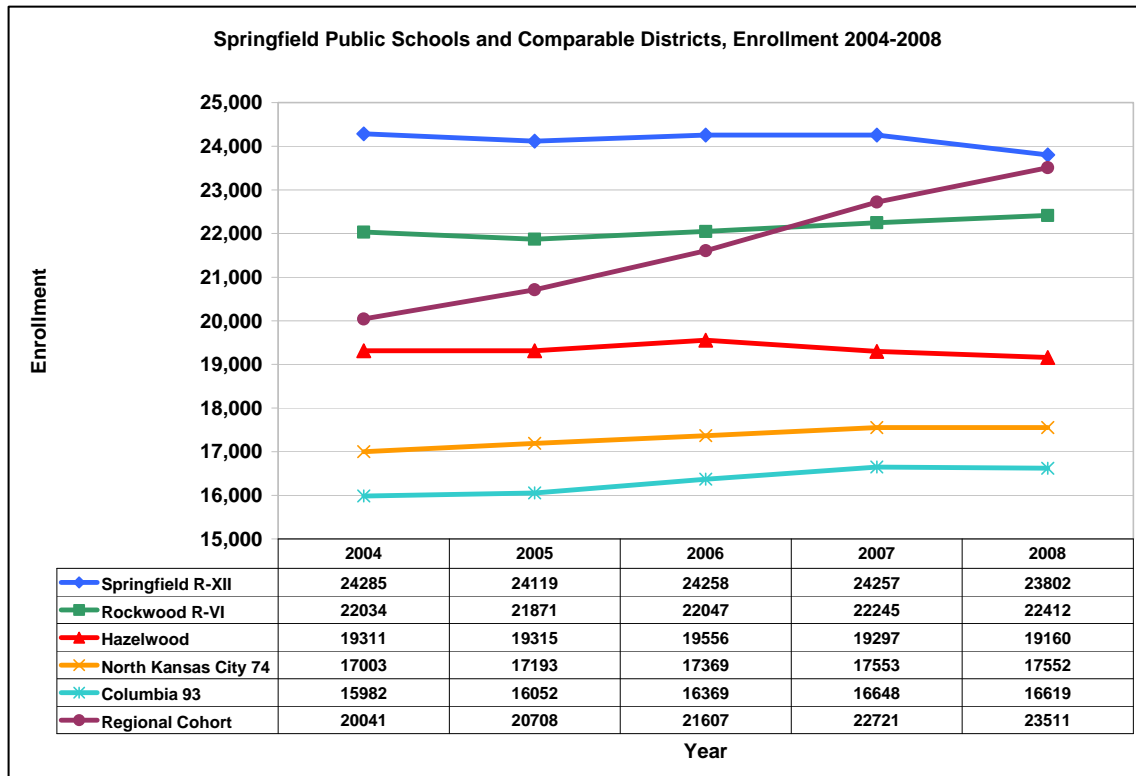


## Demographic Update for Springfield Public Schools, Comparable Districts, and the Regional Cohort

- This section is intended to provide an update on demographic characteristics for Springfield Public Schools, the Comparable Districts, and the Regional Cohort.
- Updates are presented in three areas: district enrollment, the percent of students receiving a free/reduced priced lunch, and the percent of minority students.
- All demographic data presented in this section comes from the Missouri Department of Elementary and Secondary Education’s website. The most recent data are from the 2007-2008 school year.

### Enrollment

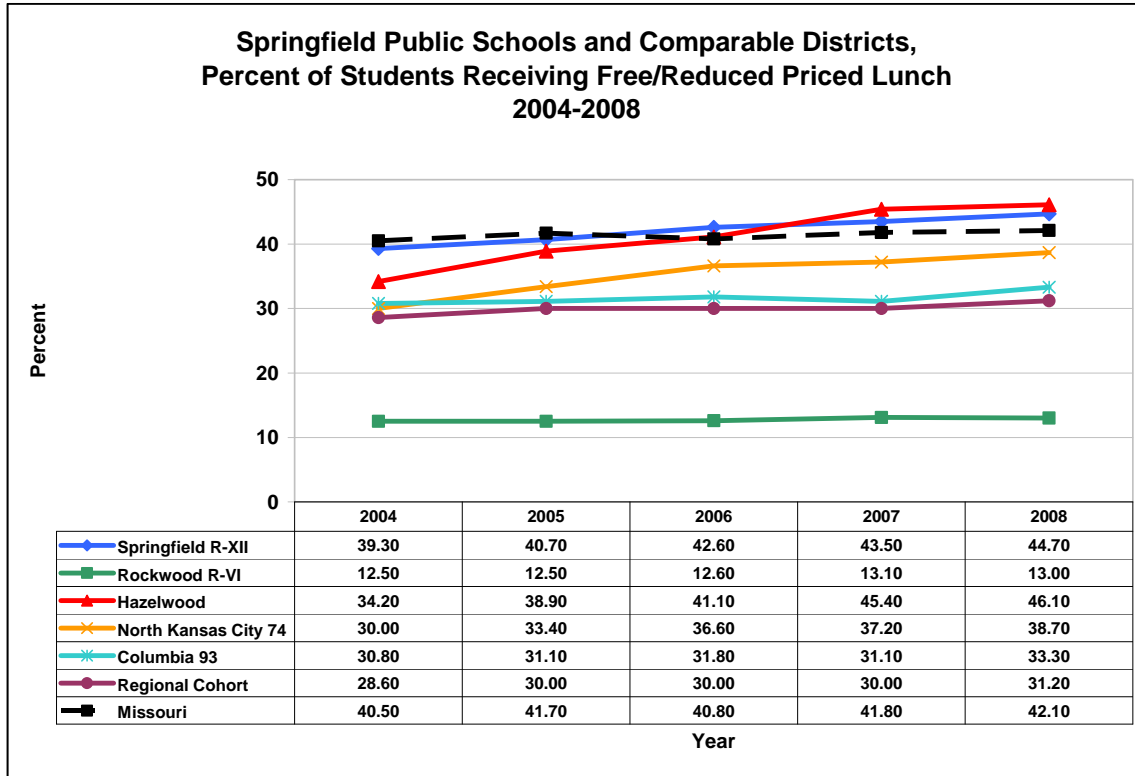
Figure 1: Demographic Update for Springfield Public Schools, Comparable Districts, and Regional Cohort, Enrollment



- Springfield continues to be the largest organizational unit presented (23,802), although the Regional Cohort (23,511) was just slightly smaller (-291).
- Springfield’s official enrollment for the 2008-2009 school year as of the last Wednesday in September was 23,955. This is an increase of 153 students from 2007-2008 (23,802).

## Free/Reduced Lunch

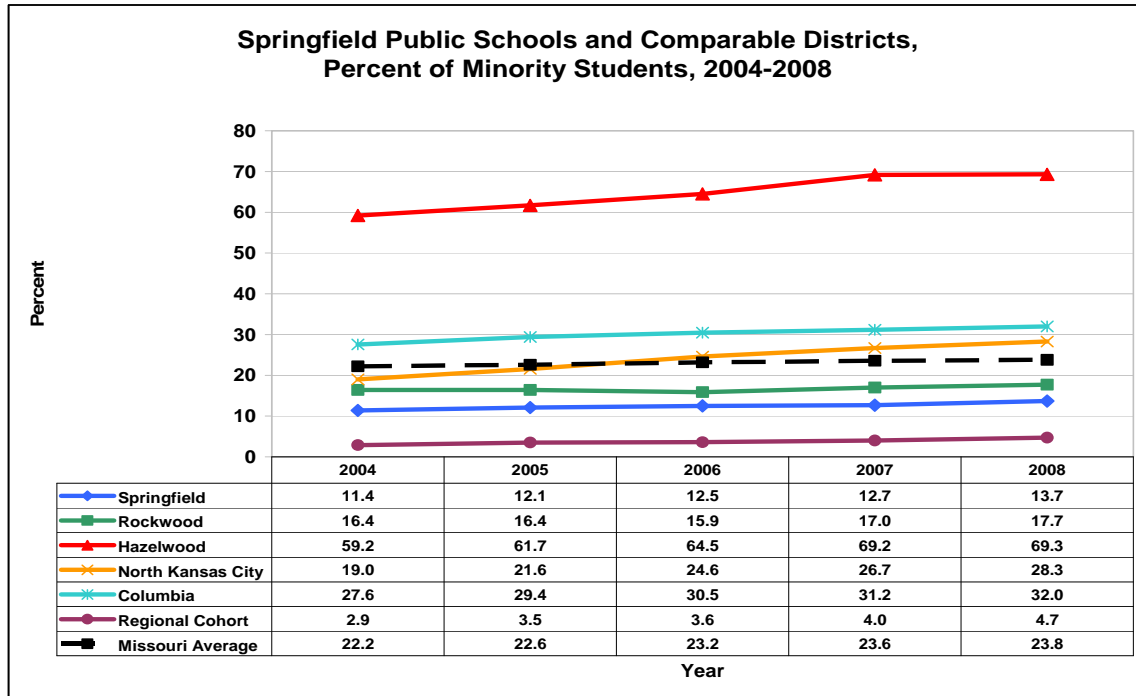
Figure 2: Demographic Update for Springfield Public Schools, Comparable Districts, and Regional Cohort, Percent of Students Receiving Free/Reduced Priced Lunch



- Of the five year span, all organizational units, with the exception of Rockwood, had the highest percent of students receiving a free/reduced priced lunch in the 2007-2008 school year.
- All organizational units have increased from 2003-2004 to 2007-2008 on the percent of students receiving a free/reduced priced lunch.
  - Springfield                      39.30 to 44.70                      +5.40
  - Rockwood                        12.50 to 13.00                      +0.50
  - Hazelwood                        34.20 to 46.10                      +11.90
  - North Kansas City                30.00 to 38.70                      +8.70
  - Columbia                         30.80 to 33.30                      +2.50
  - Regional Cohort                    28.60 to 31.20                      +2.60
  - Missouri                         40.50 to 42.10                      +1.60
- Springfield ranks second behind Hazelwood in the percent of students receiving a free/reduced priced lunch.

## Percent of Minority Students

Figure 3: Demographic Update for Springfield Public Schools, Comparable Districts, and Regional Cohort, Percent Minority Students



- Hazelwood has the largest percentage of minority students and the largest amount of change in minority students (see below) of all organizational units presented.
- All organizational units have increased from 2003-2004 to 2007-2008 on the percent of minority students.

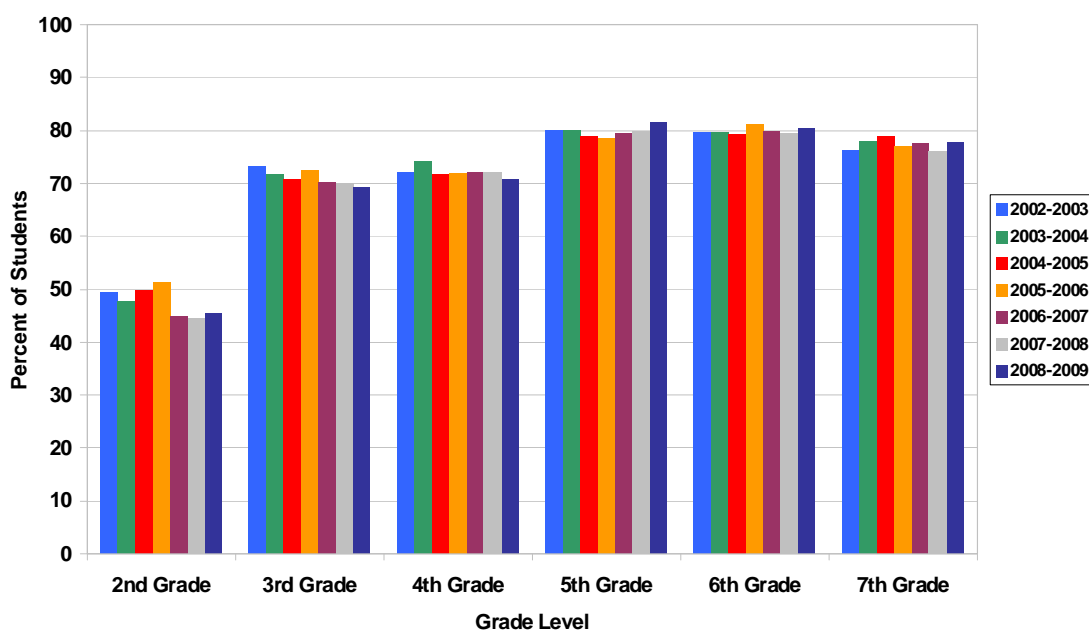
○ Springfield	11.4 to 13.7	+2.3
○ Rockwood	16.4 to 17.7	+1.3
○ Hazelwood	59.2 to 69.3	+10.1
○ North Kansas City	19.0 to 28.3	+9.3
○ Columbia	27.6 to 32.0	+4.4
○ Regional Cohort	2.9 to 4.7	+1.8
○ Missouri	22.2 to 23.8	+1.6

# Goal 1: Improve Student Achievement

Performance Indicator 2:  
Improve Student Performance in Communication Arts, Math, and  
Science

## 1. Percent of Students Proficient/Advanced

**Springfield Public Schools, SRI Beginning-of-Year,  
Percent of Students Scoring in the Top Two Levels,  
2002-2003 to 2008-2009**



Source: Springfield Public Schools, Quality Improvement & Accountability

### Points:

- X-axis represents the grade level; Y-axis represents the percent of students scoring on and above grade level.
- The SRI is a computer-based reading test that has four achievement levels: At-Risk; Below Grade Level; On Grade Level; and, Above Grade Level.

- The percent of students by each of the four achievement levels on the beginning-of-year SRI is shown in Figures 4, 5, and 6. The data are presented in tabular form in Table 1.

Figure 4: Springfield Public Schools, Beginning-of-Year SRI, 2<sup>nd</sup> and 3<sup>rd</sup> Grade, Performance by Level, 2005-2008

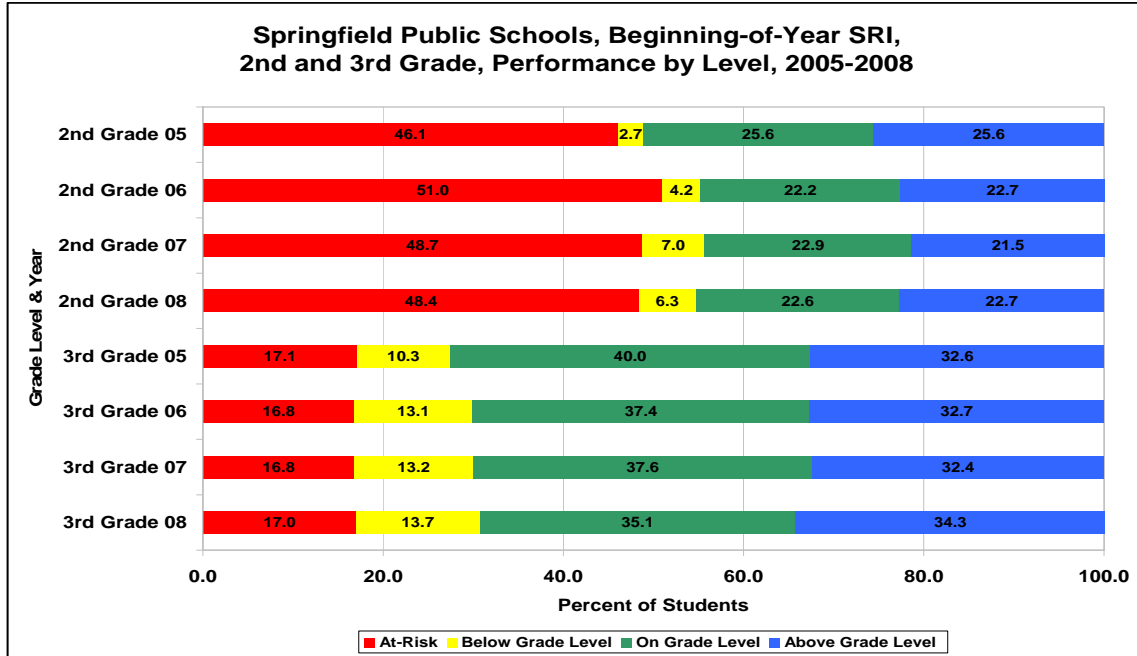


Figure 5: Springfield Public Schools, Beginning-of-Year SRI, 4<sup>th</sup> and 5<sup>th</sup> Grade, Performance by Level, 2005-2008

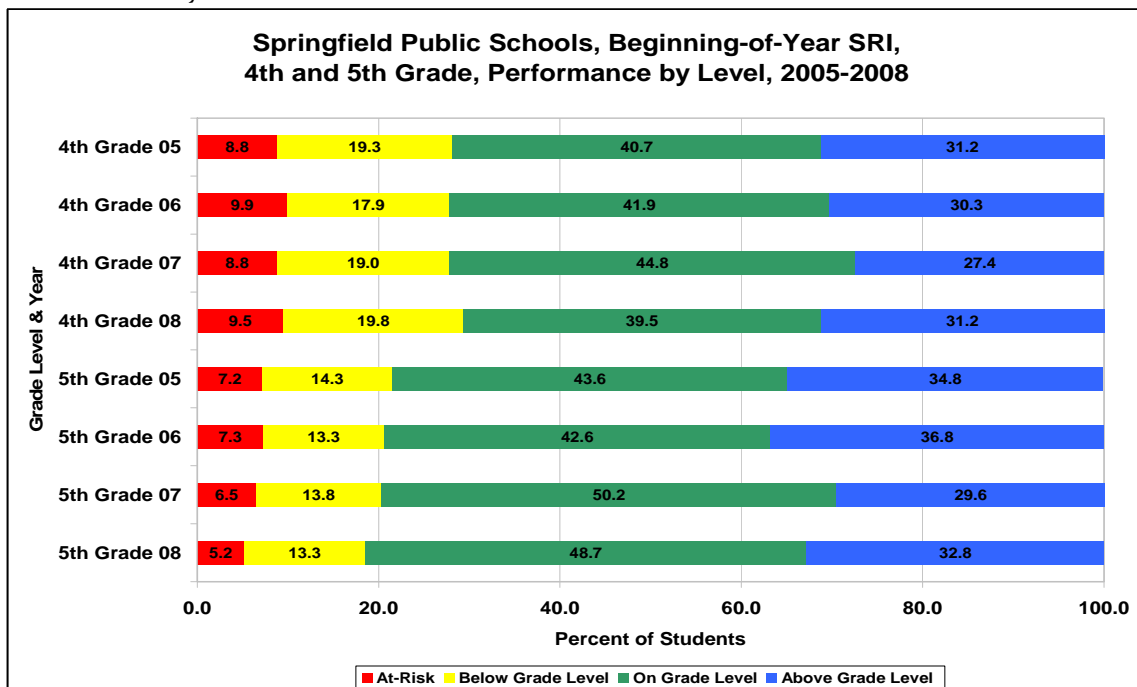


Figure 6: Springfield Public Schools, Beginning-of-Year SRI, 6<sup>th</sup> and 7<sup>th</sup> Grade, Performance by Level, 2005-2008

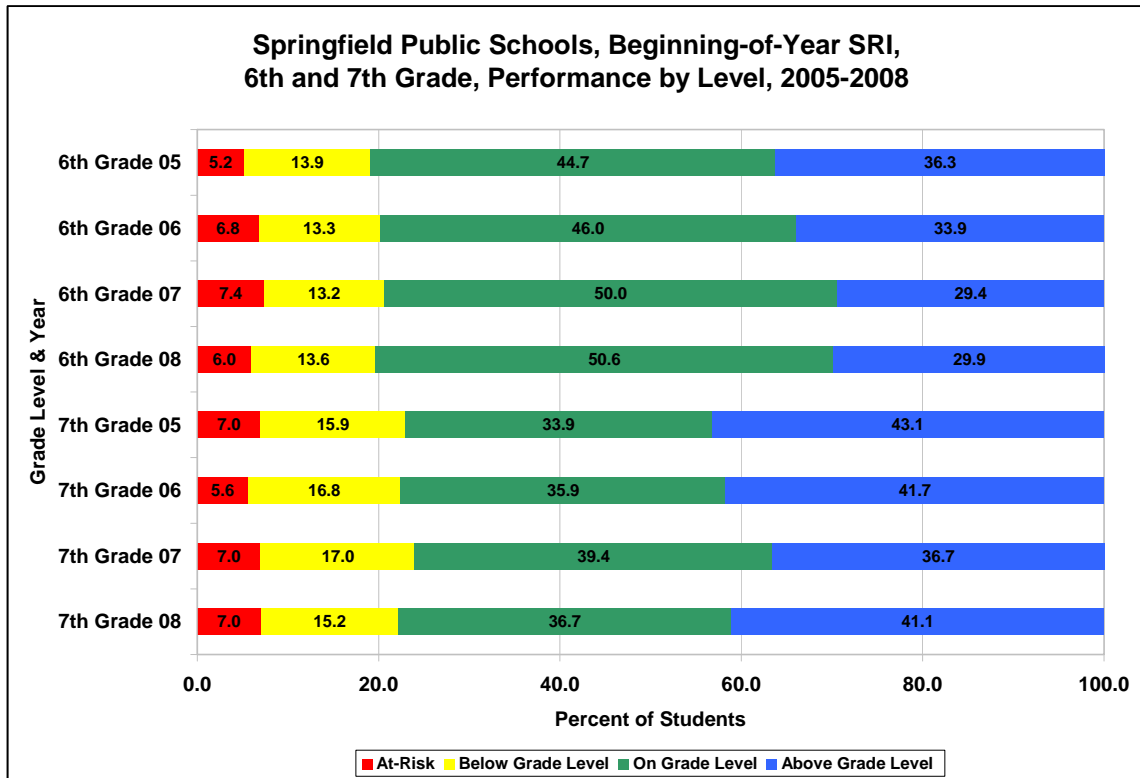


Table 1: Springfield Public Schools, Beginning-of-Year SRI, Percents by Achievement Level for Grades 2 through 7, 2005-2008

	At-Risk	Below Grade Level	On Grade Level	Above Grade Level
2nd Grade 2005	46.1	2.7	25.6	25.6
2nd Grade 2006	51.0	4.2	22.2	22.7
2nd Grade 2007	48.7	7.0	22.9	21.5
2nd Grade 2008	48.4	6.3	22.6	22.7
3rd Grade 2005	17.1	10.3	40.0	32.6
3rd Grade 2006	16.8	13.1	37.4	32.7
3rd Grade 2007	16.8	13.2	37.6	32.4
3rd Grade 2008	17.0	13.7	35.1	34.3
4th Grade 2005	8.8	19.3	40.7	31.2
4th Grade 2006	9.9	17.9	41.9	30.3
4th Grade 2007	8.8	19.0	44.8	27.4
4th Grade 2008	9.5	19.8	39.5	31.2
5th Grade 2005	7.2	14.3	43.6	34.8
5th Grade 2006	7.3	13.3	42.6	36.8
5th Grade 2007	6.5	13.8	50.2	29.6
5th Grade 2008	5.2	13.3	48.7	32.8
6th Grade 2005	5.2	13.9	44.7	36.3
6th Grade 2006	6.8	13.3	46.0	33.9
6th Grade 2007	7.4	13.2	50.0	29.4
6th Grade 2008	6.0	13.6	50.6	29.9
7th Grade 2005	7.0	15.9	33.9	43.1
7th Grade 2006	5.6	16.8	35.9	41.7
7th Grade 2007	7.0	17.0	39.4	36.7
7th Grade 2008	7.0	15.2	36.7	41.1

- The cohort data presented in Table 2 shows the percent of students scoring in the On and Above grade level categories and how the scores have changed for the 2008-2009 2<sup>nd</sup> through 7<sup>th</sup> grade level cohorts of students in Springfield Public Schools.
  - The visual representation of Table 2 is provided in figures 7 and 8.
    - When interpreting the figures the following apply.
      - The lines represent the grade level cohort for the 2008-2009 school year.
      - The x-axis represents the grade level and time of year (B = beginning-of-year, E = end of year) when the test was given.
      - The y-axis represents the percent of students scoring in the On and Above grade level categories.

Table 2: SRI Beginning-of-Year (BOY) and End-of-Year (EOY) Percentages of Students Scoring On and Above Grade Level by Grade Level Cohort

	2nd Grade		3rd Grade		4th Grade		5th Grade		6th Grade		7th Grade	
	BOY	EOY	BOY	EOY	BOY	EOY	BOY	EOY	BOY	EOY	BOY	EOY
2nd Graders (2008-2009)	45.3											
3rd Graders (2008-2009)	44.4	65.1	69.4									
4th Graders (2008-2009)	44.9	66.8	70.0	65.2	70.7							
5th Graders (2008-2009)	51.2	67.9	70.1	67.7	72.2	75.6	81.5					
6th Graders (2008-2009)	49.9	70.0	72.6	67.3	72.2	77.4	79.8	81.0	80.5			
7th Graders (2008-2009)	47.8	68.6	70.8	68.0	71.9	76.1	79.4	80.1	79.4	74.4	77.8	

Figure 7: Springfield Public Schools, 2008-2009 2<sup>nd</sup> through 5<sup>th</sup> Grade Cohorts, SRI Percent Scoring in Top Two Levels

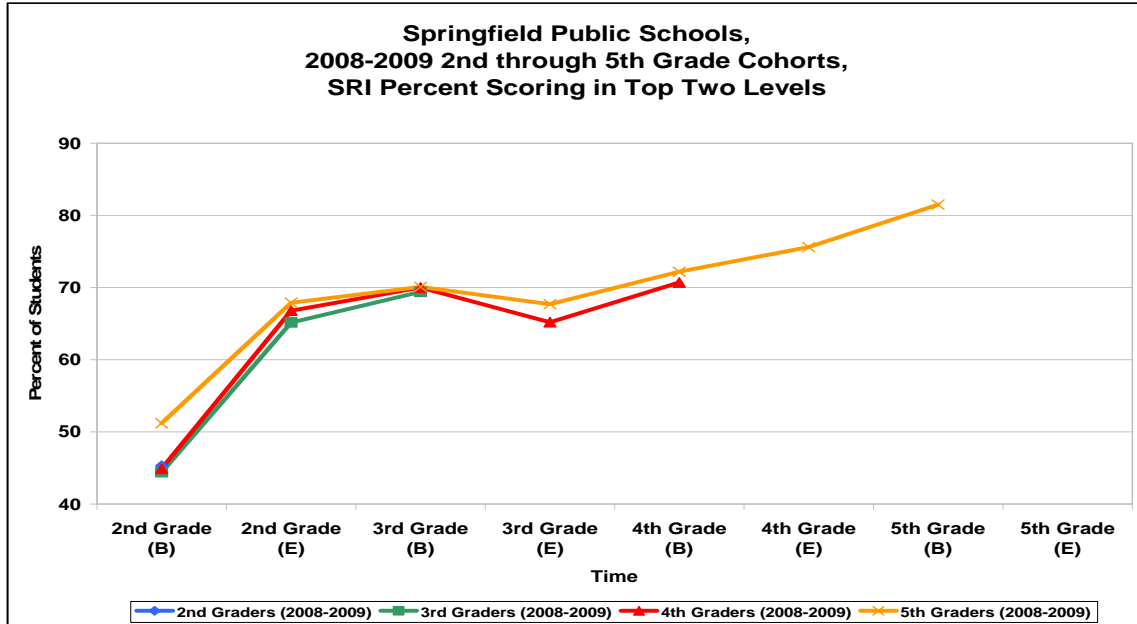
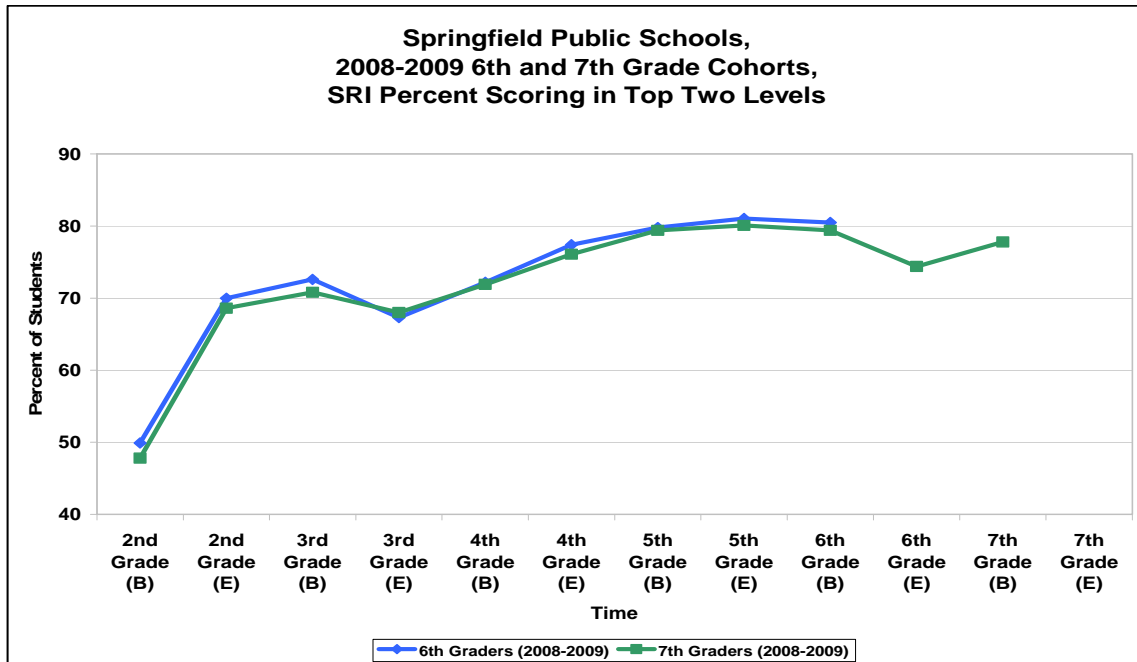


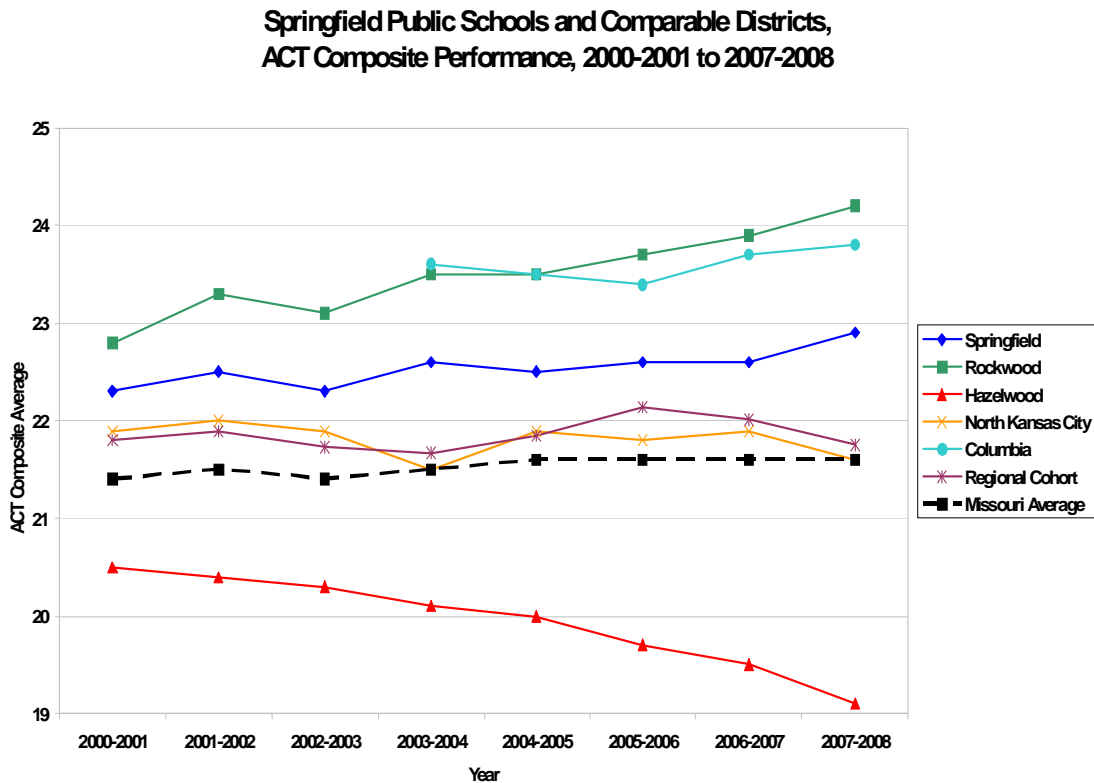
Figure 8: Springfield Public Schools, 2008-2009 6<sup>th</sup> and 7<sup>th</sup> Grade Cohorts, SRI Percent Scoring in Top Two Levels



- An extensive amount of time was spent on SRI in the 4<sup>th</sup> Quarterly Report for 2007-2008. This current report includes one additional piece of data (beginning-of-year for 2008-2009) beyond the previous presentation. Communication Arts performance has been identified as an area needing further study from the 4<sup>th</sup> Quarterly Report for 2007-2008.

Performance Indicator 2:  
Improve Student Performance in Communication Arts, Math, and  
Science

2. Composite Scores (ACT)



Source: Springfield Public Schools, Quality Improvement & Accountability

Points:

- X-axis represents the school year; Y-axis represents the average ACT Composite Score.
- Springfield's performance increased to 22.9, the highest in the eight-year span presented.
- Springfield's performance ranks third of the organizational units presented behind Rockwood and Columbia.
- Figure 9 presents Springfield, the state of Missouri, and the national ACT composite averages for the last eleven years. Additionally, Springfield's SP5 targets for ACT performance are shown in red. Springfield met the SP5 target for 2007-2008.

Figure 9: Past Performance and SP5 Targets for the ACT Composite

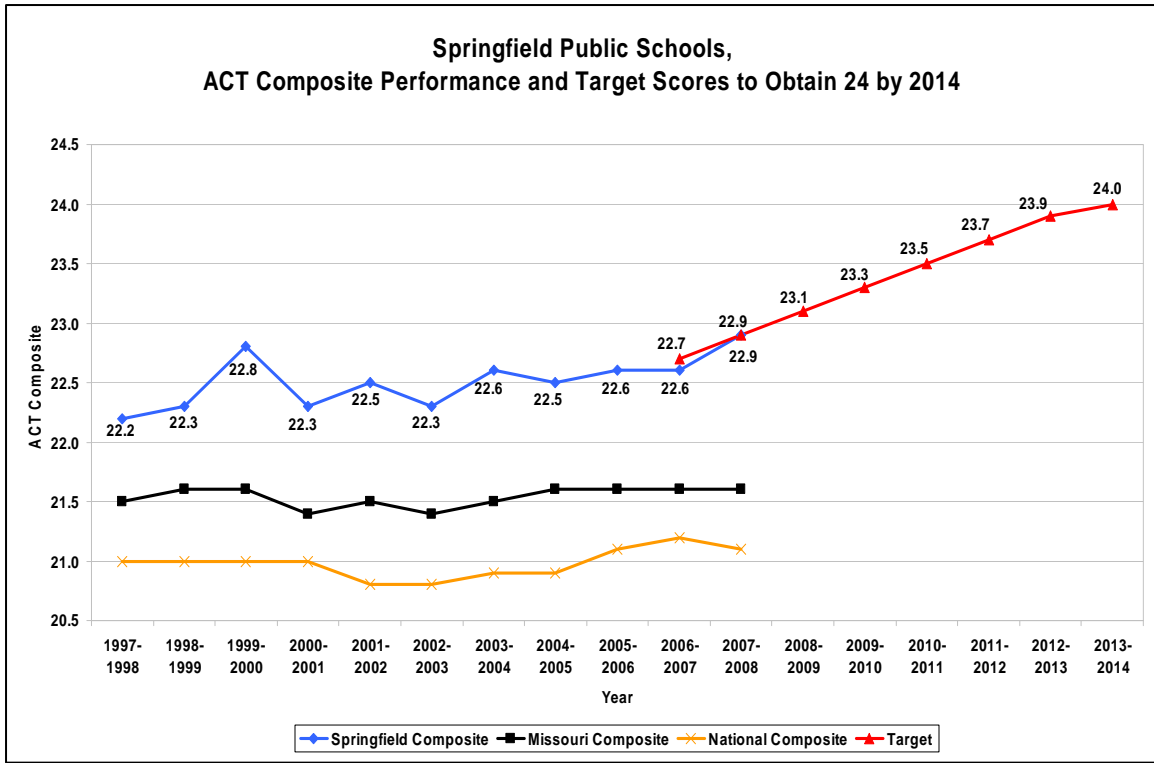
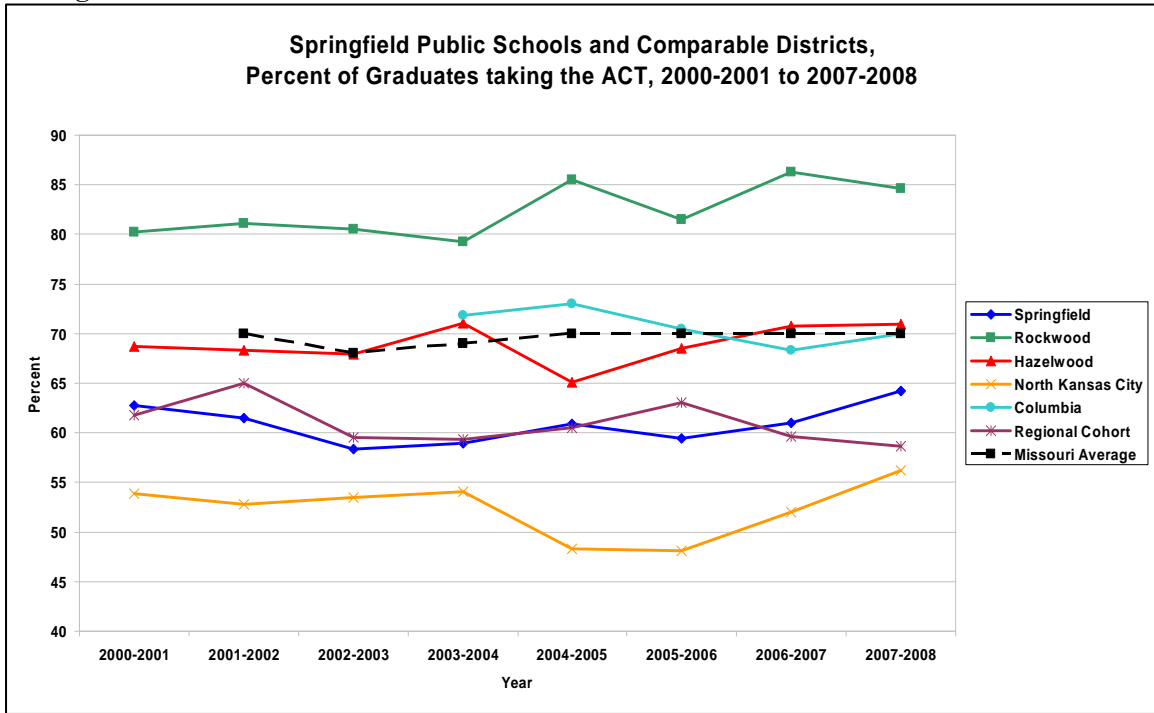


Figure 10: Springfield Public Schools and Comparable Districts, Percent of Graduates taking the ACT, 2000-2001 to 2007-2008



- The ACT composite performance has been identified as a strength for the Springfield R-XII School District.

SP5 TARGET

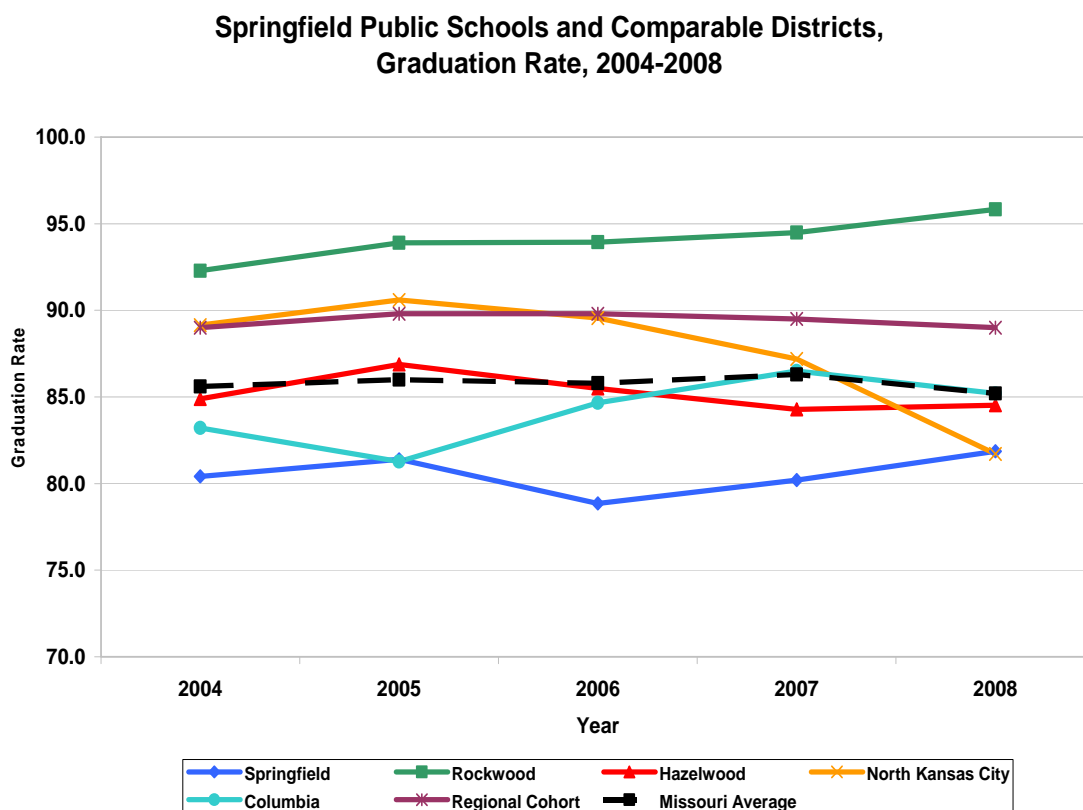
1.2.2.2 One-tenth of one percent or more annual increases in the average Springfield Public Schools' ACT composite score. The average Springfield Public Schools' ACT composite score shall be at or above 24 by the year 2014.

*This target has been met. Progress has been made toward this goal.*

# Goal 2: Improve Graduation Rate

Performance Indicator 1:  
Improve Graduation Rate as Measured by MSIP Standard 9.5

## 1. Percent of Students Persisting to Graduation

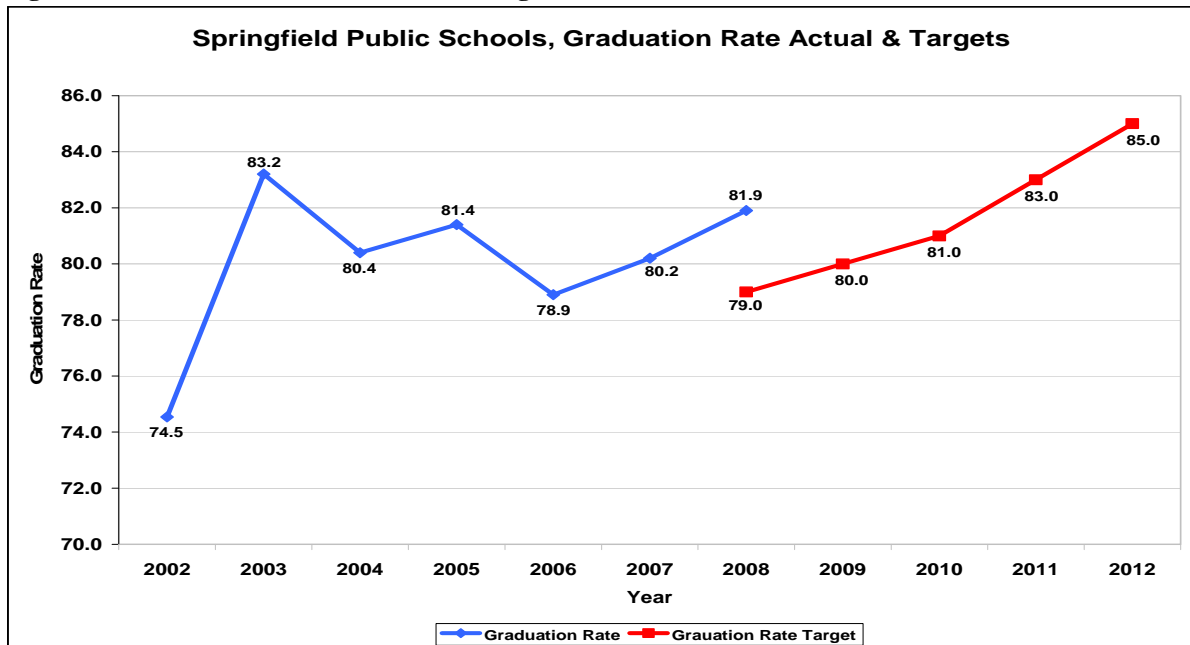


Source: Missouri Department of Elementary & Secondary Education (DESE)

### Points:

- X-axis represents the school year; Y-axis represents the graduation rate.
- Springfield's graduation rate ranks fifth of the six organizational units presented.
- Figure II presents Springfield's past performance in blue and the SP5 targets in red. Springfield exceeded the 2007-2008 target.

Figure 11: Past Performance and SP5 Targets for Graduation Rate



- The SP5 targets are currently being revised in light of current performance.
- The graduation rate has been identified both as a strength and an opportunity for improvement for the Springfield R-XII School District. It is a strength because of the trend of improvement and an opportunity for improvement because performance remains below the majority of comparable districts.

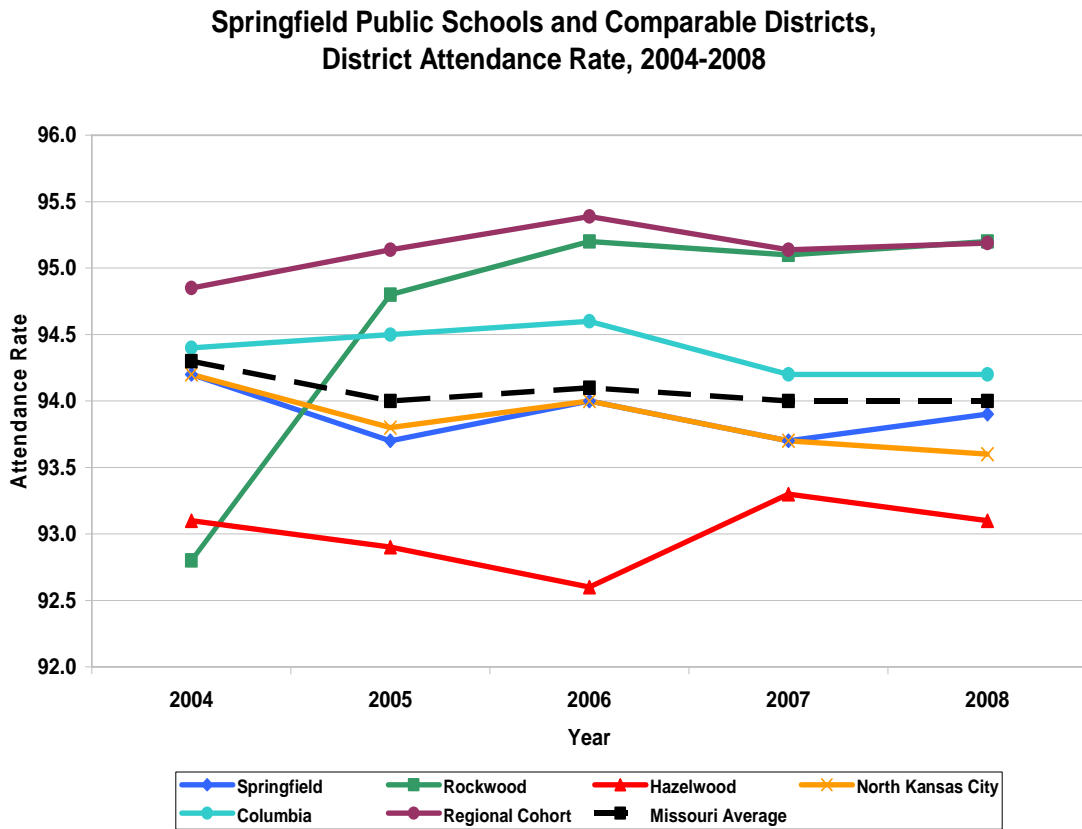
SP5 TARGET

2.1.1.1 Improve the graduation rate to 79 percent for the class of 2008.

*This target has been met. Progress has been made toward this goal.*

Performance Indicator 4:  
Increase Student Attendance

I. District Attendance Rate

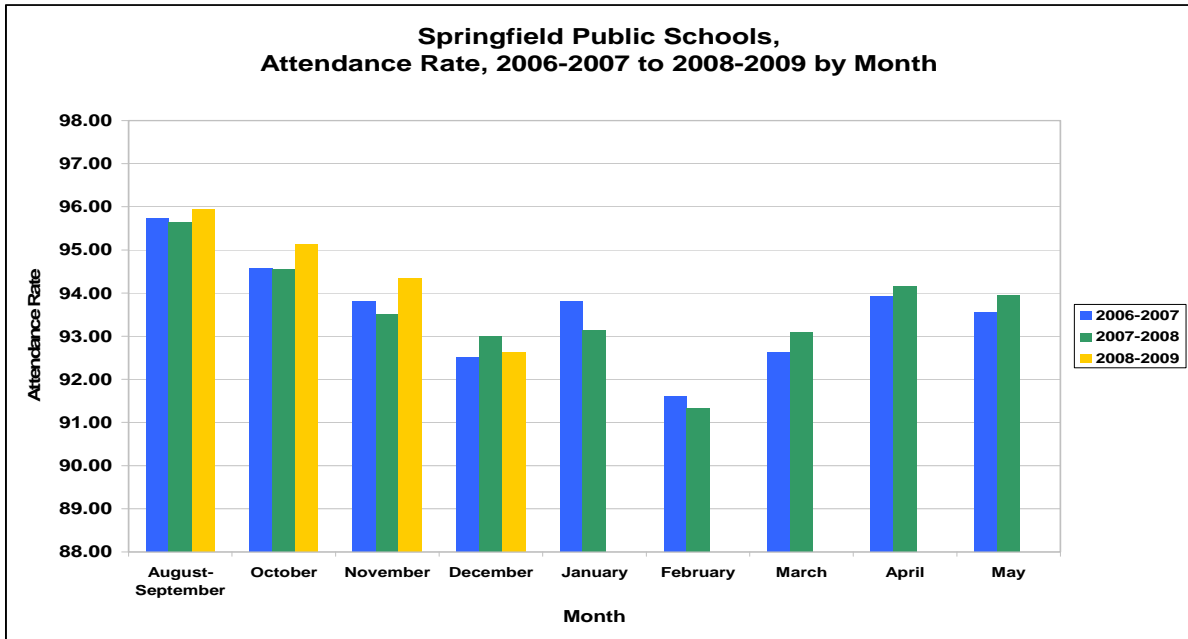


Source: Missouri Department of Elementary & Secondary Education (DESE)

Points:

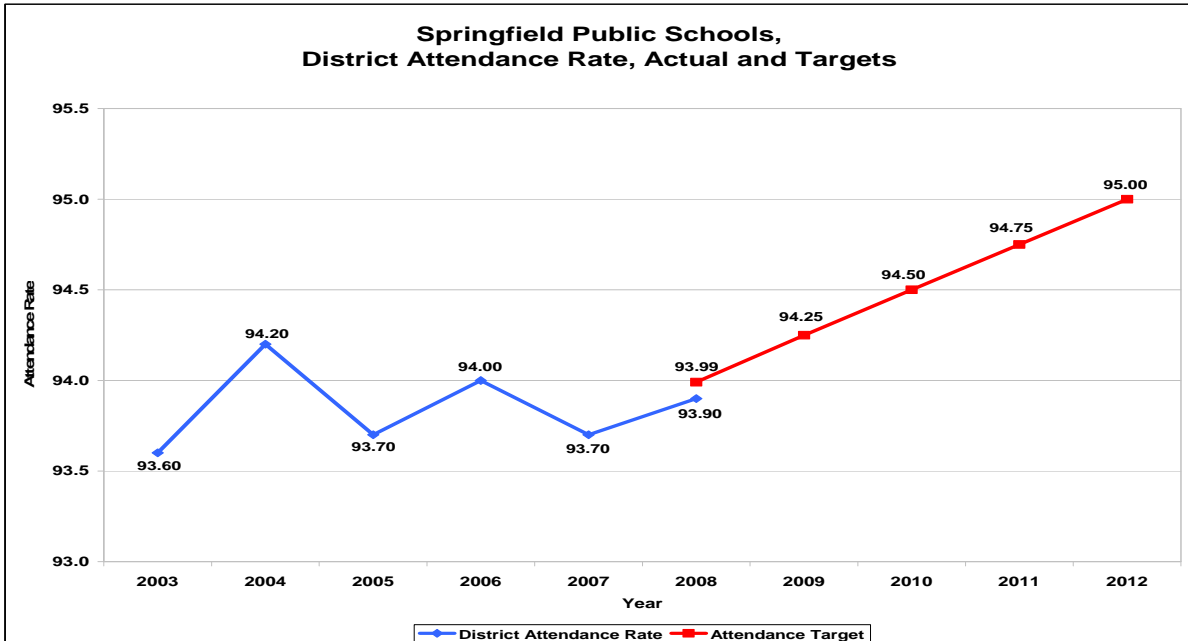
- X-axis represents the school year; Y-axis represents the district attendance rate.
- Springfield's attendance rate has consistently been between 93.5 and 94.0.
- Springfield's 2007-2008 rate is higher than North Kansas City and Hazelwood and lower than Rockwood, Columbia, and the Regional Cohort.
- Figure 12 provides the attendance rate by month for the last three years.

Figure 12: Springfield Public Schools, Attendance Rate, 2006-2007 to 2008-2009 by Month



- Figure 13 provides Springfield's past performance with the attendance rate and the SP5 targets for attendance. Springfield did not meet the SP5 target for the 2007-2008 school year, falling 0.09 below the target. The attendance rate was up from 2006-2007.

Figure 13: Past Performance and SP5 Targets for the Attendance Rate



- The attendance rate has been identified as an opportunity for improvement for the Springfield R-XII School District.

SP5 TARGET

2.4.1.1 To incrementally improve the percent of students who demonstrate regular school attendance from 93.99 percent to 95 percent. The percentages would increase by 0.25 percent each year to the target goal identified.

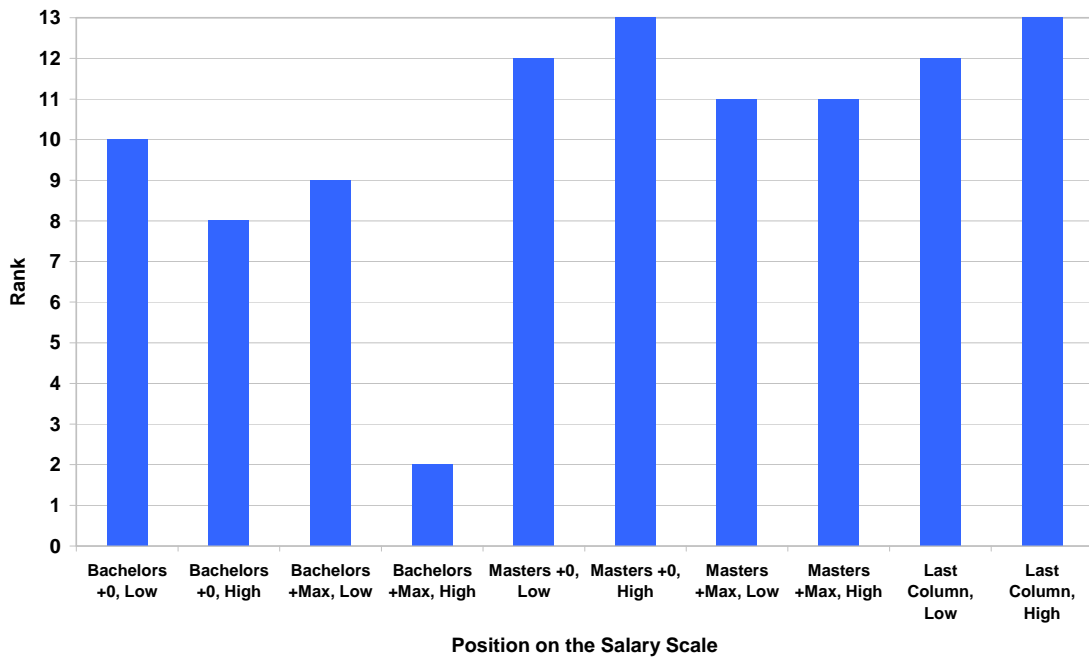
*This target has not been met, yet progress has been made toward this goal.*

# Goal 3: Ensure Effective and Efficient Use of Resources

Performance Indicator 1:  
Recruit, Develop, and Retain High Quality Staff

## 3. Rank of Teacher Compensation Packages as Compared to Regional Cohort Group

**Springfield Public Schools, Rank of Teacher Salary Scale, 2008-2009**



Source: Springfield Public Schools, Quality Improvement & Accountability, Survey of Regional Districts

Points:

- X-axis represents salary schedule points of comparison; Y-axis represents Springfield's rank for the 2008-2009 school year.
- It is important to note that the goal and measure for this indicator addresses the total compensation package. The data presented here compares base salary schedules only.

- Salary schedules for twelve regional school districts in southwestern Missouri were collected for 2008-2009. The districts were: Ash Grove, Bolivar, Branson, Fair Grove, Joplin, Lebanon, Logan-Rogersville, Nixa, Ozark, Republic, Strafford, and Willard.
- Similar points on the salary schedules were then compared and ranked for Springfield and the other twelve districts.
- The rankings presented in the graph show Springfield's rank out of the thirteen districts (twelve southwestern Missouri districts and Springfield). In this graph, higher ranks represent more pay at a given level. Ideally, Springfield would hold a rank of thirteen across all points of comparison. If a rank of thirteen occurred across all of the categories, this would indicate that no other district is paying more at a specific point than Springfield.
- Springfield's ranks range from a low of two (Bachelors +Max, High) to a high of thirteen (Masters +0, High; Last Column, High). It is important to point out that some of the highest ranks Springfield has are at the Masters and beyond. This is because Springfield encourages teachers to continue their educational and professional efforts beyond the Bachelors degree.
- Additionally, two tables (Tables 3 and 4) have been prepared that show the difference between Springfield's amount at a given point and each individual district. Green shading indicates the district is lower than Springfield, while pink indicates the district is higher. Table 3 contains the Bachelors' points of comparison and Table 4 has the Masters' and Above points of comparison.
- Between Tables 3 and 4 there are 120 cells where Springfield could exceed (green) or be below (pink) another district. Springfield exceeds the other districts in 91 of the 120 possible cells (75.8%).

Table 3: Salary Scale Comparisons by Amount Difference, Bachelors' Level

	Bachelors +0, Low	Bachelors +0, High	Bachelors +Max, Low	Bachelors +Max, High
Springfield R-XII	\$32,920.00	\$41,727.00	\$33,907.00	\$42,693.00
Ash Grove R-IV	-\$2,120.00	-\$7,302.00	-\$2,407.00	-\$6,503.00
Bolivar R-I	-\$2,920.00	-\$2,727.00	-\$2,107.00	\$807.00
Branson R-IV	-\$420.00	\$4,748.00	\$1,031.00	\$6,220.00
Fair Grove R-X	-\$2,320.00	-\$4,852.00	-\$1,307.00	\$1,707.00
Joplin R-VIII	\$440.00	\$1,483.00	-\$47.00	\$1,017.00
Lebanon R-III	-\$2,006.00	-\$2,598.00	-\$1,778.00	\$2,461.00
Logan-Rogersville R-VIII	-\$2,720.00	\$3,258.00	-\$2,552.00	\$3,447.00
Nixa R-II	\$80.00	\$125.00	\$2,153.00	\$3,040.00
Ozark R-VI	\$180.00	\$5,848.00	\$1,068.00	\$6,757.00
Republic R-III	-\$1,620.00	-\$1,427.00	-\$507.00	\$4,207.00
Strafford R-VI	-\$1,420.00	-\$3,002.00	-\$307.00	\$3,232.00
Willard R-II	-\$920.00	-\$3,484.00	\$554.00	\$1,885.00
Number of Districts Higher	3	5	4	11
Number of Districts Lower	9	7	8	1

Table 4: Salary Scale Comparisons by Amount Difference, Masters' and Above Level

	Masters +0, Low	Masters +0, High	Masters +Max, Low	Masters +Max, High	Last Column, Low	Last Column, High
Springfield R-XII	\$37,051.00	\$57,865.00	\$39,308.00	\$58,708.00	\$39,704.00	\$62,040.00
Ash Grove R-IV	-\$4,051.00	-\$15,205.00	-\$5,958.00	-\$15,698.00	-\$6,354.00	-\$19,030.00
Bolivar R-I	-\$4,051.00	-\$12,265.00	-\$3,908.00	-\$7,108.00	-\$3,104.00	-\$7,440.00
Branson R-IV	-\$976.00	-\$1,965.00	\$17.00	\$442.00	\$1,246.00	-\$1,265.00
Fair Grove R-X	-\$3,951.00	-\$12,965.00	-\$4,708.00	-\$12,308.00	-\$4,354.00	-\$14,890.00
Joplin R-VIII	-\$1,191.00	-\$6,155.00	-\$2,278.00	-\$5,828.00	-\$674.00	-\$7,160.00
Lebanon R-III	-\$2,997.00	-\$9,986.00	-\$3,714.00	-\$6,734.00	-\$2,030.00	-\$6,676.00
Logan-Rogersville R-VIII	-\$4,761.00	-\$10,790.00	-\$5,863.00	-\$10,478.00	-\$4,389.00	-\$8,290.00
Nixa R-II	\$91.00	-\$445.00	\$96.00	\$2,209.00	-\$300.00	-\$1,123.00
Ozark R-VI	-\$876.00	-\$5,215.00	-\$2,508.00	-\$5,433.00	-\$1,654.00	-\$7,515.00
Republic R-III	-\$2,951.00	-\$8,765.00	-\$3,108.00	-\$3,008.00	-\$2,804.00	-\$4,140.00
Strafford R-VI	-\$2,451.00	-\$10,940.00	-\$4,308.00	-\$11,383.00	-\$4,704.00	-\$14,715.00
Willard R-II	-\$1,729.00	-\$3,258.00	-\$2,559.00	-\$1,895.00	-\$1,705.00	-\$3,977.00
Number of Districts Higher	1	0	2	2	1	0
Number of Districts Lower	11	12	10	10	11	12

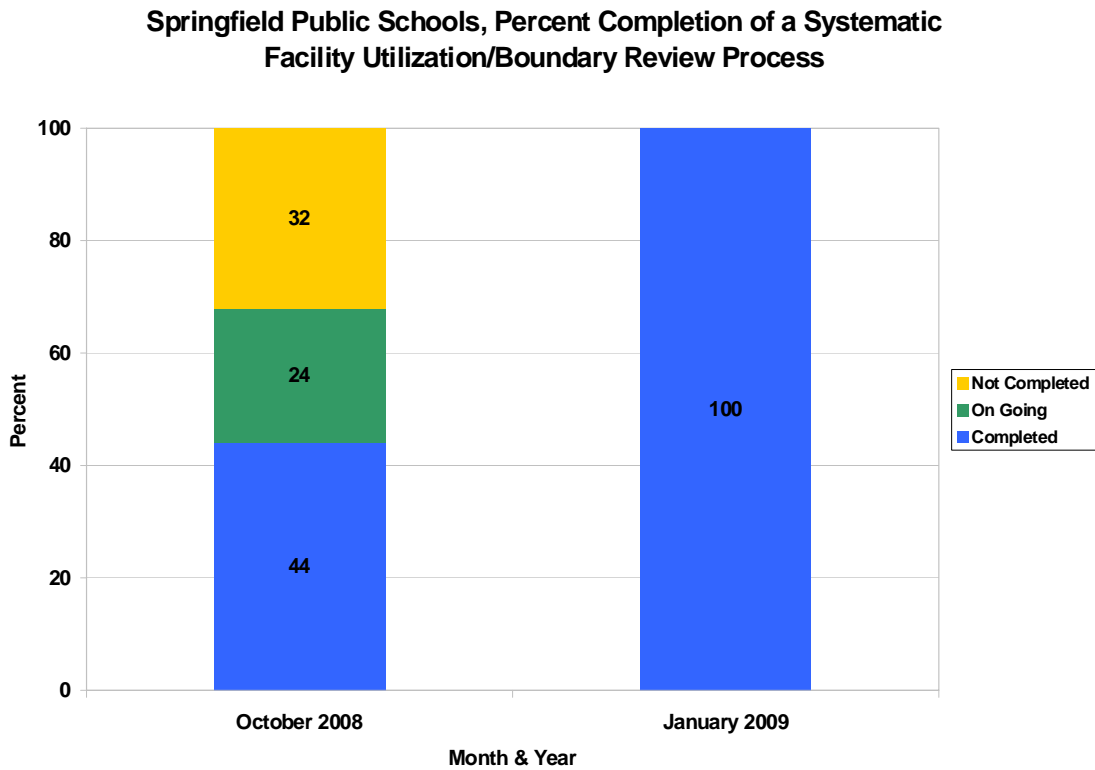
**SP5 TARGET**

3.1.6.1 Rank Number 1 in regional cohort group for teacher compensation package.

*It is important to note that the goal and measure for this indicator addresses the total compensation package. The data presented here compares base salary schedules only.*

Performance Indicator 5:  
Provide and Maintain Facilities that are Conducive for Learning

3. Percent Completion of a Systematic Facility Utilization/  
Boundary Review Process



Source: Springfield Public Schools, Operations

Points:

- X-axis represents the month and year; Y-axis represents the percent of the boundary review process.
- This is an update to the 1<sup>st</sup> Quarterly Report presented in October of 2008 to show the completion of the facility utilization/boundary review process.

**Strengths, Opportunities for Improvement, Areas Needing Further Study, and Updates  
Identified by the Springfield R-XII School District for the 2008-2009 School Year**

	<b>Strengths</b>	<b>Opportunities for Improvement</b>	<b>Areas Needing Further Study</b>	<b>Updates &amp; Highlights</b>
<b>1<sup>st</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Comparative % of Schools Making AYP across the District</li> <li>• Comparative Subgroup Comm. Arts Performance (African-American and Free/Reduced Lunch)</li> <li>• Number of Subgroups Meeting AYP (Math)</li> <li>• Comparative Subgroup Math Performance (African-American, Hispanic, Free/Reduced Lunch, IEP)</li> </ul>	<ul style="list-style-type: none"> <li>• Number of Schools Not Making AYP</li> <li>• Comparative Subgroup Comm. Arts Performance (LEP)</li> </ul>		<ul style="list-style-type: none"> <li>• Number of Subgroups Meeting AYP Math (LEP)</li> <li>• Workers Compensation (Lost Workdays)</li> <li>• Boundary Review Process</li> </ul>
<b>2<sup>nd</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• ACT Composite Score</li> <li>• Graduation Rate (improvement)</li> </ul>	<ul style="list-style-type: none"> <li>• Graduation Rate (comparable performance)</li> <li>• Attendance Rate (comparable performance)</li> </ul>	<ul style="list-style-type: none"> <li>• SRI Beginning-of-Year Performance (previously identified in 4QR0708)</li> </ul>	

**Strengths, Opportunities for Improvement, Areas Needing Further Study, and Updates  
Identified by the Springfield R-XII School District for the 2007-2008 School Year**

	<b>Strengths</b>	<b>Opportunities for Improvement</b>	<b>Areas Needing Further Study</b>	<b>Updates &amp; Highlights</b>
<b>1<sup>st</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Comparative % of Schools Making AYP across the District</li> <li>• Comparative Subgroup Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Subgroup AYP Performance</li> <li>• Communication related to the perceptions of salaries</li> </ul>	<ul style="list-style-type: none"> <li>• Algebra and Reading Fiction and Nonfiction Standard Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Graduation Rate</li> <li>• Teacher Salary Comparison</li> <li>• Frequent Voter Survey, Bond Issue Projects</li> </ul>
<b>2<sup>nd</sup> Quarterly Report</b>		<ul style="list-style-type: none"> <li>• Beginning-of-Year SRI</li> <li>• Student to Classroom Teacher Ratio</li> <li>• District Attendance</li> </ul>		<ul style="list-style-type: none"> <li>• Demographics for Comparable Districts</li> <li>• ACT, Composite &amp; Percent of Graduates Taking</li> </ul>
<b>3<sup>rd</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Beginning-of-Year Star Math, Grades 3 &amp; 7</li> <li>• Beginning-of-Year DRA, Grade 1</li> <li>• Per Pupil Instructional Spending</li> </ul>			<ul style="list-style-type: none"> <li>• Number of Combination Classrooms at the Elementary Level</li> </ul>
<b>4<sup>th</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Implementation of Student Centered Practices</li> </ul>		<ul style="list-style-type: none"> <li>• SRI and Star Math Beginning and End of Year Performance</li> </ul>	<ul style="list-style-type: none"> <li>• Percent of Community Members Satisfied with Overall District Performance</li> <li>• Percent of Stakeholders Utilizing District Information Sources</li> <li>• Percent of Community Members Indicating the District Welcomes Citizen Involvement</li> </ul>

**Strengths, Opportunities for Improvements, Areas Needing Further Study, and Updates  
Identified by the Springfield R-XII School District for the 2006-2007 School Year**

	<b>Strengths</b>	<b>Opportunities for Improvement</b>	<b>Areas Needing Further Study</b>
<b>1<sup>st</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Math AYP by Subgroups (MAP)</li> <li>• Upward trends by grade level for communication arts and math (MAP)</li> <li>• ACT Composite</li> <li>• Content Standard performance above state average (MAP) for Algebra and Reading Standards</li> <li>• Community Satisfaction with School District</li> </ul>	<ul style="list-style-type: none"> <li>• Graduation Rate</li> <li>• Student Enthusiasm for Learning               <ul style="list-style-type: none"> <li>○ Gap between elementary &amp; secondary</li> </ul> </li> <li>• Parent Satisfaction with Facilities and Community Financial Support</li> </ul>	
<b>2<sup>nd</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• Performance of Free/ Reduced Lunch Subgroup on 7<sup>th</sup> grade communication arts and 8<sup>th</sup> grade math (MAP)</li> <li>• Teacher Satisfaction with Professional Development</li> <li>• Principal Satisfaction with Custodial/ Maintenance</li> </ul>	<ul style="list-style-type: none"> <li>• Explore Test Performance by Subgroup</li> <li>• Plan Test Performance by Subgroup</li> </ul>	
<b>3<sup>rd</sup> Quarterly Report</b>	<ul style="list-style-type: none"> <li>• SRI, Number of Students by Level</li> <li>• Instructional Practices Index Average</li> </ul>	<ul style="list-style-type: none"> <li>• SRI, Number of Students by Level</li> <li>• Teacher Salary Rank</li> <li>• Workers Compensation Claims</li> </ul>	<ul style="list-style-type: none"> <li>• Percent of Students not Receiving ISS/OSS</li> </ul>