



## **Our Vision**

**Achievement and Performance for:**

- Every child**
- Every classroom**
- Every school**

## **Our Mission**

**Our mission is to provide a high quality education for all Bibb County students in a safe and comfortable environment, and to make use of all human and technological resources in preparing graduates for post high school objectives.**

**Strategic Objective 1: Bibb County will ensure that all students attain high levels of achievement in all content areas by focusing on teaching and learning the GA Performance Standards or QCC Curriculum.**

**Strategic Objective 2: Bibb County will recruit, employ, develop, and retain a quality workforce that achieves the mission and goals of the organization.**

**Strategic Objective 3: Bibb County will ensure a safe learning and working environment for all.**

**Strategic Objective 4: Bibb County will meet the needs for information through technological services that support performance and desired results.**

**Sharon Patterson  
Superintendent of Schools**



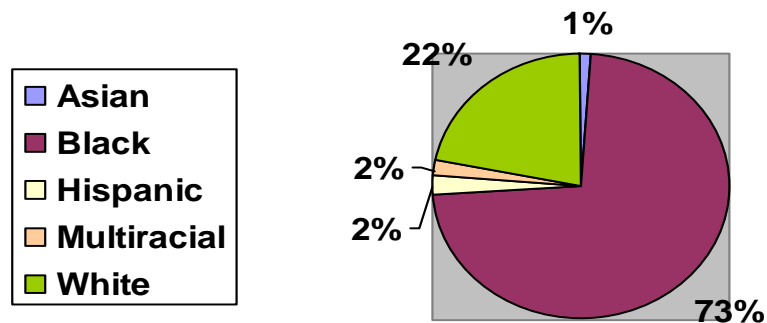
# BIBB COUNTY SCHOOL DISTRICT

**ACHIEVEMENT AND PERFORMANCE... FOR EVERY CHILD**

<b>Student Data</b>	<b>2004-05</b>	<b>2005-06</b>	<b>2006-07</b>	<b>2007-08</b>
Enrollment (FTE01) K - 12	24,583	24,662	24,642	24,470
Percentage Free and Reduced Lunch	68%	70%	72%	72.8%
Gifted Students	1294 (5.3%)	1538 (6.2%)	1467 (6.0%)	1274 (5.2%) *
Special Education Students K - 12	2706 (11.0%)	2805 (11.4%)	2847 (11.6%)	2977(12.2%)*
English Second Language Students	202 (0.8%)	226 (0.9%)	212 (0.9%)	231(0.9%)*

\* Based upon FTE 01 Oct. 2007

## Bibb County School District Demographics 2007- 08



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**Balanced Scorecard Dashboard**

**Strategic Objective I: Bibb County will ensure that all students attain high levels of achievement in all content areas by focusing on teaching and learning the GA Performance Standards or QCC Curriculum.**

Performance Objectives	Performance Measures	Grade	Subject	Baseline			Targets		
				2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
1. Increase number of students meeting and exceeding standards in Mathematics in grades one through twelve	Gain on CRCT	1	Mathematics			73%	78%	83%	88%
		2	Mathematics			71%	76%	81%	86%
		3	Mathematics All	82%	86%	85%	89%	92%	94%
		3	Mathematics Asian	100%	100%	100%	100%	100%	100%
		3	Mathematics African American	77%	84%	82%	85%	88%	91%
		3	Mathematics Hispanic	88%	86%	86%	89%	92%	95%
		3	Mathematics Multi	76%	88%	97%	98%	99%	100%
		3	Mathematics White	95%	94%	94%	96%	97%	98%
		3	Mathematics LEP	90%	85%	87%	90%	92%	93%
		3	Mathematics SWD	61%	65%	62%	68%	76%	82%
		3	Mathematics Econ. Dis.	78%	83%	81%	86%	90%	93%
		4	Mathematics	68%	73%	65%	73%	80%	87%
		5	Mathematics All	82%	83%	81%	85%	90%	92%
		5	Mathematics Asian	90%	96%	93%	94%	95%	96%
		5	Mathematics African American	78%	79%	76%	80%	85%	89%
		5	Mathematics Hispanic	73%	84%	85%	89%	92%	94%
		5	Mathematics Multi	72%	87%	93%	94%	95%	96%
		5	Mathematics White	93%	93%	92%	94%	95%	96%
		5	Mathematics LEP	76%	83%	82%	86%	90%	93%
		5	Mathematics SWD	45%	52%	47%	56%	62%	70%
5	Mathematics Econ. Dis.	77%	79%	76%	81%	86%	90%		



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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives	Performance Measures	Baseline					Targets		
		Grade	Subject	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
1. Increase number of students meeting and exceeding standards in Mathematics in grades one through twelve	Gain on CRCT	6	Mathematics		46%	42%	52%	62%	72%
		7	Mathematics			56%	66%	76%	81%
		8	Mathematics All	52%	65%	68%	75%	80%	85%
		8	Mathematics Asian	92%	100%	79%	85%	90%	93%
		8	Mathematics African American	47%	58%	63%	73%	79%	85%
		8	Mathematics Hispanic	47%	76%	82%	86%	90%	93%
		8	Mathematics Multi	N/A	60%	67%	75%	84%	89%
		8	Mathematics White	68%	86%	85%	89%	92%	94%
		8	Mathematics LEP	44%	70%	60%	70%	80%	86%
		8	Mathematics SWD	15%	19%	32%	45%	55%	65%
		8	Mathematics Econ. Dis.	46%	56%	63%	70%	78%	85%

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Strategic Objective 1: Improving Student Achievement (Continued)

Performance Objectives				Baseline			Targets		
	Performance Measures	Grade	Subject	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
1. Increase number of students meeting and exceeding standards in Mathematics in grades one through twelve	Gain on the EOCT	9-12	Algebra I	54%	52%	47%	55%	65%	75%
	Gain on the EOCT	9-12	Geometry	37%	38%	35%	50%	60%	70%
	Gain on SAT	12	Mathematics	445	450	435	455	462	467
	Gain GHS GT	11	Mathematics All	89%	87%	87%	90%	93%	95%
		11	Mathematics Asian	100%	100%	91%	93%	94%	95%
		11	Mathematics African American	84%	84%	84%	88%	91%	93%
		11	Mathematics Hispanic	N/A	82%	N/A	86%	91%	93%
		11	Mathematics Multi	N/A	N/A	N/A			
		11	Mathematics White	97%	96%	95%	96%	97%	98%
		11	Mathematics LEP	N/A	70%	N/A	80%	85%	90%
		11	Mathematics SWD	20%	26%	25%	35%	45%	60%
		11	Mathematics Econ. Dis.	81%	81%	84%	87%	90%	92%

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Strategic Objective 1: Improving Student Achievement (Continued)

Performance Objectives	Performance Measures	Grade	Subject	Baseline			Targets		
				2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
2. Increase the number of students meeting and exceeding standards in Reading, English, and Language Arts K-12	Gain on GKAP-R	K	Reading	91%	91%	93%	94%	95%	96%
	Gain on CRCT	1	Reading		81%	83%	87%	90%	93%
		2	Reading		84%	85%	88%	91%	93%
		3	Reading All		72%	77%	81%	85%	89%
		3	Reading Asian		91%	97%	98%	99%	100%
		3	Reading African American		66%	71%	80%	84%	88%
		3	Reading Hispanic		72%	80%	86%	91%	93%
		3	Reading Multi		67%	92%	93%	94%	95%
		3	Reading White		86%	91%	93%	94%	95%
		3	Reading LEP		67%	76%	83%	88%	92%
		3	Reading SWD		44%	51%	61%	70%	80%
		3	Reading Econ. Dis.		65%	71%	77%	83%	88%
		4	Reading		69%	74%	80%	86%	91%
		5	Reading All		70%	77%	81%	85%	89%
		5	Reading Asian		92%	100%	100%	100%	100%
		5	Reading African American		62%	71%	78%	85%	90%
		5	Reading Hispanic		56%	84%	88%	91%	93%
		5	Reading Multi		78%	89%	91%	93%	94%
		5	Reading White		90%	91%	93%	94%	95%
		5	Reading LEP		60%	76%	82%	88%	92%
	5	Reading SWD		34%	44%	55%	65%	75%	
	5	Reading Econ. Dis.		61%	71%	80%	86%	90%	

Scores in RED indicate a new exam based upon Georgia Performance Standards

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Strategic Objective 1: Improving Student Achievement (Continued)

Performance Objectives	Performance Measures	Grade	Subject	Baseline			Targets		
				2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
2. Increase the number of students meeting and exceeding standards in Reading, English, and Language Arts K-12	Gain on CRCT	6	Reading		81%	84%	88%	91%	94%
		7	Reading		68%	75%	80%	85%	90%
		8	Reading All		83%	81%	86%	89%	92%
		8	Reading Asian		100%	87%	91%	93%	95%
		8	Reading African American		80%	78%	84%	89%	92%
		8	Reading Hispanic		89%	79%	84%	89%	92%
		8	Reading Multi		94%	94%	95%	96%	97%
		8	Reading White		95%	92%	94%	95%	96%
		8	Reading LEP		82%	73%	80%	86%	90%
		8	Reading SWD		40%	45%	55%	65%	75%
8	Reading Econ. Dis.		79%	77%	85%	90%	92%		

Scores in RED indicate a new exam based upon Georgia Performance Standards

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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives	Performance Measures	Grade	Subject	Baseline			Targets		
				2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
2. (Continued) Increase the number of students meeting and exceeding standard in Reading, English, and Language Arts K-12	Gain on EOCT	9-12	Ninth Grade Literature and Composition		54%	54%	60%	66%	71%
	Gain on EOCT	9-12	American Literature and Composition		79%	76%	82%	88%	92%
	Gain on SAT(most recent)	12	Critical Reading	456	459	444	462	467	472
	Gain On LA GHSGT			94%	94%	95%	96%	97%	98%
	Gain in the percentage of students performing at the engaging and extending stages on 5th grade state writing assessment	5	Writing			55.0%	60%	65%	70%
	Increase in participation in Young Georgia Author's Writing Competition	1-12	Writing	73.0%	80.0%	88.0%	94.0%	96.0%	97.0%
	Gain on the middle grades state writing assessment (percent meeting and exceeding target)	8	Writing			47%	55%	63%	70%
	Gain in SAT Writing Scores	12	Writing		450	437	455	460	465

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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives	Performance Measures	Grade	Subject	Baseline			Targets		
				2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
2. (Continued) Increase the number of students meeting and exceeding standard in Reading, English, and Language Arts K-12	Gain on GHSWT	11	Writing				82%	87%	91%
	Gain on GHSGT	11	English/LA	94%	94%	95%	96%	97%	98%
		11	English/LA Asian	94%	100%	91%	93%	94%	95%
		11	English/LA African American	92%	93%	93%	94%	95%	96%
		11	English/LA Hispanic	N/A	84%	N/A	88%	91%	93%
		11	English/LA Multi	N/A	N/A	N/A			
		11	English/LA White	98%	98%	99%	99%	100%	100%
		11	English/LA LEP	N/A	63%	N/A	73%	83%	90%
		11	English/LA SWD	37%	50%	47%	60%	70%	80%
		11	English/LA Econ. Dis.	89%	90%	91%	93%	94%	95%
		Gain in SAT(Most recent)	12	Critical Reading	456	459	444	462	467

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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives				Baseline			Targets		
	Performance Measures	Grade	Subject	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
3. Increase the percentage of students meeting and exceeding standards in social studies grade one through twelve	Gain on CRCT	3	Social Studies	83%	84%	85%	89%	92%	95%
		4	Social Studies	81%	84%	82%	87%	91%	94%
		5	Social Studies	83%	85%	80%	87%	91%	94%
		6	Social Studies	74%	79%	74%	83%	87%	91%
		7	Social Studies	75%	76%	78%	82%	87%	91%
		8	Social Studies	78%	82%	77%	83%	88%	91%
	Gain on EOCT	9-12	U. S. History	63%	62%	61%	70%	75%	80%
		9-12	Economics/Business/Free Enterprise	48%	49%	50%	55%	60%	65%
	Gain on GHSGT	11	Social Studies	76%	76%	81%	85%	88%	91%

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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives				Baseline			Targets		
	Performance Measures	Grade	Subject	2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
4. Increase the percent of students meeting or exceeding standards in science in grades kindergarten through twelve	Gain on CRCT	3	Science			56%	63%	70%	77%
	Gain on CRCT	4	Science			54%	61%	68%	75%
	Gain on CRCT	5	Science			50%	59%	67%	75%
	Gain on CRCT	6	Science		42%	42%	51%	59%	67%
	Gain on CRCT	7	Science		45%	51%	59%	67%	75%
	Gain on CRCT	8	Science	60%	62%	59%	65%	71%	77%
	Gain on EOCT	9-12	Biology		39%	34%	45%	53%	60%
	Gain on EOCT	9-12	Physical Science		49%	50%	56%	62%	68%
	Gain on GHSGT	12	Science	54%	54%	61%	70%	75%	80%

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**Strategic Objective 1: Improving Student Achievement (Continued)**

Performance Objectives	Performance Measures	Baseline			Targets		
		2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
5. Improve student support services	Increase the number of EIP and elementary ESOL teachers trained in Balanced Literacy		49%	54%	59%	65%	71%
	Increase the rate of initial student placement from referral for a comprehensive evaluation.		60%	66%	74%	82%	90%
	Increase timely completion of initial comprehensive educational evaluations to the required 60 day time line. Leading indicators collected continuously by Sch. Psy. staff and reported monthly.		61%	70%	85%	100%	100%
	Decrease the percentage of SWD being educated in the most restrictive settings as measured by the Dec. 1 FTE report FT020.	45.6%	34.3%	33.3%	18.7%	17.0%	15.0%
	Increase the percentage of SWD being educated in the least restrictive settings as measured by the Dec. 1 FTE report FT020.	34.4%	41.5%	39.7%	53.0%	58.0%	63.0%
	Increase the number of SWD who are receiving staff support in the general education setting - parapro. supportive instruction.	12	85	162	607	800	1000
	Increase the number os SWD who are receiving staff support in the general education setting - coteaching/collaborative.	125	180	216	954	1100	1300
6. Increase graduation rate	Increase in graduation rate as described by the state for AYP purposes.	58.8%	56.5%	58.8%	70.0%	75.0%	80.0%
7. Increase percent of students taking Advanced Placement Courses	Percent of students taking AP Courses	3.3%	5.4%	11.3%	12.5%	15.0%	20.0%
	Increase the number of AP trained teachers.		30	35	40	45	50
	Increase the number of counselors with AP potential data training.				5	10	15
	Increase the number of middle school teachers with Pre-AP Instructional Strategies training.			35	79	85	95
8. Increase percent of students scoring at 3 or above on Advanced Placement Tests	10.4 Increase the number of students participating in the AP Summer Academy.	64	90	96	125	150	200

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**Strategic Objective 2: Bibb County will recruit, employ, develop, and retain a quality workforce that achieves the mission and goals of the organization.**

Performance Objectives	Performance Measures	Baseline			Targets		
		2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
1. Increase the number of highly qualified teachers (federal and local requirements)	Increase in percentage of teachers who have met the NCLB highly qualified requirements		82.0%	87.6%	100.0%	100.0%	100.0%
	Increase the percent of teachers completing National Board Certification	2.2%	2.6%	3.0%	3.8%	4.5%	5.5%
	Increase the number of teachers with reading endorsement			42	42	52	62
2. Increase the qualified applicant pool (eligibility list) for potential employment	Increase the number of candidates from student teacher placements to system positions	16.3%	19.0%	20.8%	22.8%	24.8%	26.8%
3. Continue the development of highly effective leaders at all levels through leadership development program and performance evaluation	Percent of teachers participating in the Leaders' Academy Teacher-Leadership Institute	3%	4%	4%	6%	8%	10%
	Percent of administrators in GLISI	50%	58%	79%	75%	82%	90%
4. Increase retention of teachers	Improve retention of teachers in the district	87.4%	89.2%	84.4%	89.5%	92.5%	95.0%
	Improve retention of new teachers in the district	89.5%	91.6%		93.0%	94.0%	95.0%
	Increase percent of teachers completing a Teacher Support Specialist endorsement	11.4%	13.5%	12.5%	13.60%	15.5%	18.4%

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**Strategic Objective 3: Bibb County School District will improve climate, culture, and organizational effectiveness.**

Performance Objectives	Performance Measure	Baseline			Targets		
		2004-05	2005-06	2006-07	2007-08	2008-09	2009-10
1. Improve student attendance rate and reward good attendance	Monitor student retentions by grade, school and system as a leading indicator in SASI and a lagging indicator as FTE report FT016.	1,768	2,069	1,791	1,417	1,300	1,200
	Reduce percent of ALL students with 15 or more absences as measured by the AYP Reports in grades 1-8 and 11.	12.7%	11.4%	11.8%	10.5%	9.5%	8.5%
	Reduce percent of SWD with 15 or more absences as measured by the AYP Reports in grades 1-8 and 11.	22.3%	19.5%	20.6%	19.4%	18.0%	16.5%
2. Improve student conduct and reduce code of conduct referrals	Reduce number of evidentiary hearings	637	864	1081	950	850	750
3. Improve organizational climate in all schools	Improve collaborative conversations between teachers and leaders across the district (QLTE)			3.1	3.8	4	4.2
	Improve implementation of an effective school council in all schools. (QLTE)			3.5	3.8	4	4.2
	Improve parent and community input into system decisions (QLTE)			3.5	3.8	4	4.2
	Improve opportunities for teacher advancement with the district (QLTE): How does this contribute to opportunities for advancement???			3.8	4	4.2	4.5
	Improve opportunities for teachers to observe in one another's classrooms and learn from one another across the system (QLTE)			4	4.2	4.4	4.6