



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 school needs determine the type of performance measures you would utilize. Performance Measures are optional, but highly beneficial for school improvement teams. The [Performance Measure Planning Template](#) can help your team plan for adding Performance Measures. The [Screenshots](#) & [Grade Level Example](#) below show the steps for inputting Performance Measures.

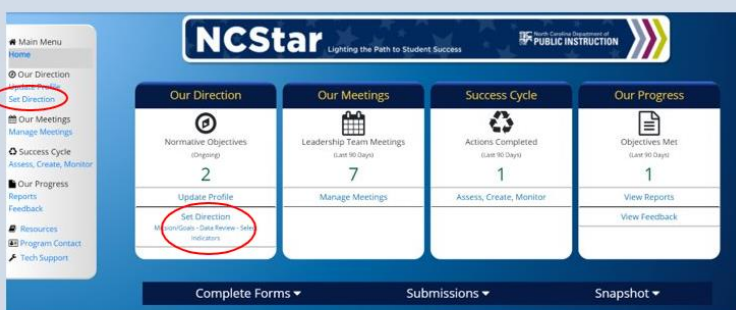
Vocabulary

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 Measures: Performance Indicator	A brief description of what and who you are measuring		This is NOT an indicator such as A1.07 or B1.01
Performance Measures: Data Source	The tool you are using to measure the Performance Indicator		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		
Performance Measures: Baseline	The data point from your initial year from which you will be measuring progress		
Performance Measures: Target Year	The date in which you are going to monitor progress		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"		
Performance Measures: Actual	The actual number or percent at the specified time		




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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.

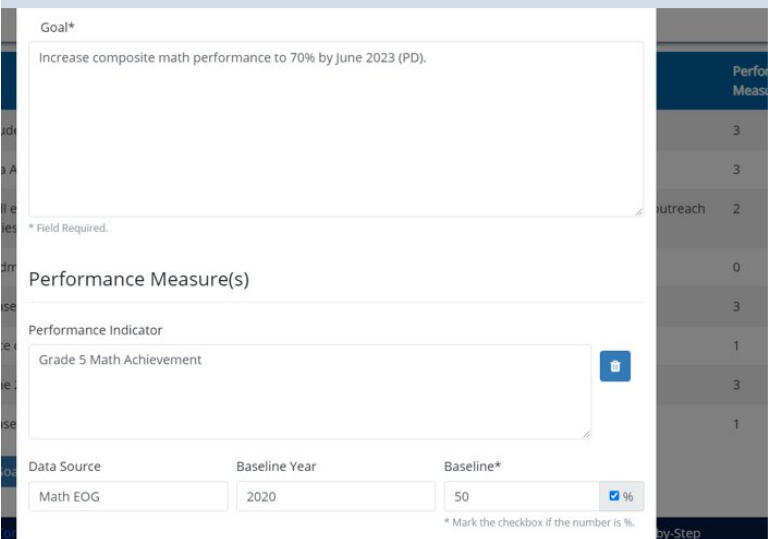
The new page defaults to Box 1, Mission and Goals. Scroll down to your goals.



Goal	Performance Measure(s)
Increase composite math performance to 70% by June 2023 (PD).	3
Reduce out of school suspensions from 75 to 30 by the end of the school year (PD).	1
By June 2021 increase overall Biology subgroup proficiency from 30% to 40% (PD).	3
Increase parental engagement at school-wide events to 90% by June 2023 (PD).	1

[Add Goal](#)

Click on the goal you want to work with



Goal*

Increase composite math performance to 70% by June 2023 (PD).

* Field Required.

Performance Measure(s)

Performance Indicator

Grade 5 Math Achievement

Data Source

Math EOG

Baseline Year

2020

Baseline*

50

☒ %

* Mark the checkbox if the number is %.

Scroll down to add the Performance Measure



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Directions – Tracking by Grade Level Example

Step 1 - Draft using the Planning Template

First, we outlined our team's ideas based on our recent data points in the [Performance Measures Planning Template](#) in Google Docs:

Goal: Increase composite math achievement to 70% by June 2023		
Performance Indicator: School Composite Math Achievement		
Data Source: EOG School Composite	Baseline Year: 2020	Baseline: 45%
Target Date: 2021	Target: 50%	Actual:
Target Date: 2022	Target: 60%	Actual:
Target Date: 2023	Target: 70%	Actual:
Performance Indicator: Grade 3 Math achievement		
Data Source: Grade 3 Math EOG	Baseline Year: 2020	Baseline: 43%
Target Date: 2021	Target: 50%	Actual:
Target Date: 2022	Target: 57%	Actual:
Target Date: 2023	Target: 64%	Actual:
Performance Indicator: Grade 4 Math achievement		
Data Source: Grade 4 Math EOG	Baseline Year: 2020	Baseline: 50%
Target Date: 2021	Target: 60%	Actual:
Target Date: 2022	Target: 70%	Actual:
Target Date: 2023	Target: 80%	Actual:
Performance Indicator: Grade 5 Math achievement		
Data Source: Grade 5 Math EOG	Baseline Year:	Baseline: 50%
Target Date: 2021	Target: 57%	Actual:
Target Date: 2022	Target: 64%	Actual:
Target Date: 2023	Target: 70%	Actual:



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Step 2 - Enter Draft into NCStar

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

Goal*

Increase composite math performance to 70% by June 2023.

* Field Required.

Performance Measure(s)

Performance Indicator

School Composite Math Achievement



Data Source

EOG School Composite

Baseline Year

2020

Baseline*

45

☒ %

* Mark the checkbox if the number is %.

Target Year

2021

Target*

50

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2022

Target*

60

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2023

Target*

70

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Performance Indicator

Grade 3 Math Achievement



Data Source

Math EOG

Baseline Year

2020

Baseline*

43

☒ %

* Mark the checkbox if the number is %.

Target Year

2021

Target*

50

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2022

Target*

57

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2023

Target*

64

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.



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Performance Indicator

Grade 4 Math Achievement



Data Source

Math EOG

Baseline Year

2020

Baseline*

50

☒ %

* Mark the checkbox if the number is %.

Target Year

2021

Target*

60

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2022

Target*

70

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2023

Target*

80

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Performance Indicator

Grade 5 Math Achievement



Data Source

Math EOG

Baseline Year

2020

Baseline*

50

☒ %

* Mark the checkbox if the number is %.

Target Year

2021

Target*

57

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2022

Target*

64

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

2023

Target*

70

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.



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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:

Increase composite math performance to 70% by June 2021

Performance Measure(s)

Performance Indicator: Grade 3 Math Achievement		
Data Source: Math EOG	Baseline Year: 2020	Baseline: 43%
Target Date: 2021	Target: 50%	Actual:
Target Date: 2022	Target: 57%	Actual:
Target Date: 2023	Target: 64%	Actual:

Performance Indicator: Grade 4 Math Achievement		
Data Source: Math EOG	Baseline Year: 2020	Baseline: 50%
Target Date: 2021	Target: 60%	Actual:
Target Date: 2022	Target: 70%	Actual:
Target Date: 2023	Target: 80%	Actual:
Target Date:	Target:	Actual:

Performance Indicator: Grade 5 Math Achievement		
Data Source: Math EOG	Baseline Year: 2020	Baseline: 50%
Target Date: 2021	Target: 57%	Actual:
Target Date: 2022	Target: 64%	Actual:
Target Date: 2023	Target: 70%	Actual:

Performance Indicator: School Composite Math Achievement		
Data Source: EOG School Composite	Baseline Year: 2020	Baseline: 45%
Target Date: 2021	Target: 50%	Actual:
Target Date: 2022	Target: 60%	Actual:
Target Date: 2023	Target: 70%	Actual:



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Example – Tracking Data by Subgroups

Set Direction:

Goal: By June 2021 increase overall Biology subgroup proficiency from 30% to 40%.

- Subgroups are being monitored in the Performance Indicators.
- Lagging Measures are being used

Performance Measure(s)

Performance Indicator
Biology - White achievement

Data Source: Biology EOC Baseline Year: 2019 Baseline*: 30 ☒ %
* Mark the checkbox if the number is %.

Target Year: 2021 Target*: 40 ☒ % Actual*: ☐ % ☐ %
* Mark the checkbox if the number is %.

Performance Indicator
Biology - SWD Achievement

Data Source: Biology EOC Baseline Year: 2019 Baseline*: 37 ☒ %
* Mark the checkbox if the number is %.

Target Year: 2021 Target*: 47 ☒ % Actual*: ☐ % ☐ %
* Mark the checkbox if the number is %.

Performance Indicator
Biology - EDS

Data Source: Biology EOC Baseline Year: 2019 Baseline*: 23 ☒ %
* Mark the checkbox if the number is %.

Target Year: 2021 Target*: 33 ☒ % Actual*: ☐ % ☐ %
* Mark the checkbox if the number is %.

Our Direction Report:

By June 2021 increase overall Biology subgroup proficiency from 30% to 40%

Performance Measure(s)

Performance Indicator: Biology Proficiency - All Students		
Data Source: Biology EOC	Baseline Year: 2019	Baseline: 40%
Target Date: 2021	Target: 45%	Actual:
Performance Indicator: Biology Proficiency - SWD Achievement		
Data Source: Biology EOC	Baseline Year: 2019	Baseline: 37%
Target Date: 2021	Target: 47%	Actual:
Performance Indicator: Biology Proficiency - White Achievement		
Data Source: Biology EOC	Baseline Year: 2019	Baseline: 30%
Target Date: 2021	Target: 40%	Actual:
Performance Indicator: Biology Proficiency - EDS Achievement		
Data Source: Biology EOC	Baseline Year: 2019	Baseline: 23%
Target Date: 2021	Target: 33%	Actual:



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Example – Tracking Data by Cohort

Set Direction:

Goal*

Increase the percent of students who are proficient in reading based on the EOG in each grade level to at least 55% by 2024 (A1.07, A1.09, A4.07)

* Field Required.

Performance Measure(s)

Performance Indicator

8th Grade Class of 2022 (Current 8th Grade Cohort)

Data Source

Reading EOG

Baseline Year

2018-2019 (5th Grade)

Baseline*

35



%

* Mark the checkbox if the number is %.

Target Year

2019-2020 (6th Grade)

Target*

40



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

2020-2021 (7th Grade)

Target*

48



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

2021-2022 (8th Grade)

Target*

55



%

Actual*

%



* Mark the checkbox if the number is %.

Performance Indicator

8th Grade Class of 2023 (Current 7th Grade Cohort)

Data Source

Reading EOG

Baseline Year

2019-2020 (5th Grade)

Baseline*

40



%

* Mark the checkbox if the number is %.

Target Year

2020-2021 (6th Grade)

Target*

45



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

2021-2022 (7th Grade)

Target*

50



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

2022-2023 (8th Grade)

Target*

55



%

Actual*

%



* Mark the checkbox if the number is %.



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Performance Indicator

8th Grade Class of 2024 (Current 6th Grade Cohort)



Data Source

Reading EOG

Baseline Year

2020-2021 (5th Grade)

Baseline*

45



%

* Mark the checkbox if the number is %.

Target Year

2021-2022 (6th Grade)

Target*

50



%

Actual*



%



* Mark the checkbox if the number is %.

Target Year

2022-2023 (7th Grade)

Target*

55



%

Actual*



%



* Mark the checkbox if the number is %.

Target Year

2023-2024 (8th Grade)

Target*

60



%

Actual*



%



* Mark the checkbox if the number is %.

Add Target Years

Increase the percent of students who are proficient in reading based on the EOG in each grade level to at least 55% by 2024 (A1.07, A1.09, A4.07)

Performance Measure(s)

Performance Indicator: 8th Grade Class of 2022 (Current 8th Grade Cohort)		
Data Source: Reading EOG	Baseline Year: 2018-2019 (5th Grade)	Baseline: 35%
Target Date: 2019-2020 (6th Grade)	Target: 40%	Actual:
Target Date: 2020-2021 (7th Grade)	Target: 48%	Actual:
Target Date: 2021-2022 (8th Grade)	Target: 55%	Actual:

Performance Indicator: 8th Grade Class of 2023 (Current 7th Grade Cohort)		
Data Source: Reading EOG	Baseline Year: 2019-2020 (5th Grade)	Baseline: 40%
Target Date: 2020-2021 (6th Grade)	Target: 45%	Actual:
Target Date: 2021-2022 (7th Grade)	Target: 50%	Actual:
Target Date: 2022-2023 (8th Grade)	Target: 55%	Actual:

Performance Indicator: 8th Grade Class of 2024 (Current 6th Grade Cohort)		
Data Source: Reading EOG	Baseline Year: 2020-2021 (5th Grade)	Baseline: 45%
Target Date: 2021-2022 (6th Grade)	Target: 50%	Actual:
Target Date: 2022-2023 (7th Grade)	Target: 55%	Actual:
Target Date: 2023-2024 (8th Grade)	Target: 60%	Actual:



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Example – Parental Engagement

Set Direction:

Goal: Increase parental engagement at school-wide events to 90% by June 2023

- Target Dates are multi-year to reflect the goal.
- Lagging measures are being used.
- Note these would be Leading Measures if the targets were all in the same year.

Performance Indicator

Parent Attendance Sign In Sheets

Data Source: Attendance Sign Ins Baseline Year: 2019 Baseline*: 65 ☒ %

* Mark the checkbox if the number is %.

Target Year	Target*	Actual*
2021	72 <input checked="" type="checkbox"/> %	<input type="checkbox"/> %
* Mark the checkbox if the number is %.		
2022	80 <input checked="" type="checkbox"/> %	<input type="checkbox"/> %
* Mark the checkbox if the number is %.		
2023	90 <input checked="" type="checkbox"/> %	<input type="checkbox"/> %
* Mark the checkbox if the number is %.		

Our Direction Report:

Increase parental engagement at school-wide events to 90% by June 2023 (PD).

Performance Measure(s)

Performance Indicator: Parent Attendance Sign In Sheets		
Data Source: Attendance Sign Ins	Baseline Year: 2019	Baseline: 65%
Target Date: 2021	Target: 72%	Actual:
Target Date: 2022	Target: 80%	Actual:
Target Date: 2023	Target: 90%	Actual:
Target Date:	Target:	Actual:



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Example – Out of School Suspension Tracked Quarterly

Set Direction:

Goal: Reduce out of school suspensions from 75 to 30 by the end of the school year.

- Target Dates are set within one school year to allow for progress monitoring throughout the year.
- The out of school suspensions would be a Leading Measure.

Performance Indicator

Total Out of School Suspensions

Data Source: Educator's Handbook Total Su Baseline Year: 2019-2020 Baseline*: 75 ☐ %

* Mark the checkbox if the number is %.

Target Year: October 2020 Target*: 15 ☐ % Actual*: 19 ☐ %

* Mark the checkbox if the number is %.

Target Year: February 2021 Target*: 25 ☐ % Actual*: 23 ☐ %

* Mark the checkbox if the number is %.

Target Year: June 2021 Target*: 30 ☐ % Actual*: ☐ %

* Mark the checkbox if the number is %.

Our Direction Report:

Reduce out of school suspensions from 75 to 30 by the end of the school year (PD).

Performance Measure(s)

Performance Indicator: Total Out of School Suspensions		
Data Source: EH Total Suspensions	Baseline Year: 2019-2020	Baseline: 75
Target Date: October 2020	Target: 15	Actual: 19
Target Date: February 2021	Target: 25	Actual: 23
Target Date: June 2021	Target: 30	Actual:



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Example – Formative Assessments Tracked Quarterly

Set Direction:

Goal*

Increase student achievement in 3rd grade reading from 50% to 60%, 4th grade reading from 40% to 50%, and 5th grade reading from 60% to 70% as measured by quarterly benchmark assessments

Performance Measure(s)

Performance Indicator

3rd grade reading student achievement



Data Source

quarterly benchmark

Baseline Year

October 2022

Baseline*

50

☒ %

* Mark the checkbox if the number is %.

Target Year

January 2023

Target*

53

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

March 2023

Target*

56

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

May 2023

Target*

60

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Performance Indicator

4th grade reading student achievement



Data Source

quarterly benchmark

Baseline Year

October 2022

Baseline*

40

☒ %

* Mark the checkbox if the number is %.

Target Year

January 2023

Target*

43

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

March 2023

Target*

46

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

May 2023

Target*

50

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.



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Performance Indicator

5th grade reading student achievement



Data Source

quarterly benchmark

Baseline Year

October 2022

Baseline*

60

☒ %

* Mark the checkbox if the number is %.

Target Year

January 2023

Target*

63

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

March 2023

Target*

66

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Target Year

May 2023

Target*

70

☒ %

Actual*

☐ %



* Mark the checkbox if the number is %.

Our Direction Report:

Increase student achievement in 3rd grade reading from 50% to 60%, 4th grade reading from 40% to 50%, and 5th grade reading from 60% to 70% as measures by quarterly benchmark assessments

Performance Measure(s)

Performance Indicator: 3rd grade reading student achievement		
Data Source: quarterly benchmark	Baseline Year: October 2022	Baseline: 50%
Target Date: January 2023	Target: 53%	Actual:
Target Date: March 2023	Target: 56%	Actual:
Target Date: May 2023	Target: 60%	Actual:

Performance Indicator: 4th grade reading student achievement		
Data Source: quarterly benchmark	Baseline Year: October 2022	Baseline: 40%
Target Date: January 2023	Target: 43%	Actual:
Target Date: March 2023	Target: 46%	Actual:
Target Date: May 2023	Target: 50%	Actual:
Target Date:	Target:	Actual:

Performance Indicator: 5th grade reading student achievement		
Data Source: quarterly benchmark	Baseline Year: October 2022	Baseline: 60%
Target Date: January 2023	Target: 63%	Actual:
Target Date: March 2023	Target: 66%	Actual:
Target Date: May 2023	Target: 70%	Actual:



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Example – Teacher Attendance Tracked Monthly

Goal*

Increase teacher attendance rates from 85% average monthly attendance to 95% average monthly attendance rate

Performance Measure(s)

Performance Indicator

Teacher monthly attendance rate average



Data Source

Teacher Attendance Report

Baseline Year

September 2022

Baseline*

85



%

* Mark the checkbox if the number is %.

Target Year

October 2022

Target*

87



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

November 2022

Target*

89



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

December 2022

Target*

90



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

January 2023

Target*

91



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

February 2023

Target*

92



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

March 2023

Target*

93



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

April 2023

Target*

94



%

Actual*

%



* Mark the checkbox if the number is %.

Target Year

May 2023

Target*

95



%

Actual*

%



* Mark the checkbox if the number is %.



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Set Direction:

Increase teacher attendance rates from 85% average monthly attendance to 95% average monthly attendance rate

Performance Measure(s)

Performance Indicator: Teacher monthly attendance rate average		
Data Source: Teacher Attendance Report	Baseline Year: September 2022	Baseline: 85%
Target Date: October 2022	Target: 87%	Actual:
Target Date: November 2022	Target: 89%	Actual:
Target Date: December 2022	Target: 90%	Actual:
Target Date: January 2023	Target: 91%	Actual:
Target Date: February 2023	Target: 92%	Actual:
Target Date: March 2023	Target: 93%	Actual:
Target Date: April 2023	Target: 94%	Actual:
Target Date: May 2023	Target: 95%	Actual: