



# Talent Management Key Performance Indicator Tracker

2021-24

Rev. 8/3/22

**OBJECTIVE:** Employee Engagement & Retention

**OBJECTIVE:** Professional Learning & Growth

Key Performance Indicators (KPIs)	2016-17	2017-18	2018-19	2019-20	2020-21	2021-22
Engagement & Retention						
Percentage of staff with multiple licenses in areas of district need	65%	63%	64%	62%	56%	55%
Ongoing relationships with Higher Education and a pipeline of Student Teachers	3	1	2	10	1	3
Number of presentations to other schools and business organizations	4	4	2	0	5	2
Site visit requests from other schools and business organizations	Data not collected					3
Employee voluntary/overall retention rate	92%/89%	93%/93%	97%/97%	95%/81%	86%/86%	94%/94%
Employee tenure at Swallow	9.37 years	10.57 years	10.83 years	11.7 years	11.89 years	11.15 years
Number of student co-curriculars led by Swallow staff member	Data not collected				2	6
Percentage of participants in Wellness program activities	80%	Data not collected	77%	75%	Data not collected	73%
Percentage Participating in Wellness Screening	100%	100%	100%	100%	100%	100%
Learning & Growth						
Assessments	Data not collected					
Classroom-based Assessments: Practice, Formative, Summative	Data not collected					
STAR Growth Targets	Data not collected				44% > 65 SGP	45%>65 SGP
State Forward Exam (Student Achievement ELA/Math each out of 50; grades 3-8)	49.6/50	48.6/50	48.0/49.9	Data not collected	ELA 94/Ma 98.1	TBD
Pre-ACT 8/9 Assessment (Grades 7-8)--New 2021-22 so some different metrics						
English/Language Arts On Track for College/Career Readiness	92%	78%	77%	80%	61%	93%
STEM On Track for College/Career Readiness	95%	54%	51%	53%	30%	52%
Text Complexity On Track for College/Career Readiness	81%	70%	74%	68%	69%	N/A
On Track for Career Readiness	100%	100%	100%	100%	100%	88%
Staff Report of EE Process Valuable to Professional Growth	N/A		3.0/4 (18 surveys)	2.5/4 (6 surveys)	N/A	N/A
Percentage of staff participating in Open Door Program	N/A					
Favorable responses in perceptual data gained via Annual Satisfaction Surveys*						
Workload Index (5)	N/A	4.39	4.49	N/A	4.21	3.44
Culture of Educational Excellence Index (5)		3.86	4.16		4.23	4.26
Communications Index (5)		3.71	4.04		3.99	4.36
Support-Trust Index (5)		N/A	4.15		4.3	3.91
Trust in Leadership Index (5) (District/Building)		4.11/3.45	4.05/3.44		4.18	4.23
Affirmation Index (5)		3.45	3.74		3.71	3.67
Equipped Index (5)		3.75	3.92		3.9	4.12
Planning/Improvement Process Index (5)		3.09	3.45		3.67	3.82
Collaboration/Teamwork Index (5)		3.15	3.46		3.94	3.94
Overall Satisfaction Index (5)		4.05	3.89		4.11	3.94
Progress Key for KPIs	Same/Increased			Decreased		

\*In each of these categories, the annual score should not be below 80% of the value of the prior 3 year average. If so, a plan to research why and address the reasons should be put in place.

N/A means that this practice/metric was not in place that year.

Data not collected means that data is not available for this Key Performance Indicator to retroactively determine, but this practice/metric was in place.