EBIA Schoolwide Scorecard
OKRs 2015/16

Category	Strategic Goal	Measures
Students	EBIA serves a truly diverse background of students, representing the racial, cultural, and socio- economic demographics in Oakland.	150% of total applicants from each targeted demographic
		95% Average Daily Attendance Rate
		95% Existing Students Return
Academics	EBIA delivers a rigorous, Science, Technology, Engineering, and Math (STEM) based personalized learning experience that provides every student the opportunity to achieve their academic goals regardless of their previous preparation and background. Students become articulate advocates, building and defending digital portfolios of their work. Through personalization and project--based learning, and by leveraging best practices in curriculum design and technology, students engage in 21st century work, using competencies necessary for productive lives as citizens in a dynamic, increasingly competitive global world.	70% or more of all students will demonstrate at least one year of growth
		55% of Students will score proficient or above on SBAC for Math
		60% of Students will score proficient or above on SBAC for ELA
Team EBIA	Team EBIA is a student-centric, collaborative, professional, effective, and highly qualified. All employees demonstrate a belief in the mission, program design, instructional philosophy, and curriculum documented in our charter.	80% of faculty reach Personal Educator Plan Goals
		100% core academic teachers are NCLB compliant.
		>5 high quality applicants per yearly faculty job opening
Culture	EBIA is a safe, supportive and collaborative environment, cultivating community within and outside the school and supporting all students to thrive. EBIA's innovator norms are a core part of the culture and way of life at EBIA.	90% of the community is satisfied with EBIA
		80% of faculty can state Innovator norms and 5 SEL skills and identify where and how their curriculum can address them
		80% of students believe they can go and be successful in college.
		80% of students report to feel part of the EBIA community
Financials and Operations	EBIA's systems and processes ensure the highest level of efficiency, quality, accountability, compliance and visibility. All legal and regulatory documents and maintained and timely filed. Systems are established to monitor compliance with relevant laws and regulations.	Balanced Budget for current and 3 future years.
		Budget vs, Actuals, +/- 4% of Plan
		Clean Audit, no Significant Findings
		100% of fundraising goals for the organization are met.
Governance	EBIA's Head of School ensures each Board member has a a clear understanding of what academic excellence means for EBIA and what the organization is doing towards reaching its defined vision of excellence. Work collaboratively with the Board chair to support the Board's governance duty through regular updates on progress of key performance areas for the school, through production of clear, well-organized materials distributed in advance of the board meeting and through facilitation of Board review and approval of all regulatory filings annually.	100% of required filings are submitted on time, with quality
		Clear, well-organized materials are distributed in advance of the board meeting.
		Board is provided with annual metrics on which to measure progress and organization-wide performance.