

## What is organizational capacity?

Statistical outcomes, such as test passage rates, sometimes vary when working with students who each perform using different talents and abilities, so it is important to demonstrate that the school district is capable of supporting diverse academic opportunities in order to serve all students.

In other words, organizational capacity is the organization's ability to do what it claims it can do.

A determination of school district effectiveness must include a demonstration of organizational capacity along with outcome measures such as graduation rates and test scores in order to get a true picture of how well a school district can serve its students.

The SCHOOL DISTRICT is capable of presenting a strong organizational capacity demonstration along with progressive statistical measurements.

*The DISTRICT Organizational Capacity Study was completed using The McKinsey Capacity Assessment Grid, originally created by McKinsey & Company for Venture Philanthropy Partners.*

## THE SCHOOL DISTRICT

Visit Us:  
Street Address  
City, State, Zip

Visit Our Website:  
[www.schooldistrict](http://www.schooldistrict)

Call Us:  
(555) 555-5555

Email:  
[email@schooldistrict](mailto:email@schooldistrict)

Email the Superintendent:  
[email@schooldistrict](mailto:email@schooldistrict)

Mailing Address:  
Street Address  
City, State, Zip

PLACE SCHOOL DISTRICT PHOTO  
HERE

## THE SCHOOL DISTRICT

*Where Learning Happens*

Providing academic  
excellence supported by  
organizational strength.

**Dr. John Smith**  
School Superintendent

# The School District

## Organizational Strength.

In a recent study, THE SCHOOL DISTRICT demonstrated strong organizational capacity:

DISTRICT employs a strong superintendent and senior management team, who were rated as having high capacity for their vision, passion, interpersonal effectiveness and strategic thinking skills, financial judgment and experience. The leadership team's strategic thinking skills were rated as having the highest capacity of all the areas rated.

DISTRICT has a clearly stated mission with benchmarked goals and evaluation processes in place to monitor and track effective practices, as well as modify or eliminate ineffective practices.

DISTRICT has a high level of capacity for creating, communicating and maintaining an organizational strategic plan and an operational plan through field-experienced employees and sustained, effective use of resources. Key to this success is DISTRICT'S practice of employing experienced businesspeople to work in and supervise the operational aspects of the school district.

DISTRICT has strong physical infrastructure, from up-to-date school buildings made possible through an innovative financing campaign to district-wide computer and telephone networking.

DISTRICT actively seeks highly qualified personnel for all areas of the organization.

The strongest area of capacity was the organization's ability to create and communicate its primary mission and goals to achieve that mission.

DISTRICT is working hard on the weakest area of capacity, which was the organization's ability to establish and communicate shared values through the formation of strategic plans and carrying out those plans.

INSERT PICTURE OF STUDENTS

## Supporting Effective Academic Opportunities.

DISTRICT is Nationally Accredited by the AdvancED Accreditation Commission.

DISTRICT has 13 Blue Ribbon schools; 18 Palmetto's Finest Schools; and 33 State Gold and Silver Award Winners.

59 DISTRICT schools (70%) received Absolute ratings of Excellent, Good, or Average on their School Report Cards.

DISTRICT offers a wide variety of academic opportunities:

- Child Development Centers
- Elementary Schools
- Middle Schools
- High Schools
- Extracurricular Activities
- Career Technology Centers
- International Baccalaureate Program
- Fine Arts Center
- Magnet Academies
- Twilight High School
- Virtual School
- Roper Mountain Science Center
- Special Education
- Sterling School
- Washington Center

**Strong organizational capacity plus effective academic opportunities equals high achievements for our students.**

## Outcome: Measures of Success.

- DISTRICT Graduation rate has improved from 69.6% to 73.3%.
- DISTRICT Drop-out rate has decreased from 4.1% to 3.8%.
- 92.3% of our graduates pursue a college degree after high school.
- \$99.8 million in scholarships awarded to our students.
- 23 National Merit Finalists.
- PASS rates, scoring proficient or advanced:
  - ELA: 52.4% (up from 49.8%)
  - Math: 49.5% (up from 47.3%)
  - Science: 39.3% (up from 34.4%)
  - Social Studies: 38.1% (up from 33.2%)
- HSAP rates, scoring proficient or advanced:
  - ELA: 75.2% (down from 76.1%)
  - Math: 67.4% (up from 63.6%)
- EOC passage rate: 66.7% (down from 68.9%)
- AP passage rate: 51% (up from 48%)
- SAT composite: 996 (down from 1013)
- ACT composite: 21.1 (down from 21.3)
- 34.6% of our seniors are eligible for the SC LIFE scholarship (up from 32.8%)
- Student attendance rate has improved from 96% to 96.2%
- Student retention rate has improved from 3.8% to 3.3%

**THE SCHOOL DISTRICT,  
*Where learning happens!***