



2017-18 School Scorecard

School: Sun Prairie High School	Principal: Keith Nerby
---------------------------------	------------------------

Link to [District Scorecard](#)

Teaching, Learning and Equity Annual Goal: All students surpass their annual academic growth targets and graduate ready for success.							
Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Increase the number of schools exceeding expectations on statewide school report cards	Implement math scope and sequence	Standards based grading combined with traditional letter grades.	Math Department	STAR Math (grades 1-10)	2017/18 school year	STAR Math (grades 1-10)	
	Refine conferring in the area of literacy	WICOR strategies will be utilized in every class	English/Reading Departments AVID teachers/coordinator	Admin Walkthrough Forms	2017/18 school year	Forms PLC Agenda Point 1st Semester Walkthrough data	
	Revise PLC framework for equity focus, implement and monitor	Each month, departments will have a set of goals they will focus on related to equity and student achievement. We will also have departments work cross-categorically to share strategies and also “wrap around” students needing support. During staff meetings, departments will have an opportunity to report out their findings.	Admin Team	Implementation of action plan Consistent form to provide feedback	2017/18 school year	Consistent form to provide feedback Cross-Department Committees	
Increase the district mean on the Student Engagement Survey	Increase the number of classrooms implementing student-centered learning strategies	We will incorporate WICOR and AVID strategies school-wide this school year. Admin will conduct regular walkthroughs in classrooms.	Admin Team/AVID Site Team	The data collected will be analyzed by admin to find gaps and measure the implementation by all teachers # of classrooms walkthroughs will be monitored	2017/18 school year	SPHS	

				Information will be shared with all staff weekly.			
	Research in and development of flexible scheduling options	<p>We have a Block Scheduling Committee looking at changing our schedule.</p> <p>Continue to explore "Advisory" period for students.</p> <p>Conduct site visits to study block schedules.</p>	Committee work/Admin Team	<p>Complete study and recommendations presented to School Board by November 2017</p> <p>Committee will meet twice per month until January</p> <p>Conduct site visits in Sept. and Oct.</p>	1st Semester of the 2017/18 school year	LINK Summary of Block Work	

**Workforce Focus Strategic Goal:
Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.**

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Employee Retention (Turnover)	All schools/ departments will be given turnover/ retention data and implement the following strategies: - Stay interviews through rounding - Completion of onboarding checklist within 30 days of new hire start date	Select staff who have been employed for 3-6 years to meet and administer stay interview. Compile results from stay interviews to be shared.	Admin Team	Completion of Stay Interviews through Rounding Interview Questions	By the end of October 2017, at minimum 10 teachers will be surveyed. By January in-service, results will be compiled and shared with all staff.	List of teachers in Stay Interview Range	
		Develop plan for meeting with new staff and conducting onboarding checklist Work with HR to form a clear and concise list of salary AND benefits package to develop a better understanding as well as present a platform for an “apples to apples” comparison to other districts.	Chad Whalley	Number of Completed Onboarding Checklists Talk with new hires to ensure they are aware of entire package	By the end of October 2017, all new teachers will complete the onboarding.	New Teacher meetings monthly	
Employee Engagement	Based on Employee Engagement results, identify the two most critical areas of improvement and identify/implement strategies to address.	Once critical area identified in October, admin will implement strategies to address. Work with HR to form a clear and concise list of salary AND benefits package to develop a better understanding as well as present a platform for an “apples to apples” comparison to other districts.	Admin Team	2016-2017: Employee Engagement Survey	Two areas will be selected by September 2017 and strategies will be implemented throughout the 2017/18 school year.	Employee Engagement Surveys Ex: Block Scheduling Committee	
Employee Recruitment	Each department/ school will identify strategy to meet goal. Include selected strategies selected by department/sites. Recruitment & Retention Strategies	Reach out to teachers who you may know in other districts who may not be looking, but are open to job opportunities. Utilize social media sites, such as LinkedIn to search for teachers of color in the area you are hiring for; join online group relevant to	Admin team and Special Ed program manager	Completion of Strategies	2017/18 school year	Principals attending recruitment fairs and conducting on-site interviews	

	for Administrators	education and take an active part to increase your networking opportunities. Work with HR to form a clear and concise list of salary AND benefits package to develop a better understanding as well as present a platform for an “apples to apples” comparison to other districts.				Presentation for recruitment of special education teachers	
--	------------------------------------	-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------	--	--	--	----------------------------------------------------------------------------	--

Community Engagement Annual Goal:
Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.

Vital Measure	District Strategic Action	Strategic Actions	Process Lead(s)	Measures	Timeline	Stop Light	EOY Stop Light
Parent Satisfaction Survey	Assess site communication strategies and create recommendation for standards.	Building will develop and follow standard expectations of how/when parents are communicated with (building, department, classroom).	Admin Team, BLC Team	Professional development will be offered to staff by Dec. 2017. Administrative Team will meet with departments monthly during the department meetings to ensure this is tracked and monitored.	Ongoing throughout 2017/18 school year	BLC Minutes - Dec. Call Log	
	Establish a baseline for African American parent satisfaction and create site-based plans and implement strategies to improve satisfaction.	Utilize parent satisfaction data from our African American families to analyze concerns related specifically to our African American families. Parent check-in/class survey about their experience as a parent of a student in an individual class.	BLC	Create a standard email/letter for departments to send.	2017/18 school year	AAPN Meeting Attendance Partnership with Stan Davis	
	Assess African American parent satisfaction and collaboratively develop recommendations	Utilize parent satisfaction data from our African American families to analyze concerns related specifically to our African American families.	Chad Whalley	Score of African American parents on Parent Satisfaction Survey	2017/18 school year	AAPN Meeting Attendance Partnership with Stan Davis	
Community Engagement Baseline	Establish comprehensive list of school district programs and networked resources and feature through communication channels	Share highlights/successes as they occur using screens in commons, sharing photos with Communications and Engagement Officer. During BLC meeting, each department will share upcoming events or activities.	Admin Team/BLC	Departments will share information with BLC and Admin team	Monthly during the 2017/18 school year	STAR Optimist Club Student of the Month	

Facilities & Operations Annual Goal:

Use district resources effectively and efficiently.

Facilities and services meet the needs of our diverse and growing student population and community.

Vital Measure	District Strategic Action	Strategic Actions	Process Owner(s)	Measures	Timeline	Stop Light	EOY Stop Light
Engage in enrollment management planning 2.0.	Facilities can accommodate best teaching practices	With overcrowding becoming a real concern, develop committee and plan for future growth and participate in Secondary Solutions team. Design and propose ideas for best practice without feeling limited by current facilities. Explore mitigation strategies related to the high school to aid in the planning of a referendum in the near future.	Admin Team/Teacher team	PLC Agenda Point Staff Meeting Feedback TLEC minutes	2017/18 school year and into 2018/19 school year	LINK	