



Sun Prairie Area School District

Futures depend on us...every child, every day.

2019-20 Secondary Teaching, Learning & Equity Scorecard

School/Department: Secondary Teaching, Learning & Equity	Administrative Team: Andrea Daniels
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Strategic Goal Areas and Vital Measures	Q1 Progress Monitoring Report	MY Progress Monitoring Report	EOY Goal Report
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Through explicit focus on student achievement, academic growth, gap closing and postsecondary readiness, we will increase the number of schools exceeding expectations on statewide school report cards.

TEACHING & LEARNING

NUMERACY - STUDENT RESULTS POLICY 2

ACHIEVEMENT GOAL	We will increase our overall STAR MATH ACHIEVEMENT scores from ____ to ____ through the implementation of the strategies and action steps listed below.	ACHIEVEMENT		ACHIEVEMENT		ACHIEVEMENT	
GROWTH GOAL	We will increase our overall STAR MATH GROWTH scores from ____ to ____ through the implementation of the strategies and action steps listed below.	GROWTH		GROWTH		GROWTH	

LITERACY - STUDENT RESULTS POLICY 2

ACHIEVEMENT GOAL	We will increase our overall District STAR LITERACY ACHIEVEMENT scores from ____ to ____ through the implementation of the strategies and action steps listed below.	ACHIEVEMENT		ACHIEVEMENT		ACHIEVEMENT	
GROWTH GOAL	We will increase our overall STAR LITERACY GROWTH scores from ____ to ____ through the implementation of the strategies and	GROWTH		GROWTH		GROWTH	

action steps listed below.

ENGAGEMENT AND ATTENDANCE - STUDENT RESULTS POLICY 3, OPERATIONAL EXPECTATION 10

STUDENT ATTENDANCE

We will increase our overall Attendance Rate from **93.17%** to **94.17%**.

STUDENT ENGAGEMENT

In an effort to increase the overall district mean on the Student Engagement survey, we will focus on the following three questions.

- The survey question, *"I am satisfied with my school's efforts to prevent bullying"* from **2.56** to **2.59**.
- The survey question, *"I feel I belong at this school"* from **2.92** to **2.95**.
- The survey question, *"I enjoy going to school"* from **2.55** to **2.58**.

ATTENDANCE

ENGAGEMENT

ATTENDANCE

ENGAGEMENT

ATTENDANCE

ENGAGEMENT

WORKFORCE

EMPLOYEE ENGAGEMENT

In an effort to create an asset-based school district where staff feels engaged in our work as a school district, an increase in the district mean to the survey question, *"All things considered, this District is a good place to work"* from **4.11** to **4.19** or higher.

ENGAGEMENT

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COMMENG

PARENT SATISFACTION

In an effort to maintain and grow strong school to parent partnerships, we will increase our parent satisfaction rate in 2019-20 from **3.62** to **3.76**.

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STRATEGIC BUDGETING	In order to maximize district resources, the instructional vision and strategic plan will be annually aligned to the resource allocation plan.
SAFETY & SECURITY	In order to provide a safe and secure environment that promotes student learning, we will continue to implement and monitor necessary safety and security improvement procedures and processes.

STRAT BUDGET	
SAFETY	

STRAT BUDGET	
SAFETY	

STRAT BUDGET	
SAFETY	

UNIVERSAL INSTRUCTION: NUMERACY - STUDENT RESULTS POLICY 2

MATH Goals:

Achievement:

- We will increase our overall grades 6-10 STAR MATH ACHIEVEMENT scores from _____ to _____ through the implementation of the strategies and action steps listed below.

Growth:

- We will increase our overall grades 6-10 STAR MATH GROWTH scores from _____ to _____ through the implementation of the strategies and action steps listed below.

Strategic Initiatives	Q1	Mid-Year	EOY
STUDENT GROWTH AND ACHIEVEMENT (AT OR ABOVE BENCHMARK)			
<p>PLC & DATA LITERACY, LLT & UNIVERSAL DATA PROCESSES Strategies listed in the section below in LITERACY section should be considered as aligned for UNIVERSAL INSTRUCTIONAL practices.</p>			
<p>UNIVERSAL INSTRUCTION - MATH Through shared facilitation of the Math Curriculum Renewal and Design Committee over the next two years, we will</p> <ol style="list-style-type: none"> 1. Through Student Centered Coaching Cycles, we will deepen the work to build the understanding of classroom teachers, special education teachers, instructional coaches, interventionists, special education program managers, and principals of the core 6-12 Math standards, assessments, district selected curricula, and interventions. (Phase 3: 2019-21) 2. Through the use of a consistent walkthrough tool, we will deepen consistency in the application of Math essential learning standards so that all educators and leaders 6-12 share the understanding of what is priority. (Phase 3: 2019-21) 3. Through the use of walkthrough data and information gleaned through Universal Data Summits, determine adjustments and refinements to the overall scope and sequence, 6-12. 4. Develop recommendations for refinement; pinpoint areas that need closer alignment of instruction, assessment and the standard; identify areas in the curriculum that need supplemental support to achieve the closer alignment stated above; develop a process to get feedback on the adopted curriculum from parents, teachers, students, and administration. (Phase 3: 2019-21) 5. Identify necessary services (gen ed, special ed, EL, ALP) to support meeting student goals. (Phase 3: 2019-21) 6. Assist administrators in the implementation of a consistent numeracy walkthrough tool at the building level, 6-8 and 9-12. Assess results of walkthrough and bring the results and specific examples to the Math Curriculum for learning, feedback and committee input related to a revision of the tool. 			
<p>UNIVERSAL INSTRUCTION - MATH Numeracy walkthrough visits will be conducted twice in the school year used to guide site-based PD/coaching</p>			

<ol style="list-style-type: none">1. Numeracy walkthrough visit notes and related Situation Reports for all 6-12 schools with recommendations will be provided to the Secondary Director of TLE and to members of the Math Steering Committee by Principals and linked in this document2. Evidence will exist that sites followed up with actions based on recommendations			
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UNIVERSAL INSTRUCTION: LITERACY - STUDENT RESULTS POLICY 2

LITERACY Goals:

Achievement:

- We will increase our overall grades 6-10 STAR LITERACY ACHIEVEMENT scores from ____ to ____ through the implementation of the strategies and action steps listed below.

Growth:

- We will increase our overall grades 6-10 STAR LITERACY GROWTH scores from ____ to ____ through the implementation of the strategies and action steps listed below.

Strategic Initiatives	Q1	Mid-Year	EOY
STUDENT GROWTH AND ACHIEVEMENT (AT OR ABOVE BENCHMARK)			
<p>PLC & DATA LITERACY Throughout the 2019-20 school year we will facilitate the fidelity of PLC practices at all 6-12 schools by coaching and monitoring the following:</p> <ol style="list-style-type: none"> 1. Completion of administrative SLOs to support building specific universal achievement and growth goals aligned to the Secondary TLE scorecard 2. Completion of grade level profile analysis aligned with building universal data summits to identify specific students in need of an individual goal plan. Follow through on the creation and monitoring of individual student’s plan until the goal is met. 3. Through specific coaching and monitoring of building level administrators, we will ensure that PLC practices are implemented across all buildings as identified in our district PLC guiding documents available on the District Curriculum internal webpage. 4. Building an understanding of the classroom specific data to identify areas of strength, need or additional coaching. 			
<p>LLT & UNIVERSAL DATA SUMMITS Throughout the 2019-20 school year we will assist building leaders in the assurance of fidelity of the implementation of LLT and Universal Data Summits at all schools by coaching and monitoring:</p> <ol style="list-style-type: none"> 1. Completion of the universal action plans following the data summit 2. Implementation of the universal action plan 3. Completion of the district fidelity measures 4. Utilization of fidelity measure to inform practices 			
<p>UNIVERSAL INSTRUCTION - LITERACY Through shared facilitation of the ELA Curriculum Renewal and Design Committee over the next two years, we will</p> <ol style="list-style-type: none"> 1. Build the understanding of classroom teachers, special education teachers, instructional coaches, interventionists, special education program managers, and principals of the core 6-12 ELA standards, 			

<p>assessments, district selected curricula, and interventions. (Phase 1: 2019-21)</p> <ol style="list-style-type: none"> 2. Collaboratively identify the ELA essential learning standards so that all educators and leaders 6-12 share the understanding of what is priority. (Phase 1: 2019-21) 3. Teach all stakeholders how to highlight and document individual learning priorities so that all team members are clear on what the learning priorities are for students, (including students identified as students with disabilities, EL and ALP) and how those targets relate to the core learning targets. (Phase 1: 2019-21) 4. Identify necessary services (gen ed, special ed, EL, ALP) to support meeting student goals. (Phase 1: 2019-21) 5. Develop an action plan to implement and enhance the ability to provide necessary services. (Phase 1: 2019-21) 6. Assist administrators in the implementation of a consistent literacy walkthrough tool at the building level, 6-8 and 9-12. Assess results of walkthrough and bring the results and specific examples to the ELA Curriculum for learning, feedback and committee input related to a revision of the tool. 			
<p>UNIVERSAL INSTRUCTION - LITERACY</p> <p>Literacy walkthrough visits will be conducted twice (one pilot, one formal) in the school year used to guide site-based PD/coaching</p> <ol style="list-style-type: none"> 1. Literacy walkthrough visit notes and “Literacy Implementation Reports” for all 6-12 schools with recommendations will be provided to the Secondary Director of TLE and to members of the ELA Steering Committee by Principals and linked in this document. 2. Walkthrough will be developed with input from the ELA Steering Committee, who are in Year 1 of the Curriculum Renewal and Design process this year. 3. Evidence will exist that sites followed up with actions based on recommendations. 			

ENGAGEMENT AND ATTENDANCE - STUDENT RESULTS POLICY 3; OPERATIONAL EXPECTATION 10

ATTENDANCE Goal:

- We will increase our overall grades 6-12 Attendance Rate from XX% to XX%.

ENGAGEMENT Goal:

- In an effort to increase the overall district mean on the Student Engagement survey, we will focus on the following three questions.
 - The survey question, *"I am satisfied with my school's efforts to prevent bullying"* from 2.56 to 2.59 (Grades 6-12 from XX to XX)
 - The survey question, *"I feel I belong at this school"* from 2.92 to 2.95 (Grades 6-12 from XX to XX)
 - The survey question, *"I enjoy going to school"* from 2.55 to 2.58 (Grades 6-12 from XX to XX)

Strategic Initiatives	Q1	Mid-Year	EOY
ATTENDANCE			
Coach and monitor the completion of site based, short term attendance plans related to the implementation of existing attendance protocols in order to increase building based attendance rates by the end of the 2019-20 school year. (Joint goal and action plan overlaps with the work of the Student Services department)			
STUDENT ENGAGEMENT			
Coach and monitor the completion of site based e-teams will determine a problem of practice related to equity to develop and implement a plan to address systemic inequities. <ol style="list-style-type: none"> 1. Completion of the e-team action plans 2. Implementation of the e-team action plan 3. Review and continuous improvement of the e-team action plan 			
Coach and monitor the implementation of the specific and targeted actions around the three student engagement questions listed above. Assist building leaders in making links to other areas that will address the questions such as Universal PBIS action plan, bullying action plan and Digital Citizenship plans.			

WORKFORCE FOCUS

WORKFORCE FOCUS Goal:

- In an effort to create an asset-based school district where staff feels engaged in our work as a school district, an increase in the district mean to the survey question, “*All things considered, this District is a good place to work*” from 4.11 to 4.19 or higher. (Grades 6-12 from XX to XX)

Strategic Initiatives	Q1	Mid-Year	EOY
EMPLOYEE ENGAGEMENT			
Certified Staff at all sites have access to high leverage professional development activities that directly align to identified district and site based strategic initiatives.			
Engage 6-12 staff in the work of the Secondary Transition/Current and Second High School Planning Team work.			
The Secondary TLE Team will survey certified educators to verify early in the school year that they have the resources needed to do their job and to be responsive to the needs of educators.			

COMMUNITY ENGAGEMENT

COMMUNITY ENGAGEMENT Goal:

- In an effort to maintain and grow strong school to parent partnerships, we will increase our parent satisfaction rate in 2019-20 from 3.62 to 3.76. (Grades 6-12 from XX to XX)

Strategic Initiatives	Q1	Mid-Year	EOY
PARENT SATISFACTION			
Monitor and support site leaders in the development and communication of site family engagement plans. See District Policy KBA , Procedure KBA-R .			
Engage the Sun Prairie Area School District parent community in the work of the Secondary Transition/Current and Second High School Planning Team work.			

FACILITIES & OPERATIONS

FACILITIES AND OPERATIONS Goal:

- In order to maximize district resources, the instructional vision and strategic plan will be annually aligned to the resource allocation plan.

Strategic Initiatives	Q1	Mid-Year	EOY
STRATEGIC BUDGETING			
Align department budget to identified District strategic initiatives; maintain positive account balance in the Teaching, Learning and Equity Department budget.			

Initial Scorecard Development Date:	7/23/19	Associated Operational and Results Policies	
Finalized Scorecard Date:	7/25/19	Mega Result SR-1	OE-10 Learning Environment/Discipline
Building Administrator Sign Off/Date:	N/A	SR-2 Academics (Literacy)	OE-11 Instructional Program
District Director Sign Off/Date:	7/25/19	SR-2 Academics (Math)	
Senior Leadership Sign Off/Date:	7/25/19	SR-3 Student Personal Development	Links to District Scorecards (update for 19-20)