



Sun Prairie Area School District

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

2019-20 Department Level Scorecard and Action Plan

Department: Athletic and Activities	Director: Eric Nee
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Link to [District Scorecard](#)

Associated Results Policies: [SR-3 Student Personal Development](#)

Teaching, Learning and Equity Scorecard			
District Objective: Increase the number of schools exceeding expectations on statewide school report cards.			
Results Measures	Q1	MY	EOY
Posted quarter and semester grades (GPA)			
Student Engagement Data			
SR-3			

Teaching, Learning and Equity						
Strategic Initiative: Increase the number of high school students involved in athletics and activities exceeding academic expectations.						
Strategy Map:	Balanced Scorecard:		Action Plan:	Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget	
Students involved in athletics and activities exceeding academic expectations.	Quarter, semester, and end-of-year GPA	3.32 GPA	June 2020	All head coaches will set a focus goal around their athletes' academic success. Coaches will set strategies on how to meet their goal.		

	Posted grades		Number of reports Quarter, semester, and end-of-year GPA	Provide coaches with posted grade reports to notify them of student academic progress. Coaches will be provided with in progress grade reports.				
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Teaching, Learning and Equity
Strategic Initiative: Increase student engagement for students involved in athletics and activities.

Strategy Map:	Balanced Scorecard:		Action Plan:			Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget			
Seek to maintain participation rates while working towards equitable participation in line with our district mission and vision.	SR-3	Athletics: 40% participation rate Activities: 44% participation rate	May 2020	Student discussion log. Explore new teams and clubs. Student end-of-year survey. Coffee with the Athletic Director. Communication log with stakeholders.				

Workforce Focus Strategic Goal:

District Objective: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.

Results Measures	Q1	MY	EOY
Hiring Data			
Staff Engagement Data			

Workforce Focus Strategic Goal:

Strategic Initiative: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.

Strategy Map:	Balanced Scorecard:		Action Plan:			Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget			
Increase the number of staff members believing the athletic and activities department is a good place to work.	Coach and Advisor survey	Results greater than 80%	Fall, winter, and spring season	Rounding with coaches and advisors. Completion of onboarding checklist.				
Staff have access to high leverage professional development activities that directly align with site and district strategic plan and that will clearly impact student learning.	List of workshops offered	100% of coaches have access to workshops	June 2020	June coaches workshop. Sport specific clinics.	Professional Development Budget	Sport Specific Registration		
Retention Strategy: Set clear goals and expectations with staff and provide feedback throughout the year. Implement a system that recognizes employees for good performance.	Coach and Advisor Surveys	Results greater than 80%	Fall, winter, and spring season	Rounding journal. Thank you cards. Pre-season meeting. Evaluations.				

<p>Recruitment Strategy: Develop a personal “short list” of potential candidates of color; promote the district’s benefits; and periodically send brief emails to potential candidates providing information about current events in the athletics and activities department and provide updates on recruitment opportunities.</p>	<p>Completion of strategies</p>	<p>All posted jobs filled</p>	<p>June 2020</p>	<p>Attend recruitment fair.</p> <p>Ensure jobs are posted where all candidates have the opportunity to view it.</p> <p>Work with our district community partners to help promote job openings.</p>				
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Community Engagement Annual Goal:

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

Results Measures	Q1	MY	EOY
Parent and Family Engagement			

Community Engagement Annual Goal:

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

Strategy Map:	Balanced Scorecard:		Action Plan:			Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget			
Excel in building relationships and serving stakeholders.	Parent Satisfaction Survey Exit Slips	Increase parent satisfaction from a 3.62 to 3.76.	June 2020	Communication logs. Coffee with the Athletic Director. Referendum showcases. Naming, Mascot, and Logo Committee. Sheehan Park Committee.				
Facilitate online code meeting and freshmen athletic orientation.	Link to code meeting and data on who viewed it Feedback forms	Increased participation from 2018-19. 150+ for code meeting 100+ for freshman orientation.	September 2019-May 2020	Code meeting and orientation documentation.				
Facilitate all booster club meeting and bi-weekly emails.	# of emails sent Copy of emails	Bi-weekly emails and positive feedback.	September 2019-May 2020	Agenda. Communication logs.				

Community Outreach Night for youth in the community.	# of participants # of teams and coaches	Increased participation from 2018.	September 2019	Outline for evening.				
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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.

Results Measures	Q1	MY	EOY
Ashley Field Plan/Project			
Second High School Athletics and Activities Facility and Grounds Plan			
Athletic and Activities Configuration Plan			
Strategic Based Budget			

Facilities & Operations Annual Goal:

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

Strategy Map:	Balanced Scorecard:		Action Plan:			Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget			
Ashley Field Project	Site plans % of work completed Meeting minutes	Completion of all steps to open Ashley Field in August 2020.	August 2020	Bi-weekly committee meetings with Bray. Skype meetings with Bray. Meetings with Findorff.				
Second High School Athletics and Activities Facility and Grounds Plan	Site plan Meeting minutes	Plans completed to start construction in 2020.	June 2020	Bi-weekly committee meetings with Bray. Skype meetings with Bray. Meetings with Findorff. Core Planning Team meetings.				

Athletic and Activities Configuration Plan	Initial plan developed Job descriptions	Organization chart and job descriptions completed.	June 2020	Athletics and Activities Configuration Committee. Discussions with other districts. Initial plan. Updated evaluations.				
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Strategy Map:	Balanced Scorecard:		Action Plan:			Q1 11/15	MY 1/15	EOY 6/30
Objectives	Measurement	Target	Timeline (by when)	Supporting Initiative	Budget			
Strategic based budgeting	Balanced budget	Approved 2020-2021 middle school and high school budget.	June 2020	Budget initiatives from coaching staff. Middle school budget meeting.		September Meeting		