

Horizon Elementary School 2022-23							
Culture of Educational Excellence							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	
Experiences	Implement Rigorous and Coherent Teaching and Learning by:	Process: Evidence of PLC notes that include universal academic screener and other assessment data (K-5) to plan for universal, supplemental and intensive instruction in literacy and math. <a href="#">Sample Instructional Coach Schedule</a>	<a href="#">PLC Agendas</a>			<a href="#">PLC Data Review - January 2023</a>	<a href="#">PLC Agendas PLC ALE</a>
	Plan for universal, supplemental and intensive instruction using universal academic screener and other assessment data as Professional Learning Communities (fixed)	Outcome: % on level 3rd grade reading and math end-of-year Fastbridge assessment	Reading: 62.3% Math: 68.9%	Reading: 72% Math: 79%	Reading: 63% Math: 69.8%	Reading: 71.4% Math: 65%	
Environment	Implement a Culture of Care by:				All major behavior errors continue to be entered into IC	All major behavior errors entered into IC	
	Consistency in documentation of behavioral errors and use of data to inform building-wide proactive instructional practices (fixed)	Infinite Campus behavioral management report	Behavioral errors are entered in IC	All schools enter the defined major behaviors in Infinite Campus consistently			
	Responsive Classroom strategies implemented in all elementary classes (fixed)	Outcome: % increase on identified SEL standards measured by climate/culture survey data from fall to spring <a href="#">SEL Survey Goal Setting Guide</a>	71% of students answered favorably (answering "sort of" or "definitely") to the question "I set goals for myself" on the Fall SEL survey	76% of students will answer favorably (choosing "sort of" or "definitely") to the item "I set goals for myself" on the Spring SEL survey		74% of students answered "sort of" or "definitely" to the item "I set goals for myself" on the Winter SEL survey	66.3% of students answered favorably (choosing "sort of" or "definitely") to the item "I set goals for myself" on the Spring SEL survey
	Horizon Initiative: Use section 9 of assessment tool (responding to misbehavior)	Process: Evidence of completion of Pre/Post Assessment Reflection for at least 1 section in each PLC; RC Assessment Tool for Teachers  **Chosen Theme: Problem Solving Strategies  Evidence of planning and delivery of Responsive Classroom strategies based on the <a href="#">RC Assessment Tool for Teachers</a>  **Chosen Theme: Problem Solving Strategies	<a href="#">Problem Solving Strategies (section 10) baseline results</a> of 3.8 (completed 11/15/22)	Completion of pre-test and post-test assessments and evidence of implementation of RC professional development	<a href="#">Problem Solving Strategies reviewed during Jan. site-based PD for all staff</a>	<a href="#">Problem Solving Strategies (section 10) end of year results</a> of 3.9	
Equity	Implement Disrupting Inequities by: <a href="#">Race and Equity Team Problem of Practice and Goal 2022-2023</a>	Evidence of site specific POP aligned to site scorecard, site SAIL plan, and data metric that isolates race.	<a href="#">E-Team POP</a>	We will increase our literacy achievement for our Black/African American students from 58% meeting benchmark in the fall to 68% meeting benchmark in the spring and increase our literacy achievement for our Hispanic/Latinx students from 51% meeting benchmark in the fall to 61% meeting benchmark in the spring based on the Fastbridge Universal Screener (KG & 1st grade: Early Literacy composite and 2nd-5th grade: aReading assessment)	53% of our Black/African American students and 43% of our Hispanic/Latinx students met benchmark on the Winter Literacy Fastbridge Universal screener	59% of our Black/African American students and 50% of our Hispanic/Latinx students met benchmark on the Spring Literacy Fastbridge Universal screener	
Instructional Framework	All schools will implement Year 1 expectations of instructional framework practice profiles	Evidence within site based 100-Day Plans	100 Day Plans <a href="#">Fall</a>   <a href="#">Winter</a>   <a href="#">Spring</a>	Complete action steps in 100 Day Plans	<a href="#">Horizon Winter 100 Day Plans</a>	<a href="#">Horizon Spring 100 Day Plans</a>	
Exceptional and Diverse Staff							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	
Exceptional staff	Create an environment of engagement and acknowledgement for employees by:  Execution of Stay Interviews with School based initiatives based on stay interview data from previous year (fixed) <i>Supervisors conduct stay interviews with at least one employee in each of the employee groups they supervise or 4 total employee interviews by February 15 if a supervisor does not supervise all 4 employee groups.</i>  Horizon Initiative: Our Horizon PBIS Outreach Committee will coordinate monthly efforts to acknowledge staff and support each other: <a href="#">PBIS at a Glance</a>	School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work."	2021-22 Survey data 80.6% of employees agreed to the statement "All things considered the district is a good place to work."	Increase the percentage of employees agreeing to the statement "All things considered the district is a good place to work." by 4%  <a href="#">Stay Interview Process Document</a>	<a href="#">Stay Interviews completed by Michelle Kelly and Kelley Goplen 2/9/2023</a>	97% of staff agreed "All things considered the district is a good place to work."	
Communication and Community Engagement							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	

Communications and Community Engagement	<a href="#">Execution of the School Communication Playbook (fixed)</a>	<p>Outcome:            SP Survey Question: "I am satisfied with the communication that comes from the school."  <a href="#">Horizon Communication Survey - Eng.</a>  <a href="#">Horizon Communication Survey - Esp.</a>  <a href="#">Horizon Family Engagement Plan 22-23</a></p>	Dipstick to find baseline data - We had one person take the Nov. baseline survey (marked satisfied). <a href="#">Results here.</a> Resent in January 2023: 94 responses: 66% very satisfied & 34% satisfied	Goal: 80% or higher satisfied or very satisfied by spring 2023	<p>January 2023: 94 responses: 100% satisfaction rate            66% very satisfied &amp; 34% satisfied <a href="#">Results here.</a></p>	<p>May 2023: 60 responses: 97% satisfaction rate            72% very satisfied &amp; 25% satisfied <a href="#">Results here.</a></p>
	<a href="#">Collaborative Development of a Family Engagement Plan (Elementary, Secondary) with Diverse Caregiver Parent Voice (flexed)</a>	<p>Process: Execution of the School Communication Playbook</p> <p>SP Survey Question: "I feel I belong as a part of the school community."</p>	<p><a href="#">Rounding Form</a> will be the tool that we will use when Patti rounds with each Principal in November/ December</p> <p>2021-22: 76% --28% strongly agree and 48% agree</p>	Complete actions steps in Communication Playbook - use the checklist and rounding form for guidance.	2022-23 Goal: Increase to 76% or higher agree or strongly agree	<p><a href="#">Nov. 21, 2023 Rounding Form</a></p> <p>January 2023: 96 responses: 97% satisfied or very satisfied</p>
<b>Facilities and Finance</b>						
<b>Scorecard Domain</b>	<b>Initiative</b>	<b>Measure:</b>	<b>Baseline</b>	<b>Goal</b>	Mid-year	End-of-year