

Digital Media, Innovation and Strategy							
Culture of Educational Excellence							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	
Experiences	Implement Rigorous and Coherent Teaching and Learning by: Plan for universal, supplemental and intensive instruction using universal academic screener and other assessment data as Professional Learning Communities	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	Link to PLC notes	100% of schools		100% of schools have PLC notes shared and PLC notes show some evidence of key indicators of effectiveness	
		Reading Outcome- % on level 3rd grade reading end-of-year Fastbridge assessment		57.70%	60.80%	54.50%	55.80%
		Math Outcome- % on level 3rd grade math end-of-year Fastbridge assessment		57.80%	60.80%	61.70%	63.70%
Equity	Disrupt Inequities by: * Directors will co-coach the site based E-Team problems of practice	Process: Evidence of coaching	SP 100 Leadership Coaching Assignments SP100 Leadership Coaching Model	100% of assigned schools	14/16 in progress and on track	all assigned schools received leadership coaching	
Culture of Engagement and Inclusion							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	
	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	Retention data disaggregated by employee type and racial identities	86% Overall Employee 86 % Professional Educator 94% Administrators 94% Administrative Support 82% Support Staff 82% Staff of Color	90% of overall benefit eligible staff in good standing are retained by the District and the retention rate in each employee group and staff of color increases.		90% Overall Retention Rate 91% Professional Educator 94% Administrators 94% Administrative Support 87% Support Staff 88% Staff of Color	
		School Perceptions Staff Survey results disaggregated by employee type and racial identities surrounding the question, "All things considered the district is a good place to work."	62.5% Overall Employee 48.2% Professional Educator 96.6% Administrators 68.1% Administrative Support 78.6% Support Staff 52.7% Staff of Color	Overall percentage of employees responding with agreement increases by 10%, and increases in each disaggregated employee group		85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 68.1% Administrative Support 91.4% Support Staff 61.3% Staff of Color	
Communication and Community Engagement							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	
Communications and Community Engagement	Dept Collaboration and Engagement Plan for the SPASD Instructional Framework (Practice Profile) Cascaded, flexed	Instructional Framework Communication Plan Completion	Communication plan created, implemented				
	Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan	Successful referendum	Successful referendum	Referendum Successful Referendum	Referendum Successful Referendum	
	DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed	DMIS Representatives Identified and Participate DSC E-Team Roster Service Excellence Team Roster	Dept member in attendance for each	E-Team SET	E-Team - yes SET - yes	E-Team - yes SET - yes	
Facilities and Finance							
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year	