

Community Schools Department

Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Equity	Implement Disrupting Inequities by coaching site coordinators to match family and community partnerships to support solutions for their site's problem of practice Cascaded, flexed (Problem of Practice)	Coaching sessions occur and a record of coaching sessions exists; partnerships are named and aligned with site POP. Evidence will include documentation of the problem of practice and partnerships and programs aligned to addressing the problem of practice.				
Culture of Engagement and Inclusion						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Exceptional staff		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
		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	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 employee responding with agreement increases by 10%, and increases in each disaggregated employee group.	
Communication and Community Engagement						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
		A. Each Site Leadership Team should have 1-2 representatives from the following groups to ensure representation of the school attendance area neighborhoods: school administration, school staff, students (if age appropriate), family members, community organizations, faith-based organizations, local government. Evidence will include each community school site Site Leadership Team roster and notes from Site Leadership Team meetings.	SLT Rosters and Notes with Attendance	Site leadership teams have regular attendance by 75% of its members.	2/6 sites have all stakeholders represented. All sites have at least five of the stakeholder groups represented.	All sites had Site Leadership Teams active with at least four of the stakeholder groups participating across all sites. 4/6 sites have all stakeholders represented.
		B. Site Leadership Team will set clear goals with 100 day measurements to support the focus areas of the SAIL plan. Evidence will include each site needs assessment and aligned goals/measures.	100 Day Plans SLT Notes	Site leadership teams have identified 1-2 goals.	5/6 sites have set goals with their Site Leadership Team.	5/6 sites have set goals with their Site Leadership Team.

	<p>SITE: Sites with a Community School Placement (or future destination):</p> <p>A. Each community school will have a Site Leadership Team that is representative of their school attendance area neighborhoods that will provide community support and strategy for 1-2 focus areas of the school's SAIL plan</p> <p>B. Each community school site will create a needs and asset map based on qualitative and quantitative inputs</p>	<p>C. Each community school site will host 4-6 community listening sessions with site stakeholders (students, families, staff, community members) using the Harwood model Elementary: August/September Secondary: March/April</p>	<p>Site Plans & Notes for Community Conversations</p>	<p>4-6 Community listening sessions complete and data collected for all community school sites.</p>	<p>2/4 elementary sites held four listening sessions. 4/4 elementary sites have held at least one session and have the remaining scheduled. Secondary are planning for spring.</p>	<p>All sites have held Community Conversations with students and staff. The team struggled to get caregivers for 90 minutes conversations; however, they captured caregiver voice through surveys and smaller conversations at school events.</p>
	<p>Revise data analysis plan for Community Schools</p>	<p>Evidence will include: A. Documentation of active use of quantitative and qualitative data for needs assessment that drives community schools work B. A plan to monitor the short and long term impact of the community schools is in place by February 2023 and in use by the end of June 2023.</p>	<p>Community Schools Data Project Task Tracker</p>	<p>Indicators and process to measure Community School impact are created and being used at each site as evidenced by site based data dashboards.</p>	<p>Data collection pilots are occurring with plans to implement across all sites by the end of February. Mid Year Impact Report will also collect data across all four pillars of Community School work as a public-facing progress report to the community.</p>	<p>Pilot completed at elementary schools. We have a clearly identified process for tracking and measuring student results through eduClimber. Link to the Elementary Data Dashboard June 2023</p>
	<p>Dept Collaboration and Engagement Plan (Practice Profile) Cascaded, flexed</p>	<p>Evidence will include: A. Weekly Facebook posts for each site B. Monthly Community School Newsletter with sections highlighting a shared theme at each site C. Monthly (minimum) school newsletter communication regarding community schools D. Updated website calendar with all annual programs and events</p>				<p>Website Calendar, Facebook Page, Monthly Newsletter and email an update. Community School updates are a part of the all staff newsletter and site newsletters</p>
Communications and Community Engagement	Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan				
Facilities and Finance						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Operational excellence	Listed as contributory and participatory for department leader					