

Department of Systemic Equity and Inclusion Department 2022-23

Culture of Educational Excellence

| Scorecard Domain | Initiative | Measure: | Baseline | Goal | Mid-year | End-of-year |
|------------------|--|--|---|-------|----------|-------------|
| Equity | Implement Disrupting Inequities by: Cascaded, flexed (Problem of Practice) | Metrics determined by sites Problems of Practice | Race and Equity Team Purpose, Problem of Practice, and Goal 2022-2023 | 21/21 | 13/21 | 21/21 |
| | Inservice of disrupting inequity, the director will co-coach site based E-team problems of practice. | | E-Team POP Coaching Schedule 2022-2023 | 21/21 | 13/21 | 22/21 |

Culture of Engagement and Inclusion

| 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 | 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 employee 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 | | | | |
| | | Support Referendum Communication Plan Cascaded, fixed | Referendum Communication Plan | Successful referendum | Successful referendum | |
| | DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed | DSEI Representatives Identified and Participate DSC ETeam Roster Service Excellence Team Roster | connect with Chandu on SE | | | |

Facilities and Finance

| Scorecard Domain | Initiative | Measure: | Baseline | Goal | Mid-year | End-of-year |
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