

Special Education and Student Services 2022-23						
Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year (2/1/23)	End-of-year
Experiences	(Secondary) Implement Rigorous and Coherent Teaching Practices * Deliver social emotional learning instruction in all secondary classrooms	Process: Secondary SP30 Calendar developed Students with social/emotional/behavioral disability related needs will have IEP goals that are aligned to SEL competencies. Lesson/unit planning documents include SEL standards and reflect special education/student services staff participation. Lesson/Unit planning documents for self-contained secondary special education classes contain evidence of SEL integration. Special ed team meeting notes from each secondary school will contain evidence of each coordinator's work with their team to use SEL competencies to inform IEP goals AND to integrate SEL competencies	Student Services Scorecard Implementation Monitoring Secondary SSL Agenda	100 % of schools (3 MS + 3 HS)	1/6 schools	6/6 schools (preponderance of evidence)
Environment	(Secondary) Implement a Culture of Care by: * Implementation of expanded restorative practices (Second Step/Social Emotional Learning/Developmental Designs/Restorative Justice at middle school, Social Emotional Learning/Developmental Designs at HS)	Process: Evidence of special ed & student services staff participation on the building leadership teams that are defining this work in each secondary building (meeting minutes and attendance for the appropriate teams in each building).	Student Services Scorecard Implementation Monitoring Secondary SSL Agenda	100% of schools (3 MS + 3 HS)	4/6 Schools	6/6 schools
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 Assigned to Bird, Meadow View, Northside, Horizon, SPHS East, SPHS West. Following the SP100 Leadership Coaching Model in conjunction with our TLE 100 day plans for 22-23.	100% of schools assigned	In progress and on track (14/16 meetings)	6/6 schools received coaching following SP100 Leadership coaching model.
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.	8 stay interviews completed	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 Support Referendum Communication Plan Cascaded, fixed	Process: Instructional Framework Communication Plan Completed	Instructional Framework Communication Plan developed	Implement instructional framework communication plan		
		Process: Referendum Communication Plan	Attended 3 referendum communication events	Contribute to successful referendum	100% of schools	
	DSC Leadership Representatives (SET and DSC Eteam) Cascaded, flexed	Student Services Representatives Identified and Participated in DSC ETeam Roster (R. Mahal) Service Excellence Team Roster (S. Pogue)	Staff assigned to both teams and attending meetings.	Achieve the measure		
Facilities and Finance						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year