

**Nutrition Department**

**Culture of Educational Excellence**

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Equity	School Nutrition staff are lacking exposure to Equity Training. We will provide 4 hours of Equity Training for our Nutrition Staff so that we are honoring the diversity within our nutrition team and between our team and students. Our goal is to develop empathetic and supportive relationships within the Nutrition Staff and between staff and students. These will be the tools to help in fulfilling our School District's Equity Vision.  Increase the number of culturally diverse menu items for customer satisfaction and better understanding of cultural cuisine.	4 hours of Equity Professional Development Training during required professional development days. Comparing the percentage of White Employees who have completed Equity Training at the baseline versus the end of the year. Taste test eight different recipe items with students and add four items to the menu during the school year.	Equity: 0 hours Start of 2022-23 Year: Non-White Staff of which 2 of 29 has received equity training (93% have not received training). Menu items: 0	Equity: 4 hours of Training 90% of White Employees will complete 4 hours of training Menu items: 4 items	Equity: 3.75 hours offered  <a href="#">Culturally Diverse Foods - 2022-23</a>	<a href="#">Equity</a> : 6 Hours of Equity Training Classes offered. 90% of White Staff (26 of 29 white staff) completed the requirement. Completed <a href="#">Student Food Sampling</a>

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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.	Retention Rates are above 90% however it is too early to provide a determination	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.	Twelve stay interviews completed - Barb Waara 6, Kathy Walker 6	85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 68.1% Administrative Support 91.4% Support Staff 61.3% Staff of Color
	Plan for Leadership classes throughout the 2022-23 school year - 3 all staff and 7 lead staff leadership trainings	Attendance and completion data	No past initiatives	3 all staff and 7 lead staff trainings	7 of 10 <a href="#">Classes Completed</a>	Leadership Challenge Completed

**Communication and Community Engagement**

Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Communications and Community Engagement	Dept Collaboration and Engagement Plan (Practice Profile) Cascaded, flexed	Pick an initiative in your area and run through the Practice Profile. Use an existing initiative, no need to create something new. Focus on engagement practices around this initiative.	<a href="#">Nutrition Practice Profile: Leadership Challenge</a>	Each department will run a scorecard initiative through the practice profile template.		Leadership Challenge Completed
	Department Collaboration and Engagement Plan: Facebook posting at least every other week highlighting department activities, menu items & nutrition analysis. Bi-weekly updates of departmental activities communicated through staff newsletters	Bi-weekly additions to district staff newsletter	Sporadic updates in LBLF & District Newsletter	Bi-weekly updates for staff in <a href="#">LBLF, District Newsletter</a> & <a href="#">Nutrition Staff News</a>		Complete
	Support Referendum Communication Plan: Share information on referendum with staff members at staff meeting.	Referendum Communication Plan: Shared at staff meeting	N/A	100% of communications sent to Nutrition Staff	<a href="#">Referendum Successful "Road-show"</a>	Complete
	DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed	Barb Waara: SET Kathy Walker: E-Team Regular involved attendance at meetings	1 staff	2 staff	E-Team - 75% attendance (6 of 8 mtgs) SET Team 67% attendance (4 of 4 mtgs and 2 events)	E-Team: Kathy attended 9 of 11 mtgs-82% SET Team: Barb attended 6 of 8 mtgs-75%

Culture of Operational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Facilities and Finance	Invest \$380,000 in equipment/capital improvements	See below	\$355,000 Investment	<a href="#">\$380,000 Investment</a>		Completed w/several exceptions. Discontinued due to retirement
	Add freezer/cooler to C. H. Bird building so that current freezer space can be moved to free up space for food preparation areas and to add needed space for food and supplies storage.	Contract with consultant to provide a 20-year space solution.	N/A - add on to the building	Estimated at 180 square feet of added storage.	Due to my retirement in June this project has ben put on hold	Discontinued due to retirement
	Update equipment replacement plan with overarching goals of equipment age and enhancement of food quality.	<a href="#">Completion of updated plan</a>	Current Plan			Completed