

Secondary Teaching, Learning & Equity 2022-23

Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Experiences	Implement Rigorous and Coherent Teaching by: Deliver social emotional learning instruction in all secondary classes	Process - Evidence of implementation of SP30 lesson plan sequence		Implement SPASD ACP Scope/Sequence	3/3 MS and 2/3 HS have SP30 calendars with lessons	5/6 met goal (PPA did not create SP30)
		Process - Evidence of SEL standards in lesson/unit plans in all secondary classes		Secondary PLC Notes	MS/HS: 2/6 schools have Lesson Plan/Unit/PLC notes/agendas that show SEL standards embedded in lesson plans	5/6 met goal (PVMS made progress, but did not meet goal)
		Outcome: HS - Passing rate for SP 30 MS - Second Step evidence of teacher delivery MS/HS - Xello lesson completion			MS Second Step Lesson Completion added to 2/3 school scorecards MS Xello Lesson Completion Rate added to 2/3 school scorecards HS Xello Lesson Completion/Passing Rate for SP30: 94.28%	6/6 met goal
		Outcome: % increase on identified SEL standards measured by climate/culture survey data from fall to spring			MS/HS: Mid-Year Internal SEL Survey Response Data 5/6 schools mid-year surveys completed/scheduled	4/6 met goal (CHMS and SPW made progress but did not meet goal)
Environment	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 high school	Process - evidence of fidelity to learning walks implementation in the fall and spring *MS - documentation of RJ circles held across 2022-23	Two Lowest Indicators: MS: I have skills to solve conflicts and overcome differences: 42.5% definitely I set realistic goals and work to achieve them: 42.2% definitely HS: I can creat plans to address needs and solve problems in my community: 45.7% definitely I can recognize barriers to success and know how to overcome them: 47.6% definitely	MS: skills 45.5% definitely goals 45.2% definitely HS: create plans 48.7% definitely recognize barriers 50.6% definitely	MS/HS: Learning Walk Implementation Data linked in school scorecards MS: Documentation of RJ Circles held linked in 3/3 MS school scorecards	6/6 met goal
		Outcome: % growth measured on fall and spring learning walks rating scale tool		Use goal setting chart to determine goal		4/6 (CHMS and PVMS made progress but did not meet goal)
Equity	Disrupt Inequities by: * Directors will co-coach the site based E-Team problems of practice	Process - Evidence of coaching Race and Equity Team Problem of Practice and Goal 2022-2023		6/6 Sites Coached following the SP100 Leadership Coaching Model in conjunction with our TLE 100 day plans for 22-23.	4/6 POP Identified, 6/6 Sites Coached	6/6 met goal

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 85 % 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
			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
		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				
		Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan	Successful referendum	Successful referendum	Referendum Successful
		DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed	Secondary TLE Representatives Identified and Participate DSC E-Team Roster Service Excellence Team Roster			

Facilities and Finance

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