

SCORECARD

Business Services

Strategic Alignment	Initiative/Goal Statement	Measures & Evidence	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY/JUNE
<b>Equity: Disrupting Inequity</b>	Problem of Practice #1: Focus on equity in discretionary building budgets by gathering data including demographic data like race, identifying inequities across the district, and creating an action plan to address those inequities (specifically field trips, staffing, and teacher budgets).	Budgets are examined by LC. Business Services meeting agendas have equity training and book study	Entire 2023-24	Phil Frei	Field trips have been reviewed for equity at each school	15 schools have reviewed field trip, consumable budgeting, and staffing	Initial data has been collected on field trips and first meeting with building leaders occurred on 11/30. The business services team has started the book study; Ch. 1)	Initial data has been collected on field trips and first meeting with building leaders occurred on 11/30 and 2nd meeting was on Jan. 18, 2024. The business services team has started the book study; Ch. 1, 2,3 and 4. Elementary schools have agreed on a standardized allocation for art, PE, and music. The classroom teacher allocations are consistent.	The Leadership Collaborative met on Nov. 30, 2023 and on Jan. 18 and April 28 of 2024 to work on field trips. Also, much work happened between meetings. Some issues were found at the elementary level and those issues have been addressed. Some work still needs to happen on Policy IICA. Consumable school budgets were reviewed and no issues were found. The business services completed it's book study on "Equity and Equality in the Workplace".
		Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Fall/Spring	Phil Frei	100% of Required Stay Interviews Completed in 2022-2023	-100% of required stay interviews are completed.	-100% of required stay interviews are completed.	-100% of required stay interviews are completed.	
<b>Exceptional Staff</b>	Create an environment of engagement and inclusion for employees through the execution of Stay Interviews (fixed) and the execution of a specific district-based initiative related to staff retention based on stay interview data from previous two years (fixed)"Create an environment of engagement and inclusion for employees by: Execution of Stay Interviews (fixed) Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities (fixed)	School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work."	Spring/Spring	Phil Frei	Spring of 2023 Staff Survey Results Agreeing with the statement 85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 88.6% Administrative Support 91.4% Support Staff 61.3% Staff of Color"	The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "All things considered the District is a good place to work" will continue to increase each year until 80% is reached.			Spring of 2024 Staff Survey Results 86.8% Overall Employee 84.1% Professional Educator 100% Administrators 98.3% Administrative Support 90.4% Support Staff 71.9% Staff of Color
		Retention Rate of employees	Spring/Spring	Phil Frei	90% Overall Retention Rate 91% Professional Educator 94% Administrators 94% Administrative Support 87% Support Staff 88% Staff of Color""	-90% or higher retention rate of all employees and increase all subgroups to at least 90% retention			90% Overall Retention Rate 90% Professional Educators 92% Administrators 96% Admin Support 88% Support Staff 90% Staff of Color

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<b>Communications and Community Engagement</b>	Excel in how we collaborate and communicate with all staff and careholders and build relationships that promote positive outcomes for students. Pick an initiative in your department and run through the Practice Profile. Use an existing initiative from your 2023-24 scorecard, no need to create something new. Focus on engagement practices around this initiative. (flexed) --Equity in discretionary building budgets (field trips, staffing, teacher budgets).	<a href="#">Business Services Collaboration and Communication Plan</a>	Entire 2023-24	Phil Frei	0% completed as of 7/1/23	100%	Initial data has been collected on field trips and first meeting with building leaders occurred on 11/30.	Initial data has been collected on field trips and first meeting with building leaders occurred on 11/30 and 2nd meeting was on Jan. 18, 2024.	
<b>Operational Excellence</b>	Study and pilot electronic check request process within Skyward.	Completion of action plan steps for study, pilot, and implementation	Entire 2023-24	Rhonda Page	0% of check preps are paperless	10%	10%	30%	40%
	Study long-term budget forecast and implications for stabilization of 24-25 budget and beyond.	Completion of action plan steps for study, pilot, and implementation	Entire 2023-24	Phil Frei	25% completed as of 7/1/23	100%	25%	50%	100%