Strategic Alignment	Initiative/Goal Statement	Measures (Fixed)	Monitoring Expectation (Fixed)	Evidence (Flexed)	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY/JUNE
Environment: Culture of Care	Create a culture of care by increasing implementation of Restorative Justice Practices across secondary and 3 identified elementary schools (Westside, Meadow View, and CH Bird)	Completion of RJ Implementation Training for all secondary schools and the 3 identified elementary schools (Westside, Meadow View, and CH Bird)	Bi-weekly meeting with RJ coaches, reviewing the Walkthrough, Restorative Harm Conversation, and Community Circles data		spring to spring	Michael			Trainings occured on 8/22, 8/23, 8/25 and 10/2. Bi-weekly	RJ coaches meet weekly with DSEI Director meeting	All sites are trained and implementing RJ practices.
Equity: Disrupting Inequity	Disrupt inequities by coaching site-based localized initiatives to address equity-focused Theories of Action through the 100 day plans (integration of PoP into goals):	TDB based on site selected PoP, Coaching Notes	Monthly TLE Directors coaching of sites using coaching protocol	SP100 Coaching agendas for SPWHS, CH, and/ or PV	spring to spring	Michael				Site coaching meetings happened as scheduled for SPWHS, PMMS and CH	Site coaching meetings happened as scheduled for SPWHS, PMMS and CH
	Disrupt inequities by coaching DELT to address equity-focused iniatives aligned to our district vision, mission, and equity framework	monthly coaching meetings/ Impact feedback from DELT members	Monthly coaching meeting data and feedback	DELT Agenda	spring to spring	Michael				Monthly DELT Meetings happen with agendas linked in respective cabinet meetings	Monthly DELT Meetings happen with agendas linked in respective cabinet meetings
Exceptional Staff	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)	Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Completion of stay interviews	Completion of stay interviews	Fall/Spring	Michael	100% of Required Stay Interviews Completed in 2022-2023	-100% of required stay interviews are completed.		DSEI Director completed 4 out of 3 required stay interviews as of Frnruary 15, 2024	DSEI exceeded the goal of 3 stay interviews by 1
		School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work."	Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities	Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities	Spring/Spring	Michael	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	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	Michael	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
	By successfully implementing strategies focused on providing a staff demographic matching our student demographics through actively participating in specific job fairs at HBCUs and colleges/universities we recognize as having a high percentage of education candidates of color then there will be a: -5% increase in applicants self-identifying as applicants of color for Professional Educator and Administrator positions	Percentage of applicants self-identifying as being applicants of color		Percentage of applicants self-identifying as being applicants of color	Spring/Spring		17.7% of Administrator applicants self-identified as an applicant of color in the 2022-2023 School Year	-5% increase in applicants self-identifying as applicants of color for Professional Educator and Administrator positions	-23.6% of Administrator applicants self-identified as an applicant of color through November 1st -30.6% of Professional	-26% of Administrator applicants self-identified as an applicant of color through February 15 -31.3% of Professional	-22.8% of Administrator applicants self-identified as an applicant of color -26.8% of Professional Educator
Communications and Community Engagement	Create a culture of engagement and inclusion through equity and excellence for continuous improvement by implementing the SPASD SCO Equity Model at elementary.	Equitable access to staff appreciation funds through monthly events and a standardized budget for staff appreciation week funded by SCOs.									
	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) --List department project	Dept Collaboration and Engagement Plan (Practice Profile) Cascaded, flexed	Completion of the reading/literacy communication plan								
Operational Excellence	Ensure operational excellence by building awareness through participation in collaborative data analysis for equity in budgeting through a focus on identified spending categories (fixed): field trips, teacher assigned consumable spending, staffing	Participation of leaders from each building in collaborative data analysis sessions throughout the year. (Identification of key inequities to be addressed through collaborative planning in 2024-25.)									