

SCORECARD											
Student Policy and School Operations											
Strategic Alignment	Initiative/Goal Statement	Measures	Monitoring Expectations	Evidence	Timeline	Process Owner(s)	Baseline Data	GOAL	NOVEMBER	MARCH	EOY/JUNE
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)	School sites received coaching (Link to Strategic Webpage)	Site Level: Evidence of identified and completed strategic actions in SP100 plans to disrupt the identified inequity data point. Evidence of the Student Services Leader's participation in the SP100 process and the 100 day plan implementation. District Level: Development and facilitation of SP100 process, completion of SP100 Coaching Cycles, and Evidence of completion of TLE SP100 action items	SP100 Coaching data review/analysis SPASD Fall SP100 Professional Learning	Monthly through May, 2024	Engdahl	0%	100%	15 of 15 sites have approved Problems of Practice and strategic actions to disrupt identified inequities captured in their Fall and Winter SP100 plans.	15 of 15 sites have approved Problems of Practice and strategic actions to disrupt identified inequities captured in their Fall and Winter SP100 plans.	15 of 15 sites have approved Problems of Practice and strategic actions to disrupt identified inequities captured in their Fall and Winter SP100 plans.
Exceptional Staff	Completion of stay interviews as evidenced by data collected and reported to Human Resources. 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)	Completion of stay interviews School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work."	Completion of stay interviews Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities	Completion of stay interviews Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities	Fall/Spring Spring/Spring	Engdahl Engdahl	100% of Required Stay Interviews Completed in 2022-2023 Spring of 2023 Staff Survey Results Agreeing with the statement 85.3% Overall Employee 82.9% Professional Educator 96.6% Administrators 86.6% Administrative Support 81.4% Support Staff 61.3% Staff of Color*	-100% of required stay interviews are completed. 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
Exceptional Staff	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. (fixed)	Retention Rate of employees			Spring/Spring	Engdahl	90% Overall Retention Rate 91% Professional Educator 94% Administrators 94% Administrative Support 87% Support Staff 88% Staff of Color**	-80% or higher retention rate of all employees and increase all subgroups to at least 80% retention.			90% Overall Retention Rate 90% Professional Educators 92% Administrators 85% Admin Support 85% Support Staff 90% Staff of Color
Communications and Community Engagement	Dept Collaboration and Engagement Plan (Practice Profile) Caseload, fixed	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile	By May 2024	Engdahl, Apodoca, Thomas	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile	Completion of the TLE Attendance and Communication Profile
Operational Excellence	Ensure operational excellence through the maintenance of safe and secure school environments and a common understanding of school safety. Execution of an ongoing training plan to refresh staff understanding of school safety protocols (fixed/fixed) Implementation of Raptor Emergency Management software in conjunction with training on active threat / reunification plan (fixed)	School Perceptions Student Survey results surrounding the question: "I feel safe at my school."	Folder with completed after action reviews from critical incident drills. Spring to Spring survey results	Review of past active threat drills. Backend work for Raptor Emergency Management is in progress. Raptor pilot on track for 2024 implementation.	Spring to Spring	Engdahl	15 of 15 sites completed fall active threat drills. Backend work for Raptor Emergency Management is in progress. Raptor pilot on track for 2024 implementation. 67% of students report that they often or almost always feel safe at my school. (Spring 2023)	15 of 15 sites completed fall and spring active threat drills. Raptor Emergency Management pilot completed. On track for Fall 2024 full implementation. 1% increase in the number of students who report that they often or almost always feel safe at my school. (Spring 2024)	15 of 15 sites completed fall active threat drills. Backend work for Raptor Emergency Management is in progress. Raptor pilot on track for 2024 implementation. 15 of 15 sites completed fall and spring active threat drills. 87% of students report that they often or almost always feel safe at my school. (Spring 2023).	Spring Survey Results: Overall: 89% Elem: 92.5% Middle: 89.5% High: 85.7% 15 of 15 sites completed fall and spring active threat drills. Raptor Emergency Management Launch is still on track for fall implementation	