

Digital Media, Innovation and Strategy												
Strategic Alignment	Initiative/Goal Statement	Measures and Evidence	Monitoring	Evidence	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY/JUNE	
Experiences: Rigorous and Coherent Teaching	Elementary - Plan for and implement data-driven rigorous and coherent teaching using collaborative processes as Professional Learning Communities	Growth on the PLC Continuum PLC Continuum Monitoring Climbin Through the Month Plan	Department Specific: Climbin through the Month plan LC Whole Group feedback	23-24 CLIMBIN through the Month at-a-glance							Elementary: 8 of 10 sites have met their end of year PLC Continuum improvement goals 3 of 10 sites are practicing, have not yet made progress toward their end of year goals Secondary: 8 of 8 sites have improved on tracked indicators	
	Increase rigorous and coherent teaching by planning and implementing collaborative design of instruction with effective AVID practices of Organization (AVID WICOR strategy) and utilizing a common lesson framework with all secondary staff in course-alk PLCs	Growth on the PLC Continuum PLC Continuum Monitoring https://docs.google.com/document/d/1WV2y4d9tkhCjRF5mxA_bQ_rq5z8o2NvCP9aWt8yap8/edit	Department Specific: Implementation of Universal Assessment in HS - Pre-ACT local		Climbin through the Month	Fall to Spring	Curt/TLE Coach partner	N/A	All sites improve on selected indicators			Climbin through the Month
		Implementation of Pre-ACT Secure Universal assessment (Grades 9-10/ACT (Grade 11)	Department Specific: Climbin through the Month plan LC Whole Group feedback	PreACT Project Planning Resource ACT Project Planning Resource	Fall - Spring	Curt	N/A	90% Participation		In Progress for April - 9th and 10th grade	84% Pre-ACT/ACT participation	
Environment: Culture of Care	Create and maintain a culture of care by implementing Responsive Classroom strategies in all elementary sites.	% increase on site-selected SEL indicator(s) on SEL Climate Survey Survey_distribution_across_all_school_sites	Department Specific: Effective use of eduClimber for data review in PBIS/IGC/BLC meetings		Fall - Spring	Curt/TLE Coach partner	All sites develop an approved problem of practice	All sites maintain an approved problem of practice	4/4	4/4	4/4	
	Create a culture of care by deepening the implementation of the effective Restoratives Practices.	% increase on site-selected SEL indicator(s) on SEL Climate Survey (MSHS) Survey distribution across all school sites		See links in Climbin Through the Month doc	Fall - Spring	Survey Planning & Distribution Curt/Robin	PV - 79.2% PM - 77.4% CH - Self Concept: 71.99% CH - Social Competence: 83.82% CH - Emotional Dev: 75.17% SPE - 80.5% SPW - 84.3% PPA - 79%	PV - 80.8% PM - 83.7% CH - Self Concept: 75.99% CH - Social Competence: 85.82% CH - Emotional Dev: 77.17% SPE - 82.5% SPW - 87.3% PPA - 80%	PV - 79.2% PM - 77.4% CH - Self Concept: 71.99% CH - Social Competence: 83.82% CH - Emotional Dev: 75.17% SPE - 80.5% SPW - 84.3% PPA - 72%	PV - 79% PM - NA CH - Self Concept: 74% CH - Social Competence: 83% CH - Emotional Dev: 78% SPE - 84% SPW - 84% PPA - 72%	6 of 6 meeting PV - 92% PM - 94% CH - 82% SPE - 92% SPW - 93% PPA - 82%	
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).	Data TBD based on localized Problem of Practice.		Monthly Parent Portal and email notifications Translation of Portal instructions	Fall to Spring	TLE Site coaches	All sites coached develop an approved problem of practice.	All sites coached maintain an approved problem of practice	4/4	4/4	4/4	
	Disrupt inequities by increasing the number of families who are not regularly accessing Infinite Campus, and increase the number of parents who have established an IC account.	Baseline established Oct 1, 2023	Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Completion of stay interviews	Completion of stay interviews	Fall/Spring	Curt	2,277 guardians of 23-24 students that do not have a Campus Parent account	Reduce by 30% - 680 guardians will establish portal accounts by the end of the 23-24 SY	2,277 guardians of 23-24 students that do not have a Campus Parent account	Currently down to 813.	214
Exceptional Staff		100% of Required Stay Interviews Completed in 2022-2023			Fall/Spring	Curt	100% of Required Stay Interviews Completed in 2022-2023	-100% of required stay interviews are completed		4/4 Stay Interviews	4/4 Stay Interviews	
	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." Retention Rate of employees	Utilization a district solution focused on staff-to-staff recognition tied to our strategic priorities	Utilization of a district solution focused on staff-to-staff recognition tied to our strategic priorities		Spring/Spring		Spring of 2023 Staff Survey Results Agreeing with the statement "85.3% Overall Employee 82.95% Professional Educator 86.0% Administrators 88.6% Administrative Support 91.4% Support Staff 81.3% 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.		4/4 Stay Interviews	Spring of 2024 Staff Survey Results 86.8% Overall Employee 84.1% Professional Educator 100% Administrators 88.3% Administrative Support 90.4% Support Staff 71.9% Staff of Color
Communications and Community Engagement	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) --Update Website with monthly update highlighting a topic relating to technology	Dept Collaboration and Engagement Plan (Practice Profile) Cascade - Fixed			Spring/Spring		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			Grading for Learning final documentation completed. Staff development planned for August, 2024 roll-out.	
	Cascaded item				Fall to Spring	Curt	Grading for Learning - Communication Initiative		On track	On track		
Operational Excellence											Asset Standards - Complete (100%) Asset Refresh - Complete (100%) IRP (in progress)	
	Develop a Technology Department BOK (Body of Knowledge) for 3 annual processes: Asset Standards; Asset refresh cycle; Incident Response Plan	Project Management Plan				Curt	N/A	BOK developed for 3 processes	On track		Asset Standards - Complete (100%) Asset Refresh - Complete (100%) IRP (in progress)	

**Change Column A to alignment to the instructional framework and the strategic plan