

Scorecard									
Communications									
Strategic Alignment	Initiative/Goal Statement	Measures & Evidence	Timeline	Process Owner(s)	Baseline Data	Goal	NOVEMBER	MARCH	EOY/JUNE
Equity: Disrupting Inequity	<p>Problem of Practice: There is a significant lack of support for experiences between Title 1 elementary schools and non Title 1 elementary schools that adversely impact black and brown students. 37% of students who attend Title 1 schools identify as black or brown and 43% identify as white compared to non Title 1 school where 16% of students identify as black or brown and 57% identify as white. On average, SCO's from Title 1 schools raised 26% of the total money per school year compared to non Title 1 schools who raised 74% of the total money per school year. This is evidence that there is a disproportionality in funding that adversely impacts schools that have higher percentages of students of color.</p>	<p>Solution: PLC Goals Creating shared learning experiences, shared funding model, families are partners with schools in students learning, Creates and sustains equity of resources. Establishes consistency of practices across all SPASD elementary schools. As we support the development of middle school SCO's we keep this same equitable framework in mind. Evidence will be found in meeting notes.</p>	August - June	Lux/Mumm/Racine	Shared goals put into practice collaboratively with PLC Members post retreat	Meet with the Parent Leadership Council 8 times to develop a strategy and an equitable shared funding model so that title and non-title schools have similar experiences.	Meeting Agendas with KWKT	Meeting Agendas with KWKT	Meeting Agendas with KWKT
		<p>Completion of stay interviews as evidenced by data collected and reported to Human Resources.</p>	Fall/Spring	Lux/Mumm	100% of Required Stay Interviews Completed in 2022-2023	-100% of required stay interviews are completed.		Stay interviews have been conducted	Stay interviews have been conducted
Exceptional Staff	<p>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)</p>	<p>School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work."</p>	Spring/Spring	Lux/Mumm	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
		<p>Retention Rate of employees</p>	Spring/Spring	Lux/Mumm	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
	<p>Collaborate with HR on marketing and strategies to recruit and retain staff.</p>	<p>Creation of a staff recruitment plan for social media includes standardized graphics, documented process for when/who/how it is advertised</p>	August - October	Lux/Mumm	Creation of the plan, frequency of use	Creation of the plan, frequency of use	Plan created, need to design metrics to determine effectiveness		
	<p>Unroll a "Stay and Thrive" plan to showcase the best parts of working for our district and Launch new gratitude system for staff</p>	<p>Creation and implementation of videos and posts using third party endorsers. School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work." Launch Cheers for Peers communication plan to ensure staff are aware and using it.</p>	August - April	Lux/Mumm	Execution of the plan and engagement data	Review engagement data to determine effectiveness	Cheers for Peers Campaign Rollout	Cheers for Peers campaign rollout	Stay and Thrive Campaign, Marketing of Cheers for Peers Campaign
	<p>Schools: Execution of the School Communication Playbook with Year 2 additions focused on classroom to home communication (fixed)</p> <p>Departments: Culture of Engagement and Inclusion - 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</p>	<p>Process: School Perception Parent/Caregiver Survey Question: "I am satisfied with the communication that comes from the school."</p> <p>Process: Execution of the School Communication Playbook with addition of Classroom to home communication</p> <p>Dept Collaboration and Engagement Plan (Practice Profile) Cascaded, fixed</p>	September-May	Lux-Mumm	Survey results in Spring compared to Fall	District score on the School Perceptions Survey "I am satisfied with the communication that comes from the school." should be 86%	Fall Surveys all administered	Waiting for Spring School Perceptions data but rounding in Feb/March with all principals to strengthen communication	Data
		September-June	Lux/Mumm	Rounding with each principal in October and May	Two rounds of rounding with principals to identify their high confidence strategies to	100% of Sites rounded with	Second round of rounding occurring in Feb/March to	Second round of rounding occurring in Feb/March to	
		September-June	Lux	Creation of Practice Profile demonstrating collaboration with dept. specific initiative	Implementation of their Practice Profile demonstrating collaboration	Creation of Practice Profile demonstrating collaboration with dept. specific	Rounded with all departments to ensure the use of their collaboration project	Profiles created and implemented in various ways	

