

Strategic Alignment	Initiative/Goal Statement	Measures & Evidence	Timeline	Process Owner(s)	Baseline Data	GOAL	NOVEMBER	MARCH	EOY/JUNE
Experiences: Rigorous and Coherent Teaching	Increase student achievement outcomes by planning for and implementing data-driven rigorous and coherent teaching using collaborative processes as elementary professional learning communities (PLCs)	Growth on the PLC Continuum 4K PLC Continuum Monitoring 4K Goals: <ul style="list-style-type: none"> SP4K PLC Agendas 1. Building a Collaborative Culture Through High-Performing Teams 2. Clarifying What Students Must Learn 	Fall/Spring	Guiding Coalition	"Implementing" in Collaborative Teams	"Developing" in Collaborative Teams	"Implementing" in Collaborative Teams		"Developing" in Collaborative Teams PLC Continuum Implementation Mo...
	Increase literacy achievement through universal phonics and phonemic awareness instruction through the use of the Heggerty Curriculum, as measured by GOLD Objective 16b Letter Sounds	% increase in GOLD 4K phonics assessment letter/sound ID	Fall/Spring	Literacy Team	2023-24 Fall data shows 49% of all 4K students are currently meeting or exceeding developmental standards In 2022-23, 4K students grew 36% (Fall 2022 = 50% M/E, Spring 2023 = 86% M/E)	90% of all students will M/E in ELA objective 16b for an EOY growth goal of 41%	Letter Sound Correspondence (16b) 44% overall	72%	Letter Sound Correspondence (16b) 89% overall
	Increase numeracy achievement on GOLD Objective 20a Counts	% increase in GOLD	Fall/Spring	Elizabeth Knudten/Guiding Coalition	2023-24 Fall data shows 72% of all 4K students are currently meeting or exceeding developmental standards. In 2022-23, 4K students grew 24% (Fall 2022 = 67% M/E, Spring 2023 = 91%)	92% of all students will M/E in MATH objective 20a for an EOY growth goal of 20%	Counts (20a) 72% overall	86%	Counts (20a) 92% overall
Environment: Culture of Care	Create and maintain a culture of care by implementing Pyramid Model strategies in all SP4K sites. Increase SEL achievement in GOLD Objective 3b- Solves Social Problems	% increase in GOLD	Fall/Spring	SEL Committee and Guiding Coalition	2023-24 Fall data shows 32% of all 4K students are currently meeting or exceeding developmental standards. In 2022-23, 4K students grew 40% (Fall 2022 = 31% M/E, Spring 2023 = 71%)	80% of all students will M/E in SEL objective 3b for an EOY growth goal of 48%	Solves Social Problems (3b) 32% overall	67.70%	Solves Social Problems (3b) 81% overall
Equity: Disrupting Inequity	Disrupt inequities by implementing site-based initiatives to address equity-focused Theories of Action through the 100 day plans (integration of PoP into goals):	Black and Brown students in 4K are performing below the expected (80%) range in 3 essential standards Data based on localized - EOY GOLD Assessments 13% below- GOLD 3b- Solves Social Problems 6% below- GOLD 16b- Letter Sounds- 3% below- 20a- Counts 4K Data Review Playbook	Spring/Spring	Elizabeth Knudten, Becky Pentecoff, SP 100 team	Based on EOY 2022-23 Data GOLD 3b- Solves Social Problems-67% meet or exceed Developmental expectations GOLD 16b- Letter Sounds- 74% meet or exceed Developmental expectation GOLD 20a- Counts-77% meet or exceed Developmental expectations	EOY 80% of Children of Color will be Meeting and Exceeding proficiency on all 3 objectives- 16b, 20a, 3b	Solves Social Problems (3b) 23% meeting or exceeding (compared to 30% overall) Letter Sound Correspondence (16b) 31% (compared to 44% overall) Counts (20a) 52% (compared to 70% overall)	Solves Social Problems (3b) 57% Letter Sound Correspondence (16b) 66% Counts (20a) 79%	Solves Social Problems (3b) 74.4% meeting or exceeding (compared to 81% overall) Letter Sound Correspondence (16b) 81% (compared to 89% overall) Counts (20a) 87.1% (compared to 92% overall)
Exceptional Staff	Create an environment of engagement and inclusion for employees by: -Execution of Stay Interviews (fixed) -Utilization of a district solution focused on staff-to-staff recognition tied to our strategic priorities (fixed)	Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Fall/Spring	Elizabeth Knudten, Becky Pentecoff		All required stay interviews are complete			
		School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work." 4K Survey Question: "My perspectives and ideas are valued within the Early Learning Program."	Spring/Spring	Elizabeth Knudten, Becky Pentecoff	Spring 2023: 94.9% of all Early Learning teachers Agree or Strongly Agree to the statement- "My perspectives and ideas are valued within the Early Learning Program."	EOY 97% will Agree or Strongly Agree. "My perspectives and ideas are valued within the Early Learning Program." * 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.	94.90%	97.4% of all Early Learning Teachers Agree or Strongly Agree "My perspectives and ideas are valued within the Early Learning Program." 2023-24 EOY Culture Survey (Resp...)	94.8% of employees agreed to "All things considered the district is a good place to work." in the spring of 2024
	Create a culture of engagement and inclusion through parent/caregiver communication by implementing the "updated" School Communication Playbook (fixed) Classroom communication to parents/caregivers	SP4K Parent/Caregiver Survey Question: "I am satisfied with the communication that comes from the school/teacher." AND "I am satisfied with the communication that comes from the SP4K program." Process: Execution of the School Communication Playbook 2.0 . Make a copy of the rounding form (October)	Fall/Spring	Elizabeth Knudten, Becky Pentecoff	Fall 2022 91.4% (averaged) of parents/caregivers Agree or Strongly Agree to the statement- "I am satisfied with the communication that comes from the school/teacher." AND "I am satisfied with the communication that comes from the SP4K program."	EOY 96% will Agree or Strongly Agree "I am satisfied with the communication that comes from the school/teacher." AND "I am satisfied with the communication that comes from the SP4K program."	92% Agree or Strongly Agree "I am satisfied with the communication that comes from the school/teacher." AND "I am satisfied with the communication that comes from the SP4K program."	90.8 % Agree or Strongly Agree "I am satisfied with the communication that comes from the SP4K program."	95.3% Agree or Strongly Agree "I am satisfied with the communication that comes from the school/teacher." AND "I am satisfied with the communication that comes from the SP4K program." 2023-24 EOY FAMILY (Responses)

