



SCORECARD Westside												
Strategic Alignment	Initiative/Goal Statement	Measures (Fixed)	Monitoring Expectations (Fixed)	Evidence (Flexed)	Timeline	Process Owner(s)	Baseline Data	GOAL	NOVEMBER	MARCH	EOY/JUNE	
<b>Equity: Disrupting Inequity</b>	Disrupt inequities by implementing site-based initiatives to address equity-focused Theories of Action through the 100 day plans (integration of PoP into goals):	Completion of stay interviews as evidenced by data collected and reported to Human Resources.	Documentation of completed stay interviews.	<ul style="list-style-type: none"> <li>SP 100 Actions: Fall-Spring 2</li> <li>SEED 2023-24</li> <li>23-24 Identity Launch</li> <li>Weaving Our Web, Nov. 2023</li> <li>Lantern Walk 2024</li> <li>Bird Project, May 2024</li> <li>Nests and Cages Bird Project</li> <li>Westside VABling Resources</li> </ul>	Spring/Spring	Nikki	Goal 1: 65% of Black Students will make Good to Great Growth on aReading, earlyReading and earlyMath (baseline: aReading-57%, earlyReading-30%, earlyMath-58%). Goal 2: 80% of Black Students will meet the SPASD Attendance Goal of 90% (baseline: 81%). Goal 3: Black Students will have a Risk Ratio of 2:1 for Behavior Incidents (baseline 4.5:1).	Goal 1: 65% of Black Students will make Good to Great Growth on aReading, earlyReading and earlyMath Goal 2: 80% of Black Students will meet the SPASD Attendance Goal of 90% Goal 3: Black Students will have a Risk Ratio of 2:1 for Behavior Incidents	NA		Goal 1: 56% of Black Students made Good to Great Growth on aReading, earlyReading and earlyMath (K1): 42% (+12% from last spring) aReading (3-5): 70% (+13% from last spring) earlyMath (K1): 60% (+2% from last spring) aMath (2-5): 60% (+13% from last spring) Goal 2: 68% (+7% from last spring) Goal 3: 1.7:1 (improved by .3%)	
					Fall/Spring	Nikki/Emily						
<b>Exceptional Staff</b>	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."	Evidence of school staff utilizing the peer-to-peer recognition tool		Spring/Spring	Nikki/Emily	89.8% agreed "All things considered the district is a good place to work." in the spring of 2023	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.			91.9% agreed "All things considered the district is a good place to work." in the spring of 2023	
					Fall/Spring	Nikki	90% of Caregivers rated their satisfaction with communication from the school as a 3 or a 4.	We will maintain 90% or above on this measure.		Spring 24 96%		
<b>Communications and Community Engagement</b>	Create a culture of engagement and inclusion through parent/caregiver communication by implementing the "updated" School Communication Playbook (fixed) Classroom communication to parents/caregivers	School Perception Parent/Caregiver Survey Question: I am satisfied with the communication that comes from the school.			Fall/Spring	Nikki	Currently executing all measures in Playbook				Communication Strategies from the Playbook were used.	
					Fall/Spring	Nikki/Stacy	80% agreed "I feel I belong as a part of the school community."	84%		74% Spring 23, Spring 24 95.1%		
	Create a culture of engagement and inclusion through equity and excellence for continuous improvement by implementing the SPASD SCO Equity Model at elementary	Equitable staff appreciation/Measure TBD once determined by SCO PLC.				Fall/Spring	Nikki	NA				Participated in PLC meetings and decisions for equitable Teacher Appreciation, shared 50/1C3
						Fall/Spring	Stacy	n/a				100% of our stakeholders have returned from past school years SLT. These stakeholders include caregivers, staff, administration, city rep, school board rep, local businesses, faith based organization etc. Our beginning of the school year meeting has 90% attendance of these stakeholders. Note: our SLT meets quarterly and is planning to meet again in January.
	Create a culture of parent and caregiver engagement and inclusion through Community Schools (or Future Destination): A. Each community school will have a Site Leadership Team that is representative of their school attendance area neighborhoods that will provide community support and strategy for 1-2 focus areas of the school's SP100 plan. B. Each community school site will create a needs and asset map based on qualitative and quantitative inputs, including but not limited to annual community conversations. C. Monitor impact of Community Schools interventions (programs, activities) through standardized data collection and assessment, report impact quarterly (fixed)	A. Each site leadership team should have 1-2 representatives from the following groups to ensure representation of the school attendance area neighborhoods: school administration, school staff, students (if age appropriate), family members, community organizations, faith-based organizations, local government				Fall/Spring	Stacy	As an entire SPCS team, we are taking a look at restructuring and reviewing the purpose of SLT as well as the goals for each community school.	Identify community-driven metrics that will support site SP100 plans Site Leadership Team Meetings for 2023/2024-Planning the restructure of SLTs			Common themes/concerns identified in our Community Conversations were were: Equity, Safety, Affordable Housing
						Fall/Spring	Stacy		Top needs and assets are identified from themes of Community Conversations and applied to a minimum of two SPCS driven programs and activities in each pillar of the Community School model. Copy of Westside Comm...			
	Ensure operational excellence through 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.)				Fall/Spring	Nikki	NA				Leaders participated in review of data, identifying equity concerns, and new guidelines and an action plan have been created

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<b>Operational Excellence</b>	<p>Ensure operational excellence through the maintenance of safe and secure school environments and a common understanding of school safety.</p> <p>Execution of an ongoing training plan to refresh staff understanding of school safety protocols (fixed/flexed)</p> <p>Implementation of Raptor Emergency Management software in conjunction with training on active threat / reunification plan (fixed)</p>	<p>School Perceptions Student Survey results surrounding the question: "I feel safe at my school."</p> <p>Completion of full implementation of Raptor Emergency Management software</p>			Fall/Spring	Nikki	87.5% of students responded often/almost always to the question, "I feel safe at my school"	90%			80%