

SCORECARD							
Cascade *							
	Strategic Alignment	Action Steps We will...so that...	Monitoring (Fixed) Professional Practices	Measures ...as measured by...	Timeline	Baseline Data (beginning of timeline)	GOAL (end of timeline)
*	Equity: Disrupting Inequity	We will disrupt inequities by implementing strategies to address equity-focused problems of practice so that outcome disparities in academics, behavior, attendance, and special education referral and qualification rates disappear between racial groups in Sun Prairie.	Department Problem of Practice	Department identified problems of practice	Spring to Spring		
	Exceptional Staff	We will collaboratively implement site-level onboarding strategies as defined by Human Resources so that new employees feel supported, connected, confident, and clear in their roles evidenced by employees indicating that they felt valued and cared for through the onboarding process.	SP Kickstart & SP Academy Planning Documents Onboarding Playbook Mentor Program CAL (Collaborative Assessment Log) & Building Buddy Log	OE 4.6: Measure 2: 100% of all new employees participate in department and/or job-specific onboarding processes. OR 2.2: Measure 1: The percent of employees indicating that they felt valued and cared for through the onboarding process will be at 80% or higher.			100% of all new employees participate in department and/or job-specific onboarding processes.
*					Spring to Spring	80% of employees felt valued and cared for after 6 months of employment.	In the spring of 2025, 85% of new employees will agree or strongly agree to the statement "I felt valued and cared for through the onboarding process."

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*		We will collaboratively implement recognition and feedback structures as defined by Human Resources that include elements of care, behavior, impact, and curiosity so that employees feel they can utilize the feedback they receive from colleagues and supervisors improve their ability to successfully fulfill their role.	Feedback Inventory Feedback/Recognition Playbook Feedback Professional Development Planning Documents	Employee Engagement Survey Item: The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance."	Spring to Spring	The percent of employees who answer "agree" or "strongly agree" with the 2023-2024 Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." was 59.6%	In the spring of 2025, the percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." will be 70%
*		Schools will develop and implement a high confidence, flexed strategy to engage families using the Family Engagement & Inclusion plan co-created with staff and families so that parents/caregivers feel they belong to their school community Elementary Template, Middle School Template, High School Template	Rounding (Fall and Spring) to review Communications Rounding Tool for evidence of implemented engagement strategies.	School Perceptions Parent/Caregiver Survey Question, "I belong as a part of my student's school community."	Spring to Spring	Spring 24 Survey Results	
*		Community Schools will develop robust, aligned, and needs-driven out-of-school-time programming and basic needs services so that student habitual truancy is reduced at full Service Community School sites.	Monthly rounding with principals and site coordinators to monitor recruitment, retention and support of targeted students into Community Schools sponsored out of school time activities By name by face monthly monitoring of unexcused absences for students identified for Community Schools sponsored out of school time activities	% improved attendance from spring to spring for targeted students on the habitually truant list.	Spring to Spring		

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		Community Schools will develop robust, aligned, and needs-driven out-of-school-time programming and basic needs services so that student habitual truancy is reduced at full Service Community School sites	Monthly rounding with principals and site coordinators to monitor recruitment, retention and support of targeted students into Community	% improved attendance from spring to spring for targeted students on the habitually truant list.	Spring to Spring		
		Dept Collaboration and Engagement Plan (Practice Profile) Cascaded, flexed Creation of Practice Profile demonstrating collaboration with dept. specific initiative	<u>Pick a 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. (flexed)</u>	September-June	Thoughtful creation of Practice Profile demonstrating collaboration with dept. specific initiative	Implementation of their Practice Profile demonstrating collaboration	
*		Create a culture of engagement and inclusion through equity and excellence for continuous improvement by implementing the SPASD SCO Equity Model at elementary and middle school levels.	Equitable access to staff appreciation funds through monthly events and a standardized budget for staff appreciation week funded by SCOs.	September-May	Lux/Racine	PLC Meeting Results showing progress of the committee	PLC Meeting Results showing progress of the committee
*	Operational Excellence	We will complete a the action plan associated with a potential Fall 2024 operating referendum and/or budget reductions so that the district's budget is balanced and School Board expectations are met.	Leadership Collaborative Whole Group Planning Documents <i>Operating Budget Decision Models</i>	Completed budget reduction and/or referendum action plan	Fall to Spring	\$6,000,000+ projected deficit for 25-26 budget. <i>Referendum planning</i>	Balanced budget for 2025-26