

SCORECARD						
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)
<b>Environment: Culture of Care</b>	The athletic and activities office will provide an exceptional environment for our students by collaborating with our caregivers, students, booster clubs, and middle school so the needs of all stakeholder are met.		Meeting agendas and minutes. Freshman athletic orientation. Blackboard communication, and program specific information emails. Student surveys, student exit surveys.	Fall to Spring	2022-23 Baseline 3 Meetings 1 Orientation Five blackboards	
<b>Equity: Disrupting Inequity</b>	Our athletics and activities participation rates do not mirror student racial demographics in line with our district mission and vision. We will seek to maintain participation rates while working towards equitable participation that mirror student demographics in line with our district mission and vision.	Department Problem of Practice, SR-3 results. End-of-season participation data. Coach completes list of CC training. Student end-of-season survey.	Department identified problems of practice	Fall to Spring	2023-24 Data Athletics % of Students Engaged in Athletics Hispanic: 7.8% Black: 10.3% Native American/Native Alaskan: <1% Native Hawaiian/Other Pacific Islander: <1% Asian: 8.8% White: 63.4% Two or more races 8.1%  2023-24 Data Activities % of Students Engaged in Activities Hispanic: 7.8% Black: 11.7% Native American/Native Alaskan: <1% Native Hawaiian/Other Pacific Islander: 0% Asian: 14.9% White: 55.9% Two or more races: 6.6%	Increase participation rate percentages of students of color by 1% per year until participation rates are proportionate to our student enrollment demographics within +/- 1% and then maintain within that range.
	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.	<b>SP Kickstart &amp; SP Academy Planning Documents</b>  <b>Onboarding Playbook Mentor Program CAL (Collaborative Assessment Log) &amp; Building Buddy Log</b>	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.	Spring to Spring		100% of all new employees participate in department and/or job-specific onboarding processes.

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<b>Exceptional Staff</b>					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."
	We will collaboratively implement recognition and feedback structures as defined by Human Resources that include elements of care, behavior, impact, and curiosity <b>so that employees feel they can utilize the feedback they receive from colleagues and supervisors improve their ability to successfully fulfill their role.</b>	<b>Feedback Inventory</b> <a href="#">Feedback/Recognition Playbook</a> <b>Feedback Professional Development Planning Documents</b>	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%
<b>Communications and Community Engagement</b>	Departments will select a scorecard initiative and utilize a community participation-based practice profile so that our community is engaged. <a href="#">2024-2025 Department Participation and Communication Practice Profile-Athletics and Activities</a>	Rounding (Fall and Spring) to review department specific practice profile.	Practice Profile demonstrating usage of a participation model	Fall to Spring		
	We will complete a the action plan associated with a potential Fall 2024 operating referendum and/or budget reductions <b>so that the district's budget is balanced and School Board expectations are met.</b>	Leadership Collaborative Whole Group Planning Documents Ongoing Budget Projection Models Referendum Communication Plan Budget Reduction Engagement Plan	Completed budget reduction and/or referendum action plan	Fall to Spring	\$6,000,000+ projected deficit for 25-26 budget. Referendum planning and budget awareness work has started.	Balanced budget for 2025-26

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<b>Operational Excellence</b>	We will continue to work towards bringing a Miracle League Field to Sun Prairie so we are able to provide opportunities to all students.	Meeting minutes and agendas. Facility plans. Fundraising outline. Constuction Plan.		Fall to Spring	Initial plan created and presented to the BOE and the Miracle League board	Timeline in place for project to be completed and fundraising efforts have begun.