

Strategic Alignment	Action Steps We will...so that...	Monitoring (Fixed) Professional Practices	Measures ...as measured by... Key Here!	Timeline	Baseline Data (beginning of timeline)	GOAL (end of timeline)
<b>Experiences: Rigorous and Coherent Teaching</b>	We will ensure that all students have access to high quality, grade-level literacy curriculum and instruction through the implementation of CKLA <b>so that achievement/growth improves in grades K-3.</b>	Amplify CKLA classroom walkthrough tool	Universal Screener Early Literacy (K) Composite Benchmark and No Risk Status Achievement	Fall to Spring	Benchmark: 55% No Risk: 75%	Benchmark: 69% No Risk: 86%
			Universal Screener Early Literacy (K) Composite Growth	Fall to Spring	Winter Assessment	N/A
			Universal Screener Oral Reading Fluency (1-3) Benchmark and No Risk Status Achievement	Fall to Spring	Benchmark: 65% No Risk: 76%	Benchmark: 71% No Risk: 82%
			Universal Screener Oral Reading Fluency (1-3) Growth	Fall to Spring	Winter Assessment	N/A
	We will ensure that all students falling <b>below</b> the 25th percentile in <b>grades K-3</b> literacy will access intentional/targeted instruction <b>so that the students demonstrate good to great growth.</b>	Professional Learning Team Planning Documents  Personalized Reading Plans	Combined: Early Literacy Composite Growth (K) + Oral Reading Fluency Growth (1-3gr)	N/A	N/A	TBD
	We will ensure that all students have access to high quality, grade-level math curriculum and instruction through the implementation of grade-level, essential standards <b>so that math achievement/growth improves in grades K-5</b>	Professional Learning Team Planning Documents  Implementation / usage of grade-level instruction (Bridges & Number Corner) and supplemental instruction (AVMR and Bridges Intervention)	Universal Screener Early Numeracy (K-1) Composite Benchmark and No Risk Status Achievement	Fall to Spring	Benchmark: 61% No Risk: 72%	Benchmark: 70% No Risk: 84%
		Universal Screener Math (2-5) Composite Benchmark and No Risk Status Achievement	Fall to Spring	Benchmark: 67% No Risk: 79%	Benchmark: 70% No Risk: 85%	
		Universal Screener Math Composite Growth	Fall to Spring	Winter Assessment	N/A	
<b>Environment: Culture of Care</b>	We will ensure that all students have access to high quality grade level Social Emotional Learning (SEL) instruction by deepening implementation of <a href="#">SEL evidence based practices</a> <b>so that student social emotional competencies improve and exclusionary discipline decreases in grades 3-5.</b>	Implementation of Second Step SEL Curriculum 4K-5  Documentation of Restorative Practices as a response to behavioral error  <a href="#">Site selected implementation monitoring tool</a>	Sites meeting site-selected SEL goal on SEL Competencies Survey (3-5)	Spring to Spring	64.5 (I set goals for myself 87.6 (I try my best)	68.5 (I set goals for myself) Maintain at least 86% (I try my best)
			% of students not having OSS/ISS as a response to behavioral error	Spring to Spring	407 out of 416 = 98%	maintain
			% Decrease in OSS/ISS as a response to Behavioral Errors	Spring to Spring	17 out of 18 = 94%	88%
<b>Equity: Disrupting Inequity</b>	We will disrupt inequities by implementing strategies to address equity-focused problems of practice <b>so that outcome disparities in academics, behavior, attendance, and special education referral and qualification rates disappear between racial groups in Sun Prairie.</b>	TLE coaching notes of site based SP100 plans	Site based problems of practice Spring 2024 was Hispanic/Black students  2024/25 Problem of Practice is Asian/Black students	Spring to Spring	Hispanic/Black students - increase SGP 69% for K/1 - Early Reading 62% for 2/5 - aReading	Asian/Black students SGP 45%

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<b>Exceptional Staff</b>	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>  <a href="#">Onboarding Playbook</a> <b>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.
	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.	<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 59.4%	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 65.4%
<b>Communications and Community Engagement</b>	We will improve and refine classroom-to-parent/caregiver communication so that parent/caregiver engagement and satisfaction increases.	Rounding (Fall and Spring) to review school administration for evidence of engagement practices. A survey will be administered to families 3 weeks into each semester to gauge satisfaction.	School Perceptions Parent/Caregiver Survey Question, "I am satisfied with the communication that comes from my students' teachers/classrooms."	Spring to Spring	91%	Maintain exceeding
	Schools will develop and implement a high confidence, flexed strategy to engage families using the <a href="#">Family Engagement &amp; Inclusion plan</a> co-created with staff and families so that parents/caregivers feel they belong to their school community (PUT YOUR PLAN HERE)	<a href="#">Rounding (Fall and Spring) to review Communications Rounding Tool</a> 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	87%	Maintain exceeding

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<b>Operational Excellence</b>	We will promote understanding among staff and the public regarding a potential Fall 2024 operating referendum and/or budget reduction plan <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
	We will contribute to the development of a school facility equity tool <b>so that future capital maintenance projects ensure all students have equitable access to opportunities regardless of assigned boundary school.</b>	Leadership Collaborative Meeting Agendas  Equity Tool Project Plan Documents	Completed facility equity tool	Fall to Spring		