

Strategic Alignment	Action Steps	Monitoring (Fixed)	Measures	Timeline	Baseline Data	GOAL
<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>	<p>OE 4.6: Measure 2: 100% of all new employees participate in department and/or job-specific onboarding processes.</p> <p>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.</p>	Spring to Spring	<p>80% of employees felt valued and cared for after 6 months of employment.</p>	<p>100% of all new employees participate in department and/or job-specific onboarding processes.</p> <p>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."</p>
	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 65.8%	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 71.8%
<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	Spring 24 Survey Results 87.5%	Maintain or higher
	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. <a href="#">HORIZON PLAN.</a>	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 85%	87%

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Operational Excellence	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		