



# Strasburg School District 31J

## Strasburg Story Scorecard

### Summary

**Driver #1: Strasburg School District 31J prepares, engages, and supports students in a challenging and personalized education, empowering each student to achieve their full potential.**

Goal	Objective	Status	Outcomes	Progress to Goal
Make learning seamless by aligning the things students learn (curriculum), how they learn (instruction), and how	Develop a 3-year instructional practices refinement plan.	2026-2026 Objective	Improved curriculum alignment and coherence (Teacher Influence)	Progress data received in April 2025
			Improved student learning outcomes.	Decreasing
	Align PK-12 Unified Improvement Plans to Community-driven strategic plan	In Progress	Increased student support, engagement and motivation (Collective Responsibility)	Progress data received in April 2025
			Enhanced engagement and ownership with families and community (Decision Making in Schools)	Progress data received in April 2025
Tailor learning journeys to individual student needs and goals, ensuring timely graduation and college and career	Develop a Student Mentor Program	2026-2027 Objective	Improved school climate and culture (Student-Peer Relationships)	Progress data received in April 2026
			Increased support, self-esteem and confidence (Student-Teacher Trust)	Improving
	Align PK-12 Calendar	2025-2026 Objective	Increased efficiency and resource utilization (Family Involvement in Schools)	Progress data received in April 2026
			Enhanced communication and collaboration across schools	Progress data received in April 2027

**Driver #2: Strasburg 31J values, empowers, and inspires each staff member to achieve their full potential by creating performance and support systems.**

Goal	Objective	Status	Outcomes	Progress to Goal
Invest in professional development to ensure needs-based training for staff, leadership development, and	Implement a Staff Career Program	2025-2026 Objective	Increased career satisfaction and engagement.	Obtaining baseline data in Spring 2025
			Improved succession planning	Obtaining baseline data in Spring 2025
	Create a Professional Development Plan	2024-2026 Objective	Increased teacher confidence and self-efficacy (Instructional Leadership)	Obtaining baseline data in Spring 2025
			Improved teacher collaboration and professional learning communities (Ambitious Instruction)	Progress data received in April 2025
Create a culture of recognition and appreciation fostering a positive work environment.	Develop a Positive Workplace Environment Plan	In Progress	Increased employee engagement and motivation.	Progress data received in April 2025
			Enhanced Collaboration and Teamwork	Progress data received in April 2025

**Driver #3: Strasburg 31J optimizes our collective vision by vision casting and community building.**

Goal	Objective	Status	Outcomes	Progress to Goal
Foster widespread understanding and ownership of our district's collective vision.	Develop and launch a communication plan.	In Progress	Increased awareness and understanding of the District's vision.	Obtaining baseline data in Spring 2025
			Improved internal communication and alignment.	Obtaining baseline data in Spring 2025
Strengthen and encourage collaborative partnerships that leverage and share resources and expertise.	Develop Partnership Plan that identifies and engages potential	2025-2026 Objective	Enhanced and expanded learning opportunities.	Obtaining baseline data in Spring 2025
			Enhanced community engagement and support.	Obtaining baseline data in Spring 2025



# Strasburg School District 31J

## Strasburg Story Scorecard-Detail

Driver #1: Strasburg School District31 J prepares, engages, and supports students in a challenging and personalized education, empowering each student to achieve their full potential.

Goal	Objective	Status	Outcomes	Quantitative Metric	Benchmark	2024-2025 Goal	Target	Progress to Goal	Notes
Make learning seamless by aligning the things students learn (curriculum), how they learn (instruction), and how we measure their progress (assessment), all supported by research.	Develop a 3-year instructional practices refinement plan.	2025-2026 Objective	Improved curriculum alignment and coherence (Teacher Influence)	5 Essentials: Ambitious Instruction > Academic Press (Rigor)	Weak-33	40	Strong-60	Progress data received in April 2025	District shared data with staff to identify current perception. Created the Strasburg Way instructional pillars. Implemented Targeted instructional rounds with building leaders in all buildings.
				5 Essentials: Ambitious Instruction > Quality of Discussion Between Students	Weak-29	40	Strong-60	Progress data received in April 2025	District shared data with staff to identify current perception. Created the Strasburg Way instructional pillars.
				5 Essentials - Collaborative Teachers > School Commitment	Weak-38	40	Strong-60	Progress data received in April 2025	Enhanced benefit offering to employees in September 2024. Provided off-site lunch and teambuilding in August 2024. Superintendent communication to staff on a monthly basis via Strasburg Scoop started in August 2024. Implemented districtwide PLC.
				5 Essentials - Collaborative Teachers > Teacher to Teacher Trust	Weak-28	40	Strong-60	Progress data received in April 2025	All district staff completed Emergenetics by August 2024. Implemented districtwide PLC.
				5 Essentials - Collaborative Teachers > Collaborative Practices	Weak-23	40	Strong-60	Progress data received in April 2025	Engaged third party to provide systemic professional learning community (PLC) structure.
				5 Essentials - Collaborative Teachers > Collective Responsibility	Very Weak-12	20	Strong-60	Progress data received in April 2025	Initiated K-5 vertical alignment. Started developing a collective K-12 Writing Rubric. Formalized induction program for new teachers. Monthly districtwide professional development. Each building established Building Leadership Teams. Elementary implementing a process for open positions that includes interviews by the grade level team (not just moving people).
	Develop a 3-year instructional practices refinement plan.	2025-2026 Objective	Improved student learning outcomes.	School Performance Framework	Accredited-56.9	56	Distinction-74	Decreasing (Improvement-54.1)	District shared data with staff to identify current achievement and growth data. Aligned all building UIPs to Strategic Plan and District Level UIP.
	Align PK-12 Unified Improvement Plans to Community-driven strategic plan	In Progress	Increased student support, engagement and motivation (Collective Responsibility)	5 Essentials: Ambitious Instruction > English Instruction	Weak - 36	40	Strong-60	Progress data received in April 2025	PLCs focused on English included as a major improvement strategy in the district UIP. K-5 literacy consultant hired by district for the 2024-2025 academic year.
				5 Essentials: Ambitious Instruction > Math Instruction	Weak - 30	40	Strong-60	Progress data received in April 2025	PLCs focused on Math included as a major improvement strategy in the district UIP.
				5 Essentials - Collaborative Teachers > Collaborative Practices	Weak-23	40	Strong-60	Progress data received in April 2025	PLC included as a major improvement strategy in the district UIP.



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			5 Essentials: Supportive Environment > Student-Teacher Trust	Neutral - 53	60	Strong-60	Progress data received in April 2025	Attendance included as a major improvement strategy in the district UIP.
Align PK-12 Unified Improvement Plans to Community-driven strategic plan	In Progress	Enhanced engagement and ownership with families and community (Decision Making in Schools)	5 Essentials: Involved Families > Parent Involvement in School	Weak - 29	40	Strong-60	Progress data received in April 2025	Modified Parent/Teacher Conferences to include daytime hours beginning in October 2024. Intentional communication plan at building level and district level.
Tailor learning journeys to individual student needs and goals, ensuring timely graduation and college and career readiness for all.	2026-2027 Objective	Improved school climate and culture (Student-Peer Relationships)	5 Essentials: Supportive Environment > Peer Support for Academic Work	Neutral - 44	60	Strong - 60	Progress data received in April 2025	In the last 2 years district purchased K-12 social/emotional learning curriculum.
		Increased support, self-esteem and confidence (Student-Teacher Trust)	Daily Attendance Rate	91.50%	93%	95%	Improving from 22-23 data (90.5%)	2 staff members in State attendance cohort. Implementing consistent attendance practices and systems is a major improvement strategy in district UIP. Update district policies to align K-12.
			Chronically Absent Rate	28.20%	27%	20%	Improving from 22-23 data (34.9%)	2 staff members in State attendance cohort. Implementing consistent attendance practices and systems is a major improvement strategy in district UIP. Update district policies to align K-12.
			Suspensions	87	87	50	Progress data received in Fall 2025	Ensuring consistency in data being reported and adherence to policy district-wide.
			5 Essentials: Supportive Environment	Neutral - 42	60	Strong - 60	Progress data received in April 2025	Elementary implemented House System as a way to support and encourage Student-Student and Student Teacher trust.
Align PK-12 Calendar	2025-2026 Objective	Increased efficiency and resource utilization (Family Involvement in Schools)	5 Essentials: Involved Families	Weak - 33	40	Strong - 60	Progress data received in April 2025	District implemented FMX during December 2025 which includes master schedule K-12. Athletic Director sending activity calendars out on a weekly basis. Communication plan established at Building and District level.
		Enhanced communication and collaboration across schools	Family Satisfaction Survey					Family Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus.



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## Strasburg Story Scorecard-Detail

Driver #2: Strasburg 31J values, empowers, and inspires each staff member to achieve their full potential by creating performance and support systems.

Goal	Objective	Status	Outcomes	Data Marker	Benchmark	2024-2025 Goal	Target	Progress to Goal	Notes
Invest in professional development to ensure needs-based training for staff, leadership development, and coaching/mentoring.	Implement a Staff Career Program	2025-2026 Objective	Increased career satisfaction and engagement.	Staff Satisfaction Survey					Staff Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus.
			Improved succession planning	Intent to Return Survey (Turnover Rate)					Intent to Return Survey delivered in January 2025. Leadership Summit scheduled for February 2025.
	Create a Professional Development Plan	2024-2026 Objective	Increased teacher confidence and self-efficacy (Instructional Leadership)	Staff Satisfaction Survey					Staff Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus.
			Improved teacher collaboration and professional learning communities (Ambitious Instruction)	5 Essentials: Ambitious Instruction	Weak - 33	40	Strong - 60	Progress data received in April 2025	Staff Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus. Monthly professional development days and feedback loop.
Create a culture of recognition and appreciation fostering a positive work environment.	Develop a Positive Workplace Environment Plan	In Progress	Increased employee engagement and motivation.	Staff Satisfaction Survey					Staff Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus. District continues to identify ways to provide non monetary compensation to show staff appreciation. Sunshine Committee established in each building.
			Enhanced Collaboration and Teamwork	5 Essentials: Effective Leaders	Weak - 37	40	Strong - 60	Progress data received in April 2025	Leadership training opportunities included in Cabinet at least monthly. Established clear communication structure (i.e., Strasburg Scoop). Leadership Summit scheduled for February 2025. Implemented mid-year Building Leadership Stop, Start, Continue Evaluation. Establish SMART goals for each Director in the district as part of the annual evaluation process.
									5 Essentials: Collaborative Teachers > Collective Responsibility



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## Strasburg Story Scorecard-Detail

Driver #3: Strasburg 31J optimizes our collective vision by vision casting and community building.

Goal	Objective	Status	Outcomes	Data Marker	Benchmark	2024-2025 Goal	Target	Progress to Goal	Notes
Foster widespread understanding and ownership of our district's collective vision.	Develop and launch a communication plan.	In Progress	Increased awareness and understanding of the District's vision.	Family Satisfaction Survey					Family Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus. Mission, Vision, and Values posted in each building. Profile of a Learner posted in each classroom.
			Improved internal communication and alignment.	Staff Satisfaction Survey					Staff Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus. Superintendent initiated Fireside Chats with staff during 1st Semester.
Strengthen and encourage collaborative partnerships that leverage and share resources and expertise.	Develop Partnership Plan that identifies and engages potential partners.	2025-2026 Objective	Enhanced and expanded learning opportunities.	# of opportunities increases					BOE and Administration intentionally focused on attending community activities (i.e., Chamber of Commerce, Strasburg VIP, REAP, etc.). Identifying ways to partner with Strasburg Rec to provide services to the community such as walking club.
			Enhanced community engagement and support.	Family Satisfaction Survey					Family Satisfaction Survey delivered in Spring 2025 to gain baseline data prior to focus. Steered Straight presentation offered to parents in January 2025.