

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)	BEG/OCT	MID/FEB
<p>Equity: Disrupting Inequity</p>	<p>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.</p> <p>Problem of Practice: We expect the school nutrition program to serve all students and reflect the culinary culture of our diverse student body. We plan to increase positive perception in the food service program by incorporating 4 new menu items that correspond with specifically identified heritage and awareness months - Hispanic/Latinx Heritage, Indigenous/Native American Heritage, Black History Month and Asian/Pacific Islander month.</p>	<p>Department Problem of Practice</p>	<p>Department identified problems of practice</p>	<p>Spring to Spring</p>			<p>Every Tuesday in October we offered a Hispanic heritage entree for lunch. Oct. 8 we celebrated National Hispanic Heritage month with a special lunch menu. It included Beef Nachos, Fiesta Beans and Cinnamon Churros. Our new Hispanic entree, Burrito Bowls with rice, black beans and choice of taco meat or fajita chicken was offered at all schools on 10/15. We worked with our own staff, six of whom have ties to the Hispanic community to develop these recipes. We also added apple churros to our breakfast menus (2 new items)</p>	<p>On November 22 we celebrated Indigenous People Day with a special lunch. We offered Fish Sandwiches, Long Grain and Wild Rice, Roasted Butternut Squash and Blueberry/Starwberries. We put special mentions of these items on our menus and on our social media pages. I developed this menu with the help of Tammy Jo Denny and Genny King. (3 new items) We are continuing to offer these items on different lunch menus. Meet with BSU at EHS on 1/8 for menu suggestions for Black History Month ideas. We served that menu on 2/3 and we had other items spread throughout the month of February. We also identified this on our menu. I asked Jennifer Yang to send out a survey to Hmong families regarding School Nutrition I developed.</p>

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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.	Spring to Spring	80% of employees felt valued and cared for after 6 months of employment.	100% of all new employees participate in department and/or job-specific onboarding processes. 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."		86.2 %
	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%		EE Survey: 77.8%
Communications and Community Engagement	Departments will select a scorecard initiative and utilize a community participation-based practice profile so that our community is engaged. Meet with student groups to obtain feedback on menus and recipes. We will look to adjust our recipes and menus to the liking of the students when feasible.	Rounding (Fall and Spring) to review department specific practice profile.	Practice Profile demonstrating usage of a participation model School Nutrition Practice Profile	Fall to Spring			I have met with 4 different student groups at CH to inform them of the USDA rules and regulations	Met with students at CHS asking for the same type of engagement.
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 Ongoing Budget Projection Models Referendum Communication Plan Budget Reduction Engagement Plan	Completed budget reduction and/or referendum action plan	Fall to Spring	\$600,000+ projected deficit for 25-26 budget. Referendum planning and budget awareness work has started.	Balanced budget for 2025-26	Monthly budget meetings with Nick and Phil as well as monthly budget meetings with Business Services staff. Several money saving ideas and ways to increase revenue were discussed. See attached worksheet for specifics.	Final 25-26 Budget Worksheet - Google Sheets

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Operational Excellence	Monitor and adjust department budget to ensure long-term sustainability and ensure department goals are being met.							
					\$6,000,000+ projected deficit for 25-26 budget. Referendum planning and budget awareness work has started.	Balanced budget for 2025-26	Informational presentation has been developed. Eight staff presentations were given. Three civic groups presentations, plus 5 community open houses and virtual drop-ins	All action steps were completed resulting in a successful referendum - 57% to 43%.