

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)	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><i>During the facility equity tool development process, the voices of staff, students, and caregivers of color will be emphasized through inverse representation to provide input and feedback on the components of the tool.</i></p>	<p>Department Problem of Practice</p>	<p>Some of our older elementary school buildings do not have the same physical features as schools built more recently which creates inequities that impact our black and brown students and students who qualify for free and reduced lunch the most. The Facilities and Grounds Director will work collaboratively with a team of community members to develop a facilities equity tool to guide future facility improvements that address any inequities. The collaborative process will use inverse representation data to elevate the voices of institutionally marginalized community members.</p>	<p>Spring to Spring</p>				
<p>Exceptional Staff</p>	<p>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.</p>	<p>SP Kickstart & SP Academy Planning Documents</p> <p>Onboarding Playbook Mentor Program CAL (Collaborative Assessment Log) & Building Buddy Log</p>	<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>	<p>Spring to Spring</p>	<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>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.</p>	<p>Feedback Inventory</p> <p>Feedback/Recognition Playbook</p> <p>Feedback Professional Development Planning Documents</p>	<p>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."</p>	<p>Spring to Spring</p>	<p>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%</p>	<p>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%</p>		<p>86.2 %</p> <p>EE Survey: 70.2%</p>

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Communications and Community Engagement	Departments will select a scorecard initiative and utilize a community participation-based practice profile so that our community is engaged.	Rounding (Fall and Spring) to review department specific practice profile.	Practice Profile demonstrating usage of a participation model	Fall to Spring				
Operational Excellence	We will complete an 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	\$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%.
	We will develop a school facility equity tool so that future capital maintenance projects ensure all students have equitable access to opportunities regardless of assigned boundary school.	Leadership Collaborative Meeting Agendas Equity Tool Project Plan Documents	Completed facility equity tool	Fall to Spring	No facility equity tool exists.	Facility equity tool will be collaboratively developed.	Not started	Initial work completed with Leadership Collaborative. Community advisory team will meet in 05 Mar.