

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	END/MAY
Environment: Culture of Care	The athletic and activities office will provide an exceptional environment for our students by collaborating with our caregivers, students, booster clubs, and middle school so the needs of all stakeholder are met.		Meeting agendas and minutes. Freshman athletic orientation. Blackboard communication, and program specific information emails. Student surveys, student exit surveys.	Fall to Spring	2022-23 Baseline 3 Meetings 1 Orientation Five blackboards		<p>Next 90 Days</p> <ul style="list-style-type: none"> 3 Pre-season emails to families Fall athlete surveys completed Homong Family Night 	<ul style="list-style-type: none"> Wrestling Feedback Interviews Two Student Athlete Advisory Meeting December January Core Values Feedback 	<p>February 4</p> <p>Core Values Set</p>
Equity: Disrupting Inequity	Our athletics and activities participation rates do not mirror student racial demographics in line with our district mission and vision. We will seek to maintain participation rates while working towards equitable participation that mirror student demographics in line with our district mission and vision.	Department Problem of Practice, SR-3 results. End-of-season participation data. Coach completes list of CC training. Student end-of-season survey.	As measured by participation data collected in Infinite Campus of students rostered to athletics and activities and disaggregated by race.	Fall to Spring	<p>2023-24 Data Athletics</p> <p>% of Students Engaged in Athletics</p> <p>Hispanic 7.8%</p> <p>Black: 10.3%</p> <p>Native American/Native Alaskan: <1%</p> <p>Native Hawaiian/Other Pacific Islander: <1%</p> <p>Asian: 8.8%</p> <p>White: 63.4%</p> <p>Two or more races 8.1%</p> <p>2023-24 Data Activities</p> <p>% of Students Engaged in Activities</p> <p>Hispanic: 7.8%</p> <p>Black: 11.7%</p> <p>Native American/Native Alaskan: <1%</p> <p>Native Hawaiian/Other Pacific Islander: 0%</p> <p>Asian: 14.9%</p> <p>White: 55.9%</p> <p>Two or more races: 6.6%</p>	Increase participation rate percentages of students of color by 1% per year until participation rates are proportionate to our student enrollment demographics within +/- 1% and then maintain within that range.	<p>38 new coaches completed our CC training.</p> <p>2024 Fall Data-Athletics</p> <p>Hispanic % 8.79%</p> <p>Black: % 9.05%</p> <p>Native American/Native Alaskan: <1%</p> <p>Native Hawaiian/Other Pacific Islander: <1%</p> <p>Asian: % 8.38%</p> <p>White: % 64.49%</p> <p>Two or more races % 8.88%</p>	<p>Big 8 MLK Events</p> <p>Big 8 MLK Presentation</p> <p>2024-25 Winter Data-Athletics</p> <p>Hispanic % 8.34%</p> <p>Black: % 9.39%</p> <p>Native American/Native Alaskan: <1%</p> <p>Native Hawaiian/Other Pacific Islander: <1%</p> <p>Asian: % 8.41%</p> <p>White: % 63.42%</p> <p>Two or more races % 10.09%</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>SP Kickstart & SP Academy Planning Documents</p> <p>Onboarding Playbook</p> <p>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>	Spring to Spring		100% of all new employees participate in department and/or job-specific onboarding processes.	Three coaches recieved onboard training.	Four coaches recieved onboard training.	

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Exceptional Staff					80% of employees felt valued and cared for after 6 months of employment.	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."	All fall coaches recieved positive feedback at least once during their season.	All winter coaches recieved positive feedback at least once during their season. 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%	Six leadership emails to staff	Seven leadership emails to staff 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. 2024-2025 Department Participation and Communication Practice Profile-Athletics and Activities	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 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	\$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%.	All action steps were completed resulting in a successful referendum - 57% to 43%.
	We will continue to work towards bringing a Miracle League Field to Sun Prairie so we are able to provide opportunities to all students.	Meeting minutes and agendas. Facility plans. Fundraising outline. Constuction Plan.		Fall to Spring	Initial plan created and presented to the BOE and the Miracle League board	Timeline in place for project to be completed and fundraising efforts have begun.	Point of Beginnings has agreed to provide a conceptual drawing and estimated budget. 24-25 Agendas 24-25 Meeting Minutes	24-25 Agendas 24-25 Meeting Minutes Sponsorship Prospectus	April 14 Board Presentation