

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
<b>Equity: Disrupting Inequity</b>	We will disrupt inequities by implementing strategies to address equity-focused problems of practice so that <b>outcome disparities in academics, behavior, attendance, and special education referral and qualification rates disappear between racial groups in Sun Prairie.</b>	Because Wisconsin State funding has not kept up with inflationary cost for public education the SPASD is facing a 14 million dollar deficit over the next 5 years. To ensure that we are able to provide a culture of operational excellence that prioritizes the investment of our resources to support our students' educational experiences, we are having a referendum that if passed will allow us to continue providing a culture of educational excellence for all of our students, especially our most marginalized.	Department identified problems of practice  <ul style="list-style-type: none"> <li>Measures for Business Service POP</li> <li>2024 Referendum Roadshow</li> </ul>	Summer to Fall	Zero information sessions on referendum or presentation available.	November 5, 2024	<a href="#">Presentation</a> has been developed. Eight staff presentations were given. Three civic groups presentations, plus 5 community open houses and virtual drop-ins	N/A
<b>Exceptional Staff</b>	We will collaboratively implement site-level onboarding strategies as defined by Human Resources so that <b>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>	<b>SP Kickstart &amp; SP Academy Planning Documents</b>  <a href="#">Onboarding Playbook</a> <a href="#">Mentor Program CAL (Collaborative Assessment Log) &amp; Building Buddy Log</a>	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.	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."	N/A	
	We will collaboratively implement recognition and feedback structures as defined by Human Resources that include elements of care, behavior, impact, and curiosity so that <b>employees feel they can utilize the feedback they receive from colleagues and supervisors improve their ability to successfully fulfill their role.</b>	<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 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%	All department employees have completed the "Recognition Preferences" sheet. Also, at every Business Office meeting each member recognizes other members. At one meeting each staff member formally recognized a staff member from another department.	

