

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
Equity: Disrupting Inequity	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.	Problem of Practice: There is a significant lack of support for experiences between Title 1 elementary schools and non Title 1 elementary schools that adversely impact black and brown students. 37% of students who attend Title 1 schools identify as black or brown and 43% identify as white compared to non Title 1 school where 16% of students identify as black or brown and 57% identify as white. On average, SCO's from Title 1 schools raised 26% of the total money per school year compared to non Title 1 schools who raised 74% of the total money per school year. This is evidence that there is a disproportionality in funding that adversely impacts schools that have higher percentages of students of color.	Solution: PLC Goals Creating shared learning experiences, shared funding model, families are partners with schools in students learning, Creates and sustains equity of resources, Establishes consistency of practices across all SPASD elementary schools. As we support the development of middle school SCO's we keep this same equitable framework in mind. Evidence will be found in meeting notes.	August-June	Shared goals put into practice collaboratively with the Parent Leadership Council	Meet with the Parent Leadership Council 8 times to continue to develop an equitable shared funding model in SPASCO so that funds are shared in a way that title and non-title schools have similar experiences..	Meeting Agendas with K&K&I	Meeting Agendas with K&K&I
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. (The Communications Department will collaborate with the Human Resources Manager in best communication practices for new staff.)	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		100% of all new employees participate in department and/or job-specific onboarding processes.		
					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."	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. (Communications staff will work with the Human Resources Manager to ensure this initiative is elevated through staff newsletter, videos, social media and more)	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%	

