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
Instructional Framework	We will monitor and provide feedback on the implementation of the Instruction Framework elements 1- Rigorous and Coherent Teaching, 2- Culture of Care, and 3- Disrupting Inequities across the system **so that all students will experience instruction of the curriculum as designed.**	Fidelity monitoring schedule	Fidelity Implementation data from the use of the IF fidelity tool.	Spring to Spring				In Progress/On track	Complete
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.**	Situational coaching notes with building leaders	Site based problems of practice and DSC operations department identified problems of practice	Spring to Spring				In Progress/ On track	Complete
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		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 %	88.40%
	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%	80%
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					

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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 complated resulting in a successful referendum pass rate of 57% to 43%.	All action steps were complated resulting in a successful referendum pass rate of 57% to 43%.
	We will explore and familiarize ourselves with the features of Raptor Emergency Management and their connection to Standard Response Protocol **so that the District is prepared for districtwide professional learning and implementation during the 2025-2026 school year.**	Engagement in professional learning and dialogue with District colleagues and external partners;	Pilot implementation by select schools; District Safety Team agenda notes	Fall to Spring					TS, PMMS, & WHS participated in PD on Raptor Drill Manager and used the app for spring drills.