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	Instructional Framework Fidelity Tool not yet developed	Fidelity Implementation data from the use of the IF fidelity tool.	Instructional Framework Fidelity tool in development	Instructional Framework Fidelity Tool developed	Complete
Experiences: Rigorous and Coherent Teaching	We will ensure that all students have access to high quality, grade-level literacy curriculum and instruction through the implementation of CKLA **so that achievement/growth improves in grades K-3.**	Amplify CKLA classroom walkthrough tool	Universal Screener Early Literacy (K) Composite Benchmark Achievement	Fall to Spring	50%	56%	50%	50%	51%
			Universal Screener Early Literacy (K) Composite Growth	Fall to Spring	81%	Maintain	N/A	81% Baseline	83%
			Universal Screener Oral Reading Fluency (1-3) Benchmark Achievement	Fall to Spring	50%	53%	50%	51.10%	53%
			Universal Screener Oral Reading Fluency (1-3) Growth	Fall to Spring	82%	Maintain	N/A	82% Baseline	84%
	We will ensure that all students falling **below** the 25th percentile in **grades K-3** literacy will access intentional/targeted instruction **so that the students demonstrate accelerated good to great growth.**	Professional Learning Team Planning Documents Personalized Reading Plans	Combined: Early Literacy Composite Growth (K) + Oral Reading Fluency Growth (1-3gr)	N/A	N/A	N/A	N/A	62/718 = 9% (baseline)	20% (baseline)
	We will ensure that all students have access to high quality, grade-level math curriculum and instruction through the implementation of grade-level, essential standards **so that math achievement/growth improves in grades K-5**	Professional Learning Team Planning Documents Implementation / usage of grade-level instruction (Bridges & Number Corner) and supplemental instruction (AVMR and Bridges Intervention)	Universal Screener Early Numeracy Composite Benchmark (K-1)	Fall to Spring	50%	54%	50%	63%	62%
			Universal Screener Early Numeracy Composite Growth(K-1)	Fall to Spring	91%	Maintain	N/A	91% Baseline	90%
			Universal Screener Math Composite Benchmark (2-5)	Fall to Spring	55%	58%	55%	64%	66%
			Universal Screener Math Composite Growth (2-5)	Fall to Spring	86%	Maintain	N/A	86% Baseline	88%
Environment: Culture of Care	We will ensure that all students have access to high quality grade level Social Emotional Learning (SEL) instruction by deepening implementation of SEL evidence based practices **so that student social emotional competencies improve and exclusionary discipline decreases in grades 3-5.**	Implementation of Second Step SEL Curriculum 4K-5 Documentation of Restorative Practices as a response to behavioral error Site selected implementation monitoring tool	Sites meeting site-selected SEL goal on SEL Competencies Survey (3-5)	Spring to Spring	8/10 met in Spring 2/10 not met in Spring	10/10	10/10 have goal established, baseline data		4/10 met SEL goal
			Students who have not experienced OSS/ISS as a response to behavioral error (K-5)	Spring to Spring	83 out of 3497 had = 98%	Maintain	99%	98%	97%

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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.**	Sites' Identified Problems of Practice	Leadership Coaching Notes	Spring to Spring					
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 %	
	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 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%		78%	80% districtwide (83.3% at the elementary school level)

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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	Early Literacy Community Engagement - The Spirit of Act 20	Completion of strategies named in the communication practice profile			
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%.