Strategic Alignment	Action Steps We will...so that...	Monitoring (Fixed) Professional Practices	2025-26 Goal Setting & Scorecard Measures Descriptions	Timeline	Baseline Data (beginning of timeline)	GOAL (end of timeline)	BEG/OCT	MID/FEB	END/MAY
Experiences: Rigorous and Coherent Teaching	BILITERACY / LITERACY: We will ensure that all students have access to high quality, grade-level (bi)literacy curriculum and instruction through the implementation of grade-level, essential standards **so that biliteracy and literacy achievement and growth improves in grades K-5.**	Program Fidelity Tools Professional Learning Team Planning Documents Intervention Plans	Universal Screener Early Literacy (K-1) Benchmark **Achievement**	Fall to Spring	84%	89%	84%	75%	76%
			Universal Screener Early Literacy (K-1) **Growth**	Fall to Spring	84%	88%		84%	85%
			Universal Screener Oral Reading Fluency (2-3) Benchmark **Achievement**	Fall to Spring	75%	80%	75%	76%	80%
			Universal Screener Oral Reading Fluency (2-3) **Growth**	Fall to Spring	79%	88%		79%	81%
			Universal Screener Reading Benchmark **Achievement** (4-5)	Fall to Spring	73%	78%	73%	76%	74%
			Universal Screener Reading **Growth** (4-5)	Fall to Spring	81%	85%		81%	88%
	MATH: 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 and growth improves in grades K-5.**	Program Fidelity Tools Professional Learning Team Planning Documents Intervention Plans	Universal Screener Early Numeracy Benchmark **Achievement** (K-1)	Fall to Spring	63%	72%	63%	72%	78%
			Universal Screener Early Numeracy **Growth** (K-1)	Fall to Spring	93%	Maintain		93%	88%
			Universal Screener Math Benchmark **Achievement** (2-5)	Fall to Spring	79%	82%	79%	81%	82%
			Universal Screener Math **Growth** (2-5)	Fall to Spring	92%	Maintain		92%	91%
Environment: Culture of Care	We will ensure that all students have access to high quality grade level Social Emotional Learning (SEL) curriculum and instruction through the implementation of grade-level, essential standards **so that student social-emotional competency increases and exclusionary discipline decreases in grades K-5.**	Program Fidelity Tools	Site-selected SEL goal on SEL Competencies Survey: Standard 11 Goals and Persistence: I try my best to reach my goals, even when it is hard.	Spring to Spring	83%	86%	83%	81%	81%
			95% of students described as having no OSS/ISS (K-12)	Spring to Spring	98%	Maintain 95% or better	100%	100%	99%
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.** **Site Based Problem of Practice:**How might we improve our instruction for our Black students by providing differentiation and scaffolds they need, as well as valuing their interests and increasing their funds of knowledge, so that we see an increase of Black students who meet benchmark and who achieve gap closing or accelerated growth as measured by aimswebPlus? Focus Group: Black Students	Site problem of practice and SP100 Plans/Processes	Universal Screener Literacy **Growth and/or Benchmark Achievement for Black Students**	Fall to Spring	60%	65%		60%	76%
			Universal Screener Math **Growth and/or Benchmark Achievement for Black Students**	Fall to Spring	72%	76%		72%	80%

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Exceptional Staff	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 to improve their ability to successfully fulfill their role.**	Feedback Inventory Feedback Professional Development Planning Documents	Employee Engagement survey item "I receive meaningful feedback from colleagues and direct supervisors that challenges me to grow as a professional."	Spring to Spring	89%	Maintain 86% or better	Spring Outcome = 89%	97%	92%
Communications and Community Engagement	We will improve and refine classroom-to-parent/caregiver communication expectations through the School Site Communications Playbook **so that parent/caregiver engagement and satisfaction increases.**	Communications Rounding Tool	School Perceptions Parent/Caregiver Survey Question, "I am satisfied with the communication that comes from my students' teachers/classrooms."	Spring to Spring	84%	88%	95% Fall Survey Results	NA Communications Check In 3/13/26	83%
	Schools will develop and implement a Family Engagement & Inclusion plan co-created with staff and families **so that parents/caregivers feel they belong to their school community.**	Horizon Family Engagement & Inclusion Plan Template	School Perceptions Parent/Caregiver Survey Question, "I belong as a part of my student's school community."	Spring to Spring	80%	84%	Spring Outcome = 80%	NA Communications Check In 3/13/26	82%
Operational Excellence	We will implement an accident reduction action plan **so that workers compensation incidents are reduced and staff feel that their school is well maintained.**	Implementation of accident reduction program, including districtwide strategies and site-specific strategies tied to incident history	The district's Experience Modification Rating (EMR or MOD raiting) will decrease each year until it is below 1.05 and then maintained below 1.05.	Spring to Spring	1.41	MOD rating will decrease each year until it is below 1.05	1 claim as of 10/17/25	2 claims as of 2/26/26	1.23
		Rounding with principals and risk mitiation / school safety walkthroughs to identify needs and plan to correct any issues	The percent of employees who answer “agree” or “strongly agree” with the Employee Engagement survey question "My school is clean and well maintained" will increase each year to a rate of 90% or higher and then be maintained at or above 90%.	Spring to Spring	Spring 2024-25: 96%	Maintain at/above 90%	Spring Outcome = 96%	In Progress (Spring to Spring Goal)	97%