

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	65%	72%	65%	61%	56%
			Universal Screener Early Literacy (K-1) Growth	Fall to Spring	70%	82%		70%	81%
			Universal Screener Oral Reading Fluency (2-3) Benchmark Achievement	Fall to Spring	63%	72%	63%	59%	69%
			Universal Screener Oral Reading Fluency (2-3) Growth	Fall to Spring	73%	85%		73%	75%
			Universal Screener Reading Benchmark Achievement (4-5)	Fall to Spring	48%	55%	48%	55%	58%
			Universal Screener Reading Growth (4-5)	Fall to Spring	90%	Maintain		90%	85%
	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	47%	54%	47%	58%	65%
			Universal Screener Early Numeracy Growth (K-1)	Fall to Spring	91%	Maintain		91%	86%
			Universal Screener Math Benchmark Achievement (2-5)	Fall to Spring	50%	57%	50%	62%	65%
			Universal Screener Math Growth (2-5)	Fall to Spring	89%	Maintain		89%	90%
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	Standard 2 Expressing Emotions: I share my feelings respectfully.	Spring to Spring	58%	64%	58%	67%	61%
			95% of students described as having no OSS/ISS (K-12)	Spring to Spring	96%	Maintain	99%	99%	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 problem of practice and SP100 Plans/Processes	Universal Screener Literacy Growth for Black Students	Fall to Spring	55%	66%		55%	51%
	Site Based Problem of Practice: How might we help staff members grow in their self awareness of the unconscious beliefs that impact their relationships with Black students, so that literacy and math growth data in grades 2-5 for black students are commensurate with all students?		Universal Sreener Math Growth for Black Students	Fall to Spring	58%	63%		58%	62%
	Focus Group: Black Students								
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	73%	80%	Spring Outcome = 68%	80%	80%

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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	80%	84%	Pulse Check Survey = 95%	NA	89%
	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.	FEIP Template to copy and create new	School Perceptions Parent/Caregiver Survey Question, "I belong as a part of my student's school community."	Spring to Spring	76%	83%	Spring Outcome = 76%	NA	87%
	Community Schools will develop and implement Aligned Futures strategies so that we support confident, well-prepared students, create equitable and engaging environments, and foster transformed schools through collaborative problem-solving.	Monthly rounding to review Aligned Futures Strategies.	Chronic absenteeism at full-service Community School sites.	Spring to Spring	85% are not chronically absent/ good attendance	89% are not chronically absent/ good attendance	85% are not chronically absent/ good attendance	86% are not chronically absent/ good attendance	87% are not chronically absent/ good attendance
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 rating) 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	3 claims as of 10/17/25	11 claims as of 2/1/26	1.23
		Rounding with principals and risk mitigation / 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: 73%	78%	Spring Outcome = 73%		91.4