

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 Systemwide 4K ...	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 SP4K	Program Fidelity Tools	Universal Screener Early Literacy 4K BENCHMARK ACHIEVEMENT- Initial Sounds	Fall to Spring	76%	78%	76%	74%	72%
		Professional Learning Team Planning Documents Intervention Plans	Universal Screener Early Literacy 4K GROWTH- Initial Sounds (Gap closing and Accelerated gap closing)	Fall to Spring	78%	82%		61%	85%
	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 SP4K	Program Fidelity Tools	Percentage BENCHMARK ACHIEVEMENT increase in SP4K Proficiency Scale for Letter Sound Correspondence	Fall to Spring	39%	41%	39%	71%	91%
		Professional Learning Team Planning Documents Intervention Plans	Percentage GROWTH increase in SP4K Proficiency Scale for Letter Sound Correspondence FAY Percentage of students moving from below to meeting grade level expectations	Fall to Spring	39% are meeting/exceeding	45% are meeting/exceeding		71% are meeting/exceeding AND Fall to winter 32% of students grew from below to meeting/exceeding	91% are meeting/exceeding AND Fall to Spring 52% of students grew from below to meeting/exceeding
	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 SP4K	Program Fidelity Tools	Percentage BENCHMARK ACHIEVEMENT increase in SP4K Proficiency Scale for Counts ,	Fall to Spring	74%	76%	74%	89%	95%
		Professional Learning Team Planning Documents Intervention Plans	Percentage GROWTH increase in SP4K Proficiency Scale for Counts FAY Percentage of students moving from below to meeting grade level expectations	Fall to Spring	74% are meeting/exceeding	80% are meeting/exceeding		88% are meeting/exceeding AND Fall to winter 14% of students grew from below to meeting/exceeding	95% are meeting/exceeding AND Fall to Spring 20% of students grew from below to meeting/exceeding
	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 achievement social-emotional competency	Program Fidelity Tools	Percentage BENCHMARK ACHIEVEMENT increase in SP4K Proficiency Scale for Manages Feelings	Fall to Spring	48%	54%	48%	68%	82%
			Percentage GROWTH increase in SP4K Proficiency Scale for Manages Feelings FAY Percentage of students moving from below to meeting grade level expectations	Fall to Spring	48% are meeting/exceeding	54% are meeting/exceeding		68% are meeting/exceeding AND Fall to winter 23% of students grew from below to meeting/exceeding	82% are meeting/exceeding AND Fall to Spring 36% of students grew from below to meeting/exceeding
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 accelerate growth and close the opportunity gap for our black students in reading (letter sound correspondence- Black- 78% and All- 94%) and math (counting- Black 76% and All 93%)? Focus Group: Black Students	Site problem of practice and SP100 Plans/Processes	Universal Screener Literacy GROWTH for Black Students Initial Sounds (Gap closing and Accelerated gap closing)	Fall to Spring	61%	65%		47%	65%
			SP4K Proficiency Scale: Math GROWTH for Black Students- Counts FAY Percentage of Black students moving from below to meeting grade level expectations	Fall to Spring	53% are meeting/exceeding	66% are meeting/exceeding		76% are meeting/exceeding AND Fall to winter 24% of students grew from below to meeting/exceeding	88% are meeting/exceeding AND Fall to Spring 34% of students grew from below to meeting/exceeding
			SP4K Proficiency Scale: Literacy GROWTH for Black Students- Letter Sound Correspondence FAY Percentage of Black students moving from below to meeting grade level expectations	Fall to Spring	21% are meeting/exceeding	37% are meeting/exceeding		47% are meeting/exceeding AND Fall to winter- 26% of students grew from below to meeting/exceeding	78% are meeting/exceeding AND Fall to Spring 55% of students grew from below to meeting/exceeding
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." 25-26 EOY SP4K Staff Survey	Spring to Spring	36 Respondents- 97.2% Agree or Strongly Agree 24-25 EOY Staff Survey	Increase the number of respondents maintaining a minimum of 95% agree or strongly agree	97.20%	DW: 83% Prof Edu: 84% Support Staff: 78% (Pulse Survey Small Sample Size)	93%
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." 2024-25 EOY Family Survey	Spring to Spring	117 Respondents- 97.5% Agree or Strongly Agree	Increase the number of respondents maintaining a minimum of 95% agree or strongly agree	92.2% with 137 respondents Fall check in survey results	NA	137 Respondents 99% Agree or strongly agree Internal 4K EOY Survey
	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." 2024-25 EOY Family Survey	Spring to Spring	117 Respondents- 99.2% Agree or Strongly Agree	Increase the number of respondents maintaining a minimum of 95% agree or strongly agree	92.2% with 137 respondents Fall check in survey results	NA	137 Respondents 96% Agree or stongly agree Internal 4K EOY Survey
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	0 claims as of 10/17/25	0 claims as of 2.26.26	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	14 out of 14 100%	Maintain at or above 90%	Spring = 100%		88%