

	Action Steps	Monitoring (Fixed)	2025-26 Goal Setting &	Timeline	Baseline Data	GOAL	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 9-11.	Program Fidelity Tools	ACT Suite Reading Benchmark (9-11)	Spring to Spring	48%	50%	47%		39%
		Professional Learning Team Planning Documents	ACT Suite Reading Meeting Projected Scores (9-11)	Spring to Spring	77%	81%			72%
	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 9-11.	Program Fidelity Tools	ACT Suite Math Benchmark (9-11)	Spring to Spring	35%	37%	33%		35%
		Professional Learning Team Planning Documents	ACT Suite Math Meeting Projected Scores (9-11)	Spring to Spring	77%	81%			73%
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 9-12.	Program Fidelity Tools	SEL Competencies Survey Outcome (9-12)	Spring to Spring	84%	Maintain 80%+	82%	84%	80%
			Standard 11 Goals and Persistence: I can recognize barriers to success and know how to overcome them.						
			% of students not having OSS/ISS as a response to behavioral error	Spring to Spring	92%	93%	98%	96%	93%
Equity: Disrupting Inequity	We will disrupt inequities by implementing strategies to address equity-focused problems of practice so that accelerated growth for reading and math occurs for Black students. Site Based Problem of Practice: How might we use PLTs to intentionally design and implement scaffolds, supports, instructional strategies and multiple modes of assessment of essential standards, so that reading and math outcomes for Black Students increase? Focus Group: Black Students	TLE coaching notes of site based SP100 plans	B- or better course grades in All Classes for Black students	Spring to Spring	51%	54%	56%	45%	
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	71%	74%	Spring Outcome = 71%	68%	66%
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	71%	74%	Pulsecheck = 86%	NA	76%
	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.	Family Engagement and Inclusion Plan	School Perceptions Parent/Caregiver Survey Question, "I belong as a part of my student's school community."	Spring to Spring	72%	75%	Spring Outcome = 72%	NA	62%
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	District rating <1.05	1 claim as of 10/17/25	5 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	94%	Maintain	Spring Outcome = 94%	In Progress	89%