

SCORECARD									
Strategic Alignment	Action Steps	Monitoring (Fixed)	Measures	Timeline	Baseline Data	GOAL	BEG/OCT	MID/FEB	END/MAY
Equity	Some of our older elementary school buildings do not have the same physical features as schools built more recently which creates inequities that impact our black and brown students and students who qualify for free and reduced lunch the most. The Facilities and Grounds Director will work collaboratively with a team of community members to develop a facilities equity tool to guide future facility improvements that address any inequities. The collaborative process will use inverse representation data to elevate the voices of institutionally marginalized community members.	Department Problem of Practice & quarterly rouding with DSEI	Department identified problems of practice	Fall to Spring	Pete and the F&G Team will use the developed tool to evaluate the condition of all nine elementary schools in order to establish baseline data. evalaution completerd for ____ of 9 schools	Assess deficiencies identified through the evaluation and incorporate them into the 2026–27 (10-year) Capital Improvement and Maintenance Plan for follow-up.	Facilities Equity Tool created.	Facility Equity walkthroughs completed at all schools.	Facility Equity projects added to the 2026-2027 F&G capital projects plan.
	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	Spring 2025: 79.7% Administrators: 100% Admin Support: 88% Professional Educators: 80% Support Staff: 73%	In the 2025-2026 school year, the percentage of employees agreeing to the survey statement, "I receive meaningful feedback from colleagues and direct supervisors that challenges me to grow as a professional." will be the following (focus on Prof Educators and Support Staff as they are lower than the overall goal of 85%): Overall: 85% Professional Educators: 85% Support Staff: 80%	In Progress	Overall: 83% (+3.3%) Prof Ed: 84% (+4%) Support Staff: 78% (+5%) Current F&G: 86%	Districtwide: 78% (yellow)
Communications and Community Engagement	Departments will select a department scorecard initiative and utilize the Engagement Framework so that that there is an opportunity for input.	 2025-2026 F&G Participation and Communication Rubric	Effective implementation of the Engagement Framework.	Fall to Spring	Communication Plan Developed Workers Compensation	Communication Plan Completed	In Progress	In Progress	
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	41 claims districtwide as of 10/17/25	Projected Mod Rating as of 01/02/26: 1.23	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	87%	Maintain	NA	NA	88%