

Strategic Alignment	Action Steps	Monitoring (Fixed)	2025-26 Goal Setting &	Timeline	Baseline Data	GOAL	BEG/OCT	MID/FEB	END/MAY
Instructional Framework	We will monitor and provide feedback on the implementation of the Instructional Framework elements 1-3, Rigorous and Coherent Teaching, Culture of Care, and Disrupting Inequities across the system so that we implement the Intructional Framework to fidelity.	TLE SP100 Plan	Instructional Framework Fidelity Tool -IF Self-Assesment -IF Walkthrough -IF Artifact Review	Fall to Spring	NA	All three components of IF fidelity tool completed	IF Self Assessments	IF Walkthrough Tool complete	IF Artifact Review
	We will implement a training plan for Instructional Framework elements 4-6, Multiple Means to Demonstrate Understanding, Learning Partnerships, and Culturally Responsive so that we implement the Intructional Framework to fidelity.	TLE SP100 Plan	Completed training plan for implementation for elements 4-6	Fall to Spring	NA	Training Plan Elements 4-6 Implemented	PD Days August 27, 2025 October 6, 2025	PD Days 12/8/2025	PD Days April 10, 2026 May 15, 2026
Experiences	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	72%	73%	72%	67%	
			Universal Screener Early Literacy (K-1) Growth	Fall to Spring	80%	82%	N/A	80%	
			Universal Screener Oral Reading Fluency (2-3) Benchmark Achievement	Fall to Spring	67%	68%	67%	66%	
			Universal Screener Oral Reading Fluency (2-3) Growth	Fall to Spring	77%	79%	Obtained in Winter	77%	
			Universal Screener Reading Benchmark Achievement (4-5)	Fall to Spring	62%	64%	62%	66%	
			Universal Screener Reading Growth (4-5)	Fall to Spring	86%	Maintain	N/A	86%	
	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. We will review and select math instructional materials in the 4K-5 Math Curriculum Steering Committee and develop an implementation plan.	Program Fidelity Tools Professional Learning Team Planning Documents Intervention Plans Curriculum Renewal and Design Plan	Universal Screener Early Numeracy Benchmark Achievement (K-1)	Fall to Spring	53%	56%	53%	67%	
			Universal Screener Early Numeracy Growth (K-1)	Fall to Spring	92%	Maintain	Obtained in Winter	92%	
			Universal Screener Math Benchmark Achievement (2-5)	Fall to Spring	61%	63%	61%	67%	
			Universal Screener Math Growth (2-5)	Fall to Spring	88%	Maintain	Obtained in Winter	88%	
Environment	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	SEL Competencies Survey Outcome (3-5)	Spring to Spring	4 of 10 sites goal met	7 of 10 sites goal met	10 of 10 sites goal established	Site based goals in progress	x of 10 sites goal met
			95% of students described as having no OSS/ISS (K-5)	Spring to Spring	97%	Maintain	97%	97%	
Equity	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 and students with disabilities.	TLE coaching notes of site based SP100 plans Site problem of practice and SP100 Plans/Processes	Site Based Problems of Practice Site Problem of Practice and SP100 Plans/Processes	Fall to Spring	Site/Department Problems of Practice 10 of 10 sites have a problem of practice established	8 of 10 sites goal met	10 of 10 sites have a problem of practice established	Site based goals in progress	x of 10 sites goal met

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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	83%	84%	N/A	Building Level: 89% Prof Ed: 91% Support Staff: 83%	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. Elementary Math Resource Adoption Communication & Engagement Framework	Rounding in Fall and Spring	Effective implementation of the Engagement Framework.	Fall to Spring	Communication Plan Developed Elementary Math	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
	We will implement school safety standard response protocols, to address situations up to and including critical incidents, so that adults are prepared to maintain safe schools.	Standard lanugage and visuals are used and posted. Standard response protocols are applied during monthly drills. Training sessions held with all staff	Completed "I Luv U Guys Foundation" and Raptor Implementation Training Plan	Fall to Spring	Training Plan Developed	Training Plan Implemented with all Staff	Trainings in Progress	In Progress	Training Plan Implemented with all Staff