

SCORECARD									
Strategic Alignment	Action Steps	Monitoring (Fixed)	Measures	Timeline	Baseline Data	GOAL	BEG/OCT	MID/FEB	END/MAY
Equity	Research studies have shown student outcome disparities between racial groups improves or disappear when staff demographics match student demographics. We will actively support our Employees of Color through supporting the facilitation of Affinity groups in collaboration with the Department of Systemic Equity and Inclusion to support retention of our Employees of Color as we continue to move towards our staff demographics matching our student demographics in each employee group so that outcome disparities in academics disappear.	Quarterly rounding with DSC Operations Departments	Retention Rate of Employees of Color	Fall to Spring	Site/Department Problems of Practice	In the 2025-2026 school year, our overall retention will be 90% or higher within our Employees of Color.	97%	96.09%	90.40%
		HR and DSEI monthly check-ins							
Exceptional Staff	We will collaboratively implement recognition and meaningful 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 <i>trusted</i> colleagues and supervisors to improve their ability to successfully fulfill their role.	Feedback Inventory	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 HR: 86%	Overall: 78% Prof Ed: 78% Support Staff: 74% HR: 91%
		Feedback Professional Development Planning Documents							
		Recognition Platfrom	Retention Rate	Spring to Spring	In the 2024-2025 school year, our overall retention was 92%.	In the 2025-2026 school year, our overall retention will be 90% or higher.		Total retention 98% Staff of Color Retention 97%	Total retention 90.3% Staff of Color Retention 90.4%
		Professional Learning opportunities							
		Semi-annual pulse survey						Retention by Employee Group: Support Staff: 94% Admin Support: 98.5% Professional Educators 99% Administrators 100%	Retention by Employee Group: Support Staff: 87.8% Admin Support: 92.5% Professional Educators 91.8% Administrators 89.8%

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	We will successfully implement a Culture of Care through increasing engagement of employees through offering Wellness Specialty Days based on medical claims data and employee sentiment with feedback provided through our SPASD Employee Wellness Committee.	Employee Wellness Committee meetings Number and variety of Wellness Speciality Days offered Semi-annual pulse survey	Employee Wellness Clinic Utilization rate	Spring to Spring	In the 2024-2025 school year, the utilization rate of our Employee Wellness Clinic was 69%. Typical Utilization Benchmarks: 1. General range: Utilization rates often fall between 20% to 40% of eligible employees annually. 2. High-performing clinics: Some clinics report rates above 50%, especially when offering comprehensive primary care, wellness programs, and chronic condition management.	Increase utilization to 72%	79%	79%	77%
			Employee Engagement Survey item "My colleagues, direct supervisors, and school district as a whole prioritize my health and well being."	Spring to Spring	In the 2024-2025 84% of employees agreed/strongly agreed to the survey item, "My colleagues, direct supervisors, and school district as a whole prioritize my health and well being."		In Progress	83%	78%
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.	Engagement Framework	Effective implementation of the Engagement Framework.	Spring to Spring	Communication Plan Developed Employee Workgroups	Communication Plan Completed	In Progress	Focused on Engagement Survey item focused on recieving feedback: Overall: 83% (+3.3%) Prof Ed: 84% (+4%) Support Staff: 78% (+5%)	78%
	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

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Operational Excellence	We will implement Telus EAP and Recognition Platform so that employees are aware of resources and supports available to support their personal and professional well-being.	Communication to all employees regarding the EAp and engaging the Wellness Committe in engaging colleagues in accessing the EAP	Employee survey item, "My colleagues, direct supervisors, and school district as a whole prioritize my health and well being."	Spring to Spring	In the 2024-2025 84% of employees agreed/strongly agreed to the survey item, "My colleagues, direct supervisors, and school district as a whole prioritize my health and well being."	In the 2025-2026, 87% of employees will agree/strongly agree to the survey item, "My colleagues, direct supervisors, and school district as a whole prioritize my health and well being."	In Progress	83%	78%
	We will integrate SPASD Core Values/Behaviors into appropriate Admin/Admin Support evaluations so that feedback provided to employees is grounded in our Core Values/Behaviors.	Reviewing evaluation documents to have the Core Values/Behaviors added	Completed evaluations with Core Values/Behaviors added	Spring to Spring			In Progress	In Progress	
	We will integrate SPASD Core Values/Behaviors into recruiting and hiring processes and materials so that so that recruiotment and hiring is grounded in our Core Values/Behaviors resulting in new employees hired in connectikon to those Values and Behaviors.	Reviewing recruiting and hiring documents to have the Core Values/Behaviors integrated	Recruting and hiring documents with integrated Core Values/Behaviors.	Spring to Spring			In Progress	In Progress	
	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	Trainings in Progress	Training Plan Implemented with all Staff