

SCORECARD									
Strategic Alignment	Action Steps We will...so that...	Monitoring (Fixed) Professional Practices	Measures ...as measured by...	Timeline	Baseline Data (beginning of timeline)	GOAL (end of timeline)	BEG/OCT	MID/FEB	END/MAY
Equity	We will promote cultural inclusiveness by providing students with opportunities to experience meals from diverse cultures, fostering greater cultural awareness, appreciation, and belonging. Problem of Practice: We expect the school nutrition program to serve all students and reflect the culinary culture of our diverse student body. We plan to increase positive perception in the food service program by incorporating taste testings for all students during meal periods (breakfast and lunch). We will include some items that correspond with identified heritage and awareness months - Indigenous/Native American Heritage, Black History Month and Asian/Pacific Islander month.	Department Problem of Practice	Department identified problems of practice	Fall to Spring	Fall survey question: Have you been offered or tried meals offered at school from a culture different from your own? Out of 846 replies, 64.3% said they have tried food from other cultures in their school cafeteria while 35.7% said they have not.	Spring survey question goal is 70% of students reponding would idicate that they have tried a food from a different culture in their school cafeteria.	We have sampled Swedish Meatballs, Gyros, Roasted Squash, Naan Bread, Hummus at different schools and spoke with students about food ofered at schools. Responses have been recorded here:	We will be making a new recipe - Kipp's Sweet Potato Casserole - and taste testing it at all schools as part of Black History month. This will be completed in February.	Even though we taste tested 8 new items from other cultures, our May survery of students shows only 68.5% of students say they have tried food from other cultures in their school cafeteria while 31.5% said they have not. We only received 197 replies to our May survey.
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	Spring 2024: 83.1 Spring 2025:		Kelli B. spoke at staff in-service in August about this topic. Strategies were discussed with staff on how to increase increase satisfaction in this area. Staff were sent surveys as to how their strategies were working in their kitchens. Only 8 people responded.	DW: 83% Prof Edu: 84% Support Staff: 78% (School Nutrition Pulse Survey Small Sample Size) Kelli B. is running a Leadership Lab workshop for 8 kitchen leads, twice a month for 3 months. The other 7 kitchen leads and cooks are attending a Growing Your Leaders online workshop provided by SNA-WI. This is monthly for 3 months. 14 staff members will have part 2 of their evaluations done by the end of February.	
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. We will be offering samples of many of our products this year to all students. We will be surveying the studentson those products. We will then gather data on student preference of the food and item and share that info in newsletters.	Communications Rounding Tool	Effective implementation of the Engagement Framework.	Fall to Spring	Communication Plan Developed Nutrition Newsletter Articles	Communication Plan Completed	In Progress	In Progress	We sent articles to all schools every month to add to their newsletters.
	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		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%
	Monitor and adjust department budget so that the budget has long-term sustainability, department goals are being met, and expenses and revenues are balanced. We will plan to increae our adult participation rates by 10% . We will strategically do this by rolling out premade salads to each elementary school.	Ongoing revenue and expense review at monthly meetings Analysis of staffing through MPLH and other metrics	A balanced Fund 50 budget for 2025-26	Fall to Spring	24-25 budget ended with a loss of \$200,000. This was a planned loss to reduce Fund 50 per DPI recommendations. Funds were used to purchase a new freezer among other things.	Balanced 25-26 budget on July 1	Staff member retiring on Dec. 12. Adult salad survey has been sent ot Bird Staff and ES staff so far this year.	TS and CS are now offering salads to adults. MV & HZ will be added by March 2.	While we reached our goal of offering freshly made salads to staff at all elementary schools and the district office, we did make our goal of a balanced budget for the 25-26 school year. We are projecting a loss this year of \$250,000.00