

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
Exceptional Staff	We will collaboratively implement site-level onboarding strategies as defined by Human Resources so that new employees feel supported, connected, confident, and clear in their roles evidenced by employees indicating that they felt valued and cared for through the onboarding process.	SP Kickstart & SP Academy Planning Documents Onboarding Playbook Mentor Program CAL (Collaborative Assessment Log) & Building Buddy Log	OE 4.6: Measure 2: 100% of all new employees participate in department and/or job-specific onboarding processes. OR 2.2: Measure 1: The percent of employees indicating that they felt valued and cared for through the onboarding process will be at 80% or higher.	Spring to Spring		100% of all new employees participate in department and/or job-specific onboarding processes.			
					80% of employees felt valued and cared for after 6 months of employment.	In the spring of 2025, 85% of new employees will agree or strongly agree to the statement "I felt valued and cared for through the onboarding process."			
		86.2 %							
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 improve their ability to successfully fulfill their role.	Feedback Inventory Feedback/Recognition Playbook Feedback Professional Development Planning Documents	Employee Engagement Survey Item: The percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance."	Spring to Spring	The percent of employees who answer "agree" or "strongly agree" with the 2023-2024 Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." was 59.6%	In the spring of 2025, the percent of employees who answer "agree" or "strongly agree" with the Employee Engagement survey question "Over the past week, I've been acknowledged or recognized for my efforts, behaviors, and performance." will be 70%			
								EE Survey: 77.8%	
Communications and Community Engagement	Departments will select a scorecard initiative and utilize a community participation-based practice profile so that our community is engaged. Meet with student groups to obtain feedback on menus and recipes. We will look to adjust our recipes and menus to the liking of the students when feasible.	Rounding (Fall and Spring) to review department specific practice profile.	Practice Profile demonstrating usage of a participation model School Nutrition Practice Profile	Fall to Spring	Meetings have been planned but not held.	At least 4 meetings with students will be held.	I have met with 4 different student groups at CH to inform them of the USDA rules and regulations we have to follow when planning menus and recipes. I gathered feedback on food items they did not like to eat from school meals and then I asked and received suggestions on how to improve our menus and what new items they are interested in having us offer.	Met with students at CHS asking for the same type of engagement.	7 meetings were held with student groups to receive feedback on school nutrition operations and the menu

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Operational Excellence	Monitor and adjust department budget so that the budget has long-term sustainability, department goals are being met, and expenses and revenues are balanced.	Ongoing revenue and expense review at monthly meetings Analysis of staffing through MPLH and other metrics	A balanced Fund 50 budget for 2025-26	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	Monthly budget meetings with Nick and Phil as well as monthly budget meetings with Business Services staff. Several money saving ideas and ways to increase revenue were discussed. See attached worksheet for specifics.	Fund 50 25-26 Budget worksheet - Google Sheets	Based on a variety of cost saving measures, the school nutrition (Fund 50) budget is balanced for 2025-26.
	We will complete a the action plan associated with a potential Fall 2024 operating referendum and/or budget reductions so that the district's budget is balanced and School Board expectations are met.	Leadership Collaborative Whole Group Planning Documents Ongoing Budget Projection Models Referendum Communication Plan Budget Reduction Engagement Plan	Completed budget reduction and/or referendum action plan	Fall to Spring	\$6,000,000+ projected deficit for 25-26 budget. Referendum planning and budget awareness work has started.	Balanced budget for 2025-26	Informational presentation has been developed. Eight staff presentations were given. Three civic groups presentations, plus 5 community open houses and virtual drop-ins	All action steps were completed resulting in a successful referendum pass rate of 57% to 43%.	All action steps were completed resulting in a successful referendum pass rate of 57% to 43%.