

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	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-11.	Program Fidelity Tools Professional Learning Team Planning Documents Intervention Plans	Universal Screener Early Literacy (K-1) Benchmark Achievement	Fall to Spring	73%	74%	73%	67%	66%
			Universal Screener Early Literacy (K-1) Growth	Fall to Spring	80%	82%	Obtained in Winter	80%	84%
			Universal Screener Oral Reading Fluency (2-3) Benchmark Achievement	Fall to Spring	67%	68%	67%	66%	70%
			Universal Screener Oral Reading Fluency (2-3) Growth	Fall to Spring	77%	79%	Obtained in Winter	77%	81%
			Universal Screener Reading Benchmark Achievement (4-8)	Fall to Spring	66%	67%	66%	68%	69%
			Universal Screener Reading Growth (4-8)	Fall to Spring	85%	maintain	Obtained in Winter	85%	85%
			ACT Suite Reading Benchmark (9-11)	Spring to Spring	46%	47%	46%	NA	39%
			ACT Suite Reading Meeting Projected Scores (9-11)	Spring to Spring	78%	80%	NA	NA	72%
	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-11.	Program Fidelity Tools Professional Learning Team Planning Documents Intervention Plans	Universal Screener Early Numeracy Benchmark Achievement (K-1)	Fall to Spring	53%	56%	53%	67%	72%
			Universal Screener Early Numeracy Growth (K-1)	Fall to Spring	92%	maintain	Obtained in Winter	92%	90%
			Universal Screener Math Benchmark Achievement (2-8)	Fall to Spring	64%	66%	64%	68%	71%
			Universal Screener Math Growth (2-8)	Fall to Spring	88%	maintain	Obtained in Winter	88%	89%
			ACT Suite Math Benchmark (9-11)	Spring to Spring	29%	32%	29%	NA	32%
			ACT Suite Math Meeting Projected Scores (9-11)	Spring to Spring	76%	78%	NA	NA	75%
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-12.	Program Fidelity Tools	SEL Competencies Survey Outcome (3-12)	Spring to Spring	9 out of 15 met	12 out of 15	15 of 15 schools set a goal	Site based goals are in progress	9 of 15 met goal
			95% of students described as having no OSS/ISS (K-12)	Spring to Spring	93%	94%	98%	96%	94%

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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 Based Problems of Practice	Fall to Spring	Site/Department Problems of Practice	13 of 16 sites meeting their goal	16 out of 16 sites set goals	Site-based goals are in progress	All sites meeting or progressing on goals during baseline data collection
		Site problem of practice and SP100 Plans/Processes	Site Problem of Practice and SP100 Plans/Processes						
		Quarterly rounding with DSC Operations Departments	DSC Operations Departments identified Problems of Practice						
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	Employee Engagement survey item "I receive meaningful feedback from colleagues and direct supervisors that challenges me to grow as a professional."	Spring to Spring	80%	85%	NA	83%	78%
		Feedback Professional Development Planning Documents							
Communications and Community Engagement	We will improve and refine classroom-to-parent/caregiver communication expectations through the School Site Communications Playbook so that parent/caregiver engagement and satisfaction increases.	Communications Rounding Tool	School Perceptions Parent/Caregiver Survey Question, "I am satisfied with the communication that comes from my students' teachers/classrooms."	Spring to Spring	83%	84%	Pulse Check Results 86%	NA	82%
	Schools will develop and implement a Family Engagement & Inclusion plan co-created with staff and families so that parents/caregivers feel they belong to their school community.	Family Engagement Plans	School Perceptions Parent/Caregiver Survey Question, "I belong as a part of my student's school community."	Spring to Spring	81%	82%	NA	Check-in in Feb/Mar and Rounding again in April	82%
	Departments will select a department scorecard initiative and utilize the Engagement Framework so that that there is an opportunity for input.	Engagement Framework Tool	Effective implementation of the Engagement Framework.	Fall to Spring	Department Initiative demonstrating an engagement element	Communication Plans Completed	In Progress	All Departments have a Profile for Engagement	
	Community Schools will develop and implement Aligned Futures strategies so that we support confident, well-prepared students, create equitable and engaging environments, and foster transformed schools through collaborative problem-solving.	Quarterly rounding to review Aligned Futures Strategies.	Chronic absenteeism at full-service Community School sites.	Spring to Spring	75% with good attendance	77% with good attendance	79% with good attendance	79% with good attendance	76% with good attendance
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 rating) 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	Spring to Spring	87%	Maintain	NA	NA	88%
	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 language 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