

Digital Media, Innovation and Strategy						
Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Experiences	Implement Rigorous and Coherent Teaching and Learning by: Plan for universal, supplemental and intensive instruction using universal academic screener and other assessment data as Professional Learning Communities	Process - Evidence of PLC notes that include universal academic screener and other assessment data (K-5) to plan for universal, supplemental and intensive instruction in literacy and math	Link to PLC notes	100% of schools	PD - assessments and data use. SGP, eduClimber	
		Reading Outcome- % on level 3rd grade reading end-of-year Fastbridge assessment	57.60%	60.60%	54.50%	
		Math Outcome- % on level 3rd grade math end-of-year Fastbridge assessment	57.80%	60.80%	61.70%	
Equity	Disrupt Inequities by: * Directors will co-coach the site based E-Team problems of practice	Evidence of site specific POP aligned to site scorecard, site SAIL plan, and data metric that isolates race.	Implement Disrupting Inequities by: Race and Equity Team Problem of Practice and Goal 2022-2023	21 schools have PoP identified. Attendance at site coaching	14/16	
Culture of Engagement and Inclusion						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
		Retention data disaggregated by employee type and racial identities	85.6% Overall Employee 86.1% Professional Educator 93.6% Administrators 93.6% Administrative Support 81.9% Support Staff 81.6% Staff of Color	90% of benefit eligible staff in good standing are retained by the District in each employee group and staff of color	Stay interviews in-progress/scheduled	
		School Perceptions Staff Survey results disaggregated by employee type and racial identities surrounding the question, "All things considered the district is a good place to work."	62.5% Overall Employee 48.2% Professional Educator 96.6% Administrators 68.1% Administrative Support 78.6% Support Staff 52.7% Staff of Color	Overall percentage of employees responding with agreement increases by 10%, and increases in each disaggregated employee group		

	Create an environment of engagement and acknowledgement for employees by: Execution of Stay Interviews with School based initiatives based on stay interview data from previous yea	School Perceptions Staff Survey results disaggregated by employee type and racial identities surrounding the question, "My perspectives and ideas are valued."	50.5% Overall Employee 41.3% Professional Educator 83.3% Administrators 55.5% Administrative Support 56.5% Support Staff N/A No Baseline established in 21-22 Staff of Color	Overall percentage of employees responding with agreement increases by 10%, and increases in each disaggregated employee group		
Communication and Community Engagement						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Communications and Community Engagement	Dept Collaboration and Engagement Plan for the SPASD Instructional Framework (Practice Profile) Cascaded, flexed	Instructional Framework Communication Plan Completion	Communication plan created, implemented			
	Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan	Successful referendum	Successful referendum	Referendum Successful "Road-show"	
	DSC Leadership Representatives (SET and DSC E-Team) Cascaded, flexed	DMIS Representatives Identified and Participate DSC E-Team Roster Service Excellence Team Roster	Dept member in attendance for each	E-Team SET	E-Team - yes SET - yes	
Facilities and Finance						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year