Royal Oaks Elementary School 2022-23						
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 (fixed)	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.	RO PLC Folder		RO PLC Folder	
		Outcome: % on level 3rd grade reading and math end-of-year Fastbridge assessment	Reading: 65.9% Math: 68.2%	Reading: 70% Math: 72%	Reading: 71.4% Math: 74.7%	
Environment	Implement a Culture of Care by: Consistency in documentation of behavioral errors and use of data to inform building-wide proactive instructional practices (fixed)	Infinite Campus behavioral management report	Behavioral errors are entered in IC	All schools enter the defined major behaviors in Infinite Campus consistently	All major behavior errors continue to be entered into IC	
	Responsive Classroom strategies implemented in all elementary classes (fixed)	Outcome: 2% increase on identified SEL standards measured by climate/culture survey data from fall to spring SEL Survey Goal Setting Guide	"I set goals for myself" 50.2% answered Definitely	"I set goals for myself" 56.2% answered Definitely; Action Plan here.	40.9% answered Definitely	
		Process: Evidence of completion of Pre/Post Assessment Reflection for at least 1 section in each PLC; RC Assessment Tool for Teachers	Responsive Classroom Assessment completed Nov. 18th	Completion of Pre/Post Assessment and Evidence of Implementation in each PLC	Pre Assessment linked here. Post Assessment will be given in spring.	
		Evidence of planning and delivery of Responsive Classroom strategies based on the RC Assessment Tool for Teachers	Responsive Classroom Coaching w/ RC Consultant	Specific Focus of Interactive Modeling and Teacher Language	Lindsey Lynch, a Responsive Classroom consultant, has coached various staff on Sept. 28, Oct. 26, Jan. 25, Feb. 22. She has also led staff meeting on the above dates and two of our Aug. PD days.	
Equity	Implement Disrupting Inequities by: Based on Early Reading/Early Math for grades K-2 and aReading/aMath for grades 3-5, we are not meeting the academic needs of our Black and Hispanic students as effectively as we are meeting the needs of all other students. Race and Equity Team Problem of Practice and Goal 2022-2023	Evidence of site specific POP aligned to site scorecard, site SAIL plan, and data metric that isolates race	Royal Oaks Problem of Practice Document here.	Growth Goal: Proficiency on aReading and aMath for our Black and Hispanic students will increase by 10%	aReading Black: 50% to 57.9% proficient 78.9% made growth goal Hispanic: 35.5% to 33.3% proficient 73.3% made growth goal aMath Black: 31.8% to 52.4% proficient 76.2% made growth goal Hispanic: 41.4% to 51.6% proficient 71% made growth goal	
Instructional Framework	All schools will implement Year 1 expectations of instructional framework practice profiles	Evidence within site based 100-Day Plans	100 Day Plans Fall | Winter | Spring PRINCIPAL	Complete action steps in 100 Day Plans	Winter 100 day plan	
Exceptional and Diverse Staff						
Scorecard Domain	**Initiative**	**Measure:**	**Baseline**	**Goal**	**Mid-year**	**End-of-year**

Exceptional staff	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 year (fixed) *Supervisors conduct stay interviews with at least one employee in each of the employee groups they supervise or 4 total employee interviews by February 15 if a supervisor does not supervise all 4 employee groups.* Link to Description of School Based Initiative	School Perceptions Staff Survey results surrounding the question: "All things considered the district is a good place to work." "My perspectives and ideas are valued."	2021-22 Survey data 75.9% of employees agreed to the statement "All things considered the district is a good place to work." 72.4% of employees agreed to the statement "My perspectives and ideas are valued."	Increase the percentage of employees agreeing to the statement "All things considered the district is a good place to work." by 3.8% and to the statement "My perspectives and ideas are valued." by 6.5% Stay Interview Process Document	Stay interviews completed Feb 10, 2023 12 Days Before Winter Break 12 Days Before Winter Break Notes of Appreciation read before every staff meeting Breakfast for staff on January 27 January 27 staff get-together	
Communication and Community Engagement						
Scorecard Domain	**Initiative**	**Measure:**	**Baseline**	**Goal**	**Mid-year**	**End-of-year**
Communications and Community Engagement	Execution of the School Communication Playbook (fixed)	Outcome: SP Survey Question: "I am satisfied with the communication that comes from the school." Survey results here.	Dipstick to find baseline data - could be a survey question sent to all families or ask at an SCO meeting - flexed for site development.	Get baseline data, measure again in spring to determine satisfaction of communication and effectiveness of the Site Communication Playbook.		
		Process: Execution of the School Communication Playbook	Rounding Form will be the tool that we will use when Patti rounds with each Principal in November/December	Complete actions steps in Communication Playbook - use the checklist and rounding form for guidance.	Rounding Form Notes	
	Collaborative Development of a Family Engagement Plan (Elementary, Secondary) with Diverse Caregiver Parent Voice (flexed)	SP Survey Question: "I feel I belong as a part of the school community."	2021-22: 28% strongly agree and 59% agree	Use goal setting chart to determine goal	Family Engagement Plan	
Facilities and Finance						
Scorecard Domain	**Initiative**	**Measure:**	**Baseline**	**Goal**	**Mid-year**	**End-of-year**
~~Operational excellence~~	*TBD, Will be populated if November operational referendum is unsuccessful*					