

Elementary Teaching, Learning & Equity 2022-23						
Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Experiences	<b>Implement Rigorous and Coherent Teaching:</b>  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 have PLC notes shared and PLC notes show evidence of key indicators of effectiveness	100% of schools have PLC notes shared and PLC notes show evidence of key indicators of effectiveness	
		Reading Outcome- % on level 3rd grade reading end-of-year Fastbridge assessment	57.70%	60.60%	54.50%	
		Math Outcome- % on level 3rd grade math end-of-year Fastbridge assessment	57.80%	60.80%	61.70%	
Environment	<b>Implement a Culture of Care:</b>  Consistency in documentation of behavioral errors and use of data to inform building-wide proactive instructional practices.	Infinite Campus behavioral management audit. TLE team planning notes		March 2022 Data Analysis Sept 2022 Behavior Calibration Oct, 2022	100% of schools consistently entering behavioral errors based on behavioral error data entry review	
	<b>Implement a Culture of Care:</b>  Responsive Classroom strategies implemented in all elementary classes	Outcome: % increase on identified SEL standards measured by climate/culture survey data from fall to spring	Two lowest indicators:  I share my feelings respectfully: 44.3% definitely I set goals for myself: 43.7 definitely	I share my feelings respectfully: 47.3% definitely  I set goals for myself: 46.7 definitely	I share my feelings respectfully: 43.2% definitely  I set goals for myself: 35.8% definitely	
		Process: Responsive Classroom assessment tool: Select and complete assessment rubric(s) in one or more of the 10 key RC practice areas.	Average implementation score on selected RC assessment rubric.	Improvement on implementation score from the baseline or other similar data that shows improved implementation		
		Evidence of planning and delivery of Responsive Classroom strategies	N/A	Evidence exists for all grade levels/schools		
		Metrics determined by site based on Problems of Practice	N/A	Problem of Practice identified and evidence of strategic work	10/10	
		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."				
Equity	<b>Disrupt Inequities by:</b>  * Directors will co-coach the site based e-team problems of practice.	Process - Evidence of coaching	N/A	Evidence of directors coaching site based E-teams exists	10/10	
Culture of Engagement and Inclusion						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
	Create an environment of engagement and acknowledgement for employees by:	Data Disaggregated by employee type and racial identities				
	Execution of Stay Interviews with School based initiatives based on stay interview data from previous 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 scheduled	

Exceptional staff		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 employee responding with agreement increases by 10%, and increases in each disaggregated employee group.		
		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 <b>N/A No Baseline established in 21-22</b> Staff of Color	Overall percentage of employee responding with agreement increases by 10%, and increases in each disaggregated employee group.		
<b>Communication and Community Engagement</b>						
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	N/A	Instructional Framework Communication Plan Completed		
	Support Referendum Communication Plan Cascaded, fixed	Referendum Communication Plan	Successful referendum	Participated in communication plan Successful referendum	Referendum Successful "Road-show"	
	DSC Leadership Representatives (SET and DSC Eteam) Cascaded, flexed	Elementary TLE Representatives Identified and Participate DSC ETeam Roster Service Excellence Team Roster	Staff assigned	Staff assigned to teams, participate in meetings		
<b>Facilities and Finance</b>						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year