

Department of Systemic Equity and Inclusion Department 2022-23

Culture of Educational Excellence						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year
Equity	Implement Disrupting Inequities by:		Race and Equity Team Purpose, Problem of Practice, and Goal 2022-2023		13/21	
	Cascaded, flexed (Problem of Practice)	Metrics determined by sites Problems of Practice				
Equity	Inservice of disrupting inequity, the director will co-coach site based E-team problems of practice.	Process - Evidence of coaching	E-Team POP Coaching Schedule 2022-2023	21/21	13/21	
Culture of Engagement and Inclusion						
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	Data Disaggregated by employee type and racial identities				
		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.		
		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 N/A No Baseline established in 21-22 Staff of Color	Overall percentage of employee 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
	Dept Collaboration and Engagement Plan for the SPASD Instructional Framework (Practice Profile) Cascaded, flexed	Instructional Framework Communication Plan Completion				

Communications and Community Engagement	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	DSEI Representatives Identified and Participate DSC ETeam Roster Service Excellence Team Roster	connect with Chandu on SE			
Facilities and Finance						
Scorecard Domain	Initiative	Measure:	Baseline	Goal	Mid-year	End-of-year