

Innovation, Assessment and Continuous Improvement Balanced Scorecard 2016-17



Teaching, Learning & Equity	Workforce Focus	Community Engagement	Facilities & Operations
<p>5 Year Goal: All students surpass their annual academic growth targets and graduate ready for success.</p>	<p>5 Year Goal: Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.</p>	<p>5 Year Goal: Excel in how we serve all stakeholders and build relationships with families, community members, and businesses that promote positive outcomes for students.</p>	<p>5 Year Goals: Use district resources effectively and efficiently. Facilities and services meet the needs of our diverse and growing student population and community.</p>
<p>Increase the percentage of 3rd grade students scoring proficient or advanced on the state standardized literacy assessment from 38.7% to 63%.</p> <p>Increase the number of 8th grade students successfully completing Algebra from 19% to 21%.</p> <p>Increase the percentage of 10th grade students meeting all five ACT Aspire readiness standards from 33% to 39%.</p> <p>Increase the percentage of high school students earning one or more:</p> <ul style="list-style-type: none"> ● Post-secondary credits ● Nationally recognized certifications ● AP courses <p>Build staff capacity to create and maintain a learning environment to increase student achievement for African American students in literacy, numeracy, access to higher level courses and engagement.</p> <p>Increase district mean on the Student Engagement Survey from 3.84% to 3.94%.</p>	<p>Maintain an employee retention rate that is best-in-class among benchmark districts.</p> <p>Increase the district mean on the Employee Engagement Survey from 3.85 to 4.0.</p> <p>Increase the percentage of employees with racially and ethnically diverse backgrounds from 10% to 11%.</p>	<p>Successful referendum outreach effort</p> <p>Increase internal engagement</p> <p>Establish a baseline for measuring external engagement</p> <p>Increase parent satisfaction</p> <p>Increase African American parent satisfaction</p>	<p>Establish sustainable resource allocation plan for the 2017-2018 school year.</p> <p>Increase the district mean on the District Services Survey from 3.75 to 3.85.</p> <p>Maintain or increase the District's bond rating Aa2 to Aa1.</p> <p>New school construction opens on time, under budget.</p>

Assistant Superintendent: Stephanie Leonard-Witte

Approval Date: August 22, 2016

Progress Monitoring Report

Progress Monitoring Report for each department will be collected, recorded, and reported in this document at mid and end of year.

Spotlight: Green = On track to meet goal; Yellow = In danger of not meeting goal; Red = Not likely to meet goal

Teaching & Learning	Workforce Focus	Community Engagement	Facilities & Operations Goals
<u>What specific data will be provided to demonstrate growth in this goal?</u> -Walkthrough data -Team formations and creation and communication of timelines -Safe to fail trial development	<u>What specific data will be provided to demonstrate growth in this goal?</u> Staff satisfaction w/ PD scores	<u>What specific data will be provided to demonstrate growth in this goal?</u>	<u>What specific data will be provided to demonstrate growth in this goal?</u>
Mid-Year Data Summit Report (Enter data and outcome report here)	Mid-Year Data Summit Report (Enter data and outcome report here)	Mid-Year Data Summit Report (Enter data and outcome report here)	Mid-Year Data Summit Report (Enter data and outcome report here)
End of Year Data Summary Report (Enter data and outcome report here)	End of Year Data Summary Report (Enter data and outcome report here)	End of Year Data Summary Report (Enter data and outcome report here)	End of Year Data Summary Report (Enter data and outcome report here)

Strategic Actions

Proposed Strategic Actions:

- Will be listed for each goal at the the beginning of the year,
- May be revised as a result of what is learned through progress monitoring, and
- Will be approved by the Assistant Superintendent.

Stoplight: Green = Completed; Yellow = In Progress; Red = Not Started

Teaching & Learning School Annual Goals <i>All students surpass their annual academic growth targets and graduate ready for success</i>						
Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
	Collaboratively develop AVID and Workshop walkthrough tools.	Dir of Assessment and Continuous Improvement	September	Completion of walkthrough tool		
	Collaboratively implement, use walkthrough data to drive instructional PLCs to improve literacy outcomes.	Dir of Assessment and Continuous Improvement	October Winter May	AVID walkthrough rates		
			October Winter May	Workshop walkthrough rates		
	Ensure district participation rate in state assessment exceeds 95%.	Dir of Assessment and Continuous Improvement	July	Assessment participation rates on district report card	Unknown until June 2017	
	Engage district leaders (Leadership for Continuous Improvement) to create expectations and a framework for Professional Learning Communities.	Dir of Assessment and Continuous Improvement	Ongoing	Development of common framework Improvement on PLC survey		
	Expand strategies to increase access to core secondary school curriculum and classes through schedule review and redesign.	Dir of Assessment and Continuous Improvement, Dir of Secondary TLE	September January July	Study team developed Recommendations identified Mock schedule built		

	Expand capacity of teachers to create environments that expand student agency for learning.	Dir of Assessment and Continuous Improvement	Ongoing	Number of staff participating, submitting proposals		
	Collaborate to develop strategies and action plan for increasing the number of students of color in Advanced Placement courses.	Dir of Assessment and Continuous Improvement, Dir of Secondary TLE	Ongoing	Executive Summary of findings and recommendations Implementation of recommendations prior to student enrollment for 2017-2018 classes		
	Collaborate to execute small-scale (safe-to-fail) pilots intended to increase the achievement of African American students.	Dir of Assessment and Continuous Improvement	Ongoing	Safe-to-fail trials are identified		
	Increase the percentage of high school students earning one or more: <ul style="list-style-type: none"> • Post-secondary credits • AP courses 	Dir of Assessment and Continuous Improvement, Dir of Secondary TLE	February	Executive Summary of findings and recommendations Implementation of recommendations prior to student enrollment for 2017-2018 classes		
	Develop computer science for all action plan.	Dir of Assessment and Continuous Improvement, Technology Manager	March	Development and communication of plan Identification of related professional development Development and communication of 1-3 year timeline		

Workforce Focus School Annual Goal:

Proactively recruit, retain and engage talent that reflects and is responsive to our diverse community.

Maintain an employee retention rate that is best-in-class among benchmark districts.

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Maintain an employee retention rate that is best-in-class among benchmark districts.	Personalized professional development for Cohort 1 and 2 teachers	Dir of Assessment and Continuous Improvement	Ongoing	Staff feedback surveys	Yellow	
	Epiphany Learning - conferring in personalized learning classrooms	Dir of Assessment and Continuous Improvement	Ongoing	Evidence of conferring during classroom visits will be seen in 80% of classrooms visited by April 2017 Staff PD feedback surveys and reflections	Red	
	Social-emotional learning survey tool and related PD	Dir of Assessment and Continuous Improvement	Ongoing	Evidence of student ownership of their data through use of and goal setting around their scores from the Panorama tool.	Green	
	Make Learning Personal professional development	Dir of Assessment and Continuous Improvement	Ongoing	Participant satisfaction surveys Number of staff submitting proposals	Yellow	
	Implement action plan to increase Director of Innovation DSS scores from 3.56 to 3.71.	Dir of Assessment and Continuous Improvement	Monthly	Ongoing operations check-ins with building administrators Studer survey score	Yellow	

Community Engagement School Annual Goal:
 Excel in how we serve all stakeholders and build relationships with families, community members, and businesses
 that promote positive outcomes for students.

Successful referendum campaign

Goal	Leadership Actions	Process Owner(s)	Timeline	Measures	Stop Light	EOY Stop Light
Student Engagement	Work with teachers in personalized learning classrooms to increase student engagement scores on Studer SE survey.	Dir of Assessment and Continuous Improvement	Ongoing	Studer Student Engagement Survey		
Student Engagement	Implement goal setting framework for non-cognitive student goals.	Dir of Assessment and Continuous Improvement	Ongoing	Increase non-cognitive scores from ___ to ___ as measured by Panorama survey tool in personalized learning classrooms (TBD)		

Quality Annual Department Target

The Sun Prairie Area School District will create a culture of shared commitments through 360 feedback.

Leadership Actions	Process Owner(s)	Timeline	Measures	Stoplight	EOY Stop Light
Collaborate with district and building leaders and district staff to create a lead-forward culture that values professional feedback. Identify strategic tool(s) to collect and distribute professional and timely feedback.	Dir of Assessment and Continuous Improvement	September January April	Deliverables include: 1) Framework and timeline for lead-forward culture building 2) Identification of strategic organizational tools for collecting and distributing employee feedback		