

### *Our work will...*

- Create a collaborative culture that requires and supports change and input from all levels.
- Focus district services to provide big-picture tools and resources while giving greater autonomy to schools.
- Inspire an energized workplace environment with high expectations, strong leadership and professionalism that fosters a culture of excellence.
- Actively engage students in their own learning.

#### STUDENT ACHIEVEMENT

-  • Plan for updated standards, assessment, content, instruction and resources in secondary business education, elementary math and gifted/talented through in-depth studies.
-  • Launch the Anytime, Anywhere Learning initiative with enhanced curriculum delivery and new device deployment at the ninth-grade level.
-  • Provide teachers with more diagnostic information to guide their instruction of students through implementation of the Iowa TIER System in PK-6 reading.
-  • Actively engage students in their own learning through implementation of new or enhanced experience-based instructional strategies, such as project-based learning.
-  • Maximize learning for students at all levels by enhancing and strengthening general education/ special education co-teaching.

#### STUDENT DEVELOPMENT

-  • Explore and plan for an updated instructional delivery model for students with behavior challenges.
-  • Research and explore the addition of a transitional kindergarten program.
-  • Increase the number of students taking post-secondary coursework, with specific emphasis on removing barriers for under-represented populations.
-  • Support enhanced comprehensive cultural competency at all secondary schools.
-  • Develop a long-term, sustainable after-school activities program at the middle school level.

#### COMMUNITY ENGAGEMENT

-  • Pilot and make modifications to an elementary standards-based progress report to more effectively communicate student learning to students/families.
-  • Effectively communicate to the community the impact of the Instructional Support Levy on district operations.
-  • Conduct a district-wide equity audit.
-  • Engage community partners to explore potential new delivery models to expand the reach of summer reading support for elementary students.
-  • Launch an e-backpack solution to more effectively share community offerings to families and students.

#### EFFECTIVE RESOURCE MANAGEMENT

-  • Finalize design and begin construction of a new swimming pool.
-  • Study the possible transition of the district Student Information System and develop appropriate next steps based on the decision.
-  • Create a plan for electronic storage of district records.

#### EMPLOYEE EXCELLENCE

-  • Provide leadership development for administrators through an evaluator training program.
-  • Provide teacher leaders with leadership development in instructional coaching and mentoring.
-  • Standardize and align district employment practices with the new requirements of Iowa law regarding public employment.
-  • Implement a staff recognition system to highlight exemplary work.