

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: All action on teaching and learning will focus on empowering achievement at the highest level for each student.	Learning Environments: All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	Staff Development: All staff will learn, perform and lead in such a manner as to inspire learning for students.	Community Engagement: The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	Resources: All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #1: Student Achievement – Performance Measures

FAST (Formative Assessment System for Teachers)
 MAP/NWEA (Measures of Academic Progress)
 Iowa Assessments/Smarter Balanced Assessments
 ACT (American College Test)
 NGSS (Next Generation Science Standards)

Graduation rates
 Retention rates
 Summer School Success & Attendance
 Iowa School Report Card

Next Steps/Strategy – Teaching & Learning/Curriculum

1. Ensure implementation of Iowa Core is done with fidelity at all grade levels/buildings
2. Prepare for anticipated 2016-17 implementation of Smarter Balanced Assessment
3. Pilot summer school program will be held June 2016
4. Prepare for anticipated 2016-17 implementation of Next Generation Science Standards
5. Prepare for anticipated implementation of Iowa School Report Card

UPDATES AS OF 1-11-2016:

1. Iowa School Report Card:

As a result of the 2013 legislative requirements (House File 215), the Iowa Department of Education developed a web-based tool that provides a snapshot of every Iowa public school's performance on eight specific educational measures from the 2013-14 and 2014-15 school years. Based on a school's overall score one of the following ratings is assigned: 1) exceptional, 2) high-performing, 3) commendable, 4) acceptable, 5) needs improvement, and 6) priority. The Iowa School Report Card is only one tool the help Iowans understand how the schools are doing; it does not represent a complete picture of any one school or District. To view the report visit: www.educateiowa.gov/schoolreportcard.

2. 2016 Summer School Pilot:

It is the current plan to host a pilot summer school program to 2nd grade students that are at-risk or substantially deficient (based on February 2015 FAST data) at Indian Creek Elementary from June 6th through July 1st from 8:00-11:00 AM (4 weeks, 3 hours a day, total of 60 hours). Transportation will be provided based on the District guidelines of a two-mile radius or safe walkways. The program will be reviewed based on what curriculum was most beneficial to the students, what framework of instruction made the biggest impact, and assessment results around State curriculum options.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<p>Student Achievement: All action on teaching and learning will focus on empowering achievement at the highest level for each student.</p>	<p>Learning Environments: All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.</p>	<p>Staff Development: All staff will learn, perform and lead in such a manner as to inspire learning for students.</p>	<p>Community Engagement: The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.</p>	<p>Resources: All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.</p>

Administration Report as of January 11, 2016

Inspire Learning. **Unlock Potential. Empower Achievement.**

Strategic Goal #2: Learning Environments – Performance Measures

Student well-being data points (Gallup)

Safety/security evaluation

Architect evaluation tool

Facilities Plan (1-3 years)

Facilities Plan (10 year)

Technology evaluation/planning

Next Steps/Strategy – Facilities Planning & Preventative Maintenance

1. Short-Term: Early Childhood/Preschool, Four Oaks/ATLAS, and use of current space and continued growth
2. Facilities Plan (1-3 years): establish a plan and form a boundary committee for current/future growth
3. Facilities Plan (10 years): establish a committee/funding structure for identified projects

UPDATES AS OF 1-11-2016:

Short-Term:

1. Early Childhood/Preschool:

Recommendation made to the Board on November 9th by Preschool Advisory to offer early childhood/preschool programming in a centralized facility and to consider the process further as part of the District’s strategic planning process. The recommendation will receive further consideration and data collection by the Board. It is the hope to have a plan in place by the end of the current school year.

2. ATLAS/Four Oaks Programming:

Four Oaks moved into their new facility (former Horizon’s center near Marion Post Office) on November 15th and is offering the ATLAS program to 15 students. The second wing of Four Oaks will be opening early February and an additional 14 students will be transitioning to this location between February and March. The District provides two teachers and three associates for the ATLAS program which is offered at the Four Oaks facility. Christine McSweeney, Director of Transitions, is the administrator of the program for the District and Tyler Denton and Heath Holub are the lead teachers.

3. Plan for Current Space and Continued Growth:

Review the District’s early childhood/preschool programming and needs, current elementary capacity/space, and make adjustments, if possible, to address limited space/capacity concern areas. Continue to monitor growth of class sizes through the 2015-16 school year. Create a plan of action in tandem with the District’s strategic planning process.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Facilities Plan 1-3 Years:

1. Update on 1-3 Year Facilities Plan:

As part of the District’s strategic planning process, the Administration/Board will establish a facilities plan for the next 1-3 years by focusing on the current grade-level structure of schools and long-term options (Example: PK, K-4, 5-7, 8-9, and 10-12). An internal/external boundary committee will be formed as part of the process that will be responsible for assessing boundary issues/options that arise from current/future growth.

2. \$10 Million PPEL Notes

At the December 14th meeting, the Board approved Farmers State Bank as the lowest bidder (1.95% interest rate) for the \$10 million PPEL Note issuance. This transaction officially closed on January 7th, 2016, and the proceeds will be used to complete the current High School renovation project.

Facilities Plan 10 Years:

1. Update on 10-Year Facilities Plan:

Formation of a committee that will advise the Administration/Board on required projects and funding structures needed for long-term projects.

Next Steps/Strategy – Technology Planning

1. *Short-Term: Evaluate learning management system and security systems*
2. *Planning (1-3 years): Office 2016 rollout and extend fiber/high speed connection to remaining facilities*

UPDATES AS OF 1-11-2016:

Short-Term:

1. Evaluate Learning Management System:

The Technology Department will evaluate various learning management systems to assess what is necessary, what current industry leaders are using, and what is offered through the Grant Wood Area Education Association online portal.

2. Security Strategies:

Will evaluate the District’s security measures, protocols, and procedural consistency for immediate and ongoing needs.

Planning (1-3 Years):

1. Office 2016 Rollout:

Office 2016 will be rolled out to student and staff after it’s released by Microsoft.

2. Extend Fiber/High Speed Connections:

Fiber and high speed connections will be extended to all facilities that do not yet have access.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #3: Staff Development – Performance Measures

Workers Compensation claim history

Teacher Leadership

Current/future professional development

Teacher Quality course offerings/participation

Affirmative Action Plan

Technology Survey (BrightBytes)

Next Steps/Strategy – Staff Development

1. Create a 3-5 year professional development plan
2. Workforce strategies

UPDATES AS OF 1-11-2016:

1. Create 3-5 Year Professional Development Plan:

The Teaching & Learning team will work with District resources (Teacher Leadership, PLCs, funding, etc.) to establish a professional development plan that increases individual and District organizational productivity, builds connectedness to students and achievement, and is of high quality and related to District initiatives. Currently working on developing a professional development plan and schedule for 2016-17 and allocating resources in an equitable manner.

2. Workforce Strategies:

Human Resources continues to focus on reducing Worker’s Compensation claims by offering new safety and wellness initiatives, meeting compliance guidelines for ACA 1095 and FLSA, reviewing job responsibilities and compensation to address job efficiency and overstaffing, attaining and retaining a workforce that reflects the diversity of the District through the Affirmative Action Plan and recruiting, retaining/recruiting Student Support and substitute associates, and providing professional development opportunities to all staff.

The Business Office is offering continued staff education to optimize usage of software systems and provides a process manual to ensure efficient operations in the absence of a staff member. The first edition of this manual was just completed and will continue to be reviewed and revised as needed.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. **Unlock Potential.** Empower Achievement.

Strategic Goal #4: Community Engagement – Performance Measures

<p>Volunteer data</p> <p>Communication survey data</p> <p>Dine Around sessions</p> <p>Coffee Conversations</p> <p>Lunchtime Learning sessions</p> <p>PTO visits</p>	<p>School Board visits</p> <p>Parent Universities</p> <p>Strategic Planning</p> <p>Website Development</p> <p>Participation in community coalitions</p>
---	---

Next Steps/Strategy – Community Engagement

1. Create a strategic plan
2. Enhance two-way communication with internal and external stakeholders
3. Updated website with emphasis on communication

UPDATES AS OF 1-11-2016:

1. Strategic Plan:

With the help of Thoughtexchange a strategic plan will be developed with input from various internal and external stakeholders to help identify pathways for student learning from preschool through high school, use of technology as a learning tool, and facilities planning. Dr. Shepherd, Superintendent, will share a State of the District Address at 5:00 PM on January 25th in the High School Little Theater; which will be recorded in order to make it available online.

2. Two-Way Communication (Internal/External):

Communication will be developed and shared that reviews current/future capital projects, a summary of current and future projects, and information to educate the community on the school funding formula and the basics of school finance to help gain support for future projects.

3. Website Update:

Bids were gathered by seven vendors and the top three presented to an internal website committee that selected Juicebox Interactive as the top vendor. A recommendation was made to hire Juicebox Interactive to redesign the District's website and was approved at the December 14th Board meeting.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
Student Achievement: All action on teaching and learning will focus on empowering achievement at the highest level for each student.	Learning Environments: All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	Staff Development: All staff will learn, perform and lead in such a manner as to inspire learning for students.	Community Engagement: The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	Resources: All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Strategic Goal #5: Resources – Performance Measures

Prepare/operate General Fund that maintains 7% solvency ratio and unspent balance ratio

Prepare annual General Fund budget that includes a contingency reserve of 0.2% of budgeted expenditures

Develop a funding model and allocation of resources that supports strategic priorities

Comprehensive Annual Financial Report (CAFR)

Monthly financial reporting package

Next Steps/Strategy – Resources

1. Internal cost control (investments)
2. Plan for the future (resource investment)
3. Build deeper community partnerships

UPDATES AS OF 1-11-2016:

1. Internal Cost Control (investments):

Internal cost controls are continuously monitored by conducting fair, responsible, and maintainable negotiations/settlements as well as assessment of staffing levels, course offerings, assessments and other costs to help determine District priorities and effectiveness on student learning. Technology is currently upgrading web filters and firewalls, increasing connections, upgrading phone systems, and managing print services. The Business Office is working to ensure efficient use of funding streams and providing budget guidance to support student achievement, learning environments, and other District goals.

2. Plan for the Future (resource investments):

The Business Office has prepared 5-year budget projections based on FY2017 supplemental state aid growth rates of 1.25% - 3%. These scenarios result in a projected general fund deficit of between \$500K to \$1.5 million. Administration has set a soft target budget reduction amount of \$500,000 for fiscal year 2017. The pressure on the District's general fund is due to inadequate state funding over the past several years and uncertainty of funding in future years. Various scenarios will be reviewed at the January 11th Board meeting. (7:00 PM in the LRC boardroom - reference Exhibit 703.2)

3. Build Deeper Community Partnerships:

The District is exploring ways to utilize and contract with city, county, and area education association partnerships to assist with enrollment projections and sharing opportunities.

4. Admissions to High School Athletic Events

Admissions to high school athletic events are governed by the Conference, which means that all schools in the conference agree to charge the same admission fees. Proceeds from athletic admissions are accounted for in the District's student activity fund and allocated to the various teams based on program needs. For fiscal year 2015, total admission fees to athletic events were approximately \$160,000.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

5. Notice from Marion Parks & Recreation Regarding Facility Usage Fees

The District received notice from the Marion Park Board that beginning January 1, 2016, the Parks and Recreation Department will be charging the District a usage fee for park facilities including sports fields, park pavilions, and other facility meeting spaces. The fee will be \$5 per 90 minute increment, which is the same fee that the District currently charges the Parks and Recreation for use of our gym spaces.

Student Achievements and Honors:

- The following Lego League teams will be competing at the F.I.R.S.T. Lego League State Championship at ISU on January 17th beginning with the opening ceremonies at 9:00 AM: *Wilkins Waste Invaders*, *Echo Hill Lego League Lions*, and the *Oak Ridge Lego Blasters*.

Strategic Goal 1	Strategic Goal 2	Strategic Goal 3	Strategic Goal 4	Strategic Goal 5
<u>Student Achievement:</u> All action on teaching and learning will focus on empowering achievement at the highest level for each student.	<u>Learning Environments:</u> All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.	<u>Staff Development:</u> All staff will learn, perform and lead in such a manner as to inspire learning for students.	<u>Community Engagement:</u> The entire school community will engage the families, residents and stakeholders for the purpose of increasing opportunities for students.	<u>Resources:</u> All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.

Administration Report as of January 11, 2016

Inspire Learning. Unlock Potential. **Empower Achievement.**

Blue Zones Project Marion, Update to Linn-Mar, January 2016

Provided by Bob Read

Linn-Mar High School hosted the community kick off on April 15, 2014. The Blue Zones Project Marion team appreciated the involvement from students, faculty and support staff to make the over 800 attendees feel welcome.

Novak Elementary was the first school designated in Marion. Ms. Hubler became a great resource for the other buildings on what had been done at the building including the formation of a building wellness council that has representation from all grade levels and numerous support areas. Novak is currently working on worksite designation status.

The first community Walking School Bus began at Novak in the spring of 2014. This was a trial to set up a more regular route come fall. We learned that most students participate in a morning route as opposed to an after school route. In fall of 2014 we launched the route again at Novak and a new route at Indian Creek. Both routes averaged around a dozen students. A coordinator was established for each building which is essential in the continuation of Walking School Bus programs. The volunteer coordinator is the organizer for the building and communicator to the other parents.

With a quick timeframe to meet our community certification and all of the elementary buildings working toward designation we brought all of the building coordinators together for an afternoon to work together on the needed documentation for designation. By April of 2015, all but one school had reached designation status.

Designated Buildings: Bowman Woods Elementary, Echo Hill Elementary, Indian Creek Elementary, Linn Grove Elementary, Novak Elementary, and Wilkins Elementary.

In the winter of 2015 Novak and Wilkins began herb gardens. In the spring of 2015 there were outdoor gardens at Echo Hill, Novak and Linn Grove. In December of 2015, Bowman Woods built four raised bed gardens that will be tended by the 4th grade classes who will also use this to classroom activities.

School Gardens: Bowman Woods Elementary, Echo Hill Elementary, Linn Grove Elementary, and Novak Elementary.

The community celebrated Blue Zones Certification in September 2015. Work continues on the community Blueprint which lays out milestones and metrics through July of 2016. The sustainability phase begins in February of 2016. The community will continue to have a staff member to assist with school, worksite and restaurant designations as well as community events, community policy, and additional built environment projects.