

PATHWAYS		TECHNOLOGY		FACILITIES	
Goal #1 Inspire Learning	Goal #2 Inspire Learning	Goal #3 Unlock Potential	Goal #4 Unlock Potential	Goal #5 Empower Achievement	Goal #6 Empower Achievement
<i>Articulate</i>	<i>Support</i>	<i>Challenge</i>	<i>Success</i>	<i>Involve</i>	<i>Build</i>
<i>Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.</i>	<i>Create effective and agile organization that is individually responsible to the needs of the whole child.</i>	<i>Become an excellent learning organization through a culture of continuous improvement.</i>	<i>Maximize achievement by increasing digital literacy utilizing 21st century digital tools.</i>	<i>Enhance engagement opportunities through focused strategic partnerships.</i>	<i>Construct physical learning environments using fiscally responsible and sustainable practices.</i>

Table of Contents

Goal #1: Inspire Learning (Articulate):	Page 2
<i>Updates on Progress:</i>	<i>Page 3</i>
Goal #2: Inspire Learning (Support):	Page 4
<i>Updates on Progress:</i>	<i>Page 5</i>
Goal #3: Unlock Potential (Challenge):	Pages 6-8
<i>Updates on Progress:</i>	<i>Pages 9-10</i>
Goal #4: Unlock Potential (Success):	Page 11
<i>Updates on Progress:</i>	<i>Page 12</i>
Goal #5: Empower Achievement (Involve):	Page 13
<i>Updates on Progress:</i>	<i>Page 14</i>
Goal #6: Empower Achievement (Build):	Page 15
<i>Updates on Progress:</i>	<i>Page 16</i>
Achievements and Honors:	Pages 17-19

Goal #1: Inspire Learning (Articulate)

Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.

Year 1:

Strategic Initiatives	Measures of Success
Develop a framework for students to experience and successfully pursue post-secondary career offerings.	Begin baseline tracking and reporting of % college acceptance rates (2017-18) and graduation rates (2011-2017) in order to establish reliable benchmark targets and enhance program offerings. {Improve college acceptance and college graduation rates (post-secondary student success metrics)}
Review policies to ensure the district's theory of action for teaching and learning is articulated.	By summer 2017: Administration will work with Policy Committee to review, edit, and recommend policy changes if necessary (Instructional Consistency).
Curricular alignment to essential knowledge and skills supported by a coherent and aligned assessment system.	K-4: In 2017-18, in the area of literacy (reading, foundational, literature, and informational text and writing) we will document unwrapped standards, student "I can" statements, and identification of priority standards (on report card). Once priority standards are determined, we will begin to work on developing assessments and rubrics that ensure priority standards are being learned by students.
	Grades 5-7: In 2017-18, common assessments will be created for each unit of study in all subject areas. The creation of a middle level report card based on standards will be developed. Common assessments and the middle level report card will be used for reporting purposes in the 2017-18 school year.
	Grades 10-12: By the fall of 2017, identification of priority standards will be documented (via PowerSchool) to ensure priority standards are being learned by students.
	High School: By 2017-18 the Linn-Mar High School Program of Studies will be updated to include Innovation Center/Iowa BIG. This allows for a more aligned curriculum for core courses, AP coursework and Kirkwood offerings.
	Special Education Programming: By the end of 2017-18, using Iowa's Specially Designed Instruction Framework, a core special education group will analyze the recommended key components and critical features to operationally define specially designed instruction in our district.

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #1: Inspire Learning (Articulate)

Implement pathway and framework for PK-14 programming to ensure all students graduate future-ready.

Policy Committee: The Policy Committee met on April 12th to finalize the Committee Commissions for the Policy Committee, Finance/Audit Committee, School Improvement Advisory Council (SIAC), and Career & Technical Education Committee (CTE), all of which will be included in the finalized *Board Operations Manual*. The committee also began to draft a schedule of board learning sessions. The *Board Operations Manual*, including the Committee Commissions, will be presented to the Board of Education for approval on April 24th. *Refer to exhibit 302.1 in the board exhibit packet for 4/24/17.*

Goal #2: Inspire Learning (Support)

Create effective and agile organization that is individually responsible to the needs of the whole child.

Year 1:

Strategic Initiatives	Measures of Success
Individualized and data-driven instruction.	During the 2017-18 school year, all schools will plan for individualized academic interventions (priority standards/content) for all students regardless of need based on an understanding of child development and learning theories within PLCs 100% of the time as measured by team notes. PLCs will develop and implement differentiated classroom instructional opportunities (in specified areas per grade level) for all students. Measure: The use of common formative assessments to differentiate instruction.
	Explore opportunities to better communicate pathway opportunities for students through better articulation during instruction.
Each student enters school healthy and learns about/practices healthy lifestyle.	Develop a Health Curriculum Committee to review health education guidelines and determine district needs. Final recommendations will be made by June of 2017.
	Work with Community Relations on a communications plan to engage parents prior to students entering school regarding wellness and well-being of children to be completed in spring 2017.
Each student learns in a physically and emotionally safe environment.	Staff, students, and family members establish and maintain school and classroom behavioral expectations, rules, and routines that teach students how to manage their behavior and help students improve problem behavior.
	Schools teach, model, and provide opportunities to practice social-emotional skills, including effective listening, conflict resolution, problem solving, personal reflection and responsibility, and ethical decision making.
	Mental Health Needs: In 2017-18, continue partnerships and continue to explore additional family/staff education opportunities as they arise.
	Throughout the 2017-18 school year, Board of Education members will serve as PBIS "School Champions" and report school successes as part of regular board meetings in order to facilitate district-wide communication and support of the program.
	In 2017-18, schools will report goals, benchmarks and outcome data regularly through the Board Book.
	As a district, focus on making connections with kids. Progress will be tracked via Gallup Poll and Olweus.
ALICE Trainings: begin classroom lessons, communication on training with staff, families, and community, active trainings to begin spring or early fall.	

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #2: Inspire Learning (Support)

Create effective and agile organization that is individually responsible to the needs of the whole child.

ALICE (Alert, Lockdown, Inform, Counter, Evacuate) Drills Have Started: Our district has been preparing this school year for our students to begin ALICE drills this spring. We started with information nights for families in the fall, notes home in newsletters, teaching students about ALICE in their classrooms, and now we have started practicing the drills. All students have been taught where their safe evacuation site is. The drill is just a practice walk to this location. Students will learn the best ways to get to their safe spots as well as where to go once they are there. The district has chosen Linn-Mar Transportation Department as the reunification site (parent/guardian pick up location) for all district buildings. In working with the Marion Police Department, the district and the MPD felt the district's Transportation Department would be the safest and easiest location for traffic. *Linn-Mar's Transportation Department is located at 490 62nd Street in Marion.*

Learning Experiences, an Alternative Program for Preschoolers and Parents (LEAP): Back in September, the Board Book contained information on this pilot project the district was asked to participate in by the Iowa Department of Education. As a reminder, this pilot is occurring in one of the Little Lions Preschools. LEAP classrooms are based on the work and research from Dr. Phil Strain from the University of Denver. A LEAP classroom replication site uses strategies from Dr. Strain's work with children on or at risk of being on the autism spectrum. Through this project we have learned a number of ways to increase our inclusion practices. *The Board will be provided more information on this pilot project and what we have learned at the May 8th work session.*

Specially Designed Instruction Usability Site Project: The Iowa Department of Education received a professional development grant aimed to develop and implement tools and processes to aid teachers in delivering effective, specially designed instruction to improve the literacy outcomes for learners with disabilities. This work is taking place through many strands. The Iowa Department of Education asked Linn-Mar to partake in the Significant Disabilities strand. During the May 8th work session, the Board will learn more about what this pilot project has entailed as well as what our teachers have developed as a result of the project.

Parent University: is planned for Tuesday, May 2nd to provide an overview and rationale for the new grading planned for next school year at the middle schools. This Parent U will be hosted at 6:30 PM in the boardroom of the Learning Resource Center (2999 N. 10th Street, Marion). Join Excelsior Principal John Christian, Oak Ridge Middle School Principal Erica Rausch, and Executive Director of Middle School Teaching & Learning Bob Read as they provide a presentation to interested parents. Please join us to learn more about standards based grading. Sessions are typically an hour in length and access to the Learning Resource Center will be at our north entrance for this event.

Goal #3: Unlock Potential (Challenge)

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
Promote understanding of total compensation at Linn-Mar and recognize compensation as a competitive tool to drive organizational results.	Conduct a thorough job analysis for each certified and classified position over the 2017-18 school year.
Provide ongoing professional development for teaching staff that supports core instruction, interventions and curriculum implementation.	Create and implement a three-year flexible, professional development plan; thoughtfully allocating state categorical funding to support PD plan. This plan will be shared with the Board of Education in the winter of 2016-17.
	Throughout the 2016-17 school year, provide professional learning at each PDD on measuring the success of specific teaching strategies in an effort to identify and know how to utilize the most 'high impact' learning strategies. (Many resources can be used to do this including Hattie's Visible Learning and Marzano's Art and Science of Teaching).
Effective and efficient use of data.	By March 2017, we will develop a foundational understanding of Smarter Balanced Assessments with staff, students, and community and be prepared to implement Smarter Balanced for the 2017-18 school year.
	Explore dashboard (performance metrics) possibilities for % of students in AP/honors/IB; % of students who show academic growth on NWEA, FAST, Iowa Assessment; % of students who achieve IEP Goals; and other relevant "predictive gateways" for academic success.
Curriculum, instruction and assessment demonstrate high expectations for all students.	Using relevant achievement gap information, identify opportunities to increase the number of students performing at or above grade level in math and reading.
	Expand early literacy within the early childhood programs by using creative curriculum assessment information to drive instruction.
	Provide substantive support to enhance math and reading skills PreK-5.
	During the 2016-17 school year, identify all level 3 and level 4 questions used on all common formative or summative assessments within each course at the high school level.
	During the 2016-17 school year we will closely monitor and update our stakeholders as appropriate, federal and state initiatives including Smarter Balanced, ESSA, ELI and CASA.
By the end of 2016-17, develop a K-8 standards based report card.	

Goal #3: Unlock Potential (Challenge) *Continued*

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
<p>Become deliberately developmental about our staff as we shift from "Human Resources" to "Talent Management".</p>	<p>Research well-being and insurance models/best practices and explore community partnerships (Ex. Blue Zones) to improve Linn-Mar and community health and well-being, reduce health care claim costs from five-year historical averages, and enhance productivity.</p>
	<p>Reduce employee worker's compensation claims from five-year average info.</p>
	<p>By spring 2017, develop integrated marketing and communications programs that position Linn-Mar as the district of choice for world class teaching, learning and student achievement. Develop and begin to execute and assess integrated strategic marketing and communications programs, both internal and external, to strengthen, promote and protect Linn-Mar's brand identity, relevance, accomplishments and excellence.</p>
	<p>Explore opportunities to expand mentor programs for all employee groups and leverage their talent/knowledge to improve our overall performance.</p>
	<p>Work to create and maintain a predictable, respectful, compliant, labor relations environment, alignment and consistency with the overall employee relations strategy based on proactive and open communications.</p>
	<p>Research comprehensive and engaging performance management plans for classified and professional staff.</p>
	<p>Foster a positive, engaging, diverse and inclusive work environment while identifying and responding to the changing needs of the Linn-Mar community.</p>
<p>Cultivate a high achieving performance culture.</p>	<p>Revise recruitment strategy and branding program by late winter (2016-17).</p>
	<p>Always promote a school culture with the belief system of all students can learn.</p>

Goal #3: Unlock Potential (Challenge) *Continued*

Become an excellent learning organization through a culture of continuous improvement.

Year 1:

Strategic Initiatives	Measures of Success
<p>Strengthen leadership capability throughout Linn-Mar to promote high levels of performance and productivity and sustain excellence.</p>	<p>Make school building-level communication the major focus of the communication efforts.</p>
	<p>Provide training to district leaders to address all aspects of the employee life cycle.</p>
	<p>Begin to develop a leadership ladder (succession planning) throughout Linn-Mar in all employee groups with a focus on recruitment and retention.</p>
	<p>Identify employee skill gaps, provide opportunity for improvement/workout plan or coaching out (coach up or counsel out).</p>
	<p>School Board, district leaders, and building administrators continually seek to improve knowledge of upcoming trends in education and research on school improvement by having memberships to professional organizations, attending relevant conferences, and networking with other administrative professionals.</p>
	<p>Board Policy Committee to develop and deploy Board Learning Plan and work to strategically align all board committee work under the Strategic Plan.</p>

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #3: Unlock Potential (Challenge)

Become an excellent learning organization through a culture of continuous improvement.

Update in Procedures for Independent Contractors:

The Business Office will implement new procedures for working with independent contractors for the 2017-18 school year. All independent contractors will be asked to sign a contract as well as a sex offender acknowledgement form; both of which will be approved by the school board. This procedure will increase consistency in working with individual contractors as well as help ensure the safety of the students they work with. Some examples of individual contractors that would fall under this procedure are choreographers, clinicians, accompanist, etc. We will be meeting with administrators and instructors this spring to work through the implementation procedures.

April 24th Professional Development Day:

- Elementary staff will continue their work on unwrapping standards, ALICE lessons, MTSS planning, technology and other building initiatives.
- Middle school staff continue their three-year work on Standards Based Grading, PBIS, and ALICE trainings.
- High School learning will focus on goal setting and reflection, PowerTeacher Pro, orientation to a new Learning Management System, and Blended Learning strategies. Departments will also spend time working in their PLCs (Professional Learning Communities) updating their curriculum maps.

Linn-Mar Strength Program - Developing Better Athletes While Reducing Injuries:

The LM Strength and Conditioning program has been evaluated this year by the head coaches of all sports and athletic administration. We have compared our program to those of similar-sized programs across the state, and are now ready to begin phase one of what we feel needs to be done to give our student athletes the same opportunities that other schools are providing their athletes.

We have identified four major points of concern with our current practices:

1. Our athletes experience gaps in programming as they move from being "in-season" to "out-of-season" athletes.
2. Not all of our teams are following the same program philosophies which leads to inefficiency in our students' overall experience.
3. Our lower-level programs at the High School do not have the avenues in line to get their athletes into a solid program throughout their freshman and sophomore years.
4. Our female athletes are not participating in year-round strength training programs as much as our male athletes are.

The first phase of developing a better program is to have experts in the field come in and organize all of our programs and students into one Linn-Mar Strength Program. We have researched many options and have identified Performance Therapies as the best option for us to work with to meet our goals. www.ptforhealth.com Performance Therapies is currently employed by College Community, Iowa City West, City High, and Solon for their on-site strength programs. Performance Therapies is also able to write programs for our coaches to use down the road once our teams start moving in the same direction and understand the movements.

Our first-year plan is to have Performance Therapies manage all of our high school summer lifting programs as well as a speed and agility school for our high school athletes. Performance Therapies will also help us prepare our athletes-of-the-future by offering a strength training opportunity for students entering into 7th and 8th grades as well as a speed and agility clinic for athletes in grades 5th-8th this summer. As we move into the 2017-18 school year, they will work with us to be here as we need them. We anticipate we will have them on campus both before and after school to run our out-of-season athlete programs and also help implement our in-season programs.

In phase two of our strength and conditioning program we will need to address the current size of our lifting facility. Currently we have 14 racks in our facility, the optimal number of students per rack is three in order to get students in and out in a timely fashion and allow our coaches to connect with and visually manage each student's form. This means we are running smoothly with 42 athletes in our lifting facility now. In 2016-17 we welcomed 971 individual athletes to Linn-Mar High School. Narrowing down to 42 students at a time is not possible with our numbers.

Many schools now utilize "Performance PE" for their athletes. In phase three of our restructuring plan we want to consider this opportunity for our student athletes. This option gives PE credits to athletes to complete their strength workouts during their PE class time. Cedar Rapids Washington, Jefferson, and Kennedy already use this style of strength program and it allows students to be home earlier in the evenings while still meeting the goals of the school's strength program. At this time our weight room is not large enough for us to offer this as a class.

Goal #4: Unlock Potential (Success)

Maximize achievement by increasing digital literacy utilizing 21st century digital tools.

Year 1:

Strategic Initiatives	Measures of Success
Digital Content	Explore and clarify LM working definitions related to digital learning (blended learning, digital content, etc.) to establish a shared vision.
	Identify specific areas to provide district, building, and instructional support for technology integration and implementation.
	Review, update and curate our PreK-12 digital curriculum to ensure it is rigorous and relevant.
	Identify and develop an online course option, aimed primarily at LMHS 11th and 12th grade students, in each department area that may or may not be a required course.
Digital Citizenship	During 2016-17 explore PreK-12 Digital Citizenship Curriculum (i.e. CommonSense Media).
	2016-17 TICs provide professional development on digital citizenship.
Digital Equity	Review technology equity procedures to inform future policy decisions.
	Establish a uniform, digital checkout process for students who do not have Wi-Fi or computer outside of school.
	Using assessment information, implement the appropriate assistive technology tool(s) for students with special needs in the general education classroom.
	By increasing understanding of assistive technology, promote a culture of individualizing learning needs.
Digital Pedagogy	Begin a process to ensure all faculty have the qualifications and training necessary to deliver courses in a variety of modes; specifically regarding online instruction.
	Create a faculty mentor program or peer review system as a way to improve online/hybrid courses.
	Explore potential resources and processes for future curriculum.
	Utilize Technology Instructional Coaches (TICs) to provide coaching support for teachers integrating technology into their instruction.
Digital Communication	Use annual staff/student/parent/community survey data to determine effective use of school website for consistent district and building level communication.
	Explore possibilities for better alignment and integration of systems used by parents (i.e. PowerSchool, TouchBase and Total Access).
	Promote current electronic communication services for staff to access relevant information regarding resources.

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #4: Unlock Potential (Success)

Maximize achievement by increasing digital literacy utilizing 21st century digital tools.

Guide K-12 Implementation - Geo Analytics for Education:

The Information Technology department discovered this tool at a conference in early March. Iowa City has used it for several years to visualize data and provide the data detail to their community. District administrators viewed a demo and have moved forward to implement the solution for Linn-Mar. With GuideK12, district leaders have the ability to view individual details, as well as the big picture, by connecting data from a myriad of sources into one interactive map. Data visualization reveals new details and generates deeper insight for administrative decision-making. Visit their website: <http://guidek12.com/> for more information.

District Implementation Schedule:

Item	Date
Project Management (remote)	03/31/2017
Kick-off Call (remote)	03/31/2017
Define and request parcel data elements (remote)	03/31/2017
Fulfill request for parcel data elements (remote)	04/07/2017
Extract and transform parcel data elements (remote)	04/14/2017
Define and request district data elements (remote)	03/31/2017
Fulfill request for district data elements (remote)	04/07/2017
Process enrollment boundaries and school points (remote)	04/14/2017
GuideK12™ Standup (remote)	04/19/2017
Soft launch (remote)	04/24/2017
GuideK12™ live in LCSD	05/01/2017
Transition to support (remote)	05/01/2017
Initial product training (onsite)	TBD-Being Scheduled

Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Year 1:

Strategic Initiatives	Measures of Success
Internal Partnerships	Investigate and research district administration practices and processes to enable principals to focus more on instructional leadership.
	Promote opportunities for district employees to volunteer in classrooms.
	Explore and clarify the purpose and structure of district leadership meetings to align with strategic plan.
External Partnerships	Create conditions to provide transparent, accurate and accessible information through dashboards.
	Broaden opportunities for local businesses and historically underutilized businesses to work with the district.
	Explore opportunities for the city and local districts to share costs for shared services.
	Develop/nurture relationships and work with community partners and media to define, promote, expand and market signature programs.
	Begin to establish a network of information ambassadors.
	Enhance established partnerships with the business community, as well as nationwide, to broaden recruitment, wellness, volunteer and diversity initiatives.
	Promote external partners to join district committees and district staff participate in outside committee groups.

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

Community Promise: At the March 6th Board of Education meeting, Nick Glew, President of the Marion Economic Development Corporation (MEDCO), presented a newly-proposed collaboration between the City of Marion, MEDCO, the Marion business community, Linn-Mar Community Schools, and Marion Independent School District. The collaboration is entitled, *Community Promise*. The purpose of the program is to align schools, community, and businesses in a partnership to streamline business engagement activities and create intentional pathways for students seeking authentic career opportunities. In layman terms, we want to connect students to high-paying careers with strong benefits that require certifications, potentially in lieu of a four-year college degree.

Over the last month there have been multiple meetings between MEDCO, Linn-Mar, and Marion Independent discussing the purpose and role of each major entity involved (schools, businesses, and community) and identifying key stakeholders, major tasks, marketing essentials, Pursuit Grant details, and the Community Promise Job Inventory accumulation plan. We are also working on a success matrix for years 1-3, to ensure we are on the appropriate pace and have rubrics in place as benchmarks for where we need to be.

The task of the district over the next several months will be to identify our key stakeholders, both internal and external, to ensure we have the right people at the table to assist in setting up the procedures and protocols from the educational aspect. The goal of the committee is to create a streamlined process that will expose students and parents, at the middle schools, of career opportunities. From there, students at the high school level will have the opportunity to begin job shadowing experiences, internships, externships, and ultimately an apprenticeship, if agreeable to both the student and the business, all while earning high school credit and, eventually, their certification from an accredited institution that is partially funded through the Community Promise. The goal of the committee is to kick this off for the 2018-19 school year. You will continue to receive updates as we continue down this exciting pathway, another great opportunity for students of the Linn-Mar Community School District!

Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Year 1:

Strategic Initiatives	Measures of Success
Facilities Restructure	During the 2016-17 school year the Board of Education, with feedback from community patrons, will approve a long-term facility structure plan that benefits all Linn-Mar students.
	Determine what the most appropriate and cutting edge learning environments look like at each of the grade level configurations and prioritize goals for the physical components for each of the environments.
	Establish a communication campaign to foster support and approval of district restructure needs.
	Develop a funding plan to support 10-year restructure plan, including the outline of a possible bond campaign strategy.
	Engage architects, engineers, demographers and other applicable services to assist in the planning and implementation of the facility restructure plan.
	Identify an off-site facility for Linn-Mar extension of Iowa BIG.
	Occupy Westfield Elementary addition.
Facilities Preservation	Address priority needs to improve district facilities by actively maintaining 10-year facilities and preventative maintenance plan, including identifying energy-saving opportunities.
	Develop a funding plan to support 10-year preventative maintenance schedule.
	Complete walkthroughs with principals, Crisis Committee members, and Operations & Maintenance to determine building needs in reference to safety and security.
Operational Resource Allocation	Work to optimize resources (buildings, personnel, programs, etc.) to ensure they are utilized efficiently and effectively.
	Explore procedures to effectively evaluate programs from a financial aspect to ensure resources are being utilized to full potential.
	Continually review categorical funding streams to ensure resources are being properly spent and that all expenditures are properly allocated.

Refer to the Strategic Plan for Year 2 Strategic Initiatives and Measures of Success.

Updates on Goal #6: Empower Achievement (Build)

Construct physical learning environments using fiscally responsible and sustainable practices.

Finance/Audit Committee: The Committee met on April 20th to discuss the following items:

- Reviewed the March monthly financial reports and contracts from: 1) Performance Therapies, P.C. to serve as the summer strength and conditioning coordinator, 2) Farmers State Bank for placement of an ATM machine in the High School beginning the summer of 2017, 3) Storm water retention contract with City of Cedar Rapids related to Westfield parking lot, and 4) DLR contract amendment for services rendered 60 days beyond scheduled completion date of high school renovation (*these costs will be reimbursed by Larson Construction as contractor on the project*).
- Business office updates including various updates to the P-card manual, business procedures manual, and student activity manual.
- Continuation of the SBO sharing agreement with Alburnett Community School District.
- Modular classroom contract: Due to capacity concerns, administration is recommending a 3-year operating lease arrangement (approximately \$1,600 per month) with Innovative Modular Solutions for a two-classroom unit to be placed at Indian Creek Elementary beginning the 2017-18 school year. We are currently finalizing the contract and will have it for Board approval on May 8.
- Fiscal year 2017 budget amendment: Administration is recommending amending the 2017 certified budget to reflect: 1) increasing total other expenditures by approximately \$16 million due to the bond refinancing that took place in February, and 2) Re-classifying \$500,000 from the Support Services category to the categories of Instruction and Non-instructional Programs (*Note: this is just a re-classification and not increasing expenditures*). Public hearing and approval of the amendment is recommended at the May 8th regular board meeting.
- Reviewed final draft of Finance/Audit Committee Commission.
- Analyzed possible funding scenarios as it relates to the proposed facilities restructure plan. Discussed various financing structures and potential impact on the district tax levy.
- The district received word from the Association of School Business Officials International that Linn-Mar has been awarded ASBO's Certificate of Excellence in Financial Reporting for the fiscal year ending 2016. This is the 13th year in a row that Linn-Mar has received this award, which is given to school districts that have a high commitment to fiscal integrity and high-quality financial reporting.

Restructuring/Facilities Committee Updates: The Facilities Committee met April 12th to tour Novak Elementary (*per a request by the committee to tour a newer elementary building*). Following the tour, the committee met in small groups to identify a list of priorities for each historic building. The committee was also invited to attend the BoE work session on April 24th which will focus on the efforts of the Facilities Committee to date. The next Facilities Committee meeting will take place at the High School lecture hall on Wednesday, April 26th.

High School Renovations Update: Punch list work continues by Larson Construction and sub-contractors. This work will continue for several more months.

Westfield Addition Update: Punch list work continues by Larson Construction and sub-contractors. Several items will be completed after the conclusion of the school year to ensure it doesn't interfere with the school operations at this time.

Achievements and Honors:

Linn-Mar LIONS & Volunteer Award Recipients: The 2016-17 LIONS Award and Volunteer Recognition winners will be honored on Wednesday, May 3rd at 5:00 PM in the boardroom of the LRC (2999 N 10th Street). All are invited to attend!



LIONS Award Winners:

- L**iving Legend Award for Excellence in Leadership: Keith Ponto
- I**nnovator for Excellence in Positive Change: Sara Hofer and Karla Koenen
- O**ptimizer for Excellence in Teamwork: Rachelle Haker
- N**ewcomer for Excellence in New Ideas: Brian Johnson
- S**ervice for Excellence in Superior Performance: Nadine Grieder

Volunteer Recognition Winners:

- Above & Beyond Volunteer: Beth Graves
- Above & Beyond Volunteer: Rachael Kumoto
- Making a Difference Volunteer: Jessi Pfaff
- Unsung Hero Volunteer: Sue Harkness



Educational Partner Award: Melissa Bray, Little Lions Teacher at Linn Grove Elementary, has won the Grant Wood Area Education Agency’s 2017 Educational Partner Award! The award will be presented to Mrs. Bray at the GWAEA annual awards banquet on May 3rd.

Excelsior Named PBIS Banner Award Winner: Excelsior Middle School has been named a Positive Behavioral Interventions and Supports (PBIS) Banner Winner for the 2015-16 school year by the Iowa Department of Education! The award signifies that Excelsior has been recognized as a school where the PBIS Program has made a significant impact on the positive climate of the building.



According to the Iowa Department of Education website, the Iowa PBIS Leadership Team recognizes schools that demonstrate the program’s success and sustainability. Schools can receive one of three recognition awards for their PBIS program: honor, banner or paramount. Congratulations to everyone at Excelsior Middle School for their award and their continued achievements in PBIS!

2017 State Solo & Ensemble Results: The Linn-Mar High School Music Department sends congratulations to its students for their performances at the 2017 IHSMA State Solo and Ensemble Festival held on April 8th. LMHS students gave over 230 solo and/or ensemble performances. Of these performances, 115 students or ensembles received a Superior/Division I rating including several performances earning perfect scores. Additionally, out of 13 centers, LMHS students took home five “Outstanding Performance” awards. We are proud to announce the following recipients of the “Outstanding Performance” award: Nathan Bellows (Viola Solo), Sierra Christensen (Marimba Solo), Sam Kelly (Clarinet Solo), Jacob Lam (Cello Solo), and the Wind Ensemble Brass Choir.

College Letters of Intent: Linn-Mar High School Athletic Director David Brown was excited to host the College Letter of Intent signing ceremony for six Linn-Mar High School student athletes on April 12th. Congratulations to the following athletes:

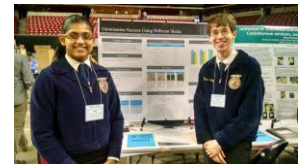


- Joshua Strauss, football at the University of Dubuque
- Rylan Lechner, baseball at Mount Mercy University
- Maddie Harper, track and field at Mount Mercy University
- Lanessa Lamas, basketball at Mount Mercy University
- Rachel Crawford, soccer at Clarke University
- Dalton Gosch, track and cross country at Hawkeye Community College

Stories Alive Celebrates 25th Year at Linn-Mar: This district-wide annual author and illustrator literacy program is proudly sponsored by the Linn-Mar School Foundation in conjunction with Hills Bank & Trust. This is the 25th year for Stories Alive at Linn-Mar! This year Author Betsy Lewin visited each elementary building. We deeply appreciate the support of Hills Bank & Trust for investing in our students and promoting the love of reading for our young authors.



Linn-Mar FFA Projects to be Showcased at Nationals: Congratulations to Linn-Mar's FFA on their recent achievements at the State FFA competition. Senior Ekta Nanda and Junior Chase Krug will be headed to the National FFA Convention in Indianapolis this October for their Plant Science FFA Agriscience Fair Research Project.

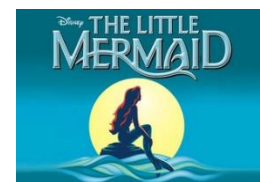


Juniors Mirannda Schneider-Kettelkamp and Caitlin Hagen also advanced to the national competition for their Food Science and Safety FFA Agriscience Research Project. The State FFA Agriscience Fair/Science and Technology Fair of Iowa was held at the Iowa State University campus.



United Way Outstanding Youth Volunteer Award: Congratulations to Senior Mary Claire Henricksen for winning the 2017 UW Outstanding Youth Volunteer Award. Mary Claire was one of three youth nominated for her service as a volunteer at Mercy Medical Center. Mary Claire held conversations with residents to hear stories about their lives through the Mercy Storytellers program. The memories shared were turned into written stories and a binder was created to share with other residents, families, and guests. Mary Claire received \$500 to donate to a charity of her choice.

Little Mermaid: The High School Fine Arts Department is hosting their spring musical, *The Little Mermaid*, in the HS auditorium on April 27th and 28th at 7:00 PM and on April 29th at 2:00 PM and 7:00 PM. Tickets are \$10/each and may be reserved by calling 319-447-3482.



Future Business Leaders of America: The High School Future Business Leaders of America (FBLA) participated in the recent State Leadership Conference. The conference consisted of various activities including a charity dance and walk for the March of Dimes, a hypnotist, photo booth, and campaign rally. FBLA member, Mclay Lampe, also ran for the office of treasurer.



For three days members took tests and presented various projects. Several Linn-Mar students placed in the categories they competed in with the group placing 5th overall. The top four winners from each event now have the opportunity to compete at Nationals in Anaheim, California in June!

Congratulations to the following FBLA students on their achievements:

- Lydia Anderson, (1st place) Who's Who in Iowa FBLA
- Srikar Vanavasam and Ashwin Nathan, (1st place) Computer Game Simulation
- Saireshma Balakrishnan, (1st place) Graphic Design
- Grace Ahlers, (1st place) Interviewing and Etiquette
- Sanjana Addagarla, Abbey Fitzsimmons and Deeksha Kumar, (1st place) Social Media Campaign
- Srikar Vanavasam, Arnav Bhushan and Ashwin Nathan, (1st place) Vocabulary Relay
- Srikar Vanavasam, (2nd place) Cyber Security
- Anusha Gopalam, (2nd place) Intro to Business Presentation
- Kaush Gokul and Morgan Lu, (2nd place) Banking and Financial Systems
- Daniel O'Hara, (2nd place) Impromptu Speaking
- Lydia Anderson and Jonathan Wisner, (2nd place) Entrepreneurship
- Daniel O'Hara, Morgan Lu and Kaush Gokul, (2nd place) Spelling Relay Advanced
- Reshma Balakrishnan and Abbey Fitzsimmons, Grace Ahlers, (2nd place) Publication Design
- Isabelle Meis, Jonathan Wisner, Lydia Anderson and Samyukta Karthik, (3rd place) Parliamentary Procedure
- Lydia Anderson, (3rd place) Local Chapter Annual Business Report
- Reshma Balakrishnan, Lydia Anderson and Jonathan Wisner, (3rd place) Battle of the Chapters Advanced
- Arnav Bhushan, (4th place) Intro to Financial Math
- Morgan Lu, (4th place) Economics
- Kaush Gokul, (4th place) Healthcare Administration
- Savanah Zhou, (5th place) Intro to Financial Math
- Vicky Wang, (5th place) Computer Problem Solving
- Tim Kaufmann and Carson Teixeira, (5th place) Hospitality Management
- Daniel O'Hara, (5th place) Emerging Business Issues
- Mclay Lampe, (6th place) Organizational Leadership
- Vicky Wang, (6th place) HTML/CSS