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Administration Report as of June 6, 2016

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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. Prepare for anticipated 2016-17 implementation of Next Generation Science Standards
4. Prepare for anticipated implementation of Iowa School Report Card

FAST Results from the spring: As part of the Early Literacy Implementation Legislation all students in grades K-3rd are required to take the FAST assessment three times per year. We have also included 4th and 5th grades in the FAST assessments as well. Our results from the spring testing period are shown below. To help provide a comparison, our District scores are listed along with scores from the State of Iowa and schools in Grant Wood Area Education Agency.

Name	Spring Percentage
District Total	
Iowa	66.35
Grant Wood	69.71
Linn-Mar	78.24
Kindergarten	
Iowa	70.07
Grant Wood	72.27
Linn-Mar	79.12
1st Grade	
Iowa	70.22
Grant Wood	71.01
Linn-Mar	73.65
2nd Grade	
Iowa	64.70
Grant Wood	68.23
Linn-Mar	75.70

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Name	Spring Percentage
3rd Grade	
Iowa	66.22
Grant Wood	71.46
Linn-Mar	79.13
4th Grade	
Iowa	63.16
Grant Wood	68.17
Linn-Mar	80.42
5th Grade	
Iowa	65.82
Grant Wood	68.24
Linn-Mar	81.40

Iowa Assessments: Our annual Iowa Assessments were completed this spring. A summary of the District totals are shared below. Specific student results were sent home with elementary students on May 25th. Secondary students will receive their Iowa Assessment scores in the mail along with their report cards.

Grade	Reading % Proficient	Math % Proficient	Science % Proficient
3 rd	84.14	86.06	N/A
4 th	85.09	87.89	88.60
5 th	82.17	88.77	83.09
6 th	81.69	86.36	76.12
7 th	84.88	92.27	86.60
8 th	82.75	81.84	86.24
9 th	90.06	88.64	86.61
10 th	91.11	87.59	87.96
11 th	84.75	89.11	88.89

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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*

High School Parking Plan: The High School parking plan for the 2016-17 school year is included at the end of the Administration Report (*refer to pages 12-13*).

Construction Projects:

- **Westfield:** All exterior footings have been poured with interior footing work to start on June 6th. Upon completion of the interior footings, the masonry team will arrive and start the exterior wall. Pouring of the floor will follow the in ground plumbing which is scheduled to start on June 6th.
- **Oak Ridge:** The exterior masonry walls are complete. Steel beams have been installed and demo of the existing cafe wall will start on June 6th.
- **High School Kitchen:** Demo of the main kitchen started on May 30th with the removal of kitchen equipment. Garling Construction has demo work completed in the back end of the kitchen, installed the grease interceptors and started plumbing work.
- **Tower Terrace:** Grading work started on Tower Terrace on May 30th with site preparation of the old softball field. The project completion is scheduled for the end of September.
- **Capital Improvements:** Many other smaller projects have started around the District on May 30th. Including the Little Theatre new lighting, windows at Indian Creek, and preschool playground at Novak.

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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

Website Training Update: Due to staffing issues, we have had a delay on the delivery of our finished website. The delivery date is not confirmed, but worst case is January 3, 2017; when we return from winter break. We are still working through the details and dates for delivery. The Technology Team and TICS have reviewed the completed teacher pages and provided input for the programming staff.

Phone System Upgrade: Equipment will be arriving this month. We expect the project to be completed by mid-July.

Transition from SAMs to Facilitators at the Elementary Level: As part of the budget reduction process we went through this school year we are not renewing our contract with School Administrators of Iowa for our School Administrative Managers (SAMs). These positions will now be titled as Facilitators at each elementary school. The basic job responsibilities will be the same, but the title of these positions will change effective July 1st.

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<u>Strategic Goal #4: Community Engagement – Performance Measures</u>	
Volunteer data Communication survey data Dine Around sessions Coffee Conversations Lunchtime Learning sessions PTO visits	School Board visits Parent Universities Strategic Planning Website Development Participation in community coalitions

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

Strategic Plan:

1. During the work session on June 6th, we will be focusing on “Facilities Planning” as we think about future facility needs for our 10-year strategic plan. We will be looking at five scenarios which have come about through Board conversation on this topic and feedback from the Thoughtexchange process, as well as input from various Coffee Conversations, Lunchtime Learning opportunities, and staff meetings.

Policy Committee: The Board Policy Committee is presenting first readings on:

- Crowdfunding (new policy)
- Drones (new policy)
- Fundraising: These are edits/revisions to our current policy. In short, the Business Office will now oversee the number of fundraising requests to help streamline the management process. Some language was also removed that was deemed overly-restrictive or confusing.
- A three-year policy review schedule is included on page 11 for your reference. *This does not require Board action.*

Lunchtime Learning & Parent Advisory: The Lunchtime Learning and Parent Advisory meetings were held on May 13th and 17th. At the meetings we discussed enrollment trends, Thoughtexchange information, ongoing summer construction projects, and took time for questions.

PTO Officers: The PTO Officers meeting was held on May 19th. We discussed the Thoughtexchange information and took time for questions.

Coffee Conversation: Joined by Dr. Shepherd, Board Members Hutcheson and Weaver hosted the final Coffee Conversation at Westfield Elementary on May 21st. There was a small “crowd” of three parents. We discussed the next steps in the Strategic Planning process, construction updates and progress, and “reading deeply” in a digital world.



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School Improvement Advisory Committee (SIAC): The School Improvement Advisory Committee met on June 1st. At the meeting we discussed several items, including:

- Iowa Assessment results for the 2015-16 school year
- Spring FAST scores for our Kindergarten through 5th grade students
- NWEA test results for the spring testing window for the 15-16 school year
- The impact of the 2016 Legislative session on schools including:
 - The delay of the required summer school and potential retention of 3rd graders from 2017 to 2018.
 - The State of Iowa has the 2016-17 school year to use as a planning year to implement the new Federal Every Student Succeeds Act legislation
 - The implementation of Smarter Balanced Assessments has been delayed until the 2017-18 school year.

100-Hour Volunteer Luncheon: Board Members Patterson and Weaver were able to attend the 100-hour luncheon where we had the wonderful opportunity to celebrate the Volunteer “Superheroes” from throughout the District.

ATLAS (Four Oaks) and Success Center Hours: Beginning with the 2016-2017 school year, hours of operation at ATLAS/Four Oaks and the Success Center will be changing. Currently, students attend Monday through Friday with an early out every Wednesday. In the fall, we will be moving to full days every day of the week with no school every other Friday. This change comes about for a variety of reasons:

- Professional development of staff
- Visiting work site hosts and supervisors
- Recruiting new job sites in the community
- Team meetings with all members of IEP team and community support providers
- Planning time to individualize programming for each student
- Allowing for Professional Learning Community to take place with ATLAS team

Affected parents and families were sent a letter in the mail with further details about the change.

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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
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Next Steps/Strategy – Resources

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

Waste Removal and Recycling Services: The District received bids from four prospective vendors (Republic Services, A-1 Disposal, ABC Disposal, and Waste Management) for waste removal services and is recommending a three-year contract with Republic Services. Services would begin July 1, 2016 with an estimated annual cost for 2016-17 at \$44,000.

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Achievements and Honors:

High School Performance of *The Music Man* Receives State Recognition:

Congratulations to everyone involved in the production of *The Music Man* for receiving several honors in the High School Musical Theatre Awards.



Awards received include:

- Production Awards: Outstanding Overall Performance and Outstanding Student Orchestra
- Student Awards-Outstanding Performance in a Principal Role: Anna Moore as Marian Paroo and Brenna O’Hara as Mrs. Paroo.
- Special Recognition Honors-Performance in a Principal Role: Connor Haskell as Harold Hill and Samantha Kragel as Eulalie Mackecknie Shinn.
- Special Recognition Honors-Ensemble Cast and Participation of Community Youth

Students from the High School Theater Department will perform an excerpt from the production at the Iowa High School Musical Awards Showcase at the Des Moines Civic Center on June 6th.

Shirley Pantini Award: Congratulations to Joseph Nietert, High School 9th/10th Assistant Principal, for receiving the Shirley Pantini Equity Award for 2015-16. Shirley Pantini was the District’s first Equity Coordinator (1990-2000) and this annual award is given in honor of her work in equity and diversity.



KCRG Athlete of the Week Banquet: Congratulations to Senior Max Thrune, Junior Shane Skvor, and Sophomore Sydney Von Lehmden for being three of the 34 area athletes recognized on May 18th at the KCRG Athlete of the Week banquet. Max was recognized for his achievements in Boys’ Golf, Shane was recognized for his achievements in Boys’ Tennis, and Sydney was recognized for her achievements in Girls’ Basketball and Volleyball. A special congratulations also goes out to Sydney for her inspiring speech at the banquet and her grace in representing student athletes living with Down Syndrome.



Boys’ Varsity Tennis: Congratulations to the Boys’ Varsity Tennis Team for being named 2016 District Champions!

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Girls' Varsity Tennis: Congratulations to the Girls' Varsity Tennis Team for their recent win and being named Regional Champions and qualifying for the State championship. As of May 29th they were 17-3 overall.

Mississippi Valley Conference Girls' Tennis All-Division Selections:

- Athlete of the Year Valley Division: Junior Ellie Anderson
- Coach of the Year Valley Division: Stacie Carpenter
- First Team: Junior Ellie Anderson
- Second Team: Seniors Nicole Glanz and Jamie Wantock
- Honorable Mention: Junior Megan Burr and Senior Jessica Carpenter
- All-Academic: Seniors Jessica Carpenter and Nicole Glanz



Mississippi Valley Conference Boys' Tennis All-Division Selections:

- Second Team: Sophomores Lucas Huffman and Ben Hediger
- Honorable Mention: Junior Shane Skvor and Senior Kathir Pandian
- All-Academic: Seniors Brock Lukefahr and Kathir Pandian

100-Hour Volunteer Recognition: Congratulations to the 82 people honored for giving at least 100 hours of their time to the District during the 2015-16 school year. In 2017 the Linn-Mar Volunteer Program will celebrate its 45th year! Thank you to ALL of our awesome volunteers! If you would like to volunteer contact Karla Terry, Coordinator of Community Relations, at 319-447-3110 or kterry@Linnmar.k12.ia.us.

Boys' Soccer: The #5 seeded Linn-Mar Lions will open against the #4 seeded Ames Little Cyclones at the 2016 Iowa High School State Soccer Tournament at Cownie Soccer Park in Des Moines Thursday, June 2nd at 5:00 PM. They finished the regular season at 16-4 overall. 10th Grade Soccer finished off their regular season with 8 wins-3 losses-1 tie overall.

Girls' Soccer: The Varsity Girls' Soccer team finished 10-7 overall and JV Girls' finished with 9 wins-3 losses-2 ties.

State Track Meet: Congratulations to Senior Stephanie Jenks for winning the 800, 1500, and 3000 meter runs at the 2016 Iowa High School State Track and Field Meet in Des Moines on May 21st. Congratulations are also extended to Sophomore Payton Wensel for placing second in the 400 meter dash with a time of 55.87 seconds. The Linn-Mar boys placed third in the 4x200 meter relay; congratulations to Junior Griffin Freese and Seniors David Petesich, Gavren Dochterman, and Danny Gorsich. The boys placed 17th out of 31 teams at the State Track and Field Meet.

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Mississippi Valley Conference Girls' Track All-Division Selections: (The girls finished 5th overall in the 4A Class)

- High Jump Honorable Mention: Freshman Megan Renner and Sophie Feahn
- Long Jump First Team: Sophomore Ariana Rolle
- Long Jump Second Team: Senior Brooke Lorenz
- Discus Honorable Mention: Sophomore Melanie Fuhrmann
- Shot Put Honorable Mention: Sophomore Melanie Fuhrmann
- 100 Meter First Team: Freshman Jill Bennett
- 100 Meter Second Team: Senior Kira Ramsey
- 200 Meter Second Team: Payton Wensel and Freshman Jill Bennett
- 400 Meter First Team: Sophomore Payton Wensel
- 400 Meter Honorable Mention: Senior Abby Gries
- 800 Meter Second Team: Senior Amber Decker
- 1500 Meter First Team: Senior Morgan Garcia
- 4x100 Meter Relay Honorable Mention: Ariana Rolle, Jill Bennett, Olivia Hubler, and Kira Ramsey
- 4x800 Meter Relay First Team: Maddie Mann, Hanna Saville, Payton Wensel, and Stephanie Jenks
- 1600 Distance Medley Relay First Team: Ariana Rolle, Brooke Lorenz, Amber Decker, and Morgan Garcia
- All-Academic: Seniors Abby Gries and Stephanie Jenks

Mississippi Valley Conference Girls' Golf All-Division Selections:

- Honorable Mention: Freshman Tori Niemeyer
- All-Academic: Senior Danielle Gerlach

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Policy Review Schedule

Note: Each meeting will also contain IASB Policy Primers as well as policies brought by Board or Administration for immediate review

2016-2017:

- First Quarter (August)
 - 100 Series
 - 200 Series
- Second Quarter (November)
 - 300 Series
 - 400 Series - 402.12
- Third Quarter (February)
 - 400 Series(cont.) - 403.1-403.16
- Fourth Quarter (May)
 - 400 Series (cont.) – 403.17-403.4

2017-2018:

- First Quarter (August)
 - 500 Series – 503.12
- Second Quarter (November)
 - 500 Series (cont.) – 504.1-505.10
- Third Quarter (February)
 - 600 Series – 602.29
- Fourth Quarter (May)
 - 600 Series (cont.) – 603-605.7

2018-2019:

- First Quarter (August)
 - 700 Series
- Second Quarter (November)
 - 800 Series
- Third Quarter (February)
 - 900 Series
- Fourth Quarter (May)
 - 1000 Series

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Linn-Mar High School Parking Plan for 2016-17

A change in campus parking for High School students during the 2015-16 school year was made to ensure safety in the parking lots during the school day. The primary measure taken to ensure safety was to decrease the expectation of finding a parking space on campus by limiting the number of parking tags issued to the number of parking spaces available. A lottery was held to determine parking tag eligibility for designated parking lots. The parking lots were given grade-level designations of 11th-12th Grades and 9th-10th Grades. A fee of \$25.00 for each tag was made to serve as a guarantee for a campus parking space and to help in the supervision and surveillance of the lots both during and outside of the school day. During the year, the number of parking tags issued was increased as not all lot spaces were filled on a particular day. By the end of the third week of school all 11th and 12th grade students requesting a parking tag were issued a tag.

For the 2016-17 school year, the concept of limiting the number of issued parking tags will remain with the \$25.00 tag fee guaranteeing an on-campus parking space for students with parking tags. Feedback regarding the 2015-16 parking plan was received in many forms, including the four Student Advisory Councils, Parent Advisory, and the Building Management Team comprised of faculty representatives from every department in the High School. A draft of the 2016-17 parking plan was developed using this feedback and input was sought, again, from all four grade-level Student Advisory Councils, Parent Advisory, and BMT. The 2016-17 LMHS Parking Plan is the result of this feedback.

Guiding ideas in plan development from feedback and circumstance:

- LMHS will have two main building entrances in 2016-17: north and south (*circumstance*)
 - Direct access to the building from the north lot will exist at Door #3
 - Door #3 (north) and Door #13 (south) will be the only entrances during the school day
- Work to have as many as possible, if not all, 11th and 12th grade students who request parking tags receive a parking tag (*feedback*)
- Allow for 11th and 12th grade students to state a north, far north or south lot preference (*feedback*)
- 10th grade has significantly more drivers than 9th grade, thus, should have priority over 9th grade (9th grade had about 25 students with authorized school driver permits when the 2015-16 school year started) (*feedback*)
- Previous issues regarding the parking lots have been minimized, if not eliminated, by limiting the number of parking tags issued (*feedback*)
- Centralize location of parking information including results of the parking lottery (*feedback*)
- Make parking lot maps easier to read (*feedback*)

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THE 2016-17 HIGH SCHOOL PARKING PLAN: (With the approval of Student Advisory Councils for grades 12, 11, 10 & 9)

- **11th and 12th Grades:** (approximately 700 parking tags)
 - Lottery will determine choice of three designated parking lots (north, far north, south)
 - Lottery sign up open from late May through Friday, August 12th
 - Students will mark lot preferences on sign up form prior to the lottery
 - Three lots (north, far north, and south) should allow for all 11th and 12th grade students who are eligible for a parking tag to have one
 - Lottery takes place on Monday, August 15th
 - Lottery selectees may begin purchasing parking tags on Monday, August 15th (\$25.00 per tag)
 - Students must present a valid driver's license at the time of submitting application for the lottery
- **10th Grade:** (approximately 225 parking tags)
 - Lottery will determine eligibility for parking tags
 - Lottery sign up open from late May through Friday, August 12th
 - Lottery takes place on Monday, August 15th
 - Lottery selectees may begin purchasing parking tags on Monday, August 15th (\$25.00 per tag)
 - Stadium east/Aquatic Center lot, east lot will be 10th grade parking areas
 - Completion of HS renovation will open spaces in the east lot during the year
 - Will issue tags for the far north, north, or south lots during the year as space allows
 - Students must present a valid driver's license at the time of submitting application for the lottery
- **9th Grade:** (approximate space for 25 vehicles)
 - Armstrong Field gravel lot area (tag required, no fee)
- **Staff:** (approximately 225 parking spaces)
 - Assigned in a designated staff parking area
 - Designated staff parking areas are in north lot, south lot, west lot, and east lot
- **Visitors:** (approximately 40 parking spaces)
 - Designated Visitor parking areas in the north and south lots

***Parking lottery results will be posted on the LMHS webpage as well as in the 9th-10th Grade Office and the 11th-12th Grade Office on the afternoon of August 15th.**