



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>

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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 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.

No updates at this time

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.

Equity Committee: The final meeting of the year was held on April 5th and topics of discussion included:

- Determination of Shirley Pantini Award for 2016-17. This award will be presented during the April 24th staff professional development day.
- The Human Resources Department shared an update on the district's Affirmative Action plan.
- Policies and procedures in the district's Multi-Cultural Gender Fair Plan were reviewed.

9th Grade Orientation for Fall 2017:

As we continue to provide a thorough and welcoming transition to high school for our new 9th grade students, we believe it is time to expand our past efforts. For over 20 years one of our major transition events is the 9th grade orientation prior to the first day of school. This has taken place at night and while we are pleased that attendance has traditionally averaged over 85% for the orientation, a significant number of students either are unable or do not attend. With a possible class of 600 entering in the fall of 2017, this means just under 100 students would not be at the orientation. Furthermore, we continually find that we must expose to, present to, and train 9th grade students in academic, activity, and social areas prior to the first day of school.



With this in mind, a group of primarily 9th grade teachers in our building have led the effort to have the first day of classes, August 23rd, be a 9th grade only day at Linn-Mar High School. The focus for the day will be on way-finding, practicing the daily schedule, introduction to different student services, lunch procedures, rules and regulations/*LMHS Student Handbook*, technology set up/sign in, student activities fair, classroom procedures, and student interaction opportunities.

I fully support this idea and I have proposed it to all four LMHS Student Advisory Councils and let our LMHS Parent Advisory Council and LMHS Faculty know of the direction we are heading. It is a significant departure from simply having one evening for orientation, however, after seeing what several other larger high schools are doing to orient 9th grade students to their buildings, it seems this is an appropriate and necessary move to ensure that all of our 9th grades students have a successful start to high school.

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 Assessment 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>Becoming 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 workers 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)

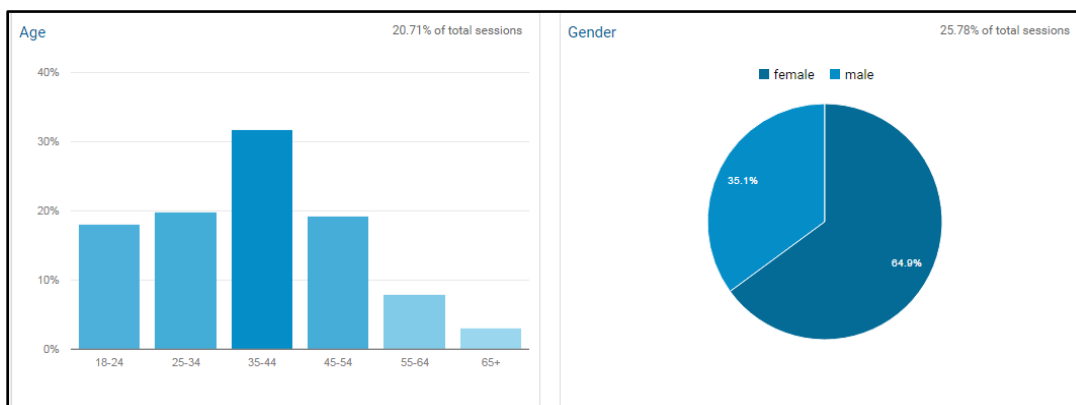
Become an excellent learning organization through a culture of continuous improvement.

Coffee Conversation: Hosted at the High School Pride Rock Commons on Saturday, April 8th at 8:30 AM by Board Members Rene Gadelha and Clark Weaver along with Superintendent Shepherd. Students, families, community members, and staff are always invited to join in the conversation about district events. Coffee provided!

January Professional Development Day Rescheduled Date: The January 16th Professional Development Day for staff was postponed due to weather. The rescheduled date has been set as Thursday, June 1st, which was originally scheduled to be a work day for K-8 staff and a comp day for 9-12 staff. June 2nd will be the new date for the K-8 work day and 9-12 comp day.

Communications Department: Website analytics from January 24th thru March 31st show:

- There have been a total of 283,681 total sessions with 102,258 users
- There have been 660,359 page views with an average pages-per-session of 2.33 and an average session duration of 00:02:04
- 36% of the sessions are new compared to 84% returning users
- Site demographics show the percentage of gender and age ranges visiting the website:



- The following graphic shows the country of origin with the majority from the US followed by India.

Country	Sessions	% Sessions
1. United States	281,394	99.19%
2. India	452	0.16%
3. Canada	200	0.07%
4. Philippines	165	0.06%
5. Saudi Arabia	136	0.05%
6. United Kingdom	130	0.05%
7. (not set)	111	0.04%
8. Brazil	84	0.03%
9. Japan	70	0.02%
10. United Arab Emirates	63	0.02%

- The overwhelming majority of visits to the website are to the home page. The High School page and the student fee schedule are the most visited pages after the home page. Visitors also frequently access the individual school pages where they are able to find contact information. Other commonly visited pages include Oak Ridge Middle School, district calendar, staff directory, and human resources.
- The most common landing page (the page through which visitors access the site) is the home page (74.24%), followed by the High School page (2.26%), and finally the mobile page (1.56%).
- The following graphic shows interaction data that includes page views, unique page views, and the average time spent on each page:

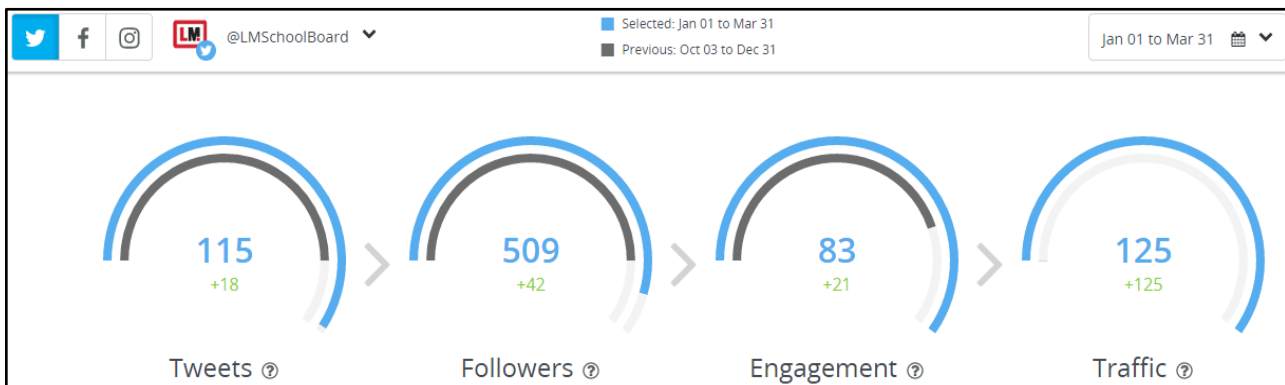
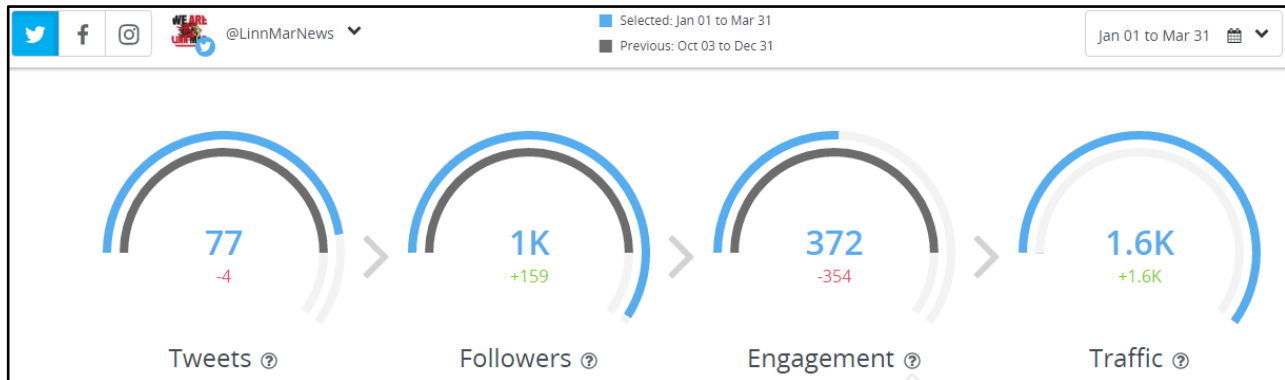
Page ?	Pageviews ? ↓	Unique Pageviews ?	Avg. Time on Page ?
	660,359 % of Total: 100.00% (660,359)	505,331 % of Total: 100.00% (505,331)	00:01:34 Avg for View: 00:01:34 (0.00%)
1. /	285,934 (43.30%)	221,530 (43.84%)	00:02:24
2. /school/linn-mar/	31,249 (4.73%)	23,557 (4.66%)	00:00:46
3. /students-staff/student-fee-schedule/	21,336 (3.23%)	15,431 (3.05%)	00:01:11
4. /calendar/	19,530 (2.96%)	15,326 (3.03%)	00:02:19
5. /district/directory/	17,590 (2.66%)	13,213 (2.61%)	00:02:41
6. /school/oak-ridge/	12,833 (1.94%)	9,181 (1.82%)	00:00:38
7. /schools/	11,055 (1.67%)	8,668 (1.72%)	00:00:18
8. /district/departments/human-resources/	9,542 (1.44%)	7,008 (1.39%)	00:02:05
9. /district/departments/nutrition/menus-allergies/	8,413 (1.27%)	6,822 (1.35%)	00:01:34
10. /school/linn-mar/staff/	7,754 (1.17%)	5,993 (1.19%)	00:00:18

- The following graphic shows the website's content drilldown. This data is broken down by subfolders. The most commonly visited pages (following the home page) include school, district, schools, and news pages.

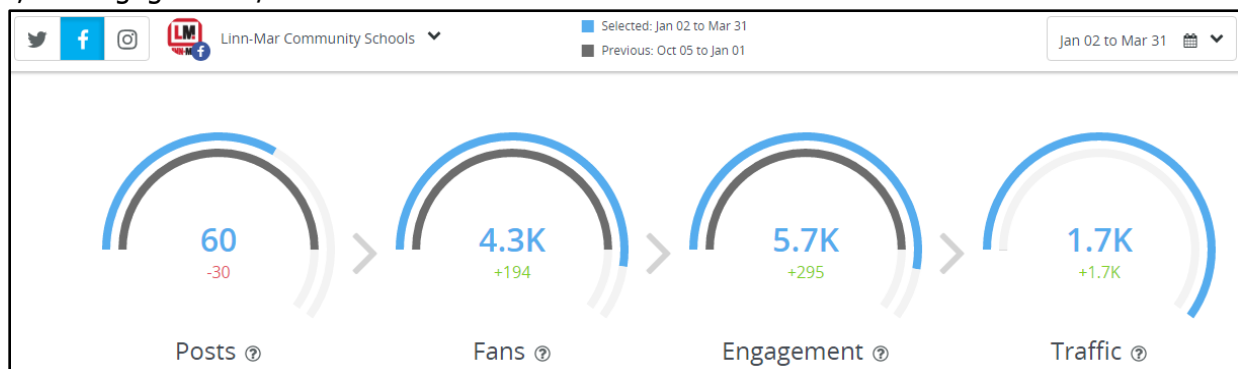
Page path level 1 ?	Pageviews ? ↓	Unique Pageviews ?	Avg. Time on Page ?
	660,359 % of Total: 100.00% (660,359)	505,331 % of Total: 100.00% (505,331)	00:01:34 Avg for View: 00:01:34 (0.00%)
1. /	285,934 (43.30%)	221,530 (43.84%)	00:02:24
2. /school/	157,434 (23.84%)	116,528 (23.06%)	00:00:57
3. /district/	54,893 (8.31%)	42,819 (8.47%)	00:01:44
4. /schools/	42,836 (6.49%)	30,710 (6.08%)	00:01:01
5. /news/	25,081 (3.80%)	20,383 (4.03%)	00:01:04
6. /students-staff/	22,125 (3.35%)	16,103 (3.19%)	00:01:11
7. /calendar/	19,627 (2.97%)	15,395 (3.05%)	00:02:18
8. /search/	8,643 (1.31%)	8,065 (1.60%)	00:00:56
9. /backpack/	7,494 (1.13%)	5,331 (1.05%)	00:00:58
10. /mobile/	7,074 (1.07%)	5,685 (1.13%)	00:00:52

● **Social Media Update**

Twitter: The following graphics display overall engagement for @LinnMarNews and @LMSchoolBoard from 1/1/17 thru 3/31/17. @LinnMarNews has achieved 1,037 followers while @LMSchoolBoard currently has 509 followers. Engagement shows the total of interactions received from tweets, retweets, replies, quotes, and likes. Traffic shows the total number of clicks from links posted with an Ow.ly link (links to news stories, etc.).



Facebook: The volume of followers of Linn-Mar’s Facebook page continue to increase with 195 new followers in 2017. Since the beginning of the 2016-17 school year, there have been 651 new followers. Today there is a total of 4,255 followers. In comparison, the two major school districts in the Cedar Rapids area have an average following of 3,320. In the last 28 days Facebook posts have reached an audience of 15,818, resulting in 6,125 post engagements. Videos continue to show popularity with 7,080 engagements/views of at least three seconds.



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.

2017-18 MIIP/Benefits Update: Overall MIIP insurance rates will increase for the 2017-18 school year. Due to the formula that MIIP has agreed upon, Linn-Mar continues to receive credit for good claims history. However, 2017-18 rates will reflect an increase to our current plan premiums at around 5% (*refer to graphics below*). Dental rates will increase 2% for 2017-18.

Additional updates: There have been no communications/updates regarding a mandatory state insurance pool moving forward at this time. A new flex spending account vendor has been identified. Over the next three years the district will save over \$17,000 in comparison with our current FSA vendor.

2017-18 benefits open enrollment will take place April 13th thru May 12th.



2017-2018 Insurance Rate Overview

Monthly Rates

MEDICAL	2016-2017	2017-2018
PPO PREMIER		
SINGLE	\$537	\$568
EE/SPOUSE	\$1,097	\$1,158
EE/CHILDREN	\$1,020	\$1,077
FAMILY	\$1,644	\$1,736
PPO CHOICE		
SINGLE	\$489	\$516
EE/SPOUSE	\$999	\$1,055
EE/CHILDREN	\$929	\$980
FAMILY	\$1,496	\$1,579
HMO ESSENTIAL		
SINGLE	\$398	\$421
EE/SPOUSE	\$814	\$859
EE/CHILDREN	\$757	\$799
FAMILY	\$1,220	\$1,288
HMO BASIC		
SINGLE	\$298	\$315
EE/SPOUSE	\$609	\$643
EE/CHILDREN	\$567	\$598
FAMILY	\$912	\$963

Monthly Rates

DENTAL	2016-2017	2017-2018
Employee Only	\$37.44	\$38.19
Family	\$83.74	\$85.41

Monthly Rates

Vision	Monthly	Monthly
Employee Only	\$6.00	\$6.00
Family	\$15.32	\$15.32

Updates at a Glance

*Other than price increases, there are no changes to the medical, dental, or vision plans.

* Teladoc will continue to be provided for FREE to those enrolled in medical coverage through Linn-Mar.

* Watch for information on the flexible spending program.

*Check iVisions for more details on these plans!

*Questions? Contact HR: Cathy ext 3011

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.

MEDCO Luncheon (March 8th): Several members of the Board of Education and administrative team were present at the MEDCO luncheon when the Marion Community Promise Initiative was announced. The basis of the *Community Promise* is a consolidated effort to strengthen a pathway for students from: 1) Exposure, 2) Experience, and 3) Pursuit toward a robust and insulated talent pipeline in order to recruit and retain our students into thriving careers in Marion. Information on the initiative was presented to the Board of Education during the March 6th work session.

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 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: During the March 9th meeting the committee reviewed the February monthly financial reports and board bills. Other items completed included:

- Reviewed a quote from Arctic Insulation Specialists for \$19,496 to provide spray foam insulation in the High School weight room and wrestling room to help mitigate the sound between these lower level rooms and the upper level classrooms.
- Reviewed the proposed FY2018 certified budget. *(see comments below)*
- Discussed and drafted the Finance/Audit Committee Commission Statement which will be reviewed and finalized at the April 20th meeting.

Proposed Certified Budget for Fiscal Year 2018: Linn-Mar's fiscal year 2018 proposed certified budget is based on a 1.11% SSA growth rate and a certified budget enrollment of 7,312.54 students, which is an increase of 114.6 students from the previous year. One of the main purposes of the certified budget is to establish a maximum tax rate for the district. For FY2018, the district is proposing a tax rate of \$17.37 per \$1,000 of valuation, which is consistent with the last two fiscal years. A public hearing and final approval of the FY2018 certified budget is set for April 10th. Iowa law requires the budget to be approved and filed by April 15th.

Restructuring/Facilities Committee Updates: The Facilities Committee toured our three historic buildings (Bowman Woods, Wilkins, and Indian Creek) on 3/22. Committee members were given tours and asked to begin thinking about the needs of the buildings. At their next meeting they will begin to work toward a consensus on the project list. The next meeting will be held on April 12th will consist of a tour of Novak Elementary *(Per a request by the committee to tour a newer elementary building)* at 4:45 PM immediately followed by their normal meeting at 5:30 PM. The focus of the meeting will be to assess and prioritize building improvement needs identified during their tours of Bowman Woods, Indian Creek, and Wilkins. The top three areas observed for each building during the tours were:

- **Bowman Woods:** Ceiling, roof, and cafeteria
- **Indian Creek:** Space concerns, safety/security, and restrooms
- **Wilkins:** Parking, roof, and safety/security (including windows)

Construction Updates:

- High School: The renovation project is now into the punch list phase. DLR, Larson Construction, and the district have walked the entire project and created a list of items that need to be corrected. Larson Construction will be working through that list for the next several weeks. All remodeled spaces have been turned over to the district for occupancy.
- Westfield: The Westfield addition is now into the punch list phase. OPN, Larson Construction, and the district have walked the entire project and created a list of items that need to be corrected. Two classrooms have already been occupied. All other non-occupied classrooms and instructional spaces are complete and can now be utilized by the district.

LRC Fire Suppression:

When the former Novak building was repurposed as the district administration offices the building classification changed from an educational designation to an office designation per City of Marion officials. Since this repurpose the COMPASS Alternative High School program was allowed (as an occupancy exception) to reside in the LRC lower level because the 4-5 classrooms utilized are only partially below grade and have two exits in close proximity. Also, a two-year occupancy exception was granted by the City of Marion for classrooms on the third floor of the LRC as the High School renovation project was in progress; this occupancy exception ends at the conclusion of the 2016-17 school year.

District administration has met with City of Marion officials about the future of the LRC space indicating that we would: 1) continue to have COMPASS reside and expand in the lower level and 2) have the flexibility to use the 2nd and 3rd floors of the LRC for educational programming space. In short, the City's response was that any space in the LRC deemed educational space, now or in the future, must have a fire suppression system installed.

The district estimates the cost of the fire suppression system for one floor of the LRC at \$80,000-\$100,000, while the cost for the entire building (three floors) is approximately \$200,000-\$225,000. Due to the projected size of the project, the district must have an engineer design the plans and then bid the project. At this time, the district is recommending a contract with Shive-Hattery Architecture & Engineering to move the project forward.

Achievements and Honors:

LMHS Student Nominated for Outstanding Volunteer Award: Mary Claire Henricksen, a senior at Linn-Mar High School, is one of three nominees for United Way of East Central Iowa's Outstanding Volunteer Award in the youth category. Last year, while volunteering at Mercy Medical Center, Henricksen was part of a group of Linn-Mar students who held conversations with residents to hear about their lives through the Mercy storytellers program. The memories were turned into written stories and a binder was created to share with the residents, their families, and guests. Winners will be announced on April 20th!

Linn-Mar Key Club: Six students from Key Club recently attended the Nebraska-Iowa District of Key Club International's 2017 District Convention. During the convention Junior Reshma Balakrishnan was elected to serve as District Governor and Sophomore Samyukta Karthik was elected as the District Bulletin Editor.

The Key Club received several awards to recognize their hard work over the past year:

- 1st place – Non-digital Poster Contest
- 1st place – Major Emphasis Award for dance marathon benefiting UofI Children's Hospital
- 1st place – Platinum Single Service Award for Color Run benefiting the Thirst Project

Several individuals were also recognized for their outstanding leadership and service:

- Robert F. Lucas Outstanding Lieutenant Governor – Junior Reshma Balakrishnan
- 1st place – Distinguished Club Officer – Junior Sanjana Addagarla
- 1st place – Distinguished Club Bulletin Editor – Sophomore Samyukta Karthik
- Outstanding Key Club Member for Iowa – Junior Grant Chulystun

Oak Ridge Students Qualify for History Bee Nationals: Oak Ridge recently sent eight qualifiers to the Ace National History Bee Regionals. Six of the eight students have now qualified for Nationals in Atlanta, Georgia in June. Top honors go to Eighth Grader Nicholas Weaver and Sixth Grader Ashna Karia. Both students made it to the final round and placed third in their perspective grades. In addition, the following students did such an awesome job on both written test and buzzer rounds that they also qualified for Nationals: Sixth Grader Makoto Carolin and Eighth Graders Cavan O'Hara, Jared Stumpf, and Nathan Stark. Congratulations also go out to Eighth Grader Max Riherd and Seventh Grader Danielle Sunseri for qualifying for Regionals.

Linn-Mar FFA Compete at Leadership Development Contests: Ten members of the Linn-Mar FFA Chapter participated in the Southeast Sub-district contests. First and second place individuals and teams advance to the district-level competition. Ekta Nanda has advanced in the Job Interview Career Development Event and Chase Krug advanced in the Extemporaneous Speaking Career Development Event. Addison Crow Schrader was an alternate in the Ag Sales CDE. Nanda earned a gold rating. Krug and Crow Schrader earned silver ratings. Seth Crow Schrader placed second in the Greenhand FFA Quiz Contest and Jeret Crow Schrader placed 10th in the Chapter FFA Quiz Contest. Both earned a gold rating and will compete in the district competition.

Individual All-State Speech: Three Linn-Mar Students participated at Individual All-State Speech at UNI on March 27th: Cheyenne Mann (Poetry and Storytelling), Grace Wenisch (Prose), and Katie Hidlebaugh (Radio News).

Linn-Mar Speech Team Competes at State: The Linn-Mar Speech Team participated in the Iowa High School Speech Association's Individual State Contest. At the competition LMHS had 15 students who participated in 19 events. Our students earned 17 Division I ratings (13 students received a Division I rating from all three judges).

Varsity Speech Division I Ratings:

- Jasmine Aquino (Improvisation)
- Sierra Christensen (Poetry)
- McKenna Flood (Prose)
- Emma Geneser (Acting)
- Katie Hidlebaugh (Expository Address and Radio Broadcasting)
- Megan Hoppe (Poetry)
- Cheyenne Mann (Storytelling and Poetry)
- Allie Mersch (Solo Musical Theatre and Literary Program)
- Erin O'Hara (Literary Program)
- Grace Wenisch (Literary Program and Prose)

Freshmen Speech Division I Ratings:

- Maddie DeJong (Storytelling)
- Gloria Hunt (Storytelling)
- Sadie Staker (Storytelling)

Akash Gururaja received a Division II rating in Spontaneous Speaking and Alexander Pfaff received a Division II rating in Radio Broadcasting. *Congratulations to the entire Linn-Mar Speech Team on their achievements at Individual State Speech!*

Iowa Jazz Championships: The Colton Center Jazz Ensemble was invited to perform at the Iowa Jazz Championships on April 4th. Congratulations to the Ensemble and Director Dan Terrell on this honor!

Boys' Swim Team Named Academic-All Americans: The Linn-Mar Boys' Swim Team has been named Academic-All Americans by the National Interscholastic Swimming Coaches Association of America (NISCA). The team earned a gold level with a team GPA above 3.75. "The team award is very impressive," said Coach Tom Belin, "last year, there were only 20 swim teams in the US that achieved that level." Four individuals, Donald Fejfar (4.19), Carter Lorenz (4.31), Matthew Mather (3.90), and Hogan Myers (3.89) were also named as Academic All-Americans by the National Interscholastic Swimming Coaches Association of America (NISCA).

Linn-Mar Alumni Recognition: Congratulations to Lions Girls' Basketball Coach Jaime (Printy) Brandt on her induction into the Iowa Girls' Basketball Hall of Fame!

Successful Show: Congrats to the cast, crew, and Directors Ann Fry and Mark Bugenhagen for their successful production of *The Strange Case of Dr. Jekyll and Mr. Hyde*.