



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>Pages 16-18</i>
Achievements and Honors:	Page 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 and 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.

Board Book: December 12, 2016

Updates on Goal #1: Inspire Learning (Articulate)

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

Policy Committee Update: *(Refer to board exhibit 805.1)*

- IASB Policy Primers were reviewed on November 15th for the following policies: 401.15, 501.15, 502.8, 502.1, 605.2 and 505.7. Recommendation to adopt all suggested changes as presented by IASB.
- Policy Series 400-402.12 were reviewed with minor changes to 402.1 and 402.5.

Career & Technical Education Advisory Committee Meeting: The CTE Advisory Committee met on December 7th. High School Director of Teaching & Learning, Jeff Frost, led the meeting. The following items were discussed:

- Review of Linn-Mar Perkins Desktop Audit
- Promotion of High School CTE programs at the middle schools
- CTE cross-curricular pathways and potential strands for the future

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 Administrative Report to the Board and community.
	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 w/ 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

At-Risk/Dropout Prevention Application: The application is finished and the proposed budget is below. The budget and the modified supplemental amount application are included in the exhibits for tonight’s board meeting. The application needs to be approved as agenda item 801.1. The proposed budget is \$1,894,917.00 and the modified supplemental amount to be approved is \$1,205,100.00. As with any SBRC application, we are approving the request for authority at this time, the levy will be approved during the certified budget process. *(Refer to board exhibit 801.1)*

Linn-Mar Community Schools Student Assistance 2017-18 Budget Breakdown

<u>Description</u>	<u>Amount</u>
STAFF SALARIES/FICA/IPERS	\$1,555,526
Mentoring and Academic Support School Year:	
High School - \$13,750	
Middle School - 2 buildings @ \$10,000 = \$20,000	
Elementary - 7 buildings @ \$4,500 = \$31,500	
Prevention Coordination = \$27,295 (Coordination \$6,345; SODA Sponsor \$3,700; Asst Sponsor \$1,800 & \$1,200; Jr SODA Sponsor \$2,000; Jr SODA Sponsor \$1,200; TRY Sponsor \$3,350; Asst TRY Sponsor \$1,900 & \$1,450)	
BENEFITS	\$ 240,141
PROGRAM OPERATION	\$ 69,900
PURCHASED ADMINISTRATIVE AND EDUCATIONAL SERVICES	
Apex = \$30,000	
Mental Health Screenings = \$1,000	
ASSIST Contract with Family Services = \$18,900	
Crisis Counseling Contract with Mercy Family Counseling = \$20,000	
PROFESSIONAL DEVELOPMENT	\$ 10,500
BOOKS/PERIODICALS/SUPPLIES	\$ 11,850
Mentoring and Academic Support Supplies:	
High School = \$3,000	
Middle School - 2 buildings @ \$800 = \$1,600	
Elementary - 7 buildings @ \$750 = \$5,250	
Office Supplies = \$1,000	
Books and Periodicals = \$1,000	
DUES AND FEES	\$ 1,000
TUITION/TRAVEL/SHARED CONTRACTS	\$ 6,000
Travel for Professional Development = \$2,000	
Tuition/PMIC Payment = \$4,000	
TOTAL STUDENT ASSISTANCE 16-17 BUDGET	\$1,894,917
CARRY OVER	\$0
STATE APPLICATION AMOUNT	\$1,205,100

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 5 year historical averages, and enhance productivity.</p>
	<p>Reduce employee workers compensation claims from 5-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>School 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)

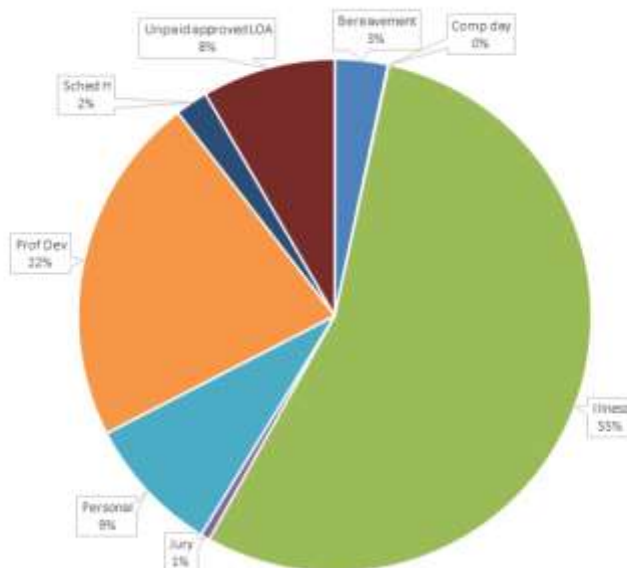
Become an excellent learning organization through a culture of continuous improvement.

Board Visits: The Board of Education made two visits since the last board meeting:

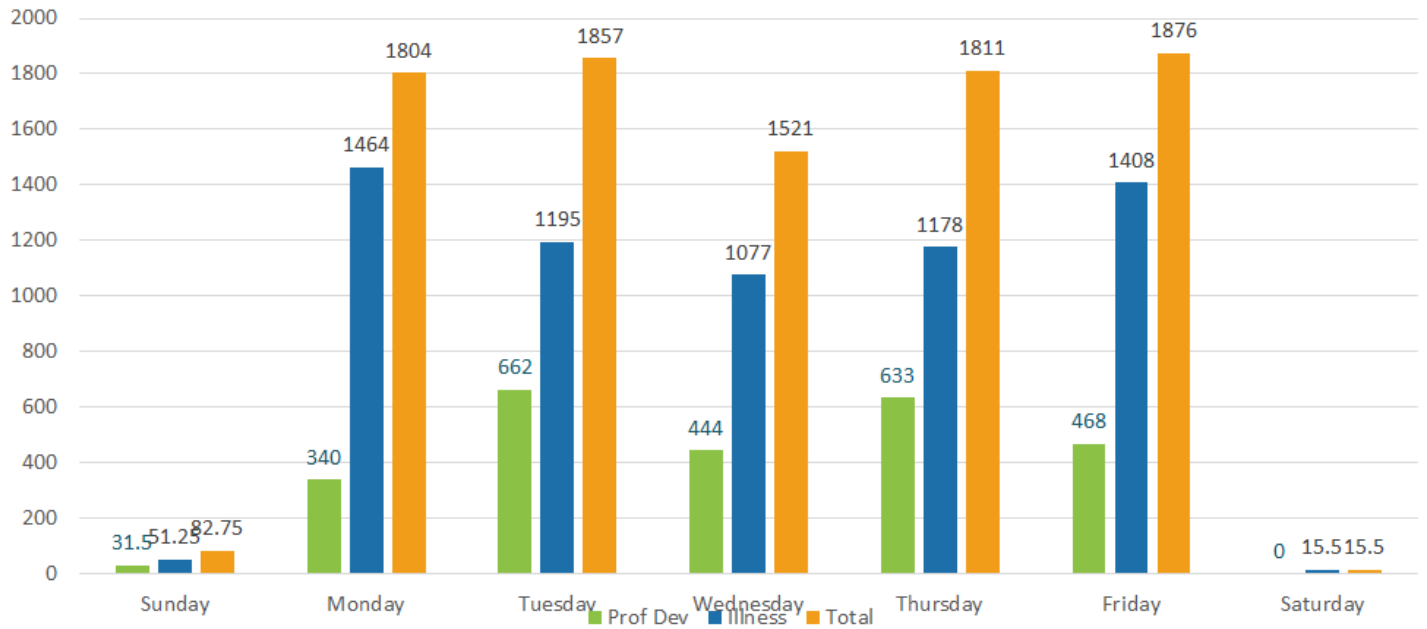
- We visited the Operations & Maintenance and Transportation facilities on November 30th. This gave us an opportunity to see the expansion of the bus garage, planned potential reconfiguration of the space and the new fueling pumps. As our district continues to grow, and as we continue to explore ethanol fuel sources for our buses, it is important for us to anticipate future needs.
- On December 9th the Board of Education visited Oak Ridge Middle School. While there we heard about several enrichment opportunities available to our students including:
 - Art enrichment- public art displays that send a positive message
 - PLTW- 8th grade robotics
 - Math Counts
 - Lego League
 - Coding- Hour of Code
 - School House Brew
 - LMTV at Oak Ridge
 - Vocal enrichment

Leadership Training: The Human Resources Department held their quarterly leadership training on Wednesday, November 30th. The main topic was substitute teacher/associates. After sharing absenteeism data and substitute statistics, through the World Café model, there was a lot of conversation and ideas generated regarding how to reduce absenteeism and improve recruiting and retaining substitutes, as well as retaining educational associates. HR will implement several initiatives such as a hand washing campaign, custodial training, continue to promote Teladoc, tailor wellness to Linn-Mar specific health issues such as anxiety/depression, promote the Employee Assistance Program, plan for a substitute “fair” and research a potential “sub club”. In addition, HR is compiling all of the data and feedback from the training and will assist with creating and implementing additional building absenteeism/substitute initiatives based on the conversations at the Café.

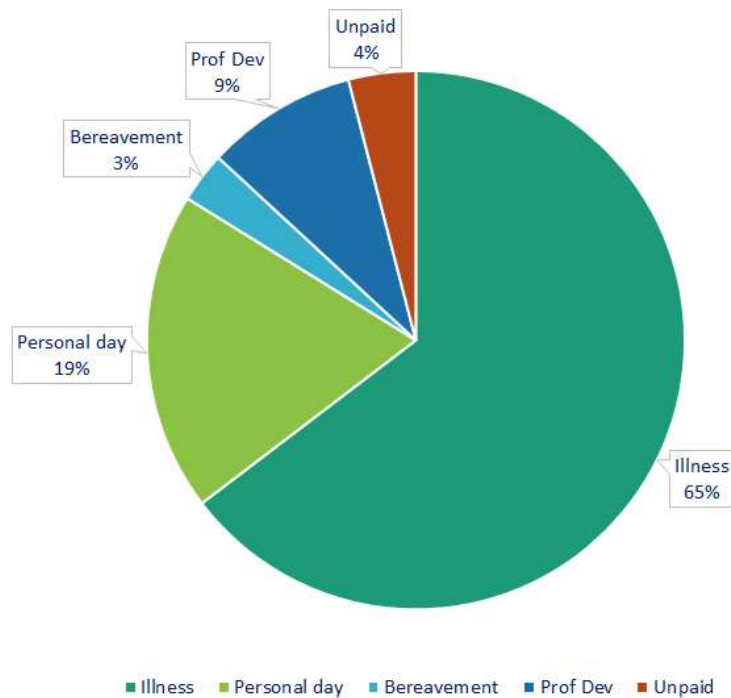
Teacher Absences from August 2016 - October 2016: 1,555 days absent



Teacher Absenteeism- Teacher Sick Days and Professional Days



Classified absences from August 2016 - October 2016: 211 days absent



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 WiFi 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.

Board Book: December 12, 2016

Updates on Goal #4: Unlock Potential (Success)

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

No updates at this time.

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.

Board Book: December 12, 2016

Updates on Goal #5: Empower Achievement (Involve)

Enhance engagement opportunities through focused strategic partnerships.

External Partnerships: On November 30th we were excited to participate in the announcement of the XQ Super Schools grant with Iowa BIG. Concomitant with the announcement of the grant, we also formally announced that Linn-Mar Community School District will become a full partner with Iowa BIG starting in the 2017-2018 school year. Throughout the course of this year, we have had several students participate in Iowa BIG and have paid tuition to cover the costs/expenses to the program (15 students have participated this year). Becoming a full partner with Iowa BIG will allow us to develop a local BIG program within the Linn-Mar boundaries and increase the number of student participants (we expect nearly 60 participants next year!). Further, hosting a BIG location in Marion will allow us to incorporate more local businesses into Iowa BIG, which will offer students additional opportunities to interface with our local business community.

You will recall, this great opportunity for our students came about as part of an initial Board conversation back in May after board members and administrators returned from a site visit to APEX and CAPS in Kansas City and Waukee. The Board and administration were in the process of developing our 10-year Strategic Plan and discussing several programs and initiatives. The Board created a list of "must haves" and directed the administration to create a program that would allow us to deliver the "must haves" of the Board similar to the programs we visited. Upon further investigation, it was discovered that Iowa BIG would allow us to pool our resources with other school districts in our area (Cedar Rapids and College Community) while giving us the opportunity to expand the program within the Linn-Mar boundaries in order to deliver the outcomes iterated by the Board of Education. The Board then approved a 28E agreement with the Cedar Rapids Community School District during the June 6th board meeting to, "provide a secondary school program option entitled Iowa BIG for the students of the participating district (Linn-Mar)."

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 Applied Innovation Center.
	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.

High School Remodeling:

1. Punch list work continues.
2. Area C - classroom stack #3:
 - a. Above-ceiling mechanical and electrical completed
 - b. Ceiling grid installed in all classrooms
 - c. Remaining work includes drop ceiling tile, flooring, and starting of mechanical units
3. C1 restrooms:
 - a. Ceramic tile completed on 12/9
 - b. Sheetrock completed on 12/9
 - c. Final paint completed on 12/9
 - d. Partition to be completed by 12/19
4. Area C corridors - upper and lower levels:
 - a. Mechanical and electrical finished
 - b. Drop ceiling grid completed
 - c. Drop ceiling completed on 12/9
 - d. Flooring completed by 12/16
5. Conference room/Print Shop:
 - a. Drywall completed
 - b. Corridor paint completed
 - c. Ceiling grid completed
 - d. Mechanical and electrical completion date 12/16
 - e. Drop ceiling tile completion date 12/16
 - f. Architectural finishes completion by 12/23
 - g. Flooring completion by 12/30
6. Lecture hall:
 - a. Hard ceiling completed by 12/9
 - b. Above-ceiling mechanical and electrical rough-in 12/9
 - c. Paint exposed structure by 12/9
 - d. Paint clouds by 12/13
 - e. Drop ceiling tile by 12/23
 - f. Ramps and risers scheduled for completion on 1/16
 - g. Wall paint scheduled for 1/11
 - h. Flooring scheduled for completion on 1/20
 - i. Seating scheduled for completion on 1/27
 - j. Architectural finishes scheduled on 2/10
7. Railings and stairs:
 - a. Rails scheduled to be completed on 12/9
 - b. Stair treads to be completed on 12/16
8. Athletic Training Room: completed
9. Cafeteria stairwell:
 - a. Demo work has started
 - b. Above-ceiling mechanical and electrical work to be completed by 12/16
 - c. Paint corridor scheduled for 12/16
 - d. Ceiling grid scheduled to be completed on 12/22
 - e. Mechanical and electrical finished scheduled to be completed on 12/29
 - f. Handrails scheduled to be completed on 1/6
 - g. Stair treads and risers to be completed on 1/13
10. Single family bathrooms: completed

11. Four Corners classroom:
 - a. Sheetrock finished on 12/7
 - b. Paint completed on 12/9
 - c. Above-ceiling mechanical and electrical completed on 12/14
 - d. Ceiling grid to be completed on 12/16
 - e. Mechanical and electrical finishes to be completed on 12/22
 - f. Drop ceiling installed on 12/23
 - g. VCT flooring scheduled for 1/6
12. Benches: completion date 12/23

Westfield Addition:

1. Marker boards and tack boards installed
2. Windows and entrances scheduled for completion on 12/9
3. Ceiling grid installed
4. Electrical and fire rough-in 12/9
5. Classroom flooring has started with completion scheduled for 12/16
6. Bathroom partitions scheduled for completion on 1/13
7. Plumbing fixtures completion date 12/14
8. Drop ceiling installation on 12/23
9. Hot water line installation 12/9
10. Startup and balance HVAC system on 12/30
11. Cold water line installation 12/30
12. Final paint scheduled for 1/24
13. Installation of cabinets scheduled for 1/27
14. Flooring in hallways scheduled for 1/30

Architect Firm Selection: On November 18th the district received seven proposals from architect firms interested in providing educational facility planning and capital bond planning services. The firms included BLDD, DLR, FRK, Neumann-Monson, OPN, Shive-Hattery, and Struxture. Each proposal contained the firm's profile, qualifications, master planning/bond referendum experience and process outline, plan/timeline, references, and a proposed fee schedule (base fees ranged from \$28,500 to \$136,725).

The selection committee vetted through the initial proposals and narrowed the field down to OPN and Shive-Hattery. Considerations included experience with Linn-Mar, demonstrated performance with other school districts, proximity to Linn-Mar, and a reasonable fee schedule. During the week of December 5th the selection committee conducted onsite interviews with OPN and Shive-Hattery. Following these interviews the committee recommends the proposal from OPN Architects for education facilities and capital bond planning related to the district restructuring plan for an amount not to exceed \$29,500.

FY2016 Certified Annual Financial Report (CAFR): The FY2016 financial audit report has been completed by Nolte, Cornman, & Johnson, PC. A representative of their firm will be at the December 12th board meeting to summarize the report and inform the Board of any audit findings. Once the audit is approved by the Board, it will be submitted to ASBO International for consideration for the *Certificate in Excellence for Financial Reporting* award. (Refer to board exhibit 601.1)

Board Book: December 12, 2016

Finance/Audit Committee Meeting December 8th: The following items were discussed:

- High School Change Order CC-17: in the amount of \$87,861.66 was reviewed. There were 18 items included in the change order and the committee reviewed each item, noting that approximately \$43,000.00 of the changes were due to unforeseen construction issues and/or architect design omissions and approximately \$45,000.00 of the changes were initiated by the district for functional and/or aesthetic reasons.
- Bids for four new school buses: due back in early January and will come to the Board for approval at that time.
- 2017-18 Dropout/At-Risk Application: total budget of \$1,894,917.00. However, the maximum modified supplemental amount requested cannot exceed 2.5% *times* our certified enrollment *times* our district cost per pupil. In this case that amount is \$1,205,100.00, which is the amount recommended for Board approval.
- Architect Selection Update: Refer to page 16.
- FY2016 Certified Annual Financial Report Review: Refer to page 16.
- Potential GO Bond Refinancing: The committee discussed the possibility of refinancing Series 2007-A general obligation bonds in calendar year 2017. Depending on how the refinance is structured, the district would save significant dollars due to the lower interest rates. A potential timeline for the refinance was discussed.

Achievements and Honors:

Linn-Mar Partners with Iowa BIG: Linn-Mar is very excited to announce a partnership with Iowa BIG in the creation of the Innovation Center, an extension of Iowa BIG which is scheduled to open for the 2017-18 school year. The announcement came Wednesday, November 30th during the Iowa BIG open house and XQ Super School Award Winner celebration. Currently, there are 125 students enrolled in the Iowa BIG program, 15 of which are Linn-Mar students. With the addition of a second site, Iowa BIG will increase its enrollment allowing them to reach a broader range of students in the Cedar Rapids and Marion communities.



Board Members Recognized: At the Iowa Association of School Boards (IASB) 71st Annual Convention on November 17th, Board Members George AbouAssaly, Rene Gadelha, Sondra Nelson, and Clark Weaver were awarded a certificate for completing the *Basics of Boardmanship*. Through IASB's *Basics of Boardmanship* program, the board members completed four components focused on essential board learning concepts. IASB Board President Amy Jurrens commended AbouAssaly, Gadelha, Nelson, and Weaver for their hard work. "This program ensures a solid foundation for school board governance, whether you're a new or experienced board member," Jurrens said. "The extra efforts put forth to complete this program are certainly commendable."

LMHS Student Council: Congratulations to the LMHS Student Council and sponsors, Karla Blakely and Honey Sue Heater, who collected just over \$1,317 for the HACAP Food Reservoir and Dodge Hunger project! For every \$1 donated they are able to purchase \$12 of food wholesale!



Community Outreach by LM Cheerleaders: The cheerleaders set a great example of community outreach in November by making 25 blankets and 15 sock monkeys to donate to pediatric patients at the UofI Children's Hospital. Kudos go out to the 30 girls and their coaches for their care and generosity to the community!

Linn-Mar Band: Congratulations to the Linn-Mar Band Program for being invited to participate in the 53rd Annual Northeast Iowa Bandmasters Association Honor Band Festival. There were 20 Linn-Mar middle school and 18 high school students selected to be a part of the festival that consisted of more than 500 students from 70 middle schools and 60 high schools.



Veterans' Day Recognitions: Thanks to the students at Wilkins Elementary and Echo Hill Elementary for paying special recognition to our local veterans. Students from Wilkins Elementary sang at the local Hy-Vee while Echo Hill Elementary celebrated with an all-school assembly.

Community Outreach by LM ALO: High School students participating in the Accountability, Leadership, and Opportunity (ALO) group collected 276 boxes of crayons that were donated to Martha M. Ruggles Elementary in Chicago, Illinois. The crayons will be a blessing to the school as 98% of the students are from low income families.

Certified Enrollment Honor: In the December issues of the Iowa Department of Education *School Leader Update*, the Linn-Mar Community School District was named one of the Platinum Star Districts for the hard work and efforts put in by administrators and staff during the certified enrollment process. Special thanks to everyone involved!



Smarter Lunchroom Award: Congratulations to Novak Elementary for winning the Bronze [HealthierUS School Challenge](#)-Smarter Lunchroom Award! This honor is given as an award of nutrition and physical activity excellence. Novak Elementary is one of the 72 Iowa schools that have received this award.