

## The Vision



## The Mission

Inspire learning.  
Unlock potential.  
**Empower achievement.**

## The Beliefs

1. Effective teaching and meaningful learning are our highest priorities.
2. Individuals are unique and learn at different rates in a variety of ways.
3. Quality instructional programming requires a rigorous curriculum, effective teaching, and ongoing assessment.
4. Our schools and facilities shall provide safe and engaging environments where civility is evident and individuality is respected.
5. Students, staff, parents and community members are partners and all have responsibility in the educational process.
6. Meeting the learning needs of every student is an essential factor in their achievement.
7. Staff make an essential difference in the lives of children, communities, and the larger context of the role that students will play as adults in the world.

## Parameters for Decision Making

- No new program, course, service, and/or project will be acted upon unless it
- Meets a clearly demonstrated mission-related need
  - Addresses the impact on other programs/courses/services and/or projects
  - Survives a cost-benefit analysis
  - Sets in place an evaluation procedure
  - Provides for staff training
  - Provides for adequate staffing
  - Has a plan and timeline for execution
  - Designates a central office administrator as responsible for oversight

# Education Goals

As productive, responsible, lifelong learners it is essential that Linn-Mar students be:

- **Competent Users of Core Skills and Knowledge** – *Who are proficient in reading comprehension, computation, mathematical reasoning and technology skills and who can use cultural, artistic, historical, scientific, and technological applications to explain, assess, and anticipate change as well as construct knowledge, as needed.*
- **Thinkers** – *Who independently access information and resources; who create and critically investigate multiple options; who make decisions that effectively solve a variety of problems.*
- **Self-Directed Learners** – *Who are aware of their strengths, needs, interests, and wants; who can set achievable goals, monitor and evaluate their progress; who are resourceful in responding to change.*
- **Responsible Citizens** – *Who recognize the relationships between self and others; who accept responsibility for their personal actions; who actively participate in improving themselves, their family, and local and global communities.*
- **Effective Communicators** – *Who listen, speak, write, read, and respond clearly to a variety of audiences and purposes.*
- **Collaborative Workers** – *Who use their interpersonal skills to develop constructive relationships with diverse individuals and groups.*
- **Practitioners of Healthy Lifestyles** – *Who are aware of physical, social and emotional health and wellness and incorporate appropriate practices into their everyday life.*

## 5 Strategic Goal Areas

- ✓ Student Achievement
- ✓ Learning Environments
- ✓ Staff Development
- ✓ Community Engagement
- ✓ Resources

| <b>Student Achievement:</b><br>All action on teaching and learning will focus on empowering achievement at the highest level for each student.  | <b>Learning Environments:</b><br>All buildings and facilities will support the learning and teaching needed to unlock the potential in each student.  | <b>Staff Development:</b><br>All staff will learn, perform and lead in such a manner as to inspire learning for students.  | <b>Community Engagement:</b><br>The entire school community will engage the residents and stakeholders of Linn-Mar for the purpose of increasing opportunities for students.  | <b>Resources:</b><br>All resources, real and potential, will be planned, and allocated in the spirit of providing an exciting and secure future for the students and District.  |
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| <ul style="list-style-type: none"> <li>▪ <b>PreK-12 Academic Achievement:</b> <ul style="list-style-type: none"> <li>- Implement the Iowa Core Curriculum and National Curriculum Standards</li> <li>- Develop and implement benchmarks for achievement</li> <li>- Develop and implement formative assessments for all curricular areas</li> <li>- Increase the number of students performing at or above grade level on standard measures</li> </ul> </li> <br/> <li>▪ <b>21<sup>st</sup> Century Capacities:</b> <ul style="list-style-type: none"> <li>- Focus on diversity and cultural competence</li> <li>- Create an e-learning environment by embedding the use of technology as a tool for learning and teaching</li> <li>- Make high quality writing a critical component of all learning</li> <li>- Incorporate internships for all HS students related to a career aspiration</li> <li>- Expand project-based and/or hands on experiences</li> <li>- Develop global partnerships to support learning</li> <li>- Empower students to be accountable for their learning through increased student engagement</li> </ul> </li> <br/> <li>▪ <b>Explore non-traditional World Language and cultural experiences</b> for all students, including K-8 students, and initiate models based on research</li> <br/> <li>▪ <b>Expand high school course offerings</b> in developing fields by engaging community resources <ul style="list-style-type: none"> <li>- Add college courses to the curricula provided for HS students who have met the required competencies for graduation</li> <li>- Investigate and implement alternative methods for student demonstration of meeting course and graduation requirements (e.g. digital portfolios, senior projects)</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Provide safe, flexible and efficient buildings and facilities</b> <ul style="list-style-type: none"> <li>- PRIDE and Olweus programs to build school climate</li> <li>- Recycling programs</li> </ul> </li> <br/> <li>▪ <b>Implement the Energy Efficiency Plan and Program</b> <ul style="list-style-type: none"> <li>- Focus on “green” for construction, renovation, and operations</li> <li>- Support staff and student involvement in being “green”</li> </ul> </li> <br/> <li>▪ <b>Follow the 10 Year Master Facilities Plan</b> that connects our forecasted physical needs of our “customer” groups with changes and advancements in learning methods and styles <ul style="list-style-type: none"> <li>- Design classrooms for the future</li> <li>- Complete facilities that meet student needs activity and athletic needs</li> <li>- Incorporate “green” concepts when the cost/benefit ratio is balanced for academics, athletics, activities</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Focus on Diversity</b> as integral in developing <ul style="list-style-type: none"> <li>- global citizens,</li> <li>- innovation, and</li> <li>- a vibrant education and economic interdependence</li> </ul> </li> <br/> <li>▪ <b>Align Staff Development with District Goals</b> <ul style="list-style-type: none"> <li>- Provide staff with best practices examples from around the world</li> <li>- Create an environment that encourages innovation, quality and effective productivity</li> <li>- Provide on-site staff development and courses using L-M expertise</li> <li>- Support Technology-Driven Staff Development on instructional strategies utilizing current technologies such as interactive learning seminars</li> </ul> </li> <br/> <li>▪ <b>Develop leadership capacity</b> <ul style="list-style-type: none"> <li>- Implement instructional and leadership coaching and mentoring</li> <li>- Olweus training for teachers and staff</li> </ul> </li> <br/> <li>▪ <b>Wellness initiatives for all staff</b> to include <ul style="list-style-type: none"> <li>- wellness assessments</li> <li>- preventative options</li> <li>- wellness classes</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Engage our diverse constituent groups</b> through advisories, forums, e-communication to listen and seek input and feedback <ul style="list-style-type: none"> <li>- Gather and present information from all stakeholder groups on how to create high achievers in student learning focused on all students.</li> <li>- Provide engagement opportunities for empty nesters and senior citizens</li> </ul> </li> <br/> <li>▪ <b>Provide a Community Web Portal</b> as a “learning resource” to the community about aspects of the District</li> <br/> <li>▪ <b>Implement a yearly community research process</b> (quantitative and focus groups) that measure the perceptions toward L-M schools <ul style="list-style-type: none"> <li>- Utilize other methods in addition to focus groups</li> </ul> </li> <br/> <li>▪ <b>Create system of overlapping target groups</b> and match communication and interaction to needs of group</li> <br/> <li>▪ <b>Welcome new families</b> through contact and support</li> <br/> <li>▪ <b>Involve parents:</b> <ul style="list-style-type: none"> <li>- Communication systems for all students regarding learning and achievement including parental access</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>▪ <b>Maintain appropriate financial solvency ratio through a strong and realistic budgetary process</b></li> <br/> <li>▪ <b>Continue to focus on financial planning with a 5 year focus</b> <ul style="list-style-type: none"> <li>- Formulate a set of “what if” scenarios with a 5 year timeline/horizon to allow us to perform sensitivity looks and develop contingency plans in advance of both bad and good budgetary news.</li> <li>- Address property assessment challenges, TIF districts, and other influences on levies</li> </ul> </li> <br/> <li>▪ <b>Seek grants</b> <ul style="list-style-type: none"> <li>- Tap into community expertise</li> <li>- Work with the Foundation, GWAEA</li> </ul> </li> <br/> <li>▪ <b>Explore and act on ways to reallocate current resources</b> <ul style="list-style-type: none"> <li>- Open Source software</li> <li>- Outsourcing</li> </ul> </li> <br/> <li>▪ <b>Explore and strongly encourage sharing agreements with other school districts</b></li> <br/> <li>▪ <b>Strengthen the integrity of our financial processes</b> <ul style="list-style-type: none"> <li>- Review our audit and control procedures and apply learnings</li> <li>- Streamline budget and purchasing processes</li> </ul> </li> <br/> <li>▪ <b>Develop business partnerships</b> with schools (2-3 per school)</li> <br/> <li>▪ <b>Streamline HR Services</b> for benefits, leaves, employment support</li> </ul> |