



INDEPENDENCE CSD

Board Action Plan

Board Goal Statement: The Independence Community School District's Board of Education will promote efforts to increase student achievement by supporting district initiatives and will strive to provide opportunities, resources, and a highly qualified staff to all students. The Board will work to enhance a climate of positive communication while managing the schools in an efficient and cost effective manner.

Goal #1	Step/Strategies	Resources Needed	Outcome
Obtain and Sustain Academic Excellence	Utilize the information gleaned from one and five year graduate follow-up surveys to make collaborative decisions with administration about systemic change.	Allocate time and resources for high school staff to facilitate the survey to graduates.	Implementation of informed, strategic improvements to curriculum, instruction and assessment practices based on student voice.
	Demonstrate support and commitment to the Iowa CORE .	Allocate time and resources for teachers to research, develop and write curriculum throughout the year and during the summer that supports the Iowa Core. Updated curriculum and recommendations for purchase of materials will be presented to the Board each Spring (April/May).	PreK-12 curriculum, instruction and assessment practices will be aligned with the Iowa CORE.
	Demonstrate support and commitment to professional learning.	Time will be provided in the school calendar for professional learning on designated days. Professional learning opportunities outside the district will be provided for staff as requested and approved by administration assuming alignment with the overall school	Staff professional learning will accelerate student achievement in the district.

		improvement goals of the district. A professional learning plan and calendar will be presented to the Board annually in August.	
	Utilize the information gleaned from Annual Yearly Progress Report data in regard to the Iowa Statewide Assessment of Student Progress (ISASP) to support informed decisions by administration related to school improvement.	Provide time and resources for teachers and administrators to review intervention data and district wide assessments.	Students will meet or exceed State requirements in regard to the Iowa Statewide Assessment of Student Progress (ISASP).
	Demonstrate support for recruiting, hiring and maintaining quality administrators, teachers and staff by maintaining a positive and supportive district culture that values excellence.	Provide time and resources for administration to measure internal culture/climate. Results for the Conditions for Learning survey will be shared with the board in September.	The district will attract high quality candidates to open positions and maintain high quality staff.
	Demonstrate the district's value for academics through the establishment of a High School Academic Hall of Fame.	Provide time and resources for administration to work collaboratively with staff to develop and implement a plan for the Hall of Fame. Progress will be reported to the board monthly until completion.	Students will feel valued for both their academic and extracurricular achievements.
	Increase the number of academic offerings for students including Advanced Placement (AP) and honors courses.	Provide time and resources for administration to audit course offerings and develop a proposal for additional courses.	Students will have additional opportunities to extend their learning resulting in better preparation for college, career, and life.
	Board members will demonstrate support and commitment to their professional learning for their elected role.	Board members will dedicate time to individual and group learning. The board will attend the Iowa Association of School Board Annual Convention to participate in team building with one another and the superintendent.	Board members have the knowledge they need to make sound decisions regarding district resources. This will be demonstrated by receiving an Iowa Association of School Board Team Achievement Award.
	The school district will maintain 100% accurate student records for 100% of its	Provide tools for staff to record and share student records with staff,	Beyond meeting state code for maintaining student record,

	students.	students, and parents. Staff will seek tools to address re-occurring problems.	incidents of students leaving the building without parent approval and accurate student records will be available for students applying to other schools.
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Goal #2	Step/Strategies	Resources Needed	Outcome
Strengthen and Improve District Communication	Demonstrate support for the completion of a comprehensive communication audit.	Provide time and resources for administration to work in partnership with an outside entity to complete a communications audit.	Strengths and weaknesses of current communication practices will be revealed creating opportunities for the development of a more strategic communication plan.
	Demonstrate support for completion of a comprehensive communication plan.	Provide time and resources for administration to work in partnership with an outside entity to complete a comprehensive communication plan based on communication audit data. The plan should include, but not be limited to: <ul style="list-style-type: none"> • Updating the district website • Increasing the profile of activities and arts achievements • Celebrating successes • Showcasing transparency regarding district finance, policies, and major decisions • Utilizing staff members as ambassadors. 	Effective communication practices will increase trust and support for the district as well as strengthen the overall district brand.

Goal #3	Step/Strategies	Resources Needed	Outcome
Responsibly Manage Fiscal Resources	Maintain a 10-12% solvency ratio at all times.	Continue to analyze and monitor district expenditures as well as empower staff to bring forth ideas for increasing efficiencies.	District resources will be maximized to serve students.
	Utilize financial forecasting to improve decision making.	Work in collaboration with administration to utilize the Iowa School Finance Information Services (ISFIS) financial forecasting program.	The development of a 5-10 year financial forecasting document to be created and presented to the board annually and used as part of decision-making.
	Demonstrate support and commitment to board professional learning around school finances.	Earmark time for a semi-annual work session around district finances led by the Superintendent and Business Manager.	Board members have the knowledge they need to make sound decisions regarding district resources.
	Provide avenues for staff to have a clearer understanding of school finance.	Build in time during fall/spring all-staff professional learning days to update staff on budget matters with an emphasis on increasing understanding around various funds and their purposes and limitations.	Staff members will better understand the district budget and be positive ambassadors about budgetary decisions.
	Explore opportunities for sharing positions or programming with neighboring school district	Provide time and resources for administration to research opportunities and bring forth recommendations to the board for consideration.	District resources will be maximized to serve students.
	Ensure the availability of district resources to support technology needs that accelerate student learning.	Provide time and resources for administration to develop a technology plan to be shared with the board annually.	Student learning will be accelerated with the support of adequate technology.
	Use a long-range facility plan to guide decisions around capital improvements.	Provide time and resources for administration to follow and update a long-range facility plan.	Board members have the knowledge they need to make sound decisions regarding district resources relative to capital improvements.

Goal #4	Step/Strategies	Resources Needed	Outcome
Continue in Growing an Exemplary Activities Department	Demonstrate support for recruiting, hiring and maintaining quality coaches and sponsors by maintaining a positive and supportive district culture that values excellence.	Provide time and resources for administration to measure internal culture/climate. Results will be shared with the board annually in June.	Realize a lower turnover of coaches/sponsors.
	Annual review of the long range improvement plan for athletics and activities.	Provide time and resources for administration to follow and update a long-range improvement plan for athletics and activities to be presented annually to the board in June.	Increase the number of quality athletic and activities offerings.
	Create avenues to promote success.	Administration and Board to support the coaches/sponsors.	Track and promote student participation numbers in activities.
	Educate students and parents on sportsmanship scores	Administration will annually present the sportsmanship scores.	Sportsmanship scores should be below or equal to the state average for those sports where scores are tracked.