

**Clarinda Community School District
Proposed Strategic Plan**

Mission

To educate all students to succeed by ensuring quality leadership, curriculum, and instruction.

Vision

Clarinda Community School District is a leader in education by fostering high standards and expectations through rigorous academics, meaningful learning opportunities and engaging student activities.

Beliefs

**All people can learn.*

**Learning is lifelong.*

**Individual differences are encouraging and embraced.*

**All people have inherent worth.*

**Education is essential to personal growth and community development*

**Education is a responsibility shared by the individual, parents, families, school and community.*

**Environment affects learning.*

**We can shape the future.*

Goal A: Student Achievement

1. Provide engaging instruction and rigorous curriculum to inspire learning that develops well rounded and socially responsible citizens.
2. Support career, vocational, and post secondary exploration that supports each students unique career interest.
3. Engage parents and community relationships that support support education and student success.
4. Collaborate with community partners to provide exceptional early childhood programs.

Goal B: Facilities & Finance

1. Provide sound fiscal management aligned to enrollment, state and federal funding, and community expectations.
2. Develop a long term facilities plan that creatively addresses changing educational, and activity needs, future learning strategies and is adaptive to the fiscal and educational future of the district.

Goal C: School Culture

1. Support a climate centered on high expectations, encourages diversity, and meaningful opportunities exist for all students.

2. Create district wide expectations focused on building positive leadership skills, good character, self confidence, accountability and responsible citizenship.
3. Engage students through diverse and high performing activities.

Goal D: Staff Engagement

1. Align professional development that fosters progressive thinking, takes risk, exhibits autonomy, and supports leaders of learning who challenge students to achieve their greatest potential.
2. Facilitate avenues for recruiting and retention of quality talent to the district.

Goal E: Community & State Partnerships

1. Enhance our local workforce by educating students on local business opportunities, vocational needs, and networking with local leaders and industry.
2. Utilize strong community partnerships to advance student achievement, enhance school culture, and achieve district goals.
3. Create a community advocacy group that communicates the political and legislative needs directly impacting the Clarinda School District and community.
4. Partner with community stakeholders to continue to expand quality of life offerings crucial to the recruitment and retention of employees and their families.

GOAL A: Student Achievement

Strategy 1: Provide engaging instruction and rigorous curriculum to inspire learning that develops well rounded and socially responsible citizens.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Implement PBIS Initiative	Mr. Henely & Ms. Opperman	Annually (June)
Explore Open End Resource	Curriculum Teams	Annually (March)
TLC -Strengths of teachers	Teacher Leadership Team & Administration	Annually (March)
Professional Development Plans (Individualized). Aligned to student achievement. Formalized assessment tool	Teachers and Administrators	Annually (August)
Focus on individual student growth	Administration	Monthly

Strategy 2: Support career, vocational, and post secondary exploration that supports each

students unique career interest.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Create a process for individual student plans. Align with 8th grade plan	High School Administration & High School Counselor	Annually (May)
Create Methods for Feedback to be used for improvements in preparing students for post secondary (surveys to graduating seniors, graduates @ 6 mo, and 2 yr post graduation)	High School Counselor	Annually (May)

Strategy 3: Engage parents and community relationships that support education and student success.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Parent Partnership Meetings	Principals and Staff	Quarterly
Address mental health issues impacting students	At Risk Coordinator	Quarterly
Invite Psychologist to attend staffing meetings	At Risk Coordinator	Quarterly

Strategy 4: Collaborate with community partners to provide exceptional early childhood programs.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Continue conversations between CCSD and preschools	Ms. Opperman & K/ PK Staff	Annually (June)
Explore including community preschools as part of CCSD	Ms. Opperman	Annually (June)

GOAL B: Facilities and Finance

Strategy 1: Provide sound fiscal management aligned to enrollment, state and federal funding, and community expectations.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
	Superintendent & School	

School Finance Workshops and Training	Business Official & School Board	Annual
Legislative & Legal Advocacy	Superintendent & School Business Official & School Board	Quarterly
Budget Review and Reporting	Superintendent & School Business Official & School Board	Monthly

Strategy 2: Implement facility protocols and processes that ensure safety and security for all staff and students.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Develop a long term facilities plan that creatively addresses changing educational needs, future learning strategies and is adaptive to the fiscal and educational future of the district	Superintendent & Buildings & Grounds Supervisor	May 2018
Educate and inform staff and community of facility plans and impact on our school and community	Superintendent, School Business Official, & Facilities Advisory Committee	Annually (April)
Implement District Wide Safety & Security Plans & Training Programs	Administration	August 2018

GOAL C: School Culture

Strategy 1: Create a culture centered on high expectations, encourages diversity and meaningful opportunities for all students.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Create PBIS Initiative K-8	Director of Student Services	August 2018
Create a culture where faculty set student expectations based on trust, autonomy, and peer accountability	The Board & Administration	Monthly
Align PD for staff outlining high expectations	Teacher Leadership Team & Administration	Annually (May)

Strategy 2: Create district wide expectations focused on building positive leadership skills, good character, self confidence , accountability and responsible citizenship.

ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Create a model of leadership with clear behavioral expectations at the high school	Administration & Staff	Annually (July)
Embed leadership expectations into learning activities	Administration & Teacher Leadership Team	Monthly
Create a mentorship program	Counselors	August 2018

Strategy 3: Engage students through diverse and high performing activities.

ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Increase percentage of students in activities-review current participation to meet goal	Activities Director	Annually May
Create strengths and opportunities for students by partnering with parents, community and supportive organizations	Administration	Monthly

GOAL D: Staff Engagement

Strategy 1: Align professional development that fosters progressive thinking, takes risk, exhibits autonomy and supports leaders of learning who challenge students to achieve their greatest potential.

ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Develop Professional Development Plan Annually A. Mental Health B. Technology C. Instruction D. Curriculum	Teacher Leadership Team	Annually (May 15)
Develop Professional Plan For Non-Certified Staff	Building Principal & Superintendent	Annually (May 15)

Develop District Wide PBIS Training And Plan	Director of Student Services	May 15, 2018
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Strategy 2: Facilitate avenues for recruiting & retaining quality talent to the district.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Establish a relationship with Northwest School of Education to Facilitate Processes for Iowa Licensure	Superintendent	May 15, 2018
Investigate Recruitment Options a. Neighboring states b. Online c. District	Superintendent	May 15, 2018
Communicate The Need For Reciprocity With Contiguous State for Teacher Licensing	Superintendent	September 15, 2018

GOAL E: Community and State Partnerships

Strategy 1: Enhance our local workforce by educating students on local business opportunities, vocational needs, and networking with local leaders and industry.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Expand Job Shadowing Options Partnering with the Chamber	Counseling Department	December 2018
Create Student Marketing & Business Opportunities	Guidance Counselor & Business Ed. Department	August 2019

Strategy 2: Utilize strong community partnerships to advance student achievement, enhance school culture and achieve district goals.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Each Administrator Engages With A Community Board (Chamber, Foundation, Cardinal Fund, City Council, Economic Development Association, Etc.)	Administration	Annually

Incorporate a youth representative on City Council	H.S Principal, Counselor and Alternative HS teacher	August 2018
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Strategy 3: Create a community advocacy group that communicates the political and legislative needs directly impacting the Clarinda school District and community.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Educate community on legislative matters impacting education via social media, radio, newspaper	Superintendent	December 2018
Involve community in communication with legislators	Superintendent	December 2018
Parent and community membership in Parent for Great Public Schools advocating for public education	Superintendent	October 2018

Strategy 4: Partner with community stakeholders to continue to expand quality of life offerings crucial to the recruitment and retention of employees and their families.		
ACTION STEPS	PERSON RESPONSIBLE	COMPLETION DATE
Bridge gap for new faculty members with community by developing “retention” team that assists with the operational and social incorporation of new hires to community	Retention Team (Both CSD employees and community members)/Superintendent	Annually (April)
Introduce and provide new hires information and resources crucial to immersion into the community	Retention Team (Both CSD employees and community members)/Superintendent	Annually (April)