**Academic Achievement**
- District and Building Comprehensive School Improvement Plans aligned to board goals
- Opened two new preschool classrooms at Alexander and Penn Elementary Schools
- Increased hours of instructional time at the elementary level
- Early Literacy Implementation (ELI)
- Implementation of K-6 FAST Assessments
- Implementation of the new enVisions K-6 mathematics program
- English Language Learners (ELL) programming added at Alexander, Coralville Central and Hills Elementary Schools
- Magnet School Committee completed District-wide study
- Coding opportunities introduced at elementary and junior high schools
- Fuel Up To Play 60 implemented at elementary and junior high schools
- Multi-Tiered System of Supports (MTSS) improvements including implementation of advisory/intervention times at secondary schools
- Composite ACT score 3 points above average Iowa score
- 79% of 2015 graduates completed ACT defined Rigorous Core Curriculum
- City High School and West High School recognized as among top in nation
- 28 National Merit Semifinalists
- 25 National Merit Scholars
- Kirkwood Regional Learning Center opened serving 200 District students
- Class size range guidelines implemented for use in human resource allocation
- SAM program implementation based on building needs and expanded to include additional buildings
- Systematic approach used to process intra-district transfers

**Special Education**
- Therapeutic classroom added to the junior high level providing a continuum of classroom access at all levels
- Community Agencies Parents Students Teachers Organization (CAPSTO) has been established at Transition Services Center
- Work Experience partnerships with 30 area businesses for students to volunteer to meet their transition goals/needs
- Purchased 2 vans for students at City High School and West High School to participate in work experience
- Two additional coaches qualified to be Star/Links trainers for the District

**Professional Development**
- Office of Civil Rights professional development training for administrative and teaching staff
- Cultural competency training for all administrative staff
- ELI, Language Essentials for Teachers of Reading and Spelling (LETRS), and common formative assessments training for Elementary administrators
- Instructional coaching, ELI, LETRS, and common formative assessments training for Instructional Design Strategists
- ELI, mathematics, science kit, and Positive Behavioral Interventions & Supports (PBIS) training for teaching staff

**Teacher Leadership Program**
- Over 30% of the teaching staff are involved in a leadership position
- Increased professional development opportunities for teaching staff
- Instructional coaching implemented at all levels
Community Affairs
- Liberty High School groundbreaking
- Ribbon cutting ceremonies for Alexander, Twain and Penn Elementary Schools
- Good News Ambassador program launched
- Redeveloped Staff Recognition Program
- Utilization of new text communication function for parent notification
- New community engagement platform (ThoughtExchange) initiated

Equity
- Board approval and implementation of Comprehensive Equity Plan
- Developed equity goals for each building as part of each school’s respective school improvement plans
- Revamped bullying and harassment procedures and investigative protocol
- Increased hires for teachers and administrators of color by 100%

Health Services
- Blended Kirkwood Elementary School BASP with Kirkwood 21st CCLC program
- Submitted application for 21st CCLC program at Alexander Elementary School
- Met goals for the Iowa City Community Blue Zones designation
- Mock violent intruder drills were held with staff in every building in collaboration with local police

Human Resources
- Comprehensive review of Teacher Evaluation Process
- New Support Staff Orientation Program
- Revamping of Substitute Services
- Updating of Administrative contracts and Support Staff contracts

Business Office
- Formation of Community Budget Advisory Committee which met 6 times throughout the year
- Remote budget access through implementation of “Web Link” program
- Revised cash handling procedures and installed small money safes in each building
- Centralized student activity funds
- Created the funding model to implement the Master Facilities Plan
- Created cash flow model for the Master Facilities Plan
- Developed debt management policy to meet federal requirements when debt is issued
- Identified and negotiated property acquisition opportunities for new school building sites
- Negotiated new bus garage long-term lease

Nutrition Services
- Averaged 1800 breakfast meals daily, 7110 lunch meals daily and over $1M of annual a la carte purchases
- Implemented breakfast and lunch service, including staffing and equipment purchases for Alexander Elementary
- Implemented Inventory Management Software and new My School Bucks online payment portal
- Breakfast now served in all schools (added Shimek and Lincoln Elementary Schools)
- Implemented a new hot food service line and a la Carte kiosk at City High
- Ongoing partnership with Farm to School to provide local produce throughout the year
- Designed kitchens for Liberty High School and new Hoover Elementary
Construction

- Opened new 500 student Alexander Elementary School
- Remodeled Penn Elementary School including eight new classrooms, community gym, media center, geothermal HVAC system, and windows
- Remodeled Twain Elementary School including new gym, art & music rooms, geothermal HVAC system, renovated Kindergarten rooms, and windows
- Van Allen Elementary School addition of two new classrooms
- Hills Elementary improvements including safety enhancements, ADA facility compliance, and restrooms
- City High School addition of six third floor classrooms
- Construction began on new Liberty High School
- Renovations began at Coralville Central Elementary School

Safety and Security Upgrades

- Safety & security upgrades at Northwest Junior High School and Hills, Kirkwood, Twain, and Wood Elementary Schools
- Parking lot lighting at Kirkwood Elementary School and Northwest Junior High School

Major PPEL Life Cycle Projects

- New water service at Lemme Elementary School
- HVAC controls upgrade at Shimek Elementary School
- Additional staff parking at Penn, Twain and Coralville Central Elementary Schools
- Drainage & erosion projects at Hills Elementary School and City High School
- Renovated restrooms at West High School
- City High School Bates Field press box renovation
- Window replacement and masonry tuck pointing at the Educational Services Center

Playgrounds, Athletic Fields and Grounds

- Renovated soccer field at Horn Elementary
- Playground renovations completed at Lincoln, Longfellow, Mann, Weber, Wickham, and Van Allen Elementary Schools
- Playground upgrades at Garner, Penn and Twain Elementary Schools
- Expanded and renovated prairies at Borlaug and Hills Elementary Schools, South East Junior High School and Tate High School
- Football field turf renovation at City High School with track and field improvements
- New practice field at West High School
- Landscaping and garden improvements District-wide