

IOWA CITY COMMUNITY SCHOOL DISTRICT STRATEGIC PLAN

FIVE YEAR STRATEGIC PLAN GOALS

EQUITY

By June 2027, proficiency gaps will be reduced in reading and math across all demographic groups (ELL, IEP, FRL, race)

PROFICIENCY

By June 2027, at least 80% of students will score proficient or advanced on ISASP.
Math 2022 = 67% 2027 = 75%
Reading 2022 = 74% 2027 = 80%
(average proficiency)

GROWTH

Each year from 2023 through 2027, the median student growth percentile will be at least 60% in reading and math as measured through ISASP.

GOAL-DRIVEN FOCUS AREAS

SCHOOL CULTURE

Improve the educational experiences for all children through culturally inclusive and responsive school environments and classroom instruction.

STRATEGIES:

- High Reliability Schools (HRS)
- Level 1 Implementation
- Comprehensive Diversity, Equity, and Inclusion Plan (CDEIP)
- Comprehensive School
- Improvement Plans (CSIP)
- Portrait of a Graduate
- Restorative Justice (RJ) PD
- Sheltered Instruction Observation Protocol (SIOP) PD
- Culturally Responsive Teaching PD
- Equity Ambassadors
- Equity Advisory Committee
- Restorative Justice Ambassadors
- Social-Emotional-Behavioral Health (SEBH) Implementation
- Positive Behavior Interventions and Supports (PBIS) Implementation
- Multi-Tier System of Supports (MTSS) Implementation
- Comprehensive Nutrition Program

MEASUREMENT TOOLS:

- HRS Level 1 Certification
- Every Student Succeeds Act (ESSA) Conditions for Learning Survey Data
- Student Climate and Culture Survey Data

STUDENT LEARNING

Ensure high quality instruction which leads to academic, social, and emotional learning and growth to meet the needs of every student.

STRATEGIES:

- High Reliability Schools (HRS)
- Level 2 and 3 Implementation
- Comprehensive Diversity, Equity, and Inclusion Plan (CDEIP)
- Comprehensive School
- Improvement Plans (CSIP)
- New Art and Science of Teaching
- Instructional Framework (NASOT)
- Portrait of a Graduate
- Multi-Tier System of Supports (MTSS) Implementation
- Intervention Blocks
- Early Literacy Implementation
- SEBH Team and Curriculum
- Title 1 Programs
- AVID Schools
- Reading Corps Tutors
- Social-Emotional Behavioral Health (SEBH) PD

MEASUREMENT TOOLS:

- HRS Level 2 Certification
- Formative Assessment System for Teachers (FAST) Benchmark and Growth
- iReady
- Iowa Statewide Assessment of Student Progress (ISASP)

WORKFORCE

Recruit and retain highly effective, diverse, and culturally proficient teachers, administrators, and staff.

STRATEGIES:

- High Reliability Schools (HRS)
- Level 2 Implementation
- Comprehensive Diversity, Equity, and Inclusion Plan (CDEIP)
- Portrait of an Educator
- Grow Our Own Initiative (Student-to-Teacher, Paraeducator-to-Teacher, Teacher-to-Administrator)
- Comprehensive Employee Evaluation Model
- Pulse Staff Engagements, Onboarding and Exit Interviews
- Teacher Leadership Program
- Instructional Design Strategists (Building, Mentor, Innovation Instructional Leadership Teams)

MEASUREMENT TOOLS:

- HRS Level 2 Certification
- Workforce Demographics
- Employee Retention Data

SYSTEMS & RESOURCES

Maximize operational systems and prioritize resources based on student needs while maintaining the financial integrity of the district.

STRATEGIES:

- High Reliability Schools (HRS)
- Level 1 Implementation
- Comprehensive Diversity, Equity, and Inclusion Plan (CDEIP)
- Facility Master Plan 2.0
 - Ongoing Facilities Assessments
- Weighted Resource Allocation Model (WRAM)
- Building Emergency Plans
- Technology Plan
- Attendance Support Busing
- Annual Policy Review and Updates
- Facility and Grounds Lifecycle Maintenance
- Care Assessment
 - Monitoring and Reporting Mechanisms (Say Something, Securely 24, etc.)

MEASUREMENT TOOLS:

- HRS Level 1 Certification
- FMP 2.0 Timeline Adherence
- Audit Results
- School Safety and Security Readiness
- Financial Health
 - Unspent Balance
 - Solvency Ratio
- Climate Action Plan