

2007-2008 BOARD GOALS

STUDENT ACHIEVEMENT COMMITTEE GOALS

1. Reduce the percent of students in the low category by 10 percent and increase the percent of students in the high category by 5 percent on Iowa Tests of Basic Skills (ITBS) and Iowa Tests of Educational Development (ITED).
2. Reduce the existing achievement gaps by 2 percent at all levels for all subgroups in reading, math and science to prepare an increased number of students for success beyond high school (compare November 2007 to November 2008 on ITBS/ITED).
3. Increase overall participation (and participation of students of color) in advanced level courses:
 - a. Increase Advanced Placement (AP) and Advanced Placement On Line (APOL) course participation and completion, which includes taking the AP exam, by 10 percent. AP/APOL participation and completion will increase by 10 percent at each high school.

During the fall of 2007, 335 students were enrolled in AP courses and 11 students were enrolled in APOL courses. East High had 106 students in AP courses and 2 students in APOL courses. North High had 146 students enrolled in AP courses and 9 students enrolled in APOL courses. West High had 83 students enrolled in AP courses and 0 students enrolled in APOL courses.
 - b. Increase Project Lead the Way (engineering preparation) participation by 10 percent. During the fall of 2007, 171 students were enrolled.
 - c. Increase Capstone Credit course participation by 10 percent. During the fall of 2007, 632 students were enrolled.
4. Assure that by the end of eighth grade, every student will have an educational plan leading to graduation and successful entry into post secondary education, and also verify that during high school, the plans will be reviewed with the students quarterly and parents annually, with revisions made as appropriate to individual students.

BOARD POLICY/HUMAN RESOURCES GOALS

1. Design and implement a plan by May 1, 2008, which begins to incorporate parental and student feedback regarding each teacher/course for the academic year 2008-2009.
2. Revise the Extra-curricular/Co-curricular Code of Conduct for high school students and adopt a streamlined Extra-curricular/Co-curricular Code of Conduct for middle school students involved in activities.
3. Evaluate the district's current hearing processes under various policies and determine whether and what refinements may be advisable.
4. Evaluate proposals and develop a process, subject to board action, to review the transfer policy and its administration.
5. Research and set forth incentive and/or performance compensation options by consulting with stakeholders and exploring support for such options. If and when support is garnered, plan and outline guidelines as to how and to what extent (and on what timeline) the district can develop differentiated pay plans.

MARKETING, COMMUNICATIONS AND PUBLIC RELATIONS

1. Establish a district Communications Plan designed to assess and improve communication both internally and externally.
2. Develop a Comprehensive Marketing Plan as part of the Communications Plan which effectively promotes and educates the community about the array of positive happenings within the district.
3. Embrace and educate internal and external audiences with respect to key talking points of property tax equity.

FINANCE GOALS

1. Maintain the district's financial strength by:
 - a. Maintain a solvency ratio of no less than 6 percent;
 - b. Retaining a spending authority of at least \$5 million; and
 - c. Adopting a balanced budget for FY'09 which aligns resources to board goals.
2. Assure efficient and effective use of district funds by:
 - a. Conducting a review of transportation expenditures, including the possibility of a three-tier system; and
 - b. Complete other expenditure reviews as needed and time allows.
3. Continue efforts to seek property tax funding equity, up to and not excluding litigation.

FACILITIES LONG-RANGE PLANNING

1. Maximize the impact of the SILO/sales tax by lobbying for a statewide average, and then bond for projects to allow for the most effective and timely use of the proceeds.
2. Develop and prioritize a list of needed facility improvements along with projected costs, funding options and projected timelines.
3. Align a review of district boundaries, transfer policies and the feeder school concept to long-range facilities planning.
4. Develop a plan or process to involve the community in helping to address building needs.
5. Enlist the Building Oversight Committee to review current and future building needs, including continuing improvements to existing facilities and grounds, and to prioritize for new facility needs. [O & M will abide by the Board's Purchasing Policy, of course.]