





In recognition of the importance of establishing a world class education, Linn –Mar will

STRATEGIC GOALS ♦ May 2004	<i>Increase every student's achievement to his/her potential.</i>	<i>Upgrade, maintain, and expand facilities to support the District mission of learning and to provide a safe environment for students, staff, and community.</i>	<i>Obtain and retain quality staff.</i>	<i>Provide educational and extra-curricular opportunities tailored to meet the needs of individual students.</i>	<i>Develop a seamless continuation of existing funding options and aggressively pursue new funding mechanisms, including advocacy for more equitable and effective state allocation of financial resources for public education.</i>
	1 STUDENT ACHIEVEMENT	2 LEARNING ENVIRONMENTS	3 STAFF DEVELOPMENT	4 PROGRAMS	5 RESOURCES
2004-05 ♦ Actions	<ul style="list-style-type: none"> ♦ Summer 2004 – History Alive Workshop for 6-12 Social Studies Teachers ♦ 2004-05 Differentiation Focus for District-wide staff development days (Rick Wormely) ♦ Expanded 6 + One Traits of Writing study groups for all grade levels ♦ NWEA – Math and Reading Assessments expanded to grades 4,6,7 on math; grade 6 in reading (started grades 5,8,10 on math in 03-04) ♦ Revised 7th grade social studies ♦ NSF Grant (GWAEA) initiated Summer Science for High School Students ♦ Science Inquiry Group A – Year 1 ♦ Implemented Building Reading Capacity Teams and workshops for elementary schools ♦ E2T2 Geographical Workshop (9-12) – Year 1 	<ul style="list-style-type: none"> ♦ Summer 2005 – High School Piping Project HVAC System ♦ Summer 2005 – Shive-Hattery works with a staff/parent committee recommending the relocation of Armstrong Field ♦ July 2005 - Novak Facility Assessment by Ament Engineering ♦ Fields at Excelsior developed/refurbished 	<ul style="list-style-type: none"> ♦ July 2004 – Executive Director of HR (Karla Christian) hired ♦ January 2005 – Director of Student Services (Julie Jensen) hired ♦ May 2005 – Two year agreement(05-06, 06-07) with LMEA @ 5.2% increase each year ♦ May 2005 – Restructured B&G to O&M; reassigned custodians with primary responsibility to building principals, restructured O&M Department with reassignments ♦ January 2005 – Director of Student Services (Julie Jensen) hired 	<ul style="list-style-type: none"> ♦ August 2004 – L-M and MISD do 28E Agreement to establish COMPASS High School Alternative Program at the Kirkwood Marion Learning Center ♦ August 2004 – The community-based Success Center Program for post-high school aged IEP students opens at the old REC building ♦ Fall 2004 – Teen Screen for middle school students with parent approval implemented ♦ District-wide programming for autistic students initiated ♦ Career Academies expanded to include engineering, computer programming, information services ♦ Spring 2005 - Olweus Implementation Training for Middle School leader teams 	<ul style="list-style-type: none"> ♦ September 2004 – Physical Plant & Equipment Levy (PPEL) passed for 10 years ♦ January-April 2005 – Once-monthly Saturday Meetings set up with area Legislators ♦ June 2005 – 20 Early Separation Packages offered for Class of 2006 (48 teachers currently eligible) ♦ First Certified Annual Financial Report (CAFR) Submitted to IASBO ♦ Instituted Board Policy Committee, Budget-Audit Committee ♦ International Association of School Business Officers (IASBO) Certified Annual Financial Report (CAFR) Award

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2005-06 ♦ Actions	<ul style="list-style-type: none"> ♦ Novak pilots Jolly Phonics ♦ September 2005 – Math Trailblazers inservice for new teachers (one day) ♦ Science Inquiry Group A – Year 2 ♦ Science Inquiry Group B – Year 1 ♦ Revised 6th grade social studies ♦ NWEA – Math and Reading Assessments expanded to grade 3 on math; grade 7 in reading ♦ Implemented Middle School and High School Reading Capacity Teams ♦ 6 + One Traits of Writing Trainer on site for K-8 teachers ♦ E2D2 Geographical Workshop – Year 2 ♦ Academic Literacy I implemented at the High School 	<ul style="list-style-type: none"> ♦ February 2006 – Armstrong Relocation Committee presents Shive-Hattery Three Phase Plan to move Armstrong Football Field north of the High School and relocate the baseball field to District property just east of Oak Ridge ♦ March 2006 – Established the Construction Advisory Committee for oversight of infrastructure expenditures ♦ March 2006 - Began construction of Linn Grove Elementary School to open in the Fall of 2007 ♦ March 2006 – Began High School renovation and remodeling project ♦ June 2006 - Named both Linn Grove & Echo Hills Elementary Schools ♦ June 2006 – Crisis Management Leadership Team Training ♦ Storage facility/concession stand built by Excelsior football field ♦ Summer 2006 – Excelsior Sprinkler Project ♦ Summer 2006 – Began Novak renovation project with restroom upgrades ♦ Summer 2006 – Began site work for Echo Hill Elementary School to open in the Fall of 2008 	<ul style="list-style-type: none"> ♦ August – Hired Manager of Operations and Maintenance (Chris Gullion) ♦ Recruiting, hiring process centralized ♦ 6 + One Traits of Writing Conference (20 teachers) ♦ Strategies that Work (Marzano) – CIA Department ♦ HR develops PCN system to track and monitor new hires ♦ May 31 – Board’s first annual Retirement Reception for all retiring staff; held in the Upper Commons ♦ Building Principals, Associate Superintendent, Superintendent complete Balanced Leadership (McREL) Workshops (6 dsys) sponsored by Grant Wood Educational Agency ♦ June 2006 – Associate Superintendent’s responsibilities restructured to cover the administration of the operations of the District including line supervision of <ul style="list-style-type: none"> ⊕ Manager of Transportation ⊕ Manager of Operations & Maintenance ⊕ Manager of Food Service ⊕ Print Shop Manager 	<ul style="list-style-type: none"> ♦ Four Day Care Providers contracted for Before and After School Daycare in the schools ♦ District provides Adaptive PE program ♦ TAG Program reorganized to have teacher leaders at elementary, middle, and high school coordinate the program services ♦ August 2005 - COMPASS Alternative Program moves from Kirkwood Marion Center to the corner of 35th Street and Highway 151 ♦ August 2005 – Governor Vilsack helps kick off the Olweus Anti-Bullying Program at both Excelsior and Oak Ridge ♦ April 2006 – First Annual Volunteer Awards: Above & Beyond, Making A Difference ♦ Center Point Student Information Software is implemented to manage student data and to provide communication opportunities for parents 	<ul style="list-style-type: none"> ♦ June – Adjusted MISD/L-M Boundaries for voting and taxpaying clarification ♦ Iowa Construction Grant (Harkin) - \$500,000 for Linn Grove ♦ September 2005 – Instructional Support Levy passed for 10 years ♦ September 2005 – Approved agreement with Cedar Rapids Schools on property exchange to keep Burr Ridge neighborhood in Linn-Mar ♦ January 2006 – Passed \$27.5 million bond referendum @ 70% ♦ Three year budget projection developed ♦ January-April monthly meetings with area Legislators ♦ March 2006 – Convened the Construction Advisory Committee to meet monthly with the purpose of overseeing construction projects ♦ March 2006 – Retained the services of an owner’s rep (Steve Emerson of Aspect) to work with architects and contractors for coordination of construction projects ♦ March 2006 – Purchased last parcel of Oak Ridge Property (28.72 acres @\$334,640) ♦ May 2006 – Year 2 of Early Separation Package approved for the Class of 2007 (15 packages) ♦ IASBO CAFR Award ♦ Iowa Demonstration Construction Fire Safety Grant - \$150,000 for Excelsior

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2006-07 ♦ Actions	<ul style="list-style-type: none"> ♦ Jolly Phonics implemented at all elementary schools: K-1 ♦ Academic Literacy II implemented at the High School ♦ 2006-07 Staff Development Focus: Jolly Phonics, Fluency and Retelling, Trailblazers, Science Kits, CoTeaching, Data Analysis ♦ May 2007 - Elementary Social Studies Curriculum review and instructional materials selection ♦ Science Kit Training (K-7) at GWAEA ♦ Science Inquiry Institutes (6-12) at GWAEA ♦ NWEA MAP Academy ♦ Science Inquiry Group A – Year 3 ♦ Science Inquiry Group B – Year 2 ♦ E2D2 Geographical Workshop – Year 3 ♦ NWEA – Math and Reading Assessments expanded to grade 2-5, 8 in reading ♦ Pilot 3D (Data Driven Differentiation) Teacher Training ♦ Summer 2007 – 6 + One Traits of Writing Teacher Leaders Workshop with program author 	<ul style="list-style-type: none"> ♦ August – Print Shop moved to O&M; CIA Department moved into renovated print shop space in ESC ♦ September – Set attendance boundaries for elementary and middle schools to be implemented in 2007, 2008 ♦ Crisis Management Committee revises Process and Procedures Handbook ♦ Safe Route to School Grant for K-4 Curriculum ♦ Construction continues on: <ul style="list-style-type: none"> ⊕ Linn Grove Elementary ⊕ High School remodeling and addition ⊕ Echo Hill Elementary ♦ Novak Project – Engineering consultation on electrical and HVAC systems; window replacement bid awarded for Summer 2007 work ♦ May 2007 - DLR presents Master Facility Plan for District to the Board 	<ul style="list-style-type: none"> ♦ July 2006 – KRONOS timekeeping system implemented for Classified Staff ♦ September 2006 – Transportation professional (Brian Cruise) hired to manage student transportation ♦ Reading Workshops for elementary teachers: Dr. Jean’s Razzle Dazzle Centers & Activities; ♦ April 2007 – Performance Evaluation Format for Food Service Employees ♦ Secretarial Staff Training – 2 sessions during the year ♦ Custodial Staff Training Sessions during the year ♦ Professional Growth System Committee to revise teacher evaluation process ♦ February 2007 – Dispatcher hired for Transportation Department ♦ February 2007 – Poverty Workshop by Robert Barr attended by school team ♦ April 2007 - Jolly Phonics & Jolly Grammar Workshop for teacher leaders, administrators ♦ Job descriptions for administrators revised ♦ One Principal, Associate Superintendent, Superintendent participate in Year 2 of Balanced Leadership 	<ul style="list-style-type: none"> ♦ August 2006 – Initiated Elementary English Language Learner Program (bringing back elementary ELL students to the District) ♦ August 2006 – Implemented Olweus Program at all elementary schools ♦ August 2006 – Co-Teaching model implemented at middle schools and High School ♦ January 2007 – School Administrative Manager Model(SAM) implemented at Bowman Woods and Oak Ridge (Wallace Foundation Project from Louisville, Kentucky) ♦ February 2007 - Project Lead the Way (PLTW) course, Intro to Engineering Design, to be implemented in 2007-08 school year; Kern Family Grant Awarded to Linn-Mar High School ♦ Home school assistance program plans for Linn-Mar completed for Fall 2007 implementation 	<ul style="list-style-type: none"> ♦ August 2006 – Transportation Department Analysis by Management Partnership Services (MPS) with recommendations for efficiencies in operations ♦ Fall 2006 – Joint Print/Reprographics Efficiency Study with CRCS, MISD, College Community, Kirkwood, GWAEA done by Iowa Quality Center; final recommendation forthcoming ♦ EDULOG bus routing software purchased; staff trained; routes prepped for 2007-08 ♦ November 2006 – Meeting with Growing Districts @ Waukee School District ♦ ERMA Committee developing a plan for energy usage/conservation ♦ February 2007 – County-wide School Infrastructure Local Option (SILO) sales tax passed ♦ February 2007 – Meeting with area Legislators and Metro School Districts ♦ April 2007 – Meeting with Rep. Tyler Olson re: property tax legislation ♦ Five Year Budget Projection is developed for budget management and to set FY08 budget