



# 2004-2014 Strategic Plan

**Vision: Striving For Educational Excellence**

**Mission: We are a learning community working together to develop our students by educating them to confidently meet life's challenges.**

**Beliefs: We believe that:**

1. *The entire community, working together creates the conditions for successful learning.*
2. *A changing world demands that all people be lifelong learners.*
3. *Learners must be ready and prepared with skills to handle and anticipate change.*
4. *Application of knowledge and skills is critical to success in the real world.*
5. *Learning occurs best in a safe and secure environment.*
6. *Individuals are unique and learn at different rates and in different ways.*
7. *There is value in diversity.*
8. *All people have equal worth and deserve equal opportunity.*
9. *Quality schools measure what they do, clearly define expectations, and act upon results.*
10. *Responsible decision making requires a knowledge of the past, an understanding of the needs of the present, and a vision of the future.*
11. *All individuals have the right to privacy of their beliefs and values.*
12. *An educated population, capable of thinking independently and working together is critical for success.*

**Education Goals**

As productive, responsible, lifelong learners it is essential that Linn-Mar students be:

- Competent in Core Skills** – *Who are proficient in reading comprehension, computation, mathematical reasoning and technology skills.*
- Users of Core Skills and Knowledge** – *Who can use cultural, artistic, historical, scientific, and technological applications to explain, assess, and anticipate change as well as construct knowledge, as needed.*
- Thinkers** – *Who independently access information and resources; who create and critically investigate multiple options; who make decisions that effectively solve a variety of problems.*
- Self-Directed Learners** – *Who are aware of their strengths, needs, interests, and wants; who can set achievable goals, monitor and evaluate their progress; who are resourceful in responding to change.*
- Responsible Citizens** – *Who recognize the relationships between self and others; who accept responsibility for their personal actions; who actively participate in improving themselves, their family, and local and global communities.*
- Effective Communicators** – *Who listen, speak, write, read, and respond clearly to a variety of audiences and purposes.*
- Collaborative Workers** – *Who use their interpersonal skills to develop constructive relationships with diverse individuals and groups.*
- Practitioners of Healthy Lifestyles** – *Who are aware of physical, social and emotional health and wellness and incorporate appropriate practices into their everyday life.*

**Strategic Goal 1**

**Student Achievement: Every student will improve his/her achievement to his/her highest potential.**

- **Comprehensive School Improvement Plan**
  - ✓ Short Term: *Within 5 years, 90% of all children will be proficient in core academic measures.*
  - ✓ Long Term: *Within 10 years, 100% of all children will be proficient in core academic measures.*
- **Curriculum**
  - ✓ Introduce a foreign language experience at the primary level.
  - ✓ Offer at least one AP course offering in each department (strand area) within 5 years with the goal of balanced AP offerings within 10 years.
- **Instruction**
  - ✓ Implement instructional strategies that meet the needs of diverse learners.
- **Assessment**
  - ✓ Align assessments to the Education Goals.
- **Technology**
  - ✓ Use technology to offer courses to accelerate learning opportunities

**Strategic Goal 2**

**Learning Environments: Linn-Mar will upgrade, maintain, and expand facilities to support the district mission and to provide a safe environment for students, faculty, and community.**

- **Buildings**
  - ✓ To provide buildings that accommodate growth and maximize each child's educational opportunity consistent with Linn-Mar's commitment to excellence.
  - ✓ To provide space that ensures appropriate class size for optimum learning.
- **Facilities**
  - ✓ To provide facilities that meet the needs of all curricular and extra-curricular programs consistent with Linn-Mar's commitment to excellence.
- **Renovations**
  - ✓ To adapt existing buildings to support educational programs.
- **Climate Quality**
  - ✓ To consistently provide a healthy environment conducive to learning.
- **Safety**
  - ✓ To provide physical and emotional safety and security for all students, staff, and patrons.

**Strategic Goal 3**

**Staff Development: Linn-Mar will obtain and retain quality staff.**

- **Recruiting & Retention**
  - ✓ Competitive Salaries/Compensation
  - ✓ Competitive Benefits
- **Development**
  - ✓ Proper preparation for classroom assignment.
  - ✓ Opportunity for new challenges
  - ✓ Hands-on community experiences.
- **Performance Evaluation - Excellence**
  - ✓ Consistent performance evaluations.
  - ✓ Feedback for growth beyond required criteria.
- **Leadership**
  - ✓ Mentoring teachers into administrative positions.
  - ✓ Encourage teachers leaders.
- **Environment**
  - ✓ Supportive work environment.
  - ✓ Comfortable physical environment..

**Strategic Goal 4**

**Programs: Linn-Mar programs will provide educational and extra-curricular and co-curricular opportunities tailored to meet the needs of individual students.**

- **Character Development at all levels, e.g. PRIDE**
- **Technology**
  - ✓ Computers and software on a 3 year refresh cycle.
  - ✓ Include hand-held and wireless technology.
- **Diversity**
  - ✓ Expand cultural opportunities.
  - ✓ Maintain inclusive learning environment for special needs students.
- **Gifted**
  - ✓ Expand opportunities for identified students.
- **Leadership**
  - ✓ Increase student participation in extra-curricular activities.
- **Career**
  - ✓ Expand real world learning experiences, e.g. mentoring.
- **Alternative School**
  - ✓ Offer non-traditional high school opportunity.

**Strategic Goal 5**

**Resources: In recognition of the importance of establishing a world class educational environment, Linn-Mar will 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.**

- **Budget Levies: Maintenance & Equipment**
  - ✓ Renew PPEL for 10 years – September 2004.
- **Budget Levy: Building**
  - ✓ Bond referendum back-up plan.
- **Budget Levy: Instruction**
  - ✓ Renew Instructional Support Levy (ISL) for 10 years – September 2005.
- **Construction: 422B County One Cent Sales Tax**
  - ✓ Active exploration of resource allocation combination possibilities with other jurisdictions.
- **Financial Management**
  - ✓ Expand real world learning experiences, e.g. mentoring. Develop future annual budgets with a 3 year projection of fund distributions from all sources of funding.
  - ✓ Attain professional recognition designations for financial management.
- **Other Resources**
  - ✓ Continue to pursue existing project-based grant funding options.
  - ✓ Pursue and endowment for technology.