

STRATEGIC PLAN
CHARLES CITY COMMUNITY
SCHOOL DISTRICT

2017 – 2022



ENGAGE. INSPIRE. EMPOWER.

GOAL 1 HIGH ACADEMIC ACHIEVEMENT

We aim to maximize learning for all students and staff. Through personalized learning experiences, student-centered environments, and real-world opportunities, individuals are challenged to positively impact the global community.



Strategies:

1. Expand personalized learning experiences for students and staff.
2. Expand student-centered environments at all grade levels.
3. Create more real-world opportunities (PBLs, job shadowing, internships) for students.
4. Provide more frequent coaching, feedback, and training opportunities for teachers.
5. Enhance the quantity and quality of assessments for learning at all grade levels.
6. Pursue innovative grants and awards that align with this goal area.

Indicators of Success:

1. Each of our attendance centers will rate as “high performing” or “exceptional” on the Iowa Report Card by 2022.
2. Advanced Placement courses in calculus, chemistry, organic chemistry, and studio art will be in place by 2020.
3. 8th grade students will have the ability to take HS credit courses by 2018.
4. Enrollment in innovative programs like Iowa BIG North will grow each year.
5. Standards-based grading will be in place in the high school by 2020.

Progress to Date as of January 22, 2018

1. We are working toward this goal.
2. We currently teach 5 Advanced Placement courses at CCHS. Students are taking 3 additional AP courses online. We are looking to add AP Human Geography next. AP Computer Science, Chemistry, and Organic Chemistry still are in the works.
3. Algebra I currently is available to 8th graders.
4. Across the consortium it grew from 2016-17 to 2017-18. In Charles City our numbers have decreased slightly this semester.
5. All secondary teachers attended a session by Rick Wormeli at Central Rivers AEA in October. Plans to send them all to the SBG conference at CRAEA in October of 2018.

GOAL 2**CULTURE, CLIMATE, & ENVIRONMENT**

The Charles City Community School District will provide a safe and supportive learning environment for students and staff that nurtures a positive school climate.



Strategies:

1. Promote positive interactions between and among students, staff, and the community through implementation of the Orange Frog program.
2. Enhance the Positive Behavior Interventions & Supports and Nurtured Heart initiatives with staff and parents.
3. Encourage and promote student participation in one or more activities.
4. Explore implementation of the Leader in Me program for grades K-8.
5. Expand and enhance the onboarding of new staff members to the District.

Indicators of Success:

1. The high school graduation rate will be 95% or higher.
2. The overall K-12 attendance rate will be 95% or higher.
3. Office referrals, suspensions, and expulsions will decline each year.
4. The two-year staff retention rate will be 85% or higher.
5. On future Needs Assessment surveys, the number of students in grades 5-12 who Agree or Strongly Agree with the statement "Staff in the Charles City Community School District engage, inspire, and empower students in order to maximize learning" will be 75% or higher.
6. On future Needs Assessment surveys, the number of parents who rate the CCCSD as Good or Excellent will be 75% or higher.
7. The percentage of 7-12 students involved in one or more activities will be 85% or higher.

Progress to Date as of January 22, 2018

1. On the most recent Iowa School Report Card, our graduation rate was 97.9%
2. Our attendance rates were 93% (HS), 95.6% (MS), & 95.9% (LE).
3. Office referrals: HS (↑), MS (↑), LE (↓), & WE (↑). Suspensions: HS (↑), MS (↓), LE (↓), & WE (↑). Expulsions: HS (↑), MS (↓)
4. The staff retention rates: HS (88.1%), MS (83.5%), LE (61.7%)
5. The next survey will be in the fall.
6. The next survey will be in the fall.
7. Currently at roughly 82%.

GOAL 3**EFFECTIVE COMMUNICATION**

The Charles City Community School District will utilize effective, efficient, and innovative methods to share information and seek input from stakeholders.

**Strategies:**

1. Maintain and expand our presence on Facebook, Twitter, and YouTube.
2. Develop a presence on new, large-scale social media platforms as appropriate.
3. Administrative team members will make presentations to civic, community, and church groups to share information and seek stakeholder input.
4. Conduct a Community Needs Assessment in 2018, 2020, and 2022.
5. The school board will increase its presence throughout the District on an annual basis.

Indicators of Success:

1. The number of interactions with stakeholders on Facebook (shares), Twitter (retweets), and YouTube (views) will increase each year.
2. Members of the administrative team collectively will make 10 presentations or more each year to civic, community, and church groups.
3. Receive at least 800, 1000, and 1200 completed Community Needs Assessment surveys in 2018, 2020, and 2022 respectively.
4. Hold at least one school board meeting in Floyd and Colwell each year.
5. Board members will engage in a formalized listening post 4 times a year.

Progress to Date as of January 22, 2018

1. Our District Facebook page has grown from 1684 likes on January 1, 2017 to 2232 likes on January 22, 2018. The @CharlesCityCSD Twitter handle has grown from 128 followers to 475.
2. We have made at least 20 so far, including appearances on the Comet Connection. Individual totals include: Dr. Cox (6), Mr. Johnson (10), Mr. Gabel (1), Mrs. DeVore (2), and Mrs. Shannon (1).
3. The next Community Needs Assessment will be given in the fall of 2018.
4. We will be holding those meetings in the spring.
5. Board members held one at Hy-Vee. Three additional are planned.

GOAL 4**FISCAL RESPONSIBILITY AND STABILITY**

The Charles City Community School District will follow IASB guidelines regarding financial health and explore partnerships and prospects for operational sharing that could generate additional revenues.



Strategies:

1. Modify expenses in relationship to certified enrollment.
2. Use five-year projections to detect trends earlier.

Indicators of Success:

1. The Unspent Authorized Budget will be in the IASB recommended 5-15% range.
2. Salaries and benefits remain attractive to prospective employees.

Progress to Date as of January 22, 2018

1. Our Unspent Authorized Budget has gone from 21.5% in 2015-16 to 19% in 2016-17.
2. Our **teacher** salaries and benefits ranked 55th out of 332 school districts in 2016-17. That puts us in the **top 20%** of school districts in Iowa. We rank ahead of Central Springs, Rockford, Waverly-Shell Rock, Osage, and New Hampton. Mason City, Nashua-Plainfield, Oelwein, and Howard-Winneshiek scored higher than us. We do offer 75% of family insurance coverage, which few school districts offer. Our **para educator** salaries and benefits ranked 7th out of 332 school districts with 9 not reporting data. That puts Charles City in the **top 2-5%**. Our **principal** salaries and benefits ranked 86th out of 333 districts, which is the **top 26%**. Our **superintendent** salary and benefits ranked 76th out of 273 full-time superintendents, which is the **top 28%**.
(data from the Iowa Association of School Boards for 2016-17)

GOAL 5**FACILITIES FOR EDUCATIONAL EXCELLENCE**

The Charles City Community School District will provide 21st century academic and extra-curricular environments for all students and staff in support of our mission and vision.

**Strategies**

1. Engage the students, staff, parents, and community members in the District to determine what level of upgrades, renovations, or replacement of the high school is desired and would be supported in a referendum.
2. Acquire and construct extra-curricular and fine arts facilities that meet the needs of our students.
3. Continue the process to sell the North Grand Building and decrease the District's ownership and maintenance costs.
4. Determine a long-term location for the District Office, Carrie Lane program, Home School Assistance Program, and Iowa BIG North program.
5. Develop a long-range plan for improvements at the elementary school level.

Indicators of Success

1. A supermajority of the voters in the District approve a bond referendum.
2. Baseball and softball fields are built on land that is out of the flood plain.
3. A new auditorium is built at the 5-12 complex.
4. The North Grand Building is sold either for residential or civic use.
5. By 2020, the District has secured a permanent location for the District Office, Carrie Lane program, Home School Assistance Program, and Iowa BIG North program.
6. By 2022, a task force is convened to develop a long-range plan for elementary education in the CCCSD.

Progress to Date as of January 22, 2018

1. A referendum has not been scheduled yet.
2. Land has been purchased and fundraising is underway.
3. An auditorium is part of the HS modernization plan.
4. The building has not been sold yet.
5. We are exploring all options.
6. This will come in 2022