

### **Strategic Plan / Long-range Needs Assessment**

The Dubuque Community School District recognizes that effective long- and short-term planning is key to its ability to effectively deliver on its mission. As such, the Board is committed to ensuring that a district strategic plan is in place to focus and guide the District's work. These plans will be fluid, living documents that modify and adapt as external and societal issues warrant.

The administrative team's work to develop the strategic plan will also include a long-range needs assessment that enables the school district to analyze assessment data, get feedback from the community about its expectation of students and determine how well students are meeting student learning goals.

As part of the strategic planning process, the Board will conduct ongoing needs assessment by soliciting information from business, labor, industry, higher education and community members, regarding their expectations for adequate student preparation.

In conjunction with the strategic planning of the school district, the Board will authorize the appointment of a committee, representing administrators, employees, parents, students and community members, to make recommendations and assist the Board in determining the priorities of the school district in addition to the basic skills areas of the education program. This committee, District-School Improvement Leadership Team, meets at least three times per year and provides feedback to the Board through the Superintendent.

It is the responsibility of the Superintendent to ensure the school district community is informed of students' progress on state and locally determined indicators. The Superintendent will report annually to the Board about the means used to keep the community informed.

As a result of the Board and committee's work and through the strategic planning process, the Board will provide input on the major educational needs; develop long-range goals and plans to meet the educational needs; establish and implement short-range and intermediate-range plans to meet the goals and to attain the desired levels of student performance; evaluate progress toward meeting the goals and maintain a record of progress under the plan that includes reports of student performance and results of school improvement projects; and annually report the school district's progress made under the plan to the committee, community and Iowa Department of Education through its established reporting mechanisms.

Adopted: April 9, 1990  
Revised: November 13, 2006  
Reviewed: January 6, 2014  
Revised: October 12, 2020