







STRATEGIC PLAN >>>> 2018-2023

2020-2021 Priority Initiatives








PRESENTED: JUNE 2020

STATUS UPDATE KEY:

-  OPERATIONAL
-  COMPLETED
-  SIGNIFICANT PROGRESS
-  STEADY PROGRESS
-  SOME PROGRESS
-  CANCELLED







Student Achievement and Development

-  01 Create virtual learning plans through district, school and family collaboration, for all learners including those with disabilities, those eligible for English Language Learner (ELL) services, those at-risk, and those in Gifted and Talented programming.
-  02 Continue enhancement of educational delivery models to ensure that high-quality blended learning can be delivered despite any potential future disruptions.
-  03 Study at-risk factors and develop programming for students in grades 7-8.
-  04 Enhance Gifted and Talented programming utilizing recommendations from the Gifted and Talented program study.
-  05 Leverage school-level areas of excellence in equity initiatives to create best-practice exchanges that foster information sharing, additional learning and mutual support.
-  06 Increase the number of students taking the ACT, with a focus on under-represented groups, and gather baseline data on students taking the Accuplacer exam.
-  07 Provide professional learning to enhance lesson planning to move from a focus on assessing the standards to a focus on teaching and learning standards.








Community Engagement

-  08 Develop and communicate Return-to-Learn practices and expectations with families and staff, based on best-practice recommendations from federal, state and local officials.
-  09 Train district interpreters and translators to serve as cultural brokers who help strengthen relationships with various district stakeholder groups.
-  10 Launch ParentSquare, a new parent/school engagement tool, district-wide.
-  11 Analyze data related to students open enrolling to another district and develop an action plan based on the analysis.






Effective Resource Management

-  12 Procure and deploy new tablet/laptop devices at the elementary school level to both enhance access to technology and prepare for required continuous learning should it be necessary.
-  13 Procure additional technology support and work with partners to determine and eliminate barriers to equitable internet connectivity for students and staff.
-  14 Utilize Secure an Advanced Vision for Education (SAVE) funds to begin phase two of the Dubuque Senior High School renovation project.
-  15 Plan strategic cost-saving measures due to budget pressure brought on by the COVID-19 pandemic.
-  16 Explore strategies to enhance operational efficiency across district facilities.



Employee Excellence

-  17 Provide professional development focused on approaches to teaching infused with technology, influenced by both the pandemic and the social, political, cultural and psychological development of learners.
-  18 Enhance efforts to diversify staffing that mirror the Dubuque community through review of future job descriptions, interview questions and recruitment efforts.
-  19 Research best practices and develop a plan to maximize the impact of the paraprofessional employee group on student learning.

