Dubuque COMMUNITY SCHOOLS

SUCCESS FOR ALL.

STRATEGIC PLAN ›››› 2018-2023

2022-2023 Priority Initiatives

PRESENTED: **MAY 2022**

STATUS UPDATE KEY:

- ↻ OPERATIONAL
- ✓ COMPLETED
- ◑ SIGNIFICANT PROGRESS
- ◑ STEADY PROGRESS
- ◑ SOME PROGRESS
- ⊗ CANCELLED

Student Achievement and Development

01 Increase student connections through the addition of new, varied extracurricular activities, with emphasis on the addition of culturally relevant activities, clubs and organizations.

02 Explore district/community partnerships that provide strong early childhood programming while also addressing community childcare needs as part of the BELIEF grant.

03 Provide professional development for staff that increases the sense of belonging in the classroom, providing students with an optimal learning environment.

04 Expand the VERTEX Initiative with additional career and college readiness experiences for students.

05 Support furthering each school's Multi-Tiered Systems of Support (MTSS) work as outlined in its school plan across all tiers and including academics, attendance, and social-emotional behavior health.

06 Review and possibly modify graduation requirements to allow for additional student choice connected to career pathways or college.

07 Finalize a preK-12 computer science guiding philosophy and add new computer-science opportunities at all levels.

08 Enhance, promote and streamline reporting, staff training and student education/supports related to issues of bullying and harassment.

Community Engagement

09 Develop and implement a Parent Organization Network to enhance parent/family organizations in schools.

10 Re-invigorate school/business partnerships and mentoring programs in the post-COVID landscape.

11 Reconnect and reengage families to their school communities, recognizing this engagement positively impacts school attendance and achievement.

12 Launch the ACHIEVE Parent Portal to engage families in the Individualized Education Program (IEP) process in new ways.

Effective Resource Management

13 Engage a study committee in the planning process to develop a two middle school model.

14 Explore feasibility of a learning management system and augmented 1:1 computing environment at the elementary level.

15 Ensure alignment with financial targets to ensure expenditures are maximized to support strategic goals.

16 Enhance district cybersecurity efforts and staff training to best protect district data.

Employee Excellence

17 Develop a staff retention plan that explores incentives, systems of care and enhanced staff recognition programs.

18 Enhance staff recruitment efforts with a focus on generating a more diverse applicant pool for open positions.

19 Develop systems to grow career paths and leadership opportunities within the district, with a focus on grow-your-own programming.