We Value...

- innovation through continual improvement.
- joy in meaningful lifelong learning.
- a collaborative culture.
- safe and caring schools.
- a coherent, rigorous, and relevant curriculum.
- a committed, passionate workforce.
- strong partnerships with all stakeholders.
- the optimization of resources.
- trustworthiness, respect, responsibility, fairness, caring, and citizenship.

Long Range Goals

Student Achievement: A new long range goal addressing student achievement utilizing the new Iowa Comprehensive Assessment of Progress will be established after proficiency levels and two years of data are available in 2020. • All UCSD buildings will be rated “Commendable” or higher by 2020 on the State of Iowa Attendance Center Ranking. • 80% of UCSD graduates will take the ACT by the graduating class of 2021. • 100% of UCSD graduates taking the ACT will meet College Readiness Benchmarks (CRB) by the graduating class of 2022. • 100% of UCSD students will graduate from UHS as measured by the state of Iowa graduation rate definition by the 2018-19 school year. • 100% of UCSD 3rd grade students will be considered literate as measured by Iowa Comprehensive Assessment of Progress or FAST assessment data by the 2020-21 school year.

New Student Engagement baseline results will be gathered in 2018-19 by the Safety & Well-Being: Maintain Solvency Ratio of 10% or more. Maintain Unspent Balance of Spending Authority Finance: Q12 Engagement Poll by the 2021-22 school year.

2019 (Standard of Excellence = 4.50).

Service: Long range goals for Parent Satisfaction (Studer Education Survey) and Internal Service (Studer Education District Services Survey) will be set after two years of data collection is available in Spring 2019 (Standard of Excellence = 4.50).

People: UCSD will be at the 99th percentile rank for Employee Engagement as measured by the Gallup Q12 Engagement Poll by the 2021-22 school year.

Finance: Q12 grand mean Stile rank-72 to 79

District Services Survey (spring) 4.30 to 4.40

Studer Education Parent Satisfaction Survey 4.05 to 4.15

District Services Survey (fall)

Maintain Solvency Ratio of 10% or more. Maintain Unspent Balance of Spending Authority (UAB) of 10% or more.

Safety & Well-Being: New Student Engagement baseline results will be gathered in 2018-19 by the Studer Education Student Engagement Survey. Long range goals will be set after two years of data collection. All buildings will be 100% compliant with fire, tornado/severe storm, & lockdown drills every year.

Strategic Planning Pillars 2018–2019

Student Achievement

Ensure high achievement for ALL students.

Service

Provide high-quality services to customers.

People

Create high-quality work environment so every employee can be committed and passionate about UHS.

Finance

Equitable allocation & optimal utilization of our facilities, systems, and funding.

Safety & Well-Being

Protect our students, parents, community, staff, and resources.

Core Competencies

Students graduating from UCSD will...

- access and analyze key information to develop solutions and persevere through complex problems.
- purposefully communicate ideas through visual, digital, verbal and nonverbal interactions.
- innovate to generate new or original thoughts, interpretations, products, works, or techniques.
- work collaboratively among and across personal and global networks to achieve common goals.
- respond and adjust to situational needs.
- prioritize, plan and apply knowledge and skills to make decisions that create quality results in an ever-changing environment.
- demonstrate cultural competence and social responsibility.

Continual Improvement Systems Approach

Culture of Collaboration

Vision

Annual Goals & Measures

Progress Monitoring Data

2018–2019 Strategic Actions

Iowa Assessment: Reading 81.9% to 91%, Math 84.2% to 92.1%, Science 84.4% to 92.2% ACT: Participation/65% to 63%, % Meeting CRBs 55% to 41.5% Graduation Rate: 100% 3rd Gr. Literacy: 88% to 92%


Develop/implement communication /education plans for grading in UCSD.

Pilot STELR program UHS & MLWA.

MTSS implementation: Deploy Tier II training with implementation & monitoring in K-5 literacy & PDSA cycles with principals & coaches.

Implement Instructional Framework in classroom learning systems; develop & deploy learning for principals/coaches to lighten processes across district.

Implement MAP (Measure of Academic Progress) Assessment in grades 3-9.

Continue to implement district PLC logs and consistent expectations.


Reduce variation of rounding & stoplight report practices Standardize Results Rollout Procedures Implement Actions of Excellence Refine teacher evaluation system Implement ethics training/certified staff Utilize web tool for Annual Employee Acknowledgements Provide leadership training for administrators/deptleaders Refine Beginning Teacher Learning Communities & new teacher onboarding


Reduce variation in employee well-being program implementation. Implement new safety plan and standardize drill procedures.

Implement pre-employment programs with “high risk for injury” positions & “return to work” process.

Standardize the implementation of chemical cleaning to all staff in buildings.

We Value...