We Value...

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

Student Exit Outcomes

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.

Long Range Goals

Student Achievement: A new long range goal addressing student achievement utilizing the new Iowa Statewide Assessment of Student Progress (ISASP) will be established after proficiency levels and two years of data are available in 2020. 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 2027. 100% of UCSD students will graduate from UHS as measured by the state of Iowa graduation rate definition by the 2019-20 school year. 100% of UCSD 3rd grade students will be considered literate as measured by ISASP or FAST assessment data by the 2020-21 school year.

Service: UCSD's Parent Satisfaction will achieve a 4.5 mean or higher by 2023 as measured by the Studer Education Parent Satisfaction Survey (Standard of Excellence = 4.50). UCSD's Internal Customer Service Satisfaction mean will be 4.5 or higher by 2022 as measured by the Studer Education District Services Survey (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: Maintain Solvency Ratio of 10% or more. Maintain Unspent Balance of Spending Authority (UAB) of 10% or more.

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

Core Competencies

Continual Improvement

Systems Approach

Culture of Collaboration

Strategic Planning Pillars 2019-2020

Vision

Annual Goals & Measures

Progress Monitoring Data

2019-2020 Strategic Actions

Student Achievement

Service

People

Finance

Safety & Well-Being

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Student Achievement

Ensure high achievement for ALL students.

Service

Provide high-quality services to customers.

People

Create high-quality work environment so that all can be committed and passionate about UCSD.

Finance

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

Safety & Well-Being

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