



# URBANDALE

COMMUNITY SCHOOL DISTRICT

**MISSION:**

**Teaching All - Reaching All**

**VISION:**

Urbandale will be a school district that brings learning to life for everyone.

## CORE COMPETENCIES

- ▶ **Continual Improvement**
- ▶ **Systems Approach**
- ▶ **Culture of Collaboration**

## We value...

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

## 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.

### EDUCATIONAL EQUITY STATEMENT

It is the policy of the Urbandale Community School District not to discriminate on the basis of race, creed, color, sex, religion, marital status (for program), ethnic background, national origin, disability, sexual orientation, gender identity, age (for employment), or socio-economic background (for program) in its educational programs and its employment practices. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact the District office at 11152 Aurora Avenue, Urbandale, IA or call 515-457-5000. The District's Equity Coordinator is Stephanie Davis, [daviss@urbandaleschools.com](mailto:daviss@urbandaleschools.com).



# 2023-2024 Strategic Planning Pillars



	STUDENT ACHIEVEMENT	EQUITY & INCLUSION	SERVICE	PEOPLE	SAFETY & WELL-BEING
STRATEGIC OBJECTIVES	Ensure high achievement for ALL students.	Create an equitable and inclusive culture.	Provide high-quality services to customers.	Create a high quality work environment.	Empower students to thrive in a safe & supportive learning environment.
STRATEGIC ACTIONS	<p>Study expansion of work-based learning opportunities for UHS students.</p> <p>Math/English &amp; Language Arts: Provide job-embedded professional learning to support instruction.</p> <p>Establish alignment between instruction, materials, content, and assessment in the areas of 6-12 science and 9-12 social studies.</p>	<p>Develop UCSD's Framework to Create a Culture of Dignity and Belonging.</p> <p>Develop a comprehensive early literacy plan for birth through 3rd grade.</p> <p>Implement a system where students receive access to needed services for success.</p>	<p>Complete a comprehensive communication plan.</p> <p>Continue documenting, aligning, and developing systems for process accountability and improvement.</p>	<p>Review the evaluation system for teachers.</p> <p>Investigate innovative practices to increase job satisfaction and engagement for employees.</p>	<p>Establish alignment between instruction, materials, content, and assessment in the areas of social-emotional and behavior preK-12.</p> <p>Expand the integration of all aspects of district emergency operations.</p>
PROGRESS MONITORING DATA	<p>Pre-K Teaching Strategies Gold Math &amp; Literacy</p> <p>K-1 FAST Early Reading</p> <p>K FAST Early Math</p> <p>2nd-3rd CBM-r</p> <p>1st-12th Grade FAST aMath</p> <p>2nd-12th Grade FAST aReader</p>	<p>Quarterly racially diverse workforce hiring</p> <p>Algebra I End of Unit Assessments</p> <p>Student Survey: Emotional Safety (fall)</p> <p>Quarterly Chronic Absence Data</p> <p>K-3 FAST Reading</p>	<p>Monthly financial reports to the Board of Education</p> <p>Fall Family-School Relationships Survey</p>	<p>Fall Employee Surveys</p>	<p>Pre-K Teaching Strategies Gold Social-Emotional</p> <p>Fall Student Survey</p> <p>K-5 SAEBRs</p> <p>6-12 mySAEBRS</p>
ANNUAL GOALS & MEASURES	<p><b>ISASP-</b> Math: 70.6% to 76.5% E/LA: 71% to 76.8% Science: 60.7% to 67.3%</p> <p><b>Graduation Rate:</b> 96.3% to 100%</p>	<p><b>Conditions for Learning Emotional Safety</b> Grades 3-5: 18% to 26% Grades 6-12: 22% to 27.8%</p> <p><b>3rd Gr. Literacy:</b> 83% to 100%</p> <p><b>Chronic Absenteeism:</b> 20.3% to 17.1%</p>	<p><b>Family-School Relationships Survey</b> School Safety: 20 to 38 %tile School Climate: 20 to 38 %tile Barriers to Engagement: 50 to 57 %tile</p> <p><b>Solvency Ratio</b> 3% to 4.75%</p> <p><b>Maintain UAB</b> of 10% or more</p>	<p><b>Teacher Survey:</b> School Climate: 20 to 34 %tile Professional Learning: 20 to 43 %tile School Leadership: 20 to 38 %tile Feedback &amp; Coaching: 20 to 38 %tile Teacher Efficacy: 20 to 38 %tile</p> <p><b>Staff Survey:</b> School Climate: 40 to 53 %tile Professional Learning: 50 to 63 %tile School Leadership: 50 to 58 %tile Evaluation: 40 to 53 %tile</p>	<p><b>Conditions for Learning Emotional Safety</b> Grades 3-5: 18% to 26% Grades 6-12: 22% to 27.8%</p> <p><b>Physical Safety</b> Grades 3-5: 60% to 67.5% Grades 6-12: 52% to 56.5%</p> <p><b>Student-Student Relationships</b> Grades 3-5: 85% to 88% Grades 6-12: 34% to 40.2%</p> <p><b>Adult-Student Relationships</b> Grades 3-5: 78% to 83.5% Grades 6-12: 30% to 40%</p> <p><b>Boundaries &amp; Expectations</b> Grades 3-5: 76% to 78.8% Grades 6-12: 27% to 33.6</p>
UCSD LONG-RANGE GOALS	<p><b>100% of UCSD 3rd-11th graders</b> taking the Iowa Statewide Assessment of Student Progress (ISASP) Mathematics test will demonstrate proficient or advanced levels by the Spring 2028 administration of the assessment.</p> <p><b>100% of UCSD 3rd-11th graders</b> taking the ISASP English/Language Arts test will demonstrate proficient or advanced levels by the Spring 2028 administration of the assessment.</p> <p><b>100% of UCSD 5th, 8th, and 10th graders</b> taking the ISASP Science test will demonstrate proficient or advanced levels by the Spring 2029 administration of the assessment.</p> <p><b>100% of UCSD students</b> will graduate from UHS as measured by the state of Iowa graduation rate definition each year.</p>	<p><b>UCSD's Emotional Safety percent positive</b> response for grades 3-12, as measured by the State of Iowa Conditions for Learning Survey will lead the state of Iowa by the Spring 2026.</p> <p><b>Increase the racial diversity</b> of UCSD's workforce to match the diversity of the student body by 2028-2029 school year.</p> <p><b>1% or fewer students will be chronically absent</b> as measured by the State of Iowa definition (absent more than 10% of school days) by 2028-2029.</p> <p><b>100% of students</b> will demonstrate proficiency in Algebra I in each students' first course attempt as measured by the Algebra I End of Course Assessment (proficient in each reporting topic) by the 2026-2027 school year.</p> <p><b>100% of UCSD 3rd grade students</b> will be considered literate as measured by ISASP or FAST assessment data each year.</p>	<p><b>UCSD's Family-School Relationships Survey topic results will meet top decile (90-99th) performance by the following spring administration periods:</b></p> <p>School Safety: Spring 2027 School Climate: Spring 2027 Barriers to Engagement: Spring 2029</p> <p><b>Return the Solvency Ratio</b> back to 10% or more by FY27.</p> <p><b>Maintain Unspent Balance</b> of Spending Authority (UAB) of 10% or more.</p>	<p><b>UCSD's Teacher Survey topic results will meet top decile (90-99th) performance by the following spring administration periods:</b></p> <p>School Climate: Spring 2028 Professional Learning: Spring 2026 School Leadership: Spring 2027 Feedback &amp; Coaching: Spring 2027 Teacher Efficacy: Spring 2027</p> <p><b>UCSD's Staff Survey topic results will meet top decile (90-99th) performance by the following spring administration periods:</b></p> <p>School Climate: Spring 2027 Professional Learning: Spring 2026 School Leadership: Spring 2028 Evaluation: Spring 2027</p>	<p><b>UCSD's Conditions for Learning Constructs will lead the state of Iowa for percent positive response in grades 3-12 by the following administrations:</b></p> <p>Emotional Safety: Spring 2026 Physical Safety: Spring 2026 Student to Student Relationships: Spring 2027 Adult to Student Relationships: Spring 2026 Boundaries and Expectations: Spring 2027</p>