

Belief Statements

We believe that:

- Every person is unique and has inherent worth
- High quality education is a fundamental right of every individual
- Family experience has a critical impact on the development of the individual
- Success is a basic human desire that can be fostered and developed.
- Hard work and persistence are essential to achieve full potential
- Challenging expectations inspire people to reach higher levels of achievement
- Individuals are responsible for their actions
- It is the responsibility of each individual to contribute to the betterment of the community
- Honesty and integrity are vital to build trust and respect within a community
- Embracing diversity and inclusiveness enriches our community
- Educated citizens are crucial for a democratic society to thrive
- The entire community is responsible for the social and educational well-being of its children
- Change involves risk but is necessary to meet the challenges of the future.



Objectives

- All students will meet or exceed state proficiency standards in reading, writing, math, science, and social studies.
- Each student will meet or exceed expected growth targets on state assessments.
- 100% of students will graduate and demonstrate the knowledge, skills, and attributes to successfully transition to post-secondary education or a career.

Strategic Parameters to Guide us in Pursuit of the Mission

- Student well-being will always be given the highest priority in decision-making.
- We will maintain safe environments conducive to learning.
- School Improvement Plans must always be consistent with the strategic plans.
- We will not tolerate behavior that demeans or disparages the dignity of any individual.
- No new program or service will be accepted unless it is consistent with the strategic plan, the benefits clearly justify the cost, and provisions are made for professional development and program evaluation.
- No program or service will be retained unless it makes an optimal contribution to achieving the mission, and benefits continue to justify the cost.
- We will not tolerate ineffective performance or unprofessional behavior by any staff member.

Our Strategic Plan 2014 - 2019



***The Mission...
of the Council Bluffs Community
School District is to guarantee
that every student graduates
with the knowledge, skills and
character to become a
responsible citizen and to
succeed in a changing world by
creating a leading-edge, inclusive
educational system which
provides challenging
expectations, diverse
experiences, engaging curriculum
and innovative teaching within a
collaborative, caring community.***

Action Plan Strategies

1. We will refine our systemic approach to bolstering, measuring and communicating about student achievement and strengthening interventions for students who are academically falling behind.

- 1.1 Focus teacher professional development on instructional practices in order to improve and strengthen classroom instruction which will result in improved student performance levels.
- 1.2 Develop schedules that support the learning team cycle so teachers have equitable job embedded time PK-12.
- 1.3 Redesign methods of communicating PK-12 learning to parents, staff, students and community.
- 1.4 Clearly communicate information to the community about the achievement of the school system and its schools, including the sharing of student performance results.
- 1.5 Focus intervention services on students in grades K-2 in literacy.
- 1.6 Refine literacy intervention services in middle school and high school.
- 1.7 Implement a systemic protocol for determining movement among tiered intervention services in literacy.
- 1.8 Design and implement a systemic tiered PK-12 intervention system for mathematics.

2. We will develop and implement plans that will result in a more positive perception of our school district with staff, students, parents and community members.

- 2.1 Increase district-wide family engagement.
- 2.2 Strengthen the connection between alumni and CBCSD in order to increase positive perceptions.
- 2.3 Initiate a district-wide program to increase area business/district connections and awareness of district strengths and the positive impact on the greater community.
- 2.4 Develop a program that ensures positive, respectful interactions when any person communicates with a district employee or enters a district building.
- 2.5 Increase school spirit.
- 2.6 Promote new and current advanced and specialized educational opportunities.

3. We will develop and implement plans to obtain and sustain long-term funding as well as cultivate and secure alternative funding sources.

- 3.1 Strengthen the relationship with the Community Education Foundation (CEF) to ensure collaboration in meeting the needs of the school district.
- 3.2 Establish practices and partnerships through which the school district will obtain increased, sustainable funding above current non-formula revenues each year.
- 3.3 Develop and nurture a group of informed legislative advocates to lead communication efforts regarding legislative issues that impact funding for CBCSD.
- 3.4 Form coalitions with other like school district to lobby for equitable funding formula.

4. We will create an organizational culture that will position Council Bluffs Community School District to be recognized as a great place to work.

- 4.1 Develop a comprehensive approach to provide all district employees with the necessary training, support and resources to be effective in their positions.
- 4.2 Create an ongoing, district-wide, multi-year implementation schedule for new

initiatives for all job placements.

- 4.3 Implement building and department-specific surveys for staff satisfaction and establish protocols for voicing staff concerns.
- 4.4 Implement an administrative evaluation tool/system that includes feedback from supervised employees.
- 4.5 Create and cultivate a social atmosphere that will enhance relationships within building and district-wide.
- 4.6 Implement cultural norms to promote life balance.

5. We will develop a system through which we improve and measure students' college and career readiness in elementary, middle and high school.

- 5.1 Identify the most important indicators and metrics within academic skills, non-cognitive skills, and knowledge about postsecondary options, and assess effectiveness on an ongoing annual basis.
- 5.2 Develop community-wide, cross sector partnerships to build college and career readiness that will address the needs of the community and make postsecondary attainment inescapable.
- 5.3 Develop a culture at all levels, K-12 that will ensure postsecondary attainment for all.

6. We will engage our community and staff to address behavioral and mental health issues which interfere with learning.

- 6.1 Identify measures of effectiveness and sustainability for current and future mental health services utilized within CBCSD.
- 6.2 Develop a PK-12 system of interventions (internal and external) for behavioral and mental health with a structured implementation plan.
- 6.3 Create school-based community access points to implement comprehensive proactive treatment of behavioral and mental health services.
- 6.4 Create school-based community access points to implement comprehensive substance abuse services and prevention.
- 6.5 Provide educational opportunities for staff, students and parents to understand substance abuse, mental health and behavioral needs.

7. We will expand and improve the integration of technology to support curriculum implementation, instructional innovation and to improve student achievement.

- 7.1 Establish a district advisory team that will evaluate and recommend innovative technologies that support PK-12 curriculum learning.
- 7.2 Implement a professional development model with a focus on using technology to support curriculum and instruction and to improve student achievement.
- 7.3 Develop innovative, technology-based learning experiences for students to connect, collect, collaborate, organize, share, and publish as part of a global community.
- 7.4 Implement innovative, technology-based learning experiences for students to connect, collect, collaborate, organize, share, and publish as part of a global community.
- 7.5 Expand the number of portable computing devices available in grades PK-2 Early Adopter classrooms to be equal to enrollment.
- 7.6 Expand the number of portable computing devices available in all grade PK-2 classrooms to be equal to enrollment.
- 7.7 Guarantee 24/7 internet access to the Council Bluffs Community Schools' network of students through partnering with community organizations.