

IKM-Manning Community School District 2023-2028 District Strategic Plan

(Adopted 12/20/2022)

VISION

All students and staff promote high expectations for learning through a culture of collaboration to achieve more than they thought possible.

MISSION

Leading and challenging our students to excel through rigorous and relevant instruction

SCHOOL MOTTO

‘For the strength of the pack is in the wolf; and the strength of the wolf is the pack.’

- Rudyard Kipling

MANTRA

Inspiring Kids to Move Mountains: IKM-M

PILLARS OF SUCCESS

Student Development & Achievement

We offer students developmentally appropriate education and the tools/support they need to achieve their fullest potential in life. Effectively engaging students begins with the attraction and retention of high-quality staff and teachers.

School Environment & Culture

We provide a safe, welcoming, healthy, and connected environment that supports a positive and accepting culture that generates pride in individual and group outcomes. Integrated support between grade levels, departments, classrooms, and extra-curricular activities is necessary to address the needs of the whole child and create a positive school environment.

Communication & Community Engagement

We recognize that the school district is just one component in the development of our students. It is our responsibility to communicate effectively and consistently with all stakeholders to ensure we can leverage the strength of the entire pack to help our students achieve success.

Resource Management

We recognize and value the resources available to provide a safe, effective, and well-rounded educational experience. We will invest in the future of our district while being transparent and fiscally responsible.

STUDENT DEVELOPMENT & ACHIEVEMENT

Objective #1: Provide data-driven, research-based curriculum that aligns with the Iowa Core, is integrated throughout the district, and gives students the opportunity to learn most effectively.

- Implement a district curriculum with identified learning targets by grade and subject that includes diagnostic and formative assessments to monitor learning and drive instruction.
- Establish a focus on literacy (including early literacy in grades PK-3), reading, writing, comprehension, discussion, and thinking across the curriculum in all grades.
- Implement an instructional delivery model (Standards Reference Grading) that includes clear learning targets, modeling, guided and collaborative practice with checks for understanding and independent practice.
- Provide parents with information regarding student progress toward learning targets as well as feedback for next steps.
- Implement a multi-tiered system of support that provides additional instructional intervention for those who struggle and enrichment for those needing a challenge.
- Provide a social-emotional framework that positively impacts student lives and supports the whole well-being of the student.
- Provide the resources, education and support necessary to improve the safety and well-being of students.
- Provide the educational framework, tools, and resources to ensure that each student graduates from high school with the passion and skills to be a productive, well-rounded citizen no matter their post-secondary path.
- Establish expectations for student and parent involvement and accountability in the learning process.

LEARNING ENVIRONMENT

Objective #2: Provide safe and engaging learning environments that evolve with advancements in technology, meet the ever-changing academic needs of our students, and promote the well-being and development of every individual in an atmosphere of mutual respect.

- Provide the essential resources, including technology and collaborative space, to effectively implement the Iowa Core.
- Invigorate learning environments to be more physically and visually stimulating for students and staff.
 - Upgrade classroom furniture to be more ergonomically correct.
- Encourage inter-classroom and cross-district collaborations to maximize student achievement opportunities and leverage resources.
- Recommend and streamline the usage of online learning environments (such as Google Classroom or Seesaw) to simplify creating, distributing, and grading assignments as well as sharing with parents.
- Consistently evaluate and address building and online security systems to ensure they are complete, functional, and security protocols are being followed.
 - Conduct security assessments as required by state law.
 - Educate staff, students, and community on security procedures at all buildings.
 - Off-campus activities follow appropriate security guidelines specific to locations, including transportation.
- Establish expectations for mutual respect between staff, students, parents and community.

STAFF DEVELOPMENT

Objective #3: Recruit, develop and retain highly competent, caring, and student-focused staff.

- Develop an integrated plan to recruit new staff to the district.
 - Establish relationships with local and regional colleges and universities to recruit highly-qualified graduates.
 - Cultivate relationships with alumni who have received education degrees or are currently working in other educational environments.
 - Partner with area employers and communities in and near the district to attract new staff to the area.
- Establish a collaborative culture that encourages teacher leadership, professional learning, and community engagement in order to achieve improved student results and reflects current trends in education.
 - Professional Learning Communities
- Develop a professional development plan that supports alignment with student achievement goals.
- Provide professional development opportunities for the effective use of technology that integrates into all content areas, data analysis, and communication with staff, students, parents, and community.
- Encourage personal and professional growth mindsets.
- Increase educator accountability by adhering to Iowa Teaching Standards, adopting outward mindsets, and raising expectations.
 - Administrator presence in classroom with formal and informal walk-throughs and consistent evaluation tools.
- Provide the resources, education and support necessary to improve the safety and well-being of staff.
- Improve staff morale through social activities, staff appreciation efforts and collaboration opportunities that ‘build the pack.’
- Provide competitive salary and benefit packages.

COMMUNICATION

Objective #4: Provide transparent, timely, and consistent communications that educate, inform, and engage all stakeholders (internally and externally) through multiple channels.

- Invest in a credible, district-branded communication system.
- Streamline and implement consistent communications to all stakeholders.
 - Explore opportunities to provide efficient parent/student/school/teacher communications.
 - Explore opportunities to improve communication within the school (internal communications).
 - Investigate multi-faceted communication platforms.
 - Develop and implement an annual marketing and communication plan.
- Continue to evolve with emerging communication methods.
 - Utilize social media platforms to share district information.
 - Conduct communication surveys with parents, students and staff annually. Utilize this data to continually improve communication with stakeholders.
- Upgrade the district website to meet the needs of our staff, students, parents, community and prospective new families.
- Improve two-way communication between students, teachers, parents, aides, and administration.
 - Conduct annual listening sessions or surveys that allow stakeholders to raise awareness of concerns/achievements/opportunities.
- Improve cross-district and inter-building communications.
- Develop a system to recognize and reward students, staff, and community volunteers.

- Provide ongoing staff training, guidance, and support for effective communication with staff, students, parents, and the general public.
- Streamline non-district communications to students, families, and the general public (ie. digital backpack).

SCHOOL INFRASTRUCTURE

Objective #5: Invest in existing infrastructure and make improvements to provide a safe, responsive, and attractive school environment while maintaining evolving technology standards.

- Meet annually to update the facility plan and share priorities and progress publicly.
- Conduct frequent meetings during construction projects.
- Explore options that create financial and resource efficiencies across the district.
- Monitor maintenance and improvement needs and develop a plan to address deficiencies.
- Increase building and transportation safety.
- Evaluate district transportation needs for students and staff.
(bussing, walking, driving/drop-off, signage, sidewalks, etc.)
- Provide fully-accessible environments to ensure ADA compliance.
- Create stimulating learning and play environments that keep students engaged.
- Continue visual branding throughout the district.