Our Vision
Every Learner: Future Ready

Our Mission
To ensure all learners experience a rigorous and personalized learning experience so they have a plan, a pathway and a passion for their future.

STRATEGIC PLAN
2019-2020

PURPOSE • MEASURES • STRATEGIES

Non-Discrimination Policy
It is the policy of the Cedar Rapids Community School District not to discriminate in educational programs on the basis of race, creed, color, gender, sexual orientation, marital status, gender identity, socioeconomic status, national origin, religion, disability, age (except for permitting/prohibiting students to engage in certain activities) or genetic information and in employment opportunities on the basis of age, race, creed, color, gender, sexual orientation, gender identity, national origin, religion, disability or genetic information. There is a grievance procedure for processing complaints of discrimination. If you have questions or a grievance related to this policy, please contact Rod Dooley, Chief Officer of Equity and Organizational Learning and Leadership, (RDooley@crschools.us), and/or Linda Noggle, Executive Director of Talent Management, (LNoggle@crschools.us). Educational Leadership and Support Center, 2500 Edgewood Rd NW, Cedar Rapids, IA, (319) 558-2000.

June, 2019

CRCSD launched a 5 year strategic plan in 2017; this is the annual update.
**CRCSD STRATEGIC PLAN**

**Focus: Culture**

**PURPOSE:**
Provide a safe, supportive, collaborative culture in which diversity of every learner is valued and embraced

**MEASURES:**
- Intercultural Development Inventory (IDI) Continuum Data
- High Reliability Schools (HRS) Survey Data
- Every Student Succeeds Act (ESSA)--Conditions for Learning Survey Data

**STRATEGIES:**
- Intercultural Development Inventory (IDI) Professional Learning
- High Reliability Schools (HRS), Level 1 Implementation and School Improvement Plans (SIP)
- Communications Strategic Plan
- Family Engagement Strategic Plan
- Magnet Schools and Innovative Programs

**Focus: Student Learning**

**PURPOSE:**
Ensure high quality instruction which fosters and inspires academic, social, and emotional learning and growth to meet the needs of every student

**MEASURES:**
- Iowa Statewide Assessment of Student Progress (ISASP)--Proficiency and Growth
- Formative Assessment System for Teachers (FAST) -- Benchmark and Growth
- Graduation Rate--both 4 year and 7 year
- Future Ready Pathway Course Enrollment Data
- Profile of a Graduate Rubric Measures

**STRATEGIES:**
- Academic Road Map Strategic Plan (HRS Levels 1-4)
- Profile of a Graduate Implementation Plan
- School Improvement Plans
- New Art and Science of Teaching Instructional Framework Aligned to Individual Professional Development Plans
- Digital Literacy and Technology Plan
- Magnet Schools and Innovative Programs

**Focus: Workforce**

**PURPOSE:**
Engage and empower a talented and diverse workforce who supports Every Learner: Future Ready

**MEASURES:**
- Staff Engagement Survey
- Workforce Demographics
- Professional Growth

**STRATEGIES:**
- Workforce Recruitment, On-Boarding, and Succession Planning
- Employee Relations
- Benefit Programs
- HR Systems and Data

**Focus: Systems and Resources**

**PURPOSE:**
Maximize operational systems and prioritize resources based on student needs while maintaining the financial health of the district

**MEASURES:**
- Systems Completion Milestones
- In-home Internet Access
- School Safety and Security Drills
- Audit Results

**STRATEGIES:**
- Technology Strategic Plan
- System Upgrade and Integration for Human Resources and Financial Technology
- Facilities Master Plan Phase I and Phase II
- Safety and Security Plan
- Transportation Strategic Plan
- Nutritious and Healthy Meals Implementation Plan

**FIVE YEAR STRATEGIC PLAN SYSTEM INDICATORS:**

**EQUITY**
By June 2022, CRCSD will reduce gaps in reading and math across all student demographic groups (ELL, IEP, race, F/R) by 20%.

**STUDENT ACHIEVEMENT**
By June 2022, at least 80% of students will demonstrate annual growth on ISASP and at least 80% of students will score proficient or advanced on ISASP.

**GRADUATION RATE**
By June 2022, CRCSD will increase graduation rate by 10%.