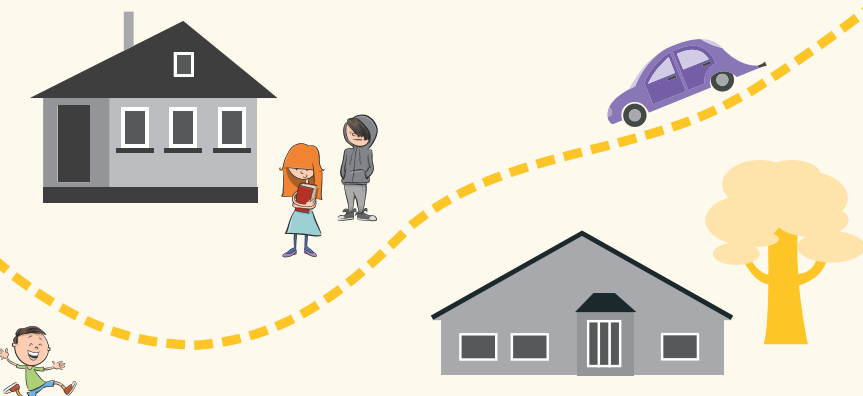


Welcome TO DRAGON NATION

In the Johnston Community School District, we believe strong schools create strong communities. Our strength is rooted in dynamic students, top-notch educators, phenomenal staff, and supportive families.

Join us on our journey to reach new heights with student achievement, equity, community engagement, employee excellence, and fiscal responsibility. You are a vital part of our district and a critical voice on our pathway to greatness.



PO Box 10 | 6510 NW 62nd Ave, Johnston, IA 50131
515-278-0470 | www.johnstoncsd.org

JOHNSTON SCHOOLS STRATEGIC 2020-2025 PLAN

The Johnston Community School District Board of Education, along with district leadership, is committed to investing in our students, personnel, and families to create one of the nation's best educational systems.

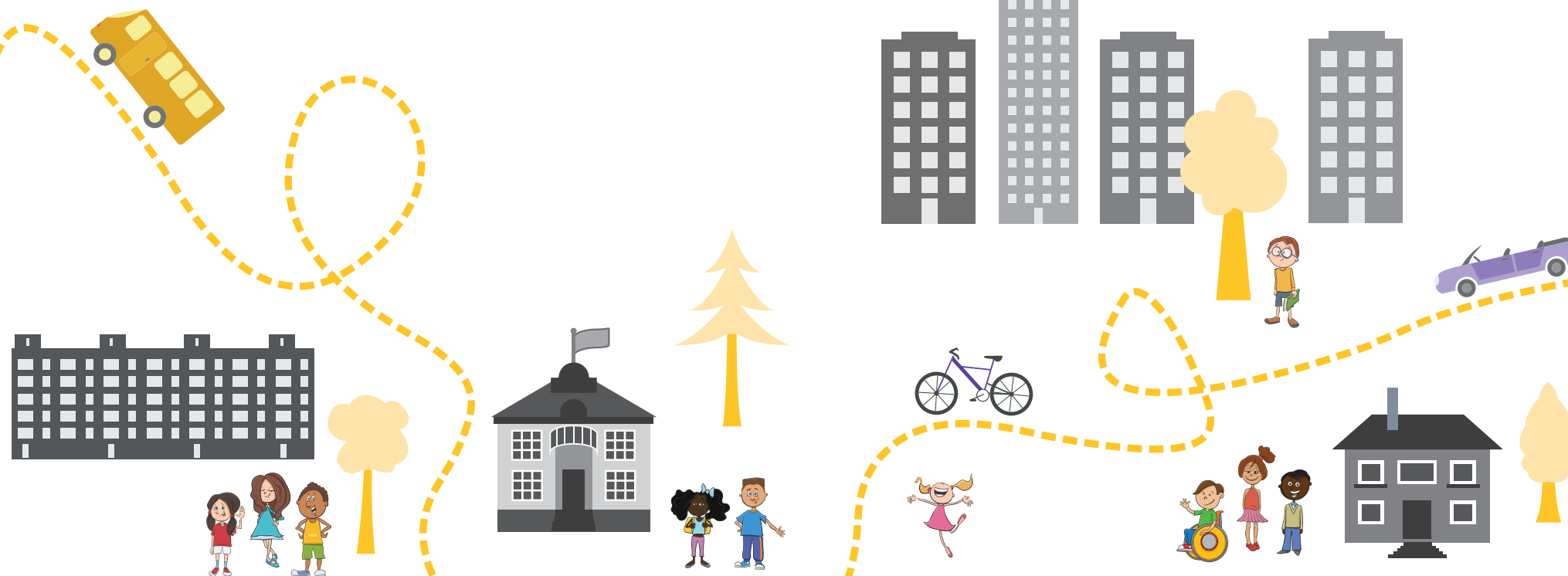
Mission

We commit all district resources to guide the learning of all students to graduate as confident learners with character, knowledge, and the skills to excel in any endeavor they pursue.

Vision

Creating a culture of excellence where students come first.

Success STARTS HERE



GOALS & ACTION STEPS

Student Growth & Achievement

Implement curriculum, instruction, and assessment that is responsive to academic and social emotional needs and operationalizes the JCSD Portrait of a Learner.

- Develop systemic processes and procedures responsive to the needs of each and every student:*
- Establish a comprehensive curriculum process that includes rigorous programming for all students.
 - Develop a system to monitor the impact of our efforts on academic performance and social emotional needs of all students PreK-12.

- Increase academic growth in all students participating in the Iowa Statewide Assessment of Student Progress (ISASP).
- Increase the number of K-3 students who were identified as At-Risk or Persistently At-Risk (fall) who meet proficiency on FAST Reading (spring) from 30% in 2019-2020 to 65% in 2024-2025.
- Create a data dashboard that provides a comprehensive look, both through academic and social emotional needs for each and every student in JCSD.

Equity

Embrace equity of voices, opportunities, and resources among all students, families, staff, and community members.

- Develop a system that lifts all students to high levels of performance by ensuring equitable access to resources and opportunities:*
- Educate and engage all staff in leading and teaching for equity.
 - Intentionally and systematically expose and recruit students from grades PreK-12 into courses and opportunities to provide college/ career experience with a focus on removing barriers for underrepresented populations.
 - Foster a culture of advocacy and inclusivity that leads to greater care and support across the community.

- Promote the district vision for equity and develop necessary policies.
- Implement the use of an Equity Analysis Framework in decision-making around district curricula, practices, policies, and procedures.
- Establish school/community partnerships that promote learning around equity issues.

Community Engagement

Expand connections and partnerships to promote learning opportunities for all.

- Develop a comprehensive system to expand community and family partnerships through increased awareness and communication around opportunities for stakeholders:*
- Increase business partnerships and internships that provide unique, career-focused learning opportunities for students.
 - Engage with community organizations and families to support social and emotional well-being of students and staff, as well as student achievement.
 - Increase Johnston Community Education programming and participation.

- Develop a comprehensive postsecondary pathway for students in JCSD.
- Develop a communication/marketing plan to engage community and school in two-way communication around social emotional and student achievement topics.
- Increase the number of community members engaging in Johnston Community Education events from 23,590 and the number of programs offered from 832 in 2018-2019*.
**This date range is adjusted due to the impact of COVID-19 and subsequent pause of programming during the 2019-20 school year.*

Employee Excellence

Recruit, retain, support, and honor high-quality staff.

- Develop a systemic process that aligns with 21st century employability trends and skills:*
- Enhance employee development through professional learning.
 - Evaluate, monitor, and adjust our system of teacher leadership to align roles and responsibilities to the priorities in the strategic plan.
 - Analyze and modernize our system of compensation and recognition.
 - Refine the recruitment, hiring, induction, and retention processes.

- Support teacher's professional growth in the use of effective instructional practices based on the results of the Danielson Instructional Framework.
- Research and develop a competitive compensation model for all JCSD staff.
- Develop a comprehensive framework for JCSD's plan that meets the needs of employees at every stage of their employment.

Fiscal Responsibility & Stability

Align current and future learning needs by allocating resources strategically, effectively, and efficiently in compliance with state and federal regulations.

- Develop a strategic financial plan aligning resources to support student learning while ensuring fiscal stability.*
- Allocate resources aligned to prioritized learning needs.
 - Manage and monitor ongoing facility needs and use of space; ensure a safe/secure learning and working environment.
 - Meet fiscal management goals as defined in board policy.

- Maintain and update a five-year financial forecast to ensure resources are available to attain the JCSD's strategic goals and objectives.
- Review and revise capital facility plan expiring June 2030 on an annual basis (Sales Tax and Physical Plant and Equipment Funds).
- Meet or exceed JCSD financial targets and report annually through financial health reports.

