



## ***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.*

## **Belief Statements**

- 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
- All people want to succeed and can be successful learners
- Hard work and persistence are essential to achieve full potential
- Higher expectations challenge people to 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**

**By 2015, all students will meet or exceed district and state standards in reading, writing, math, science and social studies.**

**By 2015, all students will develop and consistently demonstrate the 21<sup>st</sup> century skills and attributes to make a successful transition to further learning and a meaningful career.**

**By 2015, 100% of our students will meet or exceed the requirements for graduation.**



## Action Plan Strategies

1. We will implement long-term facility and technology plans to assure equitable support throughout the system to best achieve our mission.
2. We will align preK-12 curriculum, instruction and assessment to state and national standards with an emphasis on integrating 21<sup>st</sup> century skills.
3. We will design and utilize a comprehensive, transparent allocation process to assure our human and financial resources are effectively prioritized to achieve our mission.
4. We will create an organizational culture to eliminate complacency and counterproductive attitudes that prevent students from succeeding.
5. We will develop comprehensive and interactive communication, ensuring all staff, parents and community members have the information and understanding that empowers everyone to work as partners to achieve our mission.
6. We will partner with families, businesses and agencies to identify, assess, model and reinforce character attributes and provide services necessary for students to confront negative social issues that hinder success.
7. We will develop a systemic approach to identify and intervene with students who are falling behind academically and are at-risk of dropping out.
8. We will design a systemic career education program to encompass student interests, abilities and aspirations

## 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.