

OKOBOJI SCHOOL BOARD PRIORITIES & GOALS 2024-2029

Priority 1: Students Success in the School, Workforce, and Life

Goal 1: Provide students with academic knowledge, inquiry skills, and an understanding of connections and personal wellness.

Objective 1: The Okoboji CSD students have the wellness skills and opportunities to connect and interact with others in positive and productive ways.

- Indicator 1: Increase a sense of belonging among all students by understanding self-awareness, interpersonal skills, competencies, developmental indicators, and practices.
- Indicator 2: Engage families, caregivers, and community partners in providing ongoing self-awareness, interpersonal skills, and overall well-being support to our students.
- Indicator 3: Increase the sense of safe, supportive, and collaborative culture among students and staff.

Objective 2: The Okoboji CSD students are prepared with the content knowledge, fundamental skills, and inquiry to maximize their learning and academic success.

- Indicator 1: Increase academic assessment achievement annually among all student groups.
- Indicator 2: Increase the number of at-risk and low SES students in science, technology, and mathematics courses, as well as dual credit courses annually.

Goal 2: Prepare students with future-ready skills and a plan beyond high school.

Objective 1: The Okoboji CSD graduates leave high school prepared to navigate the world successfully.

- Indicator 1: Increase student, staff, and family understanding and utilization of individual career, academic plans, and post-secondary planning.

- Indicator 2: Investigate ways to further incorporate and measure future-ready skills among students (e.g., critical thinking, creativity, collaboration, communication, technology).

Priority 2: Connection, Communication, & Advocacy

Goal 1: Parents/students have positive, collaborative relationships with OCSD.

Objective 1: Make ParentSquare (Remind) communications more effective and informative.

- Indicator 1: Content schedule and best practices are established and followed.
- Indicator 2: Open rates and click-through rate increases.

Objective 2: Encourage and empower parents and students to provide input.

- Indicator 1: A digital suggestion box is created and widely promoted.

Objective 3: Develop a social media strategy, optimizing each platform to reach and engage with target audiences.

- Indicator 1: Social media strategy is developed and implemented.
- Indicator 2: Followers and engagement rate increase.

Goal 2: Staff feel recognized, well-informed, and proud to work at OCSD

Objective 1: Enhance employee recognition internally and externally.

- Indicator 1: The number of “Making a Difference” nominations increases and represents the entire District.
- Indicator 2: The monthly district internal newsletter is created to communicate effectively with staff and highlight accomplishments.

Objective 2: Strengthen relationships between departmental teams and buildings.

- Indicator 1: District teams conduct regular touch-bases and annual rounding meetings with leadership.
- Indicator 2: Utilization of internal tools to solve issues and submit requests for improvement.

Goal 3: The Okoboji CSD has a positive reputation within the community.

Objective 1: Generate positive news coverage

- Indicator 1: Comm Team pitches story ideas at least once every two weeks.
- Indicator 2: The number of positive media placements and features increases.

Objective 2: Redesign the homepage to promote the District's key messages.

- Indicator 1: Plan a homepage redesign to be created and implemented.
- Indicator 2: Website traffic and time on page increase.

Objective 3: Strengthen the district brand through unification and consistency.

- Indicator 1: A district-wide style guide is implemented to create consistent use of language, tone, and voice.
- Indicator 2: The template library is updated and enforced among staff.
- Indicator 3: Vendor agreements are reviewed and enforced; all vendors follow process and brand/logo guidelines.

Priority 3: Invest in our People

Goal 1: Create a safe, supportive, and collaborative culture.

Objective 1: Staff perceive and experience the work environment as safe, supportive, and collaborative.

- Indicator 1: Maintain or increase the District participation rate in the employee engagement survey.
- Indicator 2: Increase District-wide overall satisfaction score each year.

Goal 2: Every employee's access to professional learning opportunities is expanded annually.

Objective 1: Provide Professional Development.

- Indicator 1: Provide opportunities for staff to enhance their skills and knowledge through training programs and workshops.

- Indicator 2: Mentoring and coaching program where experienced employees can guide and support the development of their peers.
 - Indicator 3: Organize team-building activities and social events to foster camaraderie and build strong relationships.
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Priority 4: Financial Health

Goal 1: The financial health of the district is maintained every year.

Objective 1: Unspent Authorized Budget.

- Indicator 1: The District's Unspent Authorized Budget remains at the Iowa Association of School Boards (IASB) recommended levels.

Objective 2: Adequate Cash Reserves.

- Indicator 1: Cash reserves remain at the IASB recommended levels.
- Indicator 2: Maximize operational efficiencies to improve solvency and long-term financial health.

Objective 3: Maintenance of Bond Rating.

- Indicator 1: The District's Bond Rating remains steady.

Objective 4: The school manages its fiscal, operational, and technological resources in a way that supports teachers, staff, and students.

- Indicator 1: Staff and student surveys relative to the availability of resources.

Goal 2: Budget allocations are aligned to strategic priorities and goals.

Objective 1: Implementation of the District's Departmental Budgets.

- Indicator 1: Each department has a budget aligned to strategic priorities.

Objective 2: The District will maintain and update the 5-year capital plan.

- Indicator 1: 5-year capital plan for SAVE (Sales Tax), PPEL (Property, Plant, Equipment Levy), and Debt Service aligns with strategic priorities and goals.

- Indicator 2: The 5-year budget forecast (CFPM) will be reviewed and updated annually, and cash reserves are adjusted based on long-term projections.

Objective 3: The District will publish a comprehensive FY 2024-2025 budget document.

- Indicator 1: The published document will be available online, and the District will apply for the IASBO budget award.

Goal 3: Workplace safety is improved, and risk is reduced for every staff member.

Objective 1: Employee Safety.

- Indicator 1: The District will manage the Experience Modification Rate (EMR) under 1.0.
- Indicator 2: Four targeted safety trainings for the departments.
- Indicator 3: Ten (10) building safety walk-throughs and documented follow-ups.
- Indicator 4: Root cause analysis and documentation for all injuries.

Objective 2: District Wellness Plan.

- Indicator 1: Increase the number of employees in the District wellness program to 60%.
- Indicator 2: Identify three top needs for employees to guide wellness.

Priority 5: Operational Effectiveness

Goal 1: The productivity, quality, and cost-effectiveness of services across the District improve yearly.

Objective 1: Utilize the TregoEd framework for our school district by collaborative problem-solving and decision-making.

- Indicator 1: Districts have formal roles in the decision-making process regarding operational initiatives.
- Indicator 2: All staff have formal ways to provide input regarding the functional operations of our school district.

Objective 2: Implementation of the Breakdown Insurance Program.

- Indicator 1: Realize a minimum of \$175,000 in general fund savings annually (operations, technology, and nutrition).

Objective 3: Implementation of savings and efficiency programs.

- Indicator 1: Realize an annual energy savings by implementing the following:
 - Fixed HVAC setpoints.
 - Retrofitting existing light fixtures to LED technology.
 - Reducing energy-inefficient personal items.
 - Researching and implementing renewable energy strategies.

Objective 4: Implementation of the Okoboji CSD Master Facility Plan.

- Indicator 1: 100% of public improvement projects finish at or below the contract amount.

Goal 2: Technology is integrated to improve outcomes across the system.

Objective 1: Implementation of the Okoboji CSD Technology Plan.

- Indicator 1: Implement a District technology plan that promotes access and equity to resources and supports and advances coursework throughout the District.
- Indicator 2: District stakeholders are represented in a balanced form, and the plan drives actions in 2024-2025.