

The Plan for Progress

December 7, 2004

On September 21, 2004 the Board of Directors of the Des Moines Independent Community School district gave the Superintendent a list of tasks to be performed within the next three months. This document, called the Board Directives, indicated several areas that were to have strategic plans developed. The directives were focused on three areas, academic achievement, finance and public input.

On further discussion of the directives at the board work session on November 6, 2004, the board agreed to have the parent involvement directive be included as a part of the academic areas. The directive on building level action plans is in process and the plans due date is January 17, 2005, well in advance of the spring deadline the board indicated.

In order to bring coherence to this work, the administration has treated this project as the district improvement plan, the Plan for Progress. Its scope is larger than the Comprehensive School Improvement Plan, since it addresses both academic and non academic areas, but is congruent with the Comprehensive School Improvement Plan (CSIP). The School Improvement Plans (SIPs) must also be aligned with the Plan for Progress and are a subset of it. Once the 2005-06 goals are adopted, plans for those that are not already part of the Plan for Progress will also be developed and be included in the Plan for Progress.

Each of the reports is organized in a similar format:

- The Vision or what is the preferred future
- Today's Reality, or a description of what is going on now, or what the current data look like
- Action Plan, what the strategies and action steps are to move from the reality to the vision
- Continuous Improvement, or how we will review the results and respond to them
- Appendix, resources and other documents that support the plan

Volume I

Four reports are included in this first volume of the Plan. Those are the report on the Public Input process, the report on Finance, Governmental Collaboration, and Legislative Action. The Public Input process was reported on to the board at the November 16, 2004 meeting. The school improvement plans will be posted electronically upon final acceptance, by March 15, 2005.

Remainder of Plan for Progress

The second and possibly additional volumes will be provided to the board on the first meeting following the December 21 due date, January 4, 2005. The plans for the board goals will be provided in conjunction with the presentation of the 2005-06 district budget, March 8, 2005.

The purpose of any plan is to guide and focus the work of the organization without restricting it if conditions, opportunities or other factors change. In order to maintain both structure and flexibility, plans need periodic updating. No less is true for the Plan for Progress. Annual plan review will be an important discipline for both the administration and the board.

This plan is an expression of the willingness of the community and the district to devote ourselves to creating better outcomes for all of our children.