

MEMORANDUM

To: Board of Regents
From: Board Office
Date: July 6, 2001
Subject: Approval of the Iowa School for the Deaf Strategic Plan,
2001-2006

Recommended Action:

Approve the Iowa School for the Deaf Strategic Plan for 2001-2006.

Executive Summary:

At the May 2001 Board meeting, Superintendent William Johnson and staff of the Iowa School for the Deaf (ISD) provided an overview of the proposed Strategic Plan for ISD. Based on the discussion that followed at the May meeting and further discussion at the June meeting, additional changes have been made to the plan that is now included as Attachment A.

ISD's statements on mission, beliefs, and vision in its new Strategic Plan are slightly modified from the previous plan. The values statement has been expanded and a new culture statement developed. The four Key Result Areas (KRAs) have been revised to state more clearly the results intended. Reflecting the format of the Board's Strategic Plan, each KRA has objectives, strategies, and benchmarks, i.e., action steps. ISD, with feedback from the Board Office and Regents, has modified various components to provide more specific dates and performance targets.

The most significant differences between the previous plan and the new plan are found in the additional number and specificity of benchmarks. The changes reflect indicators developed as part of a continuous school improvement plan. In the next five years, ISD will emphasize the areas of student performance in math, reading, science, career development (specifically, enhancing transitional programs for post-secondary education and the world of work), and student family/community involvement.

As noted in last month's memorandum, the ISD Advisory Committee has reviewed the new Strategic Plan and made recommendations for a reorganization of the benchmarks paralleling the Board's Key Result Areas.

Background and Analysis:

Board policy requires each Regent institution to have a five-year strategic plan. The Board reviews progress on each plan annually. At the November 2000 Board meeting, the Iowa School for the Deaf requested the review of the institution's new Strategic Plan be delayed, due to the institution's preparations for dual accreditation reviews in Spring 2001. The Board concurred.

In March 2001, teams from the North Central Association and the Conference of Educational Administration Serving the Deaf visited the ISD campus. Currently, ISD is awaiting the decision on reaccreditation from both organizations. These accreditation reports will be presented to the Board when all the appropriate documentation is complete and the Board Office reviews the materials.

In the development of its self-study document for the accreditation visit, the faculty and staff of ISD reviewed the curriculum, student services, facilities, faculty and staff qualifications and training, and student assessment instruments. The revisions in its strategic plan are based on the recommendations of faculty and support staff, a national consultant who had conducted the surveys for the institution, and the ISD Advisory Committee.

Under Key Result Area 1.0, Administrative and Teaching Personnel, ISD proposes changes relating to increased staff development, greater focus on daily living skills of students, and additional staff compensation. In Key Result Area 2.0, Programming [Curriculum], ISD proposes to develop prioritized lists of unmet needs, direct more attention in the curriculum to reading, literacy, newborn screening, and enhance student/adult mentoring programs. Teachers and staff will develop portfolios for all students and increase efforts in student evaluation. In Key Result Area 3.0, Maintenance, ISD will enhance its efforts to better identify and deal with maintenance/replacement plans. In Key Result Area 4.0, Accountability, ISD calls for an annual review of the Employee Handbook.

Over 20 new primary and secondary benchmarks are described in the new Strategic Plan. The primary benchmarks are listed under four subject areas – math, reading, science, and career development. The ISD staff offers additional benchmarks in a fifth area, student family/community involvement. The institution asserts that the establishment of new assessment measures will occur at different times, with determination of success coming over a period of years, from next year to FY 2007. A list of secondary benchmarks follows the descriptions of the primary benchmarks.

The ISD Strategic Plan is supplemented with data relating to the benchmarks from its current strategic plan.

In the future, the ISD planning efforts will need to be scheduled consistent with the Board's planning timetable, including a review by the ISD Advisory Committee. The first progress report on the new Strategic Plan will be at the November 2001 Board meeting.

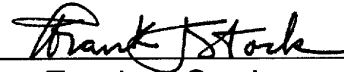
The latest draft of the 2001-2006 Strategic Plan is provided as Attachment A.

The Board Office recommends approval of the revised ISD Strategic Plan.



Charles R. Kniker

Approved:



Frank J. Stork