

**IOWA SCHOOL FOR THE DEAF
BOARD OF REGENTS, STATE OF IOWA**



STRATEGIC PLAN

2012-2016

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MISSION (OUR FUNDAMENTAL PURPOSE)

The Iowa School for the Deaf prepares deaf or hard-of-hearing students from pre-school through age 21 for life as literate citizens who contribute to society.

VISION (OUR PREFERRED FUTURE)

The Iowa School for the Deaf is the statewide resource that provides optimal education and outreach services for students who are deaf or hard of hearing to prepare for adult life.

CORE VALUES/PRINCIPLES (OUR IDEALS)

The Iowa School for the Deaf is committed to student success through:

- ◇ High quality instruction
- ◇ Literacy for all students
- ◇ Outreach and collaboration
- ◇ Continuous improvement
- ◇ Diversity among faculty, staff, and students
- ◇ Ethical behavior
- ◇ Honesty
- ◇ Open, effective communication
- ◇ Public accountability, stewardship, and service
- ◇ Transparency

CULTURE (OUR CUSTOMS AND PRACTICES)

The Iowa School for the Deaf provides instructional and dormitory environments, consistent with our core values, characterized by the following:

- ◇ Passion and skills for life-long learning that serve as a role model and prepare students who are deaf or hard of hearing to achieve their full potential
- ◇ Outreach, collaboration and coordination with families, other agencies and stakeholders to meet the needs of Iowa's students who are deaf or hard of hearing
- ◇ Integrity, honesty, ethics, and civil discourse in all activities
- ◇ Respectful interaction among members of diverse backgrounds, cultures, communication modes and beliefs
- ◇ Nurturing environments that promote critical thinking, free inquiry, open communication, and broad participation

- ◇ Effective communication that informs ISD’s constituents of the role, value, and impact of the Iowa School for the Deaf for students who are deaf or hard of hearing
- ◇ Effective, accountable service to the public through strategic planning and program implementation for Iowa’s students who are deaf or hard of hearing
- ◇ Effective stewardship of resources
- ◇ Recruitment, retention, and development of outstanding faculty and staff

STRATEGIC PLAN PRIORITIES

ISD serves Iowa and its children and youths who are deaf or hard of hearing by being a recognized leader through these priorities:

- I. Student Success
- II. Educational Excellence and Impact
- III. Strong Stewardship and Sustainability

GOALS

Goal 1 (BOR Goal 5). The Iowa School for the Deaf shall meet or exceed state academic standards in reading and mathematics.

Accountability Measure. Trend data on the proportion of Iowa School for the Deaf students who meet or exceed state academic standards in reading and mathematics.

Target. The Iowa School for the Deaf shall increase by 15% the number of students who meet or exceed state academic standards in reading and mathematics by 2016.

Goal 2 (BOR Goal 5). The Iowa School for the Deaf shall identify and adopt additional tools, professional development, and instructional strategies to motivate reluctant and struggling readers.

Accountability Measure. Trend data of annual reading gains for students specifically identified as struggling readers, documented professional development for teachers, documented tools and strategies to be used.

Target. The Iowa School for the Deaf shall increase reading level by at least 50% annually for identified struggling readers.

Goal 3 (BOR Goal 6). The Iowa School for the Deaf shall demonstrate that ISD student outcomes assessment enhances teaching, helps students achieve identified learning goals, and results in program improvement.

Accountability Measure. Trend data and analyses for the results of ISD student outcomes assessment according to each student’s documented assessment needs and mode using:

- Standard measures of academic achievement

- The Northwest Evaluation Association Measures of Academic Progress (NWEA-MAP)
- The Iowa Test of Basic Skills (ITBS) and the Iowa Test of Educational Development (ITED)
- The Iowa Alternate Assessment
- Accelerated Reader, Accelerated Math, and ALEKS for mathematics (Assessment and Learning in Knowledge Spaces)
- Specific speech and language assessments
- Teacher-made tests for assessment of subject/content
- Career Maturity, Aptitude and Preference Tests for young adults
- Self-Determination Assessments
 - The Arc's Self-Determination Scale –Adolescent Version
 - Self-Determination Assessment Battery
 - Choice Maker Self-Determination Assessment
- Documentation of postsecondary independent living competence of each graduate
- Documentation of coordination with other agencies/institutions to ensure effective transition to postsecondary opportunities

Target. ISD graduates shall demonstrate competence on student outcomes assessments for vocational/career independence and independent living. ISD graduates shall have/move on to specifically documented postsecondary paths at the time of graduation, including university, community college, and/or vocational, and independent or supported living components. (Baseline: 100% of ISD students have documented transition plans with goals and objectives beginning at age 14).

Goal 4 (BOR Goal 8). The Iowa School for the Deaf shall be increasingly efficient and productive.

Accountability Measure. Documented efficiencies and cost-savings resulting from collaborative initiatives within and between ISD and the other Regent institutions, and from ongoing assessment and implementation of measures developed to cut costs in all programs.

Target. The Iowa School for the Deaf, in collaboration with the Board office and Regents institutions, will identify and implement additional efficiencies and cost savings annually from the baseline established in 2011-2012.