Dr. Scott Blum
2024-2025
Superintendent Goals Review

June 10, 2025

Dallas Center-Grimes Community School District

Goal #1

1. Strategic Planning: Develop and Implement a 3-Year District Strategic Plan

Objective:

Develop, gain approval for, and begin implementing a district-wide strategic plan to guide academic, operational, and community goals for the next 3 years, ensuring continuous improvement and alignment with the district's vision and mission.

Goal Statement:

By the end of the 2024-2025 school year, the superintendent will lead the creation and launch of a comprehensive 3-year strategic plan, incorporating input from key stakeholders and setting clear, measurable goals in the areas of student achievement, staff development, financial sustainability, and community engagement.

The Team!

Julie Baeb - Teamworks

Michelle Wearmouth - Business Manager

Deanna Sandegren - District Registrar

Greg Carenza - Associate Superintendent

Travis Donahue - High School Principal

Jalen Raymond - HS Teacher

Joan Cundiff - Oak View Principal

Alison Thompson - OV Teacher

Patty Morris - South Prairie Principal

Justine Draisey - DCE Teacher

Jenny Rants - SP Teacher

Roxanne Cumings - Director of Student Services

Joel Rankin - OV Teacher

AJ Ellingson - Director of Communications

Shana Olson - Director of Teaching & Learning

Kari Traver - SP Associate

Steve Britt - OV Teacher

Cary Justmann - Director of Human Resources

Tom Clark - MS Teacher

Sarah Irlmeier - NR Teacher

Whitney Boaz - DCE & Heritage Teacher

Katie Johnston - MS Instructional Coach

Courtney Anderson - Heritage Counselor

Mary Hudson-Smith - District ELL Teacher

Morgan Stapp - HS Teacher

Jen Haack - Preschool Teacher

Scott Blum - Superintendent

The Process

1. Design - June '24

2. Education Leadership System Orientation - September '24

3. Storywall & Lifecycle Session (Community Members) - September '24

4. Environmental Scan - September '24

5. Desired Daily Experiences (Stakeholder Meetings & Surveys) - September & October '24

6. Classroom Theory of Action Draft - December '24

7. School & Department Strengths & Needs Analysis - December '24

8. Classroom to Boardroom Process Update - December '24

The Process Continued...

9. Begin Created District 3-Year Operational Plan - January '25

10. Vision Card Development - February & March '25

11. Strategic Roadmap Session - March '25

12. Strategic Roadmap Survey - April '25

13. School & Department Improvement Plans & Action Cards - April '25

13. Strategic Roadmap Final & School Board 3-Year Governance Plan - June '25

14. School Board Structures, Practices & Governance Session - June '25

15. Strategic Planning Owners Manual & Implementation Action Steps - July & August '25

DCG Strategic Roadmap

Strategic Roadmap Draft 4/25/25

District Mission: *Our Core Purpose*	Vision: *What We Intend to Create*
Empowering every student to create their future.	Our district strives for excellence through innovation, and embraces growth in every dimension of education.

Core Values: *Drivers of Our Words and Actions*

Collaborative: Building a culture of teamwork and shared purpose to achieve our goals.

Passionate: Championing the success, well-being, and growth of every student with unwavering commitment.

Inclusive: Creating a community where every student feels valued, respected, and empowered.

Innovative: Embracing creativity to meet diverse needs and challenges.

Supportive: Ensuring every student has the academic, social, and emotional support they need to prepare for their future.

Strategic Directions: *Focus of Our Improvement Efforts*

A. Enhancing academic processes and resources to provide rigorous, engaging learning experiences for all students.

B. Meeting the academic, social-emotional and well-being needs of each student through targeted systems of support.

C. Investing in our workforce to ensure a viable system for recruitment, retention, professional growth and satisfaction.

D. Creating a connected, informed community through proactive communication, authentic engagement and supportive resources for families.

E. Improving our learning environments, systems and operations to efficiently and effectively meet the needs of our students, staff and families.

DCG Operational Plan
Draft Example

DCG District 3-Year Operational Plan DRAFT • February 2025

Strategic Directions:	2025-26 SY	2026-27 SY	2027-28 SY
A. *Enhancing academic processes and resources to provide rigorous, engaging learning experiences for <u>all</u> students*	**Learning Work Initiatives** • TLC Program Structure Review • Preschool Curriculum Review • Assessment & Grading Practices • Portrait of a Graduate	**Learning Work Initiatives** • Rigor and Relevance	**Learning Work Initiatives** •
	Implementation Work Change Readiness • Artificial Intelligence (AI) in Schools • Elementary Report Card Grading Process/ Statements (Math) • Student Achievement Data Analysis • Curriculum Review Process • K-6 Literacy Curriculum Implementation: My View/My Perspective Literacy Curriculum, UFLI • Diverse Learner Strategies & Instruction PD • TAG Program Review (Year 2 Tasks) • Intervention/Title Program Review • Online School Options • Stronge Instructional Framework Implementation	**Implementation Work Change Readiness** • Artificial Intelligence (AI) in Schools • Assessment & Grading Practices • Elementary Report Card Grading Process/ Statements (Social Studies) • Student Achievement Data Analysis • Portrait of a Graduate • Preschool Curriculum Review • Curriculum Review Process • TAG Program Review (Year 3 Tasks) • TLC Program Structure Review	**Implementation Work Change Readiness** • Assessment & Grading Practices • Curriculum Review Process • Elementary Report Card Grading Process/ Statements (Sci., Health, PE) • Research-Based Grading Practices (6-12) • Rigor and Relevance • TAG Program Review (Year 4 Tasks)
	Implementation Work Change Management • Alternate Education Programming • Elementary Report Card Grading Process/ Statements (Literacy)	**Implementation Work Change Management** • Diverse Learner Strategies & Instruction PD • Elementary Report Card Grading Process/ Statements (Math) • Intervention/Title Program Review • K-6 Literacy Curriculum Implementation: My View/My Perspective, UFLI • Online School Options • TAG Program Review (Year 2 Tasks) • Stronge Instructional Framework Implementation • Student Achievement Data Analysis	**Implementation Work Change Management** • Alternate Education Programming • Artificial Intelligence (AI) in Schools • Elementary Report Card Grading Process/ Statements (Social Studies) • Preschool Curriculum Review • TAG Program Review (Year 3 Tasks) • Portrait of a Graduate

Goal #2

2. Facilities Master Plan Implementation

Objective:
Develop and implement a comprehensive, district-wide Facilities Master Plan to address the current and future needs of the district's infrastructure, enhancing learning environments and operational efficiency.

Goal Statement:
By the end of the 2024-2025 school year, the superintendent will lead the development and execution of a Facilities Master Plan that addresses the district's needs for modernized buildings, safety upgrades, and space utilization to support projected enrollment and educational program growth.

The Team!

Dallas Center Grimes, CSD

OPN Architects

Bishop Engineering

Modus Engineering

DCI Group

The Process

1. Facility Analysis

2. Educational Assessment

3. Concept Design & Project Development

4. 10-Year Master Facility Plan

Facility Analysis

A comprehensive review of the existing physical conditions of all of our schools was conducted to include:

- Windows
- Doors
- Wall condition and assemblies
- Interior finishes such as carpet, ceilings, and paint
- Cabinetry condition
- Equipment condition (such as markerboards, tack boards, etc)
- Mechanical and plumbing systems
- Lighting systems
- Technology systems
- Security systems
- High level site logistics

Educational Assessment

The OPN team visited with each of the building administrative teams prior to a Facility Advisory Committee meeting. Using large scale building maps, the team discussed with administrators how space is currently used in the attendance centers and discussed areas that need improvement regarding physical space and consideration of unmet needs that exist in terms of programming and capacity.

- Conducted high-level code reviews of building systems and layouts
- Toured each site to assess spatial organization and overall facility layout
- Met with administrators and staff to understand educational configurations (e.g., grade-level locations, collaboration areas)
- Identified operational challenges and instructional constraints during stakeholder meetings
- Reviewed site logistics and noted exterior problem areas impacting daily operations

Concept Design & Project Development

After completing comprehensive physical condition and educational assessments, the design team worked with the DCG Facilities Department, the Steering Committee, and the Facility Advisory Committee (FAC) to identify key facility deficiencies across the district. This collaborative effort informed a prioritization framework aimed at addressing both immediate and long-range facility needs. This work included:

- Five in-person meetings with the DCG Facilities Advisory Committee
- Developing a series of project bundles at each building and organized into a ten-year implementation timeline
  - This include high level drawings, rationale for each project, and funding needs
  - The final recommendation from the Facilities Advisory Committee will be presented to the board for consideration
- Working closely to explore available funding (SAVE, PPEL, Bonds) to understand appropriate planning and fiscal responsibility

Qualtrics Feedback
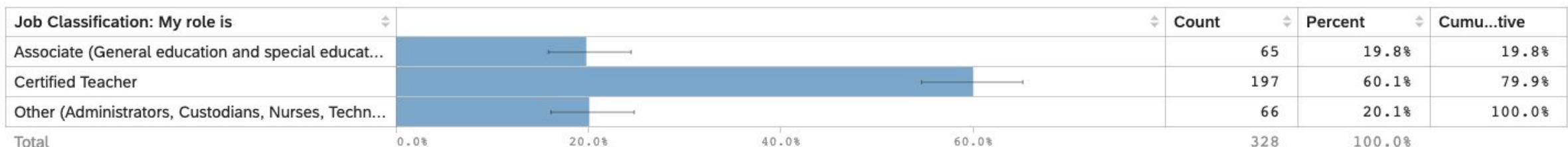
330 Responses

Summary of **Job Classification: My role is**

Sample Size ⓘ	Number of Distinct Categories
328	3

Reorder/Recode | Bucketing

Job Classification: My role is	Count	Percent	Cumu...tive
Associate (General education and special educat...	65	19.8%	19.8%
Certified Teacher	197	60.1%	79.9%
Other (Administrators, Custodians, Nurses, Techn...	66	20.1%	100.0%
Total	328	100.0%	

Compare one group proportion to another group proportion ▸

Qualtrics Feedback

330 Responses
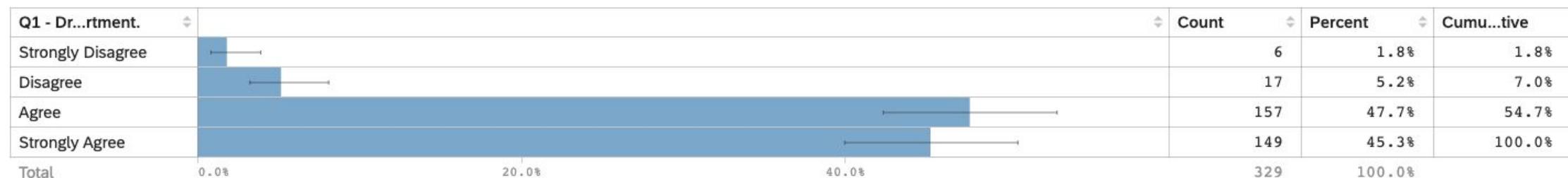
Describe ☰ Q1 - Dr. Blum: Dr. Scott Blum is a great partner in the work happening in my building or department.   Filters   •••   ✕

Summary of **Q1 - Dr. Blum: Dr. Scott Blum is a great partner in the work happening in my building or department.**

Sample Size ⓘ	Number of Distinct Categories
329	4

Reorder/Recode | Bucketing

Q1 - Dr...rtment.		Count	Percent	Cumu...tive
Strongly Disagree		6	1.8%	1.8%
Disagree		17	5.2%	7.0%
Agree		157	47.7%	54.7%
Strongly Agree		149	45.3%	100.0%
Total	0.0% 20.0% 40.0%	329	100.0%	

Compare one group proportion to another group proportion ▶

Qualtrics Feedback
330 Responses
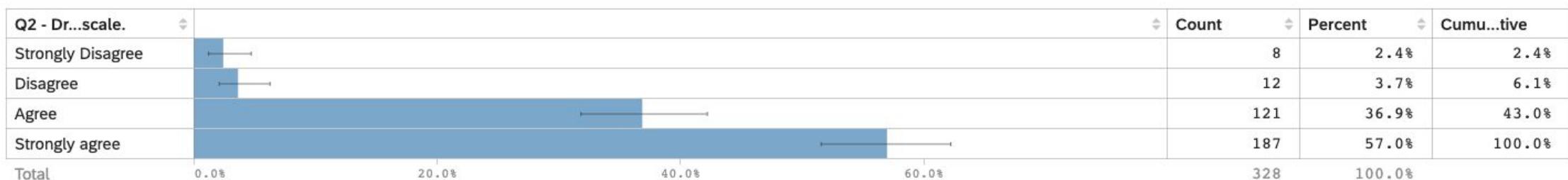
Describe ☰ Q2 - Dr. Blum: I am confident in Dr. Scott Blum's ability to represent DCG on the local and statewide scale.   Filters ··· ✕

Summary of Q2 - Dr. Blum: I am confident in Dr. Scott Blum's ability to represent DCG on the local and statewide scale.

Sample Size ⓘ	Number of Distinct Categories
328	4

Reorder/Recode	Bucketing

Q2 - Dr...scale.		Count	Percent	Cumu...tive
Strongly Disagree		8	2.4%	2.4%
Disagree		12	3.7%	6.1%
Agree		121	36.9%	43.0%
Strongly agree		187	57.0%	100.0%
Total		328	100.0%	

Compare one group proportion to another group proportion ▶

Qualtrics Feedback

330 Responses
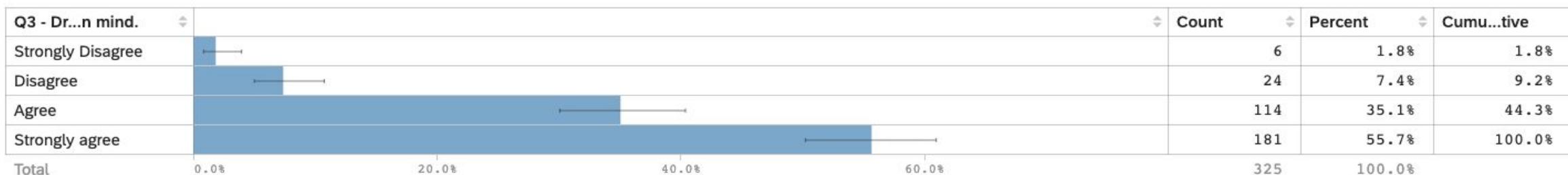
Describe ☰ Q3 - Dr. Blum: I believe Dr. Scott Blum has my best interests in mind.   Filters ... ✕

Summary of Q3 - Dr. Blum: I believe Dr. Scott Blum has my best interests in mind.

Sample Size ⓘ	Number of Distinct Categories
325	4

Reorder/Recode | Bucketing

Q3 - Dr...n mind.		Count	Percent	Cumu...tive
Strongly Disagree		6	1.8%	1.8%
Disagree		24	7.4%	9.2%
Agree		114	35.1%	44.3%
Strongly agree		181	55.7%	100.0%
Total	0.0% 20.0% 40.0% 60.0%	325	100.0%	

Compare one group proportion to another group proportion ▶

Qualtrics Feedback

330 Responses
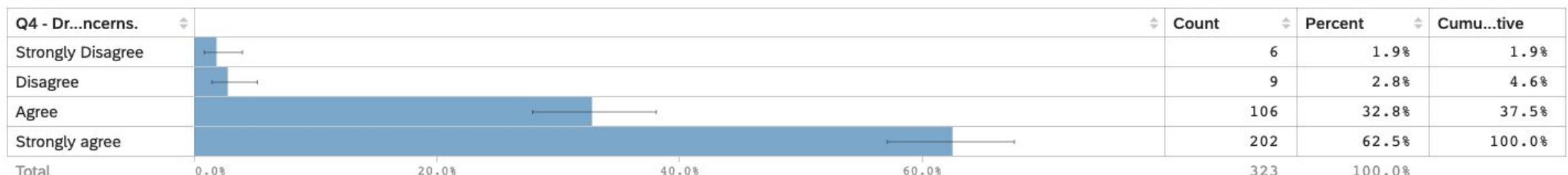
Describe ☰ Q4 - Dr. Blum: I feel like Dr. Scott Blum is approachable with joys and concerns.   Filters ··· ✕

Summary of Q4 - Dr. Blum: I feel like Dr. Scott Blum is approachable with joys and concerns.

Sample Size ⓘ	Number of Distinct Categories
323	4

Reorder/Recode | Bucketing

Q4 - Dr...ncerns.		Count	Percent	Cumu...tive
Strongly Disagree		6	1.9%	1.9%
Disagree		9	2.8%	4.6%
Agree		106	32.8%	37.5%
Strongly agree		202	62.5%	100.0%
Total	0.0% 20.0% 40.0% 60.0%	323	100.0%	

Compare one group proportion to another group proportion ▸

Qualtrics Feedback
330 Responses
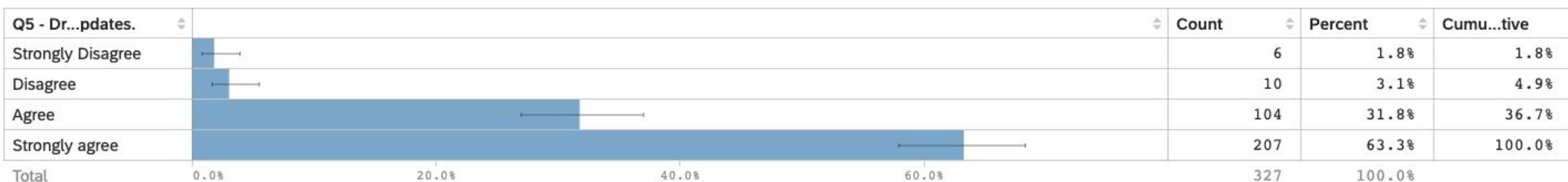
Describe ≡ Q5 - Dr. Blum: Dr. Scott Blum is an effective communicator of district news/updates.   Filters ··· ✕

Summary of **Q5 - Dr. Blum: Dr. Scott Blum is an effective communicator of district news/updates.**

Sample Size ⓘ	Number of Distinct Categories
327	4

Reorder/Recode   Bucketing

Q5 - Dr...pdates.		Count	Percent	Cumu...tive
Strongly Disagree		6	1.8%	1.8%
Disagree		10	3.1%	4.9%
Agree		104	31.8%	36.7%
Strongly agree		207	63.3%	100.0%
Total		327	100.0%	

Compare one group proportion to another group proportion ▶

Qualtrics Feedback

330 Responses
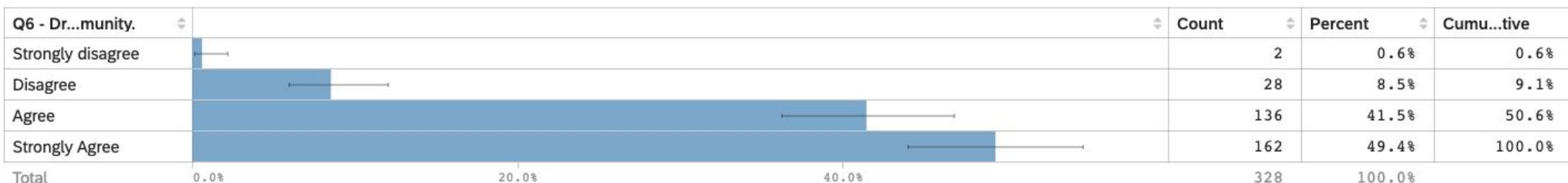
Describe ☰ Q6 - Dr. Blum: Dr. Scott Blum is visible and accessible within the school community.   Filters ··· ✕

Summary of **Q6 - Dr. Blum: Dr. Scott Blum is visible and accessible within the school community.**

Sample Size ⓘ	Number of Distinct Categories
328	4

Reorder/Recode | Bucketing

Q6 - Dr...munity. ⇅	Count ⇅	Percent ⇅	Cumu...tive
Strongly disagree	2	0.6%	0.6%
Disagree	28	8.5%	9.1%
Agree	136	41.5%	50.6%
Strongly Agree	162	49.4%	100.0%
Total	328	100.0%	

Compare one group proportion to another group proportion ▸

Qualtrics Feedback

330 Responses
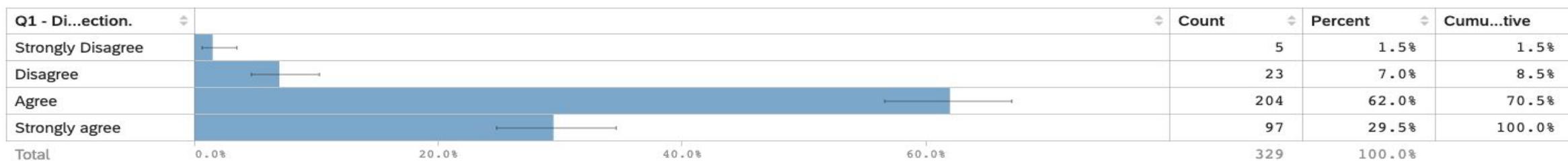
Describe ☰ Q1 - District: I believe that the changes/procedures we've seen during the 2024-25 school year (Strategic Plan, Stronge Instructional Framework, Reunification, Weekly Early Dismissals, et **Filters** ··· ✕

Summary of **Q1 - District: I believe that the changes/procedures we've seen during the 2024-25 school year (Strategic Plan, Stronge Instructional Framework, Reunification, Weekly Early Dismissals, etc) are moving the DCG District in the right direction.**

Sample Size ⓘ	Number of Distinct Categories
329	4

Reorder/Recode | Bucketing

Q1 - Di...ection.		Count	Percent	Cumu...tive
Strongly Disagree		5	1.5%	1.5%
Disagree		23	7.0%	8.5%
Agree		204	62.0%	70.5%
Strongly agree		97	29.5%	100.0%
Total		329	100.0%	

Compare one group proportion to another group proportion ▶

Dr. Scott Blum
2024-2025 Superintendent Goals Review

Thank You & Questions

Dallas Center-Grimes
Community School District