DRAFT: Proposed Implementation Teams

Students Instruction, Transition and Culture

Focused on implementing instructional and student supports that foster positive transitions, enhanced learning and strong school culture.

Example topics include:

- Student and parent orientation
- Transition activities and building tours
- Student belonging and school culture
- Movement between elementary, middle, and high school environments
- Curriculum alignment and instructional models
- Course offerings, interventions, enrichment, specials, and electives
- Instructional materials and program consistency
- Teacher certification implications
- Master schedules and bell schedules
- Lunch schedules, specials, electives, and intervention periods
- Teacher schedules and classroom utilization
- Program sequencing and course access
- Program and specialized classroom locations
- IEP and related services
- Accessibility and equipment requirements
- Nurse staffing and health office capacity
- Student records, medications, and equipment
- Emergency medical procedures
- Social-emotional and behavioral supports

Naming, Identity and Historical Recognition

Focused on establishing and implementing school naming and branding, as well as honoring the historical significance of Dubuque schools.

Example topics include:

- Staff, family, student, and community communication
- School names, mascots, logos, and colors
- Signage, uniforms, websites, and printed materials
- Building identity and traditions
- Preservation and honoring of historical items: Trophies, awards, yearbooks, photos, and historical documents, plaques, memorabilia, archives, and traditions

Career and College Readiness

Focused on enhancing college and career readiness programming for students through community partnership and expanded offerings.

Example topics include:

- Career pathways and CTE programming
- Dual enrollment option
- Internship offerings
- Work-based learning program
- Program locations
- Specialized classroom and lab requirements
- Community partnerships

Activities and Athletics

Focused on streamlining and enhancing student involvement in activity and athletic programs.

Example topics include:

- Sports and club consolidation
- Fine arts offerings
- Conference and association membership requirements
- Staffing selections
- Competition and event scheduling
- Uniform and equipment needs
- Traditions and culture building

Staffing and Staff Transition

Focused on implementing an optimized, people-centered staffing model that also supports staff transition into new schools.

Example topics include:

- Staffing allocations and assignments
- Transfers, vacancies, seniority, and contractual considerations
- Recruiting, hiring, onboarding, and certification requirements
- Position additions, reductions, or redesign
- Staff communications and change support
- Professional learning and team building
- Building leadership structures and staff orientation

Facilities and Finance

Focused on managing capital projects related to consolidation and providing operational support to consolidation efforts.

Example topics include:

- Transition and capital costs
- Operational savings and recurring expenses
- Staffing, transportation, technology, moving, furniture, and equipment costs
- Separation of one-time transition costs from ongoing financial impacts
- Building inventories and asset tracking
- Redistribution of furniture, technology, textbooks, and instructional equipment
- Storage, surplus, and disposal
- Building and classroom capacity
- Renovations and specialized instructional spaces
- Restrooms, accessibility, and athletic facilities
- Furniture, electrical infrastructure, signage, and construction schedules
- Kitchen, serving, seating, and storage capacity
- Lunch schedules, equipment, staffing, and deliveries
- Packing, labeling, classroom and staff moves
- Technology, furniture, and equipment relocation
- Receiving, storage, summer schedules, building access, and vendor coordination
- Parking considerations
- Parent drop-off and pick-up
- Bus circulation and pedestrian safety
- Crossing guards and traffic flow
- Coordination with municipalities and public safety

Transportation

Focused on establishing and implementing optimized bus routes and scheduling.

Example topics include:

- Bus routes, capacity, and ride times
- Bell schedule impacts and transfer locations
- Special education transportation
- Routing efficiencies and driver requirements
- School start and end times
- Activity and athletics transportation

Technology and Systems

Focused on regulatory requirements and internal/external system updates required for consolidation.

Example topics include:

- Student information, financial, payroll, and human resources systems
- State reporting, school codes, records, and compliance
- Application configuration, integrations, policies, and procedures
- Classroom technology
- Building access control
- Technology inventory allocation