



STRATEGIC PLAN



What is Strategic Planning?

Strategic Planning is a process that **engages stakeholders,**

such as parents, students, district employees, city officials, business partners, and clergy to **collaboratively shape the future** of their school district. Through this process, the district and community become partners in creating a **five-year plan.**

This shared sense of ownership enables districts to overcome obstacles and **discover new possibilities for students.**

Beliefs, Vision, & Mission

Strand

SMART Goal

Strategy 1

Action
Steps
Yr1

Action
Steps
Yr2

Action
Steps
Yr3

Action
Steps
Yr4

Action
Steps
Yr5

Strategy 2

Action
Steps
Yr1

Action
Steps
Yr2

Action
Steps
Yr3

Action
Steps
Yr4

Action
Steps
Yr5

EVENTS



1st
Steering
Committee



1st
Action
Planning
Team
Meeting



2nd
Action
Planning
Team
Meeting



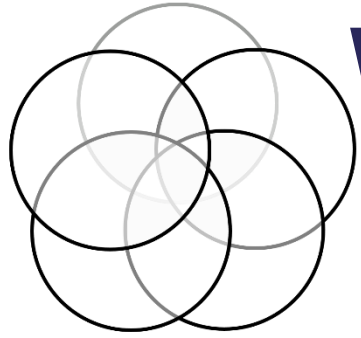
Consolidated
Strategic
Planning Team



District
Plan



FREDERICKSBURG I.S.D. BELIEFS



WE BELIEVE:

- All students can learn.
- All students should be prepared for life after graduation.
- All staff should receive support that enables student success.
- Relationships, respect, and communication with all stakeholders are key to our success.

VISION FOR FREDERICKSBURG I. S. D.



Fredericksburg I. S. D. students are inspired to be successful and innovative in a diverse and changing world.

MISSION FOR FREDERICKSBURG I.S.D.



Mission:

Fredericksburg I. S. D. partners with families, students, and community to provide a safe and supportive learning environment. We excite the imagination of every student. We engage them in relevant, compelling learning experiences in order to prepare them for life in a diverse, global society.

IF

THEN

DO

GET

RESOURCES

PEOPLE RESPONSIBLE

ACTION STEPS

CHANGES IN KNOWLEDGE, SKILLS, & MINDSET

CHANGES IN ADULT BEHAVIORS

NEW ENVIRONMENT

OUTCOME VISION

INTENT

IMPACT





Five-year plan

- To be reviewed and updated annually
- Staggered dates based on various goals, strategies, and action steps
- A living document





Thank You



CURRICULUM & INSTRUCTION

SMART Goal



By 2023, 100% of Fredericksburg I.S.D. students will be on or above grade level in all core content areas.

Strategy 1



Develop a district-wide system that involves all students in a guaranteed and viable curriculum.

Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Create Curriculum and Instruction (C&I) Committee to develop protocol for implementing professional development (PD). |
| Fall 2018 | Train staff to access and use current district and campus programs. |



Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Implement district-wide writing professional development. |

Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2019 | Develop guidelines for Professional Learning Communities (PLCs). |
| Spring 2019 | Build master schedule to allow for common planning time in core subjects. |



Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|--------------|--|
| Spring 2019 | Propose budget for instructional coaches at secondary level. |
| Spring 2019 | Evaluate the effectiveness of current practices and revise, continue, or abandon, based on evidence. |



Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|--------------|--|
| Fall 2019 | Train teachers in curriculum planning with backwards design. |
| Fall 2019 | Train PLC leaders and administrators in PLC guidelines. |



Involve all students in a guaranteed and viable curriculum.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2019 | Implement PLC guidelines with fidelity. |
| Fall 2020 | Implement content specific professional development for science and social studies. |



Strategy 2



Develop a district-wide system of data analysis to differentiate instruction for all students.

Develop data analysis to differentiate instruction.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Analyze incoming student data. |
| Fall 2018 | Develop protocol for creating and analyzing common assessments. |



Develop data analysis to differentiate instruction.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2018 | Plan and utilize frequent formative assessments. |
| Fall 2018 | Develop instructional strategies in response to formative assessment data. |



Develop data analysis to differentiate instruction.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2018 | Create common summative assessments prior to beginning instructional unit. |
| Fall 2018 | Develop instructional strategies in response to summative assessment data. |



Develop data analysis to differentiate instruction.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2019 | Provide training in effective enrichment and intervention strategies. |





Thank You



TEACHER & STAFF QUALITY

SMART Goal



By 2023, 100% of
Fredericksburg I.S.D.
teachers and staff will be
effective at improving
student performance.

Strategy 1



Develop district-wide systems that recruit and retain effective teachers and staff.

Recruit and retain effective teachers & staff.



| DATE: | ACTION STEPS: |
|-------------|---|
| Fall 2018 | Create a collaborative atmosphere and communication with staff. |
| Fall 2018 | Continue beginning teachers (0-2 years experience) program. |
| Spring 2019 | Evaluate internal and external of staffing needs. |



Recruit and retain effective teachers & staff.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2019 | Develop a consistent interview process. |
| Spring 2019 | Automate the exit Interview. |
| Summer 2019 | Create a committee to develop a staff recruitment plan. |



Recruit and retain effective teachers & staff.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2019 | Develop an individual attendance Improvement Reward System. |
| Fall 2019 | Investigate staff daycare. |
| Fall 2019 | Develop plan for signing bonuses/stipends with the Education Foundation. |



Recruit and retain effective teachers & staff.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2020 | Collaborate with facility improvement committee. |
| Spring 2020 | Investigate employee benefits. |



Strategy 2



Develop a district-wide system that provides meaningful and on-going professional development support to allow teachers and staff to grow and meet district goals.

Provide meaningful and on-going professional development.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2019 | Create a rubric to define “highly-effective” staff. |
| Spring 2019 | Research existing professional development. |



Provide meaningful and on-going professional development.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2019 | Encourage teachers to seek out composite and E.S.L. certifications. |
| Fall 2019 | Align professional development and curriculum needs. (Collaborate with Curriculum & Instruction.) |





Thank You



FAMILY ENGAGEMENT

SMART Goal



By 2023, 100% of Fredericksburg I.S.D. families will be active participants in their children's education.

Strategy 1



Develop a two-way district-wide communication system that engages all families as active participants in their children's education.

Develop a two-way district-wide communication system.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Recruit and develop a Family Advisory Council at each campus. |
| Fall 2018 | Identify family engagement goals. |
| Fall 2018 | Utilize mass communication system. |



Develop a two-way district-wide communication system.



| DATE: | ACTION STEPS: |
|-------------|--|
| Fall 2018 | Provide opportunities for interactions between staff and families. |
| Spring 2019 | Implement the identified goals. |



Develop a two-way district-wide communication system.



| DATE: | ACTION STEPS: |
|--------------|----------------------------|
| Spring 2019 | Send an annual evaluation. |
| Spring 2019 | Review survey results. |
| Fall 2019 | Revise goals. |



Strategy 2



Develop a district-wide culture that welcomes and values all families.

Develop a district-wide culture to welcome families.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Create a welcoming school environment. |
| Fall 2018 | Identify and contact new FISH families. |
| Fall 2018 | Engage families. |



Develop a district-wide culture to welcome families.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2018 | Connect families to community resources. |
| Fall 2018 | Create events for families to support student learning. |



Develop a district-wide culture to welcome families.



| DATE: | ACTION STEPS: |
|-------------|---|
| Spring 2019 | Send and review annual survey. |
| Summer 2019 | Train all campus office personnel in Capturing Kids Hearts. |





Thank You



SAFETY & SECURITY

SMART Goal



By 2023, 100% of stakeholders will feel physically and social-emotionally safe and secure in the school environment.



Strategy 1



Develop a district-wide system that involves all administrators/staff in the creation, ongoing review, and modification of a physical safety and security plan.

Create, review, and modify a physical safety and security plan.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2018 | Revise District Safety committee and determine meeting dates. |
| Fall 2018 | Create emergency procedures and guidelines. |



Create, review, and modify a physical safety and security plan.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Ensure emergency backpacks and guidelines are in place. |
| Fall 2018 | Address numbers of bus drivers available for emergencies. |



Create, review, and modify a physical safety and security plan.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2019 | Create and distribute a needs and risk assessment. |
| Spring 2019 | Assess survey results, and devise implementation plan to address risk factors. |



Strategy 2



Develop a proactive district-wide system to address and foster the social-emotional safety and security of all students and staff.

Develop a proactive district-wide system to address and foster the social-emotional safety and security.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2018 | Revise District Safety committee, and add a sub committee for social emotional needs. |
| Fall 2018 | Initiate a communications system. |



Develop a proactive district-wide system to address and foster the social-emotional safety and security.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2019 | Devise leveled social-emotional behavior list with proposed responses. |
| Spring 2019 | Budget for data collecting software. |



Develop a proactive district-wide system to address and foster the social-emotional safety and security.



| DATE: | ACTION STEPS: |
|-----------|--|
| Fall 2019 | Identify students that need extra support. |
| Fall 2019 | Identify resources. |
| Fall 2019 | Provide mentoring. |



Develop a proactive district-wide system to address and foster the social-emotional safety and security.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2021 | Create a transitional process in between campuses. (DAEP, FPS, FES, SES, FMS, FHS) |





Thank You



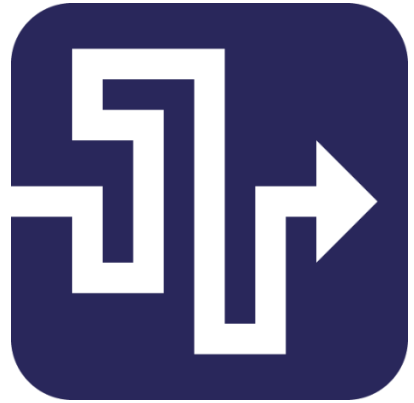
FINANCE

SMART Goal



By 2023, Fredericksburg I.S.D. will develop a sustainable financial model which provides the resources necessary to realize the district vision.

Strategy 1



Optimize allocation and spending of resources.

Optimize allocation and spending of resources.



| DATE: | ACTION STEPS: |
|--------------|---|
| Spring 2019 | Implement effective/priority analysis of personnel. |
| Spring 2019 | Implement effective/priority analysis of programs. |



Optimize allocation and spending of resources.



| DATE: | ACTION STEPS: |
|-------------|--|
| Spring 2019 | Research and adjust current energy audit model. |
| Spring 2019 | Utilize zero-based budgeting. |
| Fall 2019 | Develop a district-wide infrastructure analysis. |



Optimize allocation and spending of resources.



| DATE: | ACTION STEPS: |
|-----------|---|
| Fall 2019 | Analyze and prioritize budget requests. |
| Fall 2020 | Update district facility maintenance schedule. |
| Fall 2021 | Develop bond strategy for Maintenance & Operations needs. |



Strategy 2



Maximize current state funding, alternate sources of revenue, and bond proceeds.

Maximize current state funding, alternate sources of revenue, and bond proceeds.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2018 | Create plan to influence positive legislative action. |
| Fall 2018 | Authorize an Education Foundation. |
| Fall 2018 | Implement Community Education Finance sessions. |



Maximize current state funding, alternate sources of revenue, and bond proceeds.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2018 | Maximize School Health and Related Services revenue. |
| Spring 2019 | Promote student participation in Career & Technology Education classes. |



Maximize current state funding, alternate sources of revenue, and bond proceeds.



| DATE: | ACTION STEPS: |
|--------------|---|
| Spring 2019 | Implement programs to incentivize student attendance. |
| Spring 2019 | Implement a plan for student recruitment and retention. |

Maximize current state funding, alternate sources of revenue, and bond proceeds.



| DATE: | ACTION STEPS: |
|--------------|---|
| Spring 2019 | Analyze extra-curricular costs and consider fees. |
| Spring 2019 | Analyze historical expenditures per campus. |



Maximize current state funding, alternate sources of revenue, and bond proceeds.



| DATE: | ACTION STEPS: |
|--------------|---|
| Fall 2019 | Prepare teacher housing feasibility study. |
| Spring 2020 | Enhance surplus property offerings. |
| Spring 2020 | Analyze and adjust existing facility charge guidelines. |



Maximize current state funding, alternate sources of revenue, and bond revenue.



| DATE: | ACTION STEPS: |
|--------------|--|
| Spring 2020 | Explore grant and donation opportunities. |
| Spring 2020 | Forecast long-term bond capacity. |
| Fall 2020 | Explore advertising and naming rights opportunities. |





Thank You