



STRATEGIC PLAN

FRANKLIN COMMUNITY SCHOOLS
2020-2030

Together, we empower greatness in all learners through collaboration, dynamic partnerships, and rich experiences that develop a world-class learning environment.

DREAM CONNECT ADVENTURE ACHIEVE



THE OUTCOME

Individual Student Growth

Culture of Professional Growth and Innovation

Financial Stewardship



Enriching, Engaging, and Equitable Learning Environment

Goal: To create an enriching, engaging, and equitable learning environment that motivates all students to grow and achieve success

Metric: Students' Performance (Assessment)

INDIVIDUAL STUDENT GROWTH



Enriching, Engaging, and Equitable Learning Environment

Objectives:

- Develop and implement alternative educational pathways for students in grades K-12
- Ensure instruction, interventions, and innovations respect and celebrate the lives of all students, including underrepresented groups
- Establish a framework for global understanding, awareness, and innovation that incorporates student travel, faculty and staff travel, and teacher exchange programs
- Explore opportunities to more fully engage and inspire students at the 5-8 grade levels
- Redistrict to better meet the needs of families and efficiently utilize the capacity of elementary school buildings

INDIVIDUAL STUDENT GROWTH



College and Career Readiness

Goal: To integrate college and career readiness competencies and opportunities into students' experiences throughout the K-12 journey

Metric: Pre- (CCP) and Post-College and Career Survey (Senior Project)



INDIVIDUAL STUDENT GROWTH



College and Career Readiness

Objectives:

- Evaluate and refresh the K-12 STEM curriculum and associated opportunities to ensure a meaningful experience for all students
- Refine and implement the Graduation Pathways journey for all students

INDIVIDUAL STUDENT GROWTH



Employee Engagement

Goal: To attract and retain quality candidates for district positions that will execute the district's priorities

Metric: Employee Satisfaction (Survey/Feedback Loop) and Retention (data via HR)



CULTURE OF PROFESSIONAL GROWTH AND INNOVATION

Employee Engagement

Objectives:

- Evaluate and improve current hiring practices to ensure a diverse pool of candidates
- Review policies to ensure a welcoming professional environment for employees from underrepresented groups
- Offer competitive wage and benefit packages that attract and retain high-quality candidates

CULTURE OF PROFESSIONAL GROWTH
AND INNOVATION



Employee Growth

Goal: To provide opportunities for employees to grow and succeed in their career

Metric: Employee Satisfaction (Survey/Feedback Loop) and Retention (data via HR)



CULTURE OF PROFESSIONAL GROWTH AND INNOVATION

Employee Growth

Objectives:

- Implement inclusive planning and implementation structures that engage employees and create a cohesive culture
- Develop a plan for growing and inspiring leaders within the FCS staff and faculty communities
- Reinvent the 10X grant program
- Offering employees opportunities for personal and professional growth and renewal

CULTURE OF PROFESSIONAL GROWTH
AND INNOVATION



Employee Innovation

Goal: To foster a culture of innovation that allows for input, ideas, and solutions from all levels within the district

Metric: Employee Satisfaction (Survey/Feedback Loop) and Retention (data via HR)



CULTURE OF PROFESSIONAL GROWTH AND INNOVATION

Employee Innovation

Objectives:

- Evaluate K-12 staffing structure, recruitment strategies, and compensation for K-12 STEM education
- Engage employees in the long-term goals for the district

CULTURE OF PROFESSIONAL GROWTH
AND INNOVATION



Financial Stewardship

Goal: To develop a sustainable financial model that funds the district's strategic vision

Metric: ESSA Calculations, Financial Indicators and Financial Resource Distribution



FINANCIAL STEWARDSHIP

Financial Stewardship

Objectives:

- Ensure Referendum funding is utilized for teacher and support staff salaries and mental health initiatives
- Pursue external funding available through grants and fundraising
- Develop an annual budget that reflects prioritization of staffing, programming, and operational needs
- Encourage innovative revenue generating opportunities that will complement student growth and the district's strategic priorities
- Establish and maintain community partnerships that will provide vested interest in the school district
- Continue to identify efficiencies in operations that result in cost savings
- Create a long-term facility plan

FINANCIAL STEWARDSHIP

