

Faribault Public Schools Vision Plan

Vision I: Enhance Student Achievement

Expanded Expected Outcomes:

- **Early Learning Readiness:** Increase the percentage of students entering kindergarten with foundational literacy and numeracy skills, ensuring a strong foundation for learning.
- **Literacy Growth/Proficiency:** Improve growth towards proficiency across all grade levels in reading and writing.
- **Math Growth/Proficiency:** Improve growth towards proficiency across all grade levels in Math concepts and MN State Standards.
- **Middle and High School Readiness and Success:** Ensure smooth transitions between educational levels (K-1, 5-6, and 8-9) to reduce dropout rates and improve student engagement.
- **College and Career Preparedness:** Expand access to career pathways, certificate options, dual enrollment, and technical education to provide post-secondary options.
- **Transferable Life Skills:** Strengthen programs that foster resilience, self-regulation, interpersonal skills, and strong relationships.
- **Diverse Learning Pathways:** Expand differentiated coursework, project-based learning, and highly engaging instruction.
- **Attendance & Engagement:** Enhance student attendance and participation by fostering a positive school climate.
- **Learning for All:** Ensure that all students receive excellent resources, support, and opportunities to achieve their academic success.

Strategies:

- Expand Pre-K capacity and Early Childhood Family Education (ECFE) programs.
- Prioritize community partnerships to support early learning.
- Examine our approach to prioritizing student mental health concerns and identify possible programs to support our work in addressing these concerns.
- Adopt new Tier I English Language Arts curriculum resources.
- Monitor and Adjust "What I Need" (WIN) time to address student needs, as well as focused efforts on Gifted and Talented programming.
- Provide professional development aligned with the Science of Reading and READ Act.
- Incorporate evidence-based practices and problem-based learning strategies in math instruction.
- Examine our tier 1 resource and alignment to the new math, science, and social studies standards.
- Enhance educator capacity through professional development and a sustainable coaching model.
- Focus on attendance by fostering relationships, enhancing school climate, and implementing tiered support systems.
- Implement Falcon Support Time, align career pathways, strengthen the RISE program, and improve credit recovery.

Growth Areas:

- Strengthen academic interventions for struggling students.
- Increase access to college and career readiness programs.
- Expand multilingual learning support.
- Routinely implement instructional strategies that meet the needs of all students.
- Increase student engagement with real-world learning experiences.
- Increase family engagement through “pull in and push out” strategies.

Vision II: Maintain and Grow Financial Health

Expanded Expected Outcomes:

- **Fiscal Sustainability:** Maintain long-term financial stability while investing in innovation and enhancements.
- **Efficient Resource Allocation:** Ensure funds are directed toward high-impact initiatives that deliver the most significant value.
- **Community Investment & Partnerships:** Strengthen relationships with local businesses and organizations.
- **Transparency & Accountability:** Increase accessibility to financial reports.
- **Long-Term Planning:** Develop multi-year projections and contingency plans to ensure effective planning and preparedness.
- **Cost-Effective Operations:** Streamline expenses without compromising quality.
- **Alternative Funding Sources:** Actively seek grants and sponsorships to support FPS initiatives.

Strategies:

- Perform an annual review of the fund balance policy.
- Report revenues and expenditures monthly to the finance committee and school board.
- Develop a 3-5 year financial and enrollment projections.
- Develop a 3-5 year Activities equipment budget replacement plan.
- Communicate with the public regarding financial health.
- Developing and implementing a grant program to expand resources to support district priorities and meet student needs
- Develop a more robust legislative advocacy agenda and plan, as well as a common language between local businesses and our legislature.
- Continue to participate in our Joint Boards meetings.

Growth Areas:

- Diversify revenue streams.
- Increase transparency in financial decision-making.
- Optimize budget allocations.
- Explore cost-saving measures while maintaining quality.
- Explore a priority-based budget plan in the next 2-3 years.

Vision III: Enhance High-Quality Facilities

Expanded Expected Outcomes:

- **Modernized Learning Environments:** Upgrade classrooms with flexible learning spaces.
- **Safe & Secure Campuses:** Strengthen physical security systems and emergency preparedness protocols.
- **Sustainable Buildings:** Implement infrastructure improvements that support energy efficiency and sustainability.
- **Inclusive & Accessible Facilities:** Ensure school buildings are physically accessible and welcoming for all students.
- **Long-Term Facility Planning:** Develop and continuously revise a comprehensive facility plan for future district growth.

Strategies:

- Continuously revise a 5–10 year comprehensive facility plan to anticipate enrollment and programming needs.
- Align budget priorities to support necessary upgrades and long-term maintenance. Create a welcoming, inclusive, and safe environment through thoughtful design and regular updates.
- Ensure physical spaces support effective, innovative, and creative learning environments.

Growth Areas:

- Improve energy efficiency and sustainability across all buildings.
- Develop a proactive districtwide maintenance plan.
- Enhance security measures to prioritize safety, mental health, and overall well-being.
- Invest in the redesign and flexibility of classroom spaces to support collaborative learning and learning environments.

Vision IV: Advance High-Quality Technology

Expanded Expected Outcomes:

- **Modernized Learning Environments:** Seamlessly integrate technology into instructional spaces.
- **Technology Integration:** Ensure students have access to tools that enhance, empower, and extend learning.
- **Online Learning Opportunities:** Expand digital access to meet the evolving needs and preferences of students.

Strategies:

- Create and implement an AI policy that outlines the ethical use of AI and explores future-ready technology tools.
- Align technology investments with curriculum goals and instructional strategies to maximize learning outcomes.
- Ensure that each student has the necessary resources to be successful, including device access and reliable internet connectivity.
- Support teachers through professional development in instructional technology.

Growth Areas:

- Reimagine how technology is integrated in classrooms to personalize and expand learning.
- Explore emerging technologies, including AI and AR/VR, for instructional potential.
- Evaluate and improve tech infrastructure to support scalability and reliability.
- Ensure digital tools enhance both in-person and remote learning experiences.

Vision V: Grow Professional Development & Human Resources

Expanded Expected Outcomes:

- **Attract & Retain Top Talent:** Establish FPS as an employer of choice.
- **Mentorship & Leadership Growth:** Expand mentorship for new teachers and leadership development programs.
- **Teacher and Staff Well-being:** Supporting the Mental Health and Wellness of Support Staff.
- **Professional Learning Communities:** Encourage educator collaboration and data-driven instruction.
- **Fair and Just Hiring Initiatives:** Increase recruitment of a diverse workforce reflective of our FPS student body.
- **Workforce Planning:** Use data to improve staffing strategies.
- **Continuous Evaluation:** Implement feedback-driven performance reviews for all staff.

Strategies:

- Focus on alignment with our FPS Playbook, particularly the “How do we behave” section.
- Revise and or implement the evaluation system for all staff.
- Enhance the mentor/mentee program.
- Focus professional development on student achievement, staff needs, and our District’s goals.
- Create a district-wide HR manual.
- Devise intentional recruitment strategies.
- Hire the most qualified candidates in accordance with the educational needs of our students and district.
- Continue our student and adult GYO (Grow Your Own) Pathway programs.

Growth Areas:

- Strengthen leadership development programs.
- Focus professional development to meet the needs of all students and staff.
- Improve staff awareness of mental health resources.
- Improve recruitment efforts through targeted outreach and innovative strategies.
- Develop a teacher and administrator pipeline program.

Vision VI: Effective Communications

Expanded Expected Outcomes:

- **Stronger School-Community Relationships:** Strengthen engagement between schools, families, and the community.
- **Transparent & Accessible Information:** Ensure clear, timely, and multilingual communication.
- **Proactive Engagement Strategies:** Intentionally increase outreach efforts to all families, suitable and relatable to their individual needs.
- **Two-Way Communication:** Create opportunities for real-time feedback.
- **Social Media & Digital Presence:** Enhance the district's online engagement.
- **Student & Parent Advocacy Networks:** Empower families to have a voice in decision-making.
- **Crisis Communication Preparedness:** Enhance Emergency Communication Protocols.

Strategies:

- Regularly utilize local media and online platforms.
- Prepare and distribute written and electronic updates.
- Develop and maintain strong community education programs.
- Engage parents with school initiatives reflective of the student body.

Growth Areas:

- Enhance two-way communication between the district and families.
- Enhance the accessibility of district communication by offering multilingual options.
- Expand social media engagement.
- Strengthen school-home partnerships.
- Utilize digital tools and analytics to improve communication.
- Increase the frequency of positive communications home.

This comprehensive FPS Vision Plan contains expected outcomes, targeted strategies, and key growth areas to enhance the district's impact on students, staff, and the community.