



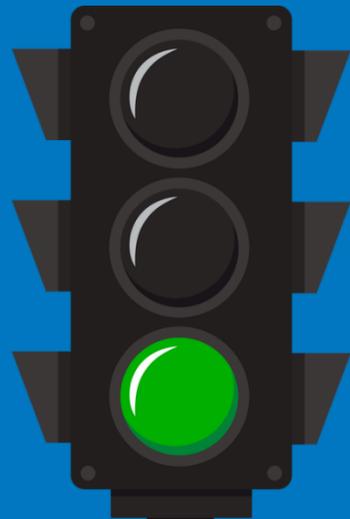
Performance Goals Update

February 23, 2026

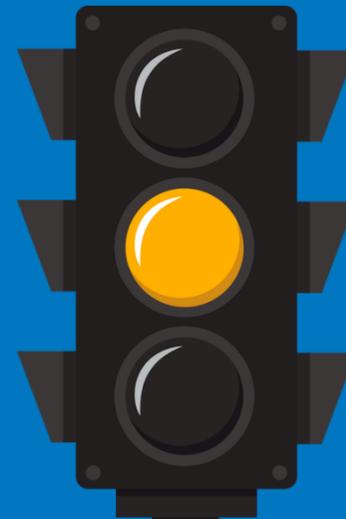
Martin Mahan

This update uses a stoplight system to show progress on my goals.

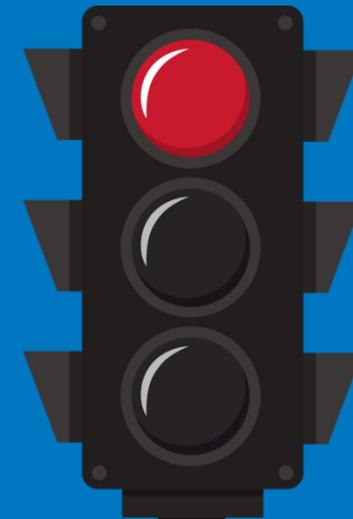
Green= On Track



Yellow=In Progress



Red=Needs Attention



Communications, Marketing, & Transparency

1.1 Develop a Comprehensive Communications & Marketing Plan



Deliverables:

- Parent, staff, student, and community needs assessment survey
- Draft of Communications and Marketing Plan presented to School Board (March 9, 2026)
- Stakeholder satisfaction surveys for the beginning and end of year
- Marketing and communications strategic plan
- Strategic Superintendent introduction plan
- We are FSPS hype videos
- Updated external signage
- Updated FSPS flags



1.2 Establish and schedule quarterly “Meet with the Superintendent” town hall events

Deliverables:

- All events & Locations scheduled before August 15, 2025
- Communications for events 15 days before each event
- Annual Meet the Superintendent Calendar
- Flyers, social media, and other communication formats for the events and locations
- Input gathering sessions and information sharing sessions with community members will be established
- Script of the Superintendent’s opening remarks, focusing on transparency, goals, and district updates
- District and/or media coverage, photos, survey data, participation data



1.3 Create a Community Advisory Council and a Parent, Guardian, Student Advisory Council

Deliverables:

- Develop & communicate a standard of expectations for involvement.
- Recruitment and selection of members completed by September 15, 2025
- Meeting schedule established by September 30, 2025
- First meeting before Oct. 15, 2025
- A Superintendent's Report providing a summary report of themes, insights, recommendations, and feedback from council discussions.
- A Superintendent's Report providing a summary of evaluative feedback from council members concerning the effectiveness of the meetings.

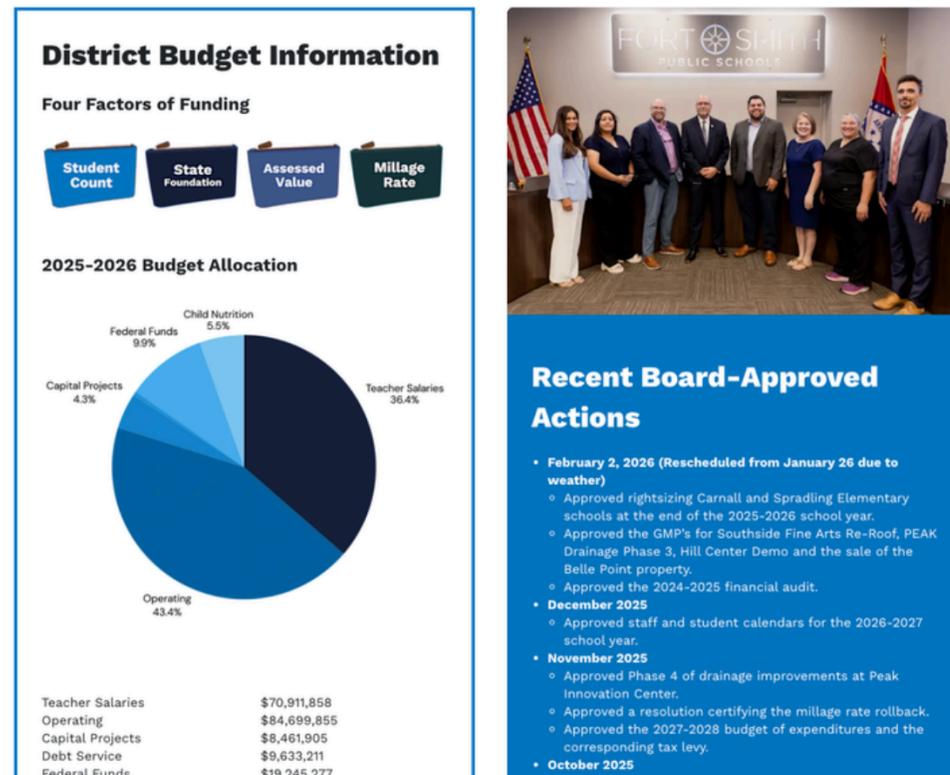


1.4 Create a “Transparency Dashboard” that includes metrics like budget allocations, student outcomes, recent board-approved actions, and ongoing initiatives.

Deliverables:

- Stakeholder feedback regarding preferred data sources to be included in the design
- Proposed Dashboard Framework Design
- School Board Presentation (March 2026)
- Live Transparency Dashboard

Transparency



Curriculum & Instruction

2.1: Launch a K-5 Stem-Focused Charter School within an existing facility, featuring STEM curriculum, Foreign Language, and Singapore Math, with all planning, staffing, and approvals completed by June 2028.

Deliverables:

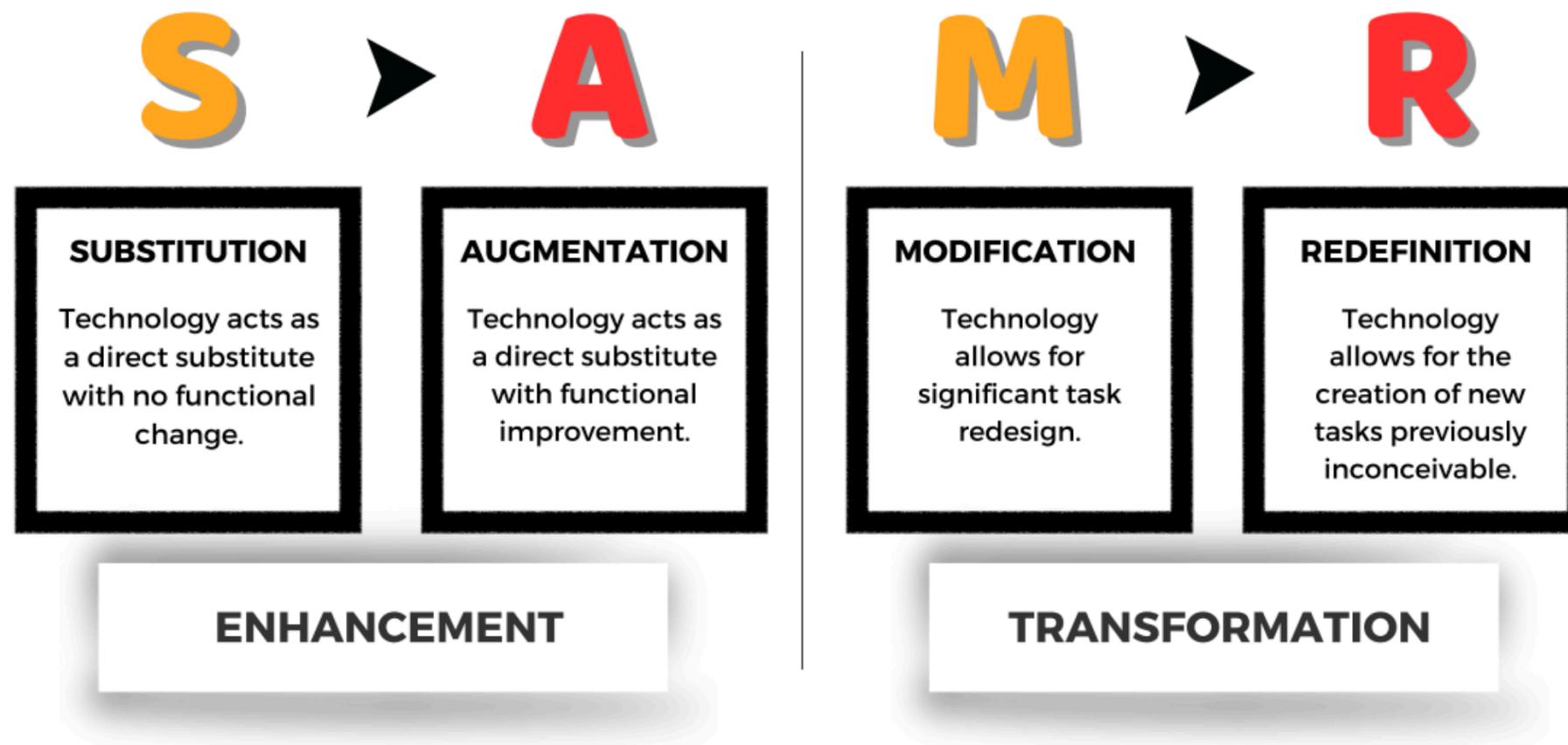
- Link to Letter of intent for Charter Application
- Charter Application
- Board Presentations:
- Charter Application –June 2026
- Facilities/Construction/Design Plans–June 2027
- Curriculum design/purchases/student enrollment projections–Feb. 2028
- School board presentation of progress
 - Before June 2026
 - Before June 2027
 - Before June 2028



2.2: Expand the use of the SAMR model to promote best practices for technology integration in more elementary classrooms.

Deliverables:

- SAMR walk-through data supporting implementation



2.3: Use the CMSI Artifact Analysis Tool to evaluate work samples for alignment to essential math and literacy standards, Atlas Assessment, and cognitive demand.

Deliverables:

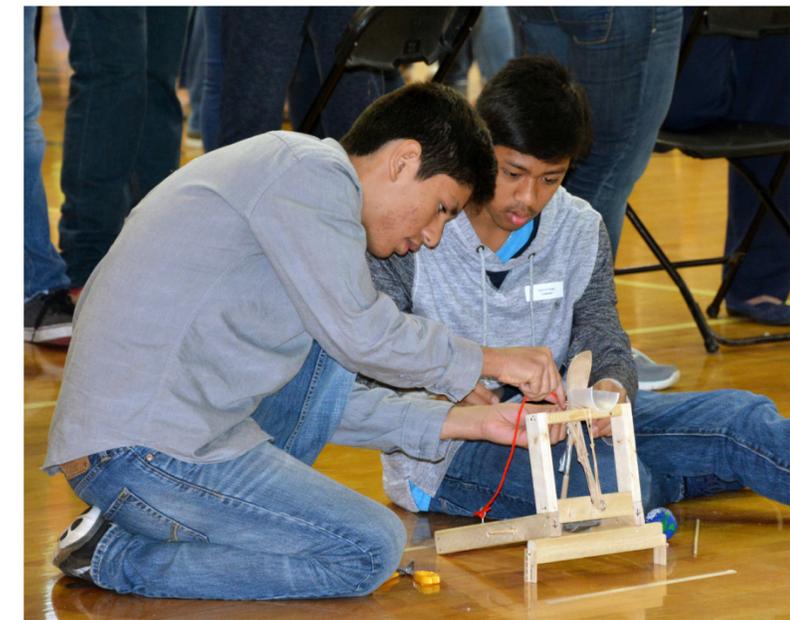
- Collect student work samples from every school in math and literacy at the beginning, middle, and end of the 25–26 school year (Sept, Jan, April).
- Track level of cognitive demand of assignments. The results will be reported to the school board at the beginning and end of the year.
- Fall School Board presentation for beginning of year data
- April School Board presentation for end of year data



2.4: Implement career-focused education in all elementary schools by integrating the PITSCO curriculum in grades K-5, with staff training and pilot units in grades 3-5 aligned to PEAK Career Pathways.

Deliverables:

- Director of Elementary Education and Director of Career Education will develop and share a school board presentation on the PITSCO modules, grade levels for implementation, cost of implementation, and plan for roll out including PD for educators.



2.5: By July 2025, transform the annual “Nuts and Bolts” training into a 2 -day interactive summer leadership conference featuring workshops, role-specific sessions, and networking opportunities.

Deliverables:

- Finalized Conference Schedule
- Conference Evaluations



NUTS AND BOLTS
District Leadership Conference

Nuts and Bolts 2025				
PEAK Center of Innovation				
Thursday, July 24, 2025				
7:45 am-8:30 am---Breakfast/Sign in				
Time	Session	Speakers	Location	Kalpa Registration #
:30-9:25	Board President's Welcome AND Superintendent's Keynote & Introductions	Mr. Martin Mahan, Superintendent & Mr. Dalton Person, School Board President	Community Room	Course #1255722
Break and Transition				
Breakout Session # 1				
:30-10:30	Artificial Intelligence for Administrators	Technology Integration Specialists/Dr. Yates	Community Room	Course #1255680
:30-10:30	NEW Building/District Level Leaders Strand- Instructional Leadership; Schedules; Talent Ed; Customer Service	Dr. Starr & Mrs. Gladden	Conference Room 1001	Course #1255681
:30-10:30	Customer Service--Job # 1!	Mr. Mike Poore	Room 1202	Course #1255682
:30-10:30	Recognizing DOK Levels in Student Work	Curriculum Coordinators	Room 1206	Course #1255684
Breakout Session # 2				
0:35-11:35	Employee Discipline: Up to and Including Termination	HR and Friday Firm	Community Room	Course #1255685
0:35-11:35	NEW Building/District Level Leaders Strand- Locating FSPS curriculum documents; Using the District Teaching & Learning Snapshot Tool	Dr. Starr, Mrs. Gladden & Curriculum Coordinators	Conference Room 1001	Course #1255686
0:35-11:35	ATLAS: All Things Assessment Related	Mrs. Turner & Co	Room 1202	Course #1255687
0:35-11:35	Google for Administrators	Technology Integration Specialists/Dr. Yates	Room 1206	Course #1255689
11:35--12:15---LUNCH				
Breakout Session # 3				
2:20-1:20	Documenting support provided to Employees	HR and Friday Firm	Community Room	Course #1255690
2:20-1:20	NEW Building/District Level Leaders Strand- Referral Tracking, Disciplining SWD	Dr. Starr & Mrs. Alexander	Conference Room 1001	Course #1255691
2:20-1:20	Artificial Intelligence for Administrators	Technology Integration Specialists/Dr.Yates	Room 1206	Course #1255692
2:20-1:20	Customer Service	Mr. Mike Poore	Room 1202	Course #1255693



2.6: The district will collaborate, finalize and adopt a comprehensive Portrait of a Graduate Framework.

Deliverables:

- Feedback from 5 stakeholder groups (students, families, educators, community members, employers)
- Three public feedback sessions
- Final Document
- Board Presentation

 Fort Smith Public Schools ...

We want your feedback! Use the link below to complete the Portrait of a Graduate Questionnaire!

<https://bit.ly/4rlhmb9>



WE WANT YOUR INPUT!

Join FSPS in shaping the Portrait of a Graduate!

What are the skills, characteristics, and dispositions that every Fort Smith School District Student should possess when they graduate?

Scan the QR code to complete the Portrait of a Graduate Questionnaire.



Finance

3.1: Expand the use of physical travel/purchasing cards for district use.

Deliverables:

- Documentation of travel/purchasing card procedures and cards available for use



3.2: Present demographic trends to inform long range planning.

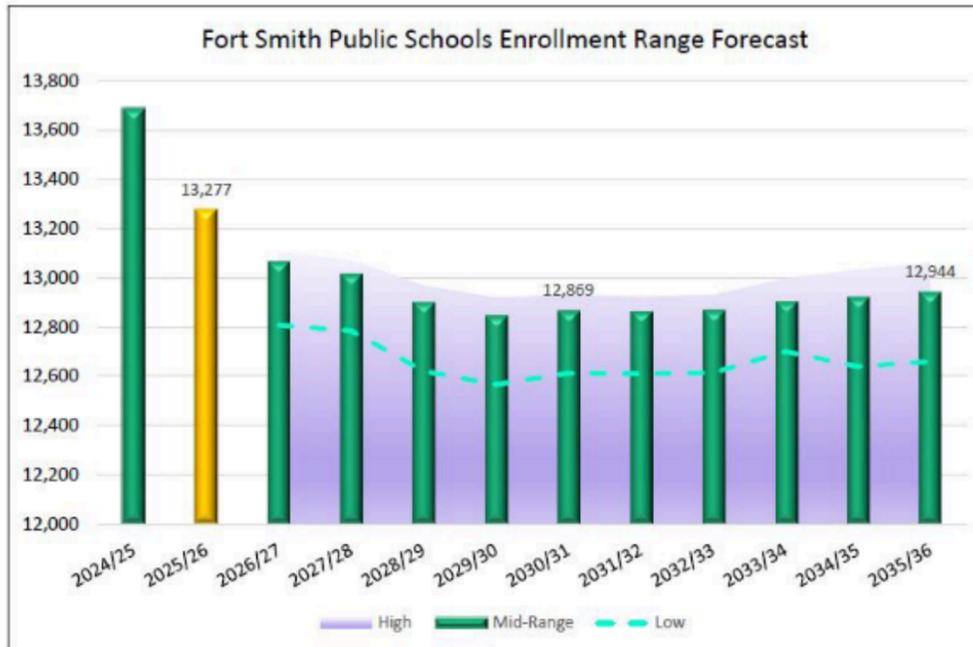
Deliverables:

- School Board Presentation Demographer and FSPS report update to the school board (November 17, 2025)

Ten Year Forecast Range Enrollment Forecast



* Forecast Totals do not include Early Education & Pre-Kindergarten Students

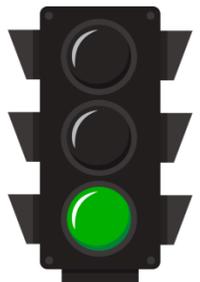


School Year	Low Projections	Mid-Range Projections	High Projections
2024/25		13,687	
2025/26		13,277	
2026/27	12,808	13,069	13,106
2027/28	12,785	13,019	13,071
2028/29	12,620	12,904	12,969
2029/30	12,566	12,849	12,920
2030/31	12,612	12,869	12,931
2031/32	12,610	12,867	12,925
2032/33	12,614	12,871	12,930
2033/34	12,700	12,907	12,997
2034/35	12,640	12,924	13,034
2035/36	12,659	12,944	13,060

- Low Range Projections**
- Uncertainty in Economic Conditions & Downturn in Job Market
 - Slow down in Housing Starts & Closings
 - Increases in Homeschooling & Private School Enrollment
 - Lower Kindergarten & Early Elementary Grade Enrollment

- Mid-Range Projections**
- Economic Conditions remain stable
 - Continued population growth & Housing Activity
 - Minimal Impact from trends in Homeschooling & Private School Enrollment
 - Current Student Transfer patterns remain consistent

- High Range Projections**
- Future Interest Rate Cuts & Favorable Mortgage Rates
 - Surge in Housing Starts & Closings
 - Programs and Marketing Efforts increase Enrollment through Transfer Students
 - Increase in student yield numbers



Instructional Technology

4.1: Increase cybersecurity measures as outlined in Arkansas Legislation (ACT 754 and ACT 504) (Phase 2)

Deliverables:

- Cybersecurity plan
- Phase II compliances met or addressed through implementation plans



Student Services

5.1: The FSPS district will continue to shift to student electronic cumulative data/files for student enrollment.

Deliverables:

- Training schedule for those operating/managing/accessing the document management system.
- Custom Query Document Retrieval
- Document Retrieval
- Send and Printing Document
- Scanning Directly
- Batch Processing and Indexing
- Change Default Home Screen
- Accessing Documents from eSchool
- Completed student electronic folders for all new enrolling students
- Training Complete - July 21, 2025
- Operational New Enrolling Students - beginning July 28, 2025



Facilities, Construction & Maintenance

6.1: Develop a digital marquee, roof and HVAC standards and life cycle budget program

Deliverables:

- Life cycle budget
- Repair/Replacement plan
- Present final plan to school board



Thank you.
Questions?