

# 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 start.
- **Literacy & Math Proficiency:** Improve proficiency rates across all grade levels.
- **Middle and High School Readiness & Success:** Ensure smooth transitions between educational levels (K-1, 5-6 & 8-9), reducing dropout rates and improving engagement.
- **College & Career Preparedness:** Expand access to career pathways and 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:** Improve student attendance and participation through positive school climate initiatives.
- **Learning for All:** Ensure all students receive excellent resources, support, and opportunities for their individual academic success.

### Strategies:

- Expand Pre-K capacity and Early Childhood Family Education (ECFE) programs.
- Prioritize community partnerships to support early learning.
- 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 standards.
- Enhance educator capacity through professional development and a sustainable coaching model.
- Focus on attendance by fostering relationships, improving school climate, and implementing tiered supports.
- 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.

## **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.
- **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.
- **Cost-Effective Operations:** Streamline expenses without compromising quality.
- **Alternative Funding Sources:** Actively seek grants and sponsorships.

### **Strategies:**

- Perform an annual review of the fund balance policy.
- Report revenues and expenditures monthly to the finance committee and school board.
- Develop 3-5 year financial and enrollment projections.
- Communicate with the public regarding financial health.
- Developing and implementing a grant program to expand resources to support district priorities and meet student needs
- Build a more robust Legislative advocacy agenda and plan

### **Growth Areas:**

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

## **Vision III: Enhance High-Quality Facilities & Technology**

### **Expanded Expected Outcomes:**

- **Modernized Learning Environments:** Upgrade classrooms with flexible learning spaces and integrated technology.
- **Safe & Secure Campuses:** Strengthen security systems and emergency preparedness.
- **Technology Integration:** Ensure students have access to digital tools that either enhance, empower, or extend learning opportunities and online learning opportunities.
- **Sustainable Buildings:** Implement energy-efficient infrastructure improvements.
- **Inclusive & Accessible Facilities:** Ensure schools are welcoming for all students.
- **Long-Term Facility Planning:** Develop a comprehensive facility plan for future growth.

### **Strategies:**

- Create AI policy focusing on the ethical use of and expanding use of AI and Future Technologies.
- Continuously revise a 5-10 year comprehensive facility plan.
- Align budget priorities with facility and technology needs.
- Create a welcoming and safe environment for all.
- Ensure facilities support effective, innovative, and creative education.

### **Growth Areas:**

- Reimagine technology integration in classrooms.
- Improve energy efficiency and sustainability.
- Develop a proactive maintenance plan.
- Upgrade security measures focusing on creating and maintaining healthy spaces.
- Invest in flexible learning spaces.

## **Vision IV: 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 & Staff Well-Being:** Support staff mental health and wellness.
- **Professional Learning Communities:** Encourage educator collaboration and data-driven instruction.
- **Fair and Just Hiring Initiatives:** Increase recruitment of diverse workforce reflective of the FPS student body.
- **Workforce Planning:** Use data to improve staffing strategies.
- **Continuous Evaluation:** Implement feedback-driven performance reviews for all staff.

### **Strategies:**

- 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 based on 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 V: 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:** Increase outreach efforts to underrepresented families.
- **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:** Improve 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 district and families.
- Improve accessibility of district communication with 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.*