

# Continuous Improvement Plan

Fort Smith Public Schools - January 2023



**Why now?**

**Vision 2023 complete.**

**What now?**

**Focus on student success.**

A close-up photograph of a person's hands using a white marker to draw on a whiteboard. The background is blurred, showing some bokeh lights. The text 'How?' is overlaid on the image in a large, white, sans-serif font.

# How?

Simple, easy to understand.

Input from all stakeholders.

Success can be measured.

Builds on existing programs  
& initiatives.

# Process Timeline

Presented to the board  
originally August 22, 2022.

Input Meetings/Survey  
August - October, 2022

Leadership Processing  
November('22) - January('23)

Board Draft Presentation  
January 23, 2023

**42 Discussions**

FSPS hosted Continuous Improvement Discussions at all campuses and in the community

**9 Community Meetings**

including public meetings and civic groups



September & October, 2022

Continuous Improvement  
**listening**

**850+**  
**Participants**

Teachers • Students  
Parents • Employees  
& Citizens

**2,700+** Survey Responses

**39**  
Days

Thumbs up:

- Peak/Career Focus
- Safety & Security
- 4 Big Rocks/Less Initiatives
- Professional Development Offerings
- Most departments responsive
- Technology access for all
- Appreciate listening from leadership



## Areas of Growth:

- Staff Mental Health
- Student day treatment options
- Students not prepared for next grade
- Teacher time to observe other classes
- Special Education & Inclusion Process
- Pay increase, esp. Paraprofessionals & Classified
- Class selection process (from students)
- Students need life skills (from community)

**Work has begun:**

**Staff Mental Health: HR/Campus Programs**

**Student day treatment options: Review options**

**Class selection process: Supt Advisory work**

**Students need life skills: Dr. Jones & team research**



Keep:

Professional Learning  
Communities (PLC)  
High Reliability Schools  
Capturing Kids' Hearts  
Career Focus  
  
Curriculum Audit Process



# Continuous Improvement Plan: What is Included?

**Mission:** What we do everyday.

**Vision:** The ideal state, the “mountaintop.”

**Values:** How we do what we do everyday.

**Motto:** Short, memorable tagline.

**Goals:** Specific, measurable focused work.

# **Mission**

**Equip all students with the  
skills to be  
productive citizens.**

# Values

**We will always put student needs first.**

**We believe relationships matter.**

**We expect accountability.**

**We operate with transparency.**

**We prioritize student and staff safety.**

# **Vision**

**We are a destination district built  
on relationships,  
collaboration,  
and a culture of excellence.**

## **Goal #1**

**Students will master grade-level reading targets by the beginning of third grade. For their remaining school career, they will achieve reading targets at/or above grade level.**

## **Goal #2**

**Students will perform at/or above grade level in math.**

## **Goal #3**

**Schools and administrative buildings will be safe, welcoming environments where authentic, productive relationships are valued.**



## **Goal #4**

**Our system guarantees relevant classes for every secondary student and maximizes student choice without sacrificing opportunities for personal growth.**

**Motto**

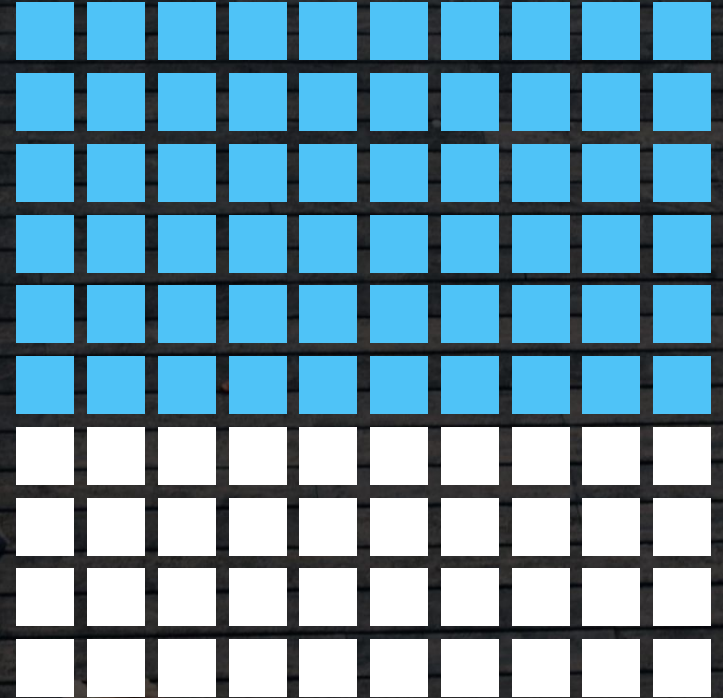
***Believe. Belong. Become.***

## What's next?

With board approval of the plan, district leadership will build a data dashboard to monitor progress.

Data dashboard will be reviewed/approved by school board.

(Target: Begin @ April Meeting)



## Continuous Improvement Timeline with Target Dates

Board Discussion/Approval:	Tonight
Data Gathered/Board Discussion Approval:	Begin in April '23
Campus Improvement Goals Alignment:	Fall '23
Refresh of Continuous Improvement Plan:	Every 3 Years*

*\*Or as needed, if goals are complete/need editing.*