

Strategic Plan



District's Mission Statement

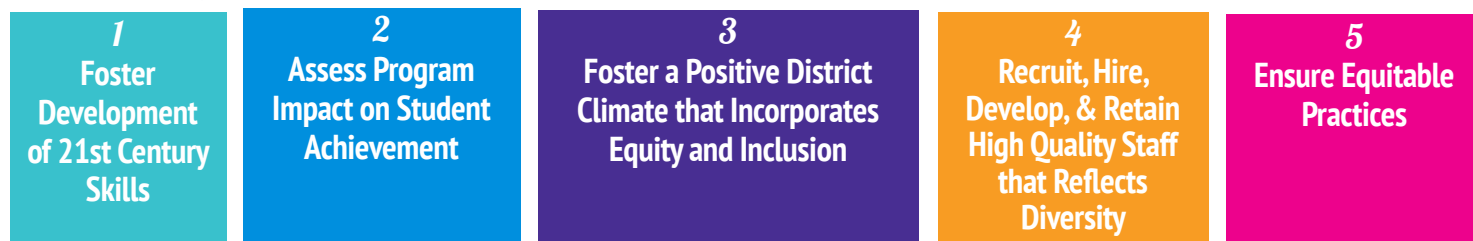
Farmington Public Schools, together with our community, will engage every student in a quality experience, empowering each student to become a thoughtful, contributing citizen in a changing world.

District's Vision Statement - Adopted 2006

The vision of Farmington Public Schools is high achievement by all students, where learning is our most important work. We are a district in which:

- Students, teachers, parents, community members, support staff, and administrators work collaboratively to create a positive learning environment to ensure all students are successful, competent and productive.
- Teachers hold high expectations for all students.
- We rely on our diversity of thought, perspective and people to build on our strengths.
- All students and staff feel empowered and supported.
- Teachers use best practice in every classroom to engage each child.
- Each school provides a safe, caring and nurturing environment for students, staff and parents that enables every child to experience the joy of learning.
- Decisions are based on data and quality information.

The FPS Strategic Plan is based on five District priorities that all fall under the umbrella of Equity and Innovation:



Key Performance Indicators

<ul style="list-style-type: none"> • A common vision for learning is established through the completion of the FPS Profile of a Lifelong Learner. • Growth mindset is reflected in the work of the District. <p>As Measured By:</p> <ul style="list-style-type: none"> ○ Project Plan w/ timelines related to the completion of the FPS Profile of a Lifelong Learner ○ Engagement with outside organizations/institutions (higher ed, business & industry, etc.) ○ Student engagement with technology 	<ul style="list-style-type: none"> • Historically underserved populations are identified and supported with practices aligned to improving educational outcomes. • Student supports for differentiation, including those that require IEPs and 504s are established; restructuring time as part of a team/grade/departement approach within the school day is evident. <p>As Measured By:</p> <ul style="list-style-type: none"> ○ #/% of students enrolled in programming (CTE, IB, AP) by demographic group ○ Proficiency rates by subject area and by demographic group ○ #/% of students served through the MTSS process 	<ul style="list-style-type: none"> • A common vision for equity and innovation is communicated throughout the District. • The system and identification of space for the generation of ideas throughout the organization is known by all. • A process to capture all voices, including student voice, exists with a focus on seeking to understand. • Communication protocols with feedback loops validate open and honest dialogue; offers the learning community opportunities for sharing their ideas in decision-making processes. <p>As Measured By:</p> <ul style="list-style-type: none"> ○ Staff/Student engagement surveys ○ Customer Service training participation rates (define) ○ How are we allocating our time (staff meeting agenda reviews, etc.) ○ Budget allocation to this area (Strategic Planning, PD, Communication, etc.) ○ Focus group data from Student Round Table 	<ul style="list-style-type: none"> • Hiring procedures and protocols are adjusted to better align to the shared vision. • Leadership teams at all levels including students, staff, community, families, and school leaders, as well as the Board of Education, share a commitment to continuous improvement in the recruitment and retention of a high quality and diverse staff. <p>As Measured By:</p> <ul style="list-style-type: none"> ○ #/% staff who identify as diverse ○ #/% staff hired who identify as diverse ○ #/% staff with advanced degrees ○ # training sessions on diversity 	<ul style="list-style-type: none"> • Grading and classroom reporting practices are adjusted to align to the vision. • Systems, processes, and decision making reflect a shared vision of equity and innovation. <p>As Measured By:</p> <ul style="list-style-type: none"> ○ student to faculty ratio by school ○ cost per student by school ○ # students in pull-out programs for special services by demographic group ○ #/% of student by demographic in Honors/AP/IB/CTE courses ○ #/% of students using technology ○ #/% of staff using technology to support teaching and learning vision
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The eight Goal Areas are:

