



Strategic Plan 2023-2025
Our 4 Goals

FRANKENMUTH SCHOOL DISTRICT
Where Effort Opens Opportunity

The MISSION of Frankenmuth School District is to provide each student, to the fullest extent possible, a fund of knowledge, skills, positive attitudes, and ethical values with which to understand the world, gain productive employment, and successfully manage the change the future will bring.

Goal Area 1

**CULTURE OF EXCELLENCE
IN EDUCATION**

SP Objective 1:

FSD will provide a safe, supportive, and collaborative culture.

Leading Indicators:

- Ensure the organization fosters shared beliefs, behaviors, and norms in the following areas: safety, support, and collaboration
- Provide the necessary training and mentorship to foster a safe and supportive collaborative culture for staff and students
- Implement programs to identify risks and early indicators of mental, emotional, and behavioral needs in order to provide both academic and social emotional wellness support to students

SP Objective 2:

FSD will provide effective teaching in every classroom, backed up by best practices.

Leading Indicators:

- Ensure the organization will provide effective teaching in every classroom and increase the instructional competence of all certified staff
- Empower instructional staff to research, attend professional development, and use best practices that ensure student growth
- Provide the necessary resources, training, and mentorship to ensure each instructional staff member feels confident in their responsibilities

SP Objective 3:

FSD will provide a consistent and viable curriculum in all classes and grade levels.

Leading Indicators:

- Ensure the organization provides adequate training, time, and resources for certified staff to implement a consistent curriculum in all grade levels and courses for every student
- Research, identify, and adopt as needed, curriculum that is essential in providing a rigorous and relevant learning experience for all students
- Implement a yearly curriculum review revision model for all subjects and courses

SP Objective 4:

FSD will provide an inclusive and safe environment where students feel supported, respected, and encouraged to develop to their fullest academic and mental potential, in a system that is equitable for all.

Leading Indicators:

- Ensure the organization provides learning opportunities and programming that:
 - makes creative and critical thinking viable
 - encourages collaborative learning opportunities
 - meets learning and proficiency standards in all areas of the curriculum
 - allows opportunities for awareness, exploration, and preparation for post-secondary plans
 - offers opportunities for extra and co-curricular participation

Goal Area 2

**SUSTAINABILITY for TODAY
and the FUTURE**

SP Objective 1:

FSD will focus district strategies to attract, recruit, and retain a highly qualified and effective staff.

Leading Indicators:

- RECRUIT - Commitment to recruiting highly qualified and effective staff
- ATTRACT - Commitment to attracting highly qualified and effective staff
- RETAIN - Commitment to retaining highly qualified and effective staff

SP Objective 2:

FSD will be fiscally responsible to the community and schools while supporting effective and innovative instructional programs and facilities that are safe, healthy, and functional.

Leading Indicators:

- Aligning and maintaining School of Choice enrollment to our strategic plan goals
- Implementing and maintaining a purposeful and intentional budgeting process aligned with the strategic plan
- Aligning our financial commitment for professional development to individual, school, and district improvement goals

Goal Area 3

**FACILITIES and TECHNOLOGY
for the 21st Century**

SP Objective 1:

FSD will create a fiscally responsible technology plan that is supportive of instructional needs.

Leading Indicators:

- Continue to provide quality, reliable, user-friendly devices for all staff and students
- Continue to support anytime-anyplace-anywhere learning initiatives
- Continue to provide thorough training for staff and students on proper usage of technology
- Provide technology continuity and a strong and flexible infrastructure

SP Objective 2:

FSD will maintain high quality and up-to-date district facilities.

Leading Indicators:

- Avoidance of deterioration due to misuse, neglect, or lack of maintenance schedule
- Establish a facility process prioritizing district needs (maintenance, renovation, and creation)
- Establish a district facility committee including reps from the central office and school board

SP Objective 3:

FSD will provide facilities and technology to support global competencies and career and college readiness.

Leading Indicators:

- Define what global competencies and career and college readiness mean in FSD
- Investigate strategies to provide spaces to promote personalized learning that supports global competencies and career and college readiness
- Provide a robust, comprehensive PreK-12 infrastructure for learning
- Identify critical technology skills needed by students at the elementary, middle, and high school levels to be competent in a global society

Goal Area 4

**ENGAGED COMMUNITY
STAKEHOLDERS**

SP Objective 1:

FSD will develop maintain, and strengthen community partnerships for the benefit and growth of students and community partners.

Leading Indicators:

- Develop more opportunities for partnerships from the community
- Determine effective opportunities for partnerships
- Retain effective community partnerships

SP Objective 2:

FSD will improve student voice and well-being.

Leading Indicators:

- Provide Career Path Mentors at middle and high school levels
- Provide Peer Support Opportunities at all levels
- Implement strategies to allow students to have a voice in their mental, emotional, and behavioral needs

SP Objective 3:

FSD will showcase the strengths of the district to the community and beyond.

Leading Indicators:

- Evaluate the district's website for effectiveness, and ensure consistent updates to promote the district
- Continue to highlight exceptional aspects in order to build trust and confidence among stakeholders
- Provide community engagement opportunities