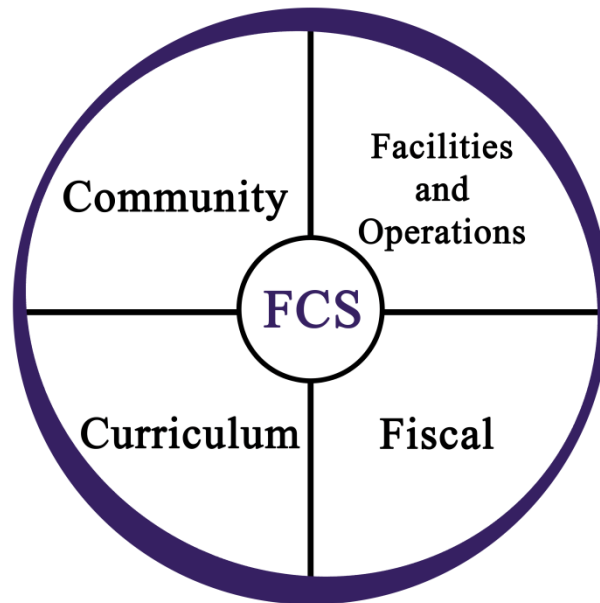


# Fremont City Schools



## Strategic Plan 2018-2021

**Adopted by the Board of Education: August 13, 2018**

**Mission Statement:** We are committed to delivering a means to live as high achieving students, high performing workforce members, community stakeholders, and diverse individuals.

**Vision Statement:** Develop individuals who will thrive as they find their place in their local and global world.

### Board of Education

Maria D. Garza  
Alex Gorobetz  
Shantel Laird  
Thomas Price  
Violetta Rhea

Jon C. Detwiler  
Superintendent

Jeff Dornbusch  
Interim Treasurer



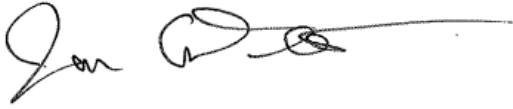
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## **SUPERINTENDENT'S ACKNOWLEDGMENTS**

*On behalf of the entire District, thank you for your dedication to the planning and management process of the Strategic Plan.*



Jon C. Detwiler  
Superintendent

### **Strategic Planning Team Members**

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## **PLANNING AND MANAGEMENT PROCESS**

Fremont City Schools strategic planning process began in September 2017 under the guidance of Superintendent Jon C. Detwiler. Aware that the District was in the final year of the current three-year plan, he led his cabinet through a reflective session. This planning session initiated the process of reviewing district strengths and weaknesses.

Throughout the first semester of the 2017-18 school year, Mr. Detwiler gathered insight from Leadership members, community members, staff and students. On February 5, 2018, a Fremont City Schools Board of Education work session was held. This lengthy session allowed Board of Education members to review collected data, discuss the uniqueness of the district, and construct a Mission and Vision Statement that would guide the District. A visual was created that placed FCS in the center and contained four spokes radiating out. Board members determined four guiding spokes that would become the focal points of the work of the District: Community, Curriculum, Facilities and Operations, and Fiscal.

The Strategic Planning Committee met on April 10, April 27, and May 10, 2018. During these meetings, the committee reviewed the guidance provided by Mr. Detwiler and the Board of Education. The committee completed the task of creating strategic objectives and action steps for each guiding spoke that the Board had outlined.

The Goals, Strategic Objectives, and Action Steps will be shared with district and building leadership and will become the work of the District for 2018-2021. Building principals, with the assistance of their Building Leadership Teams (BLTs), will reflect quarterly on the progress toward their building strategic objectives and action steps. Building principals will update Mr. Detwiler on a quarterly basis. The Superintendent and District Leadership Team (DLT) will update the Board of Education on an annual basis with a review of the District Plan.



## **MISSION STATEMENT**

*We are committed to delivering a means to live as high achieving students, high performing workforce members, community stakeholders, and diverse individuals.*



## **VISION STATEMENT**

*Develop individuals who will thrive as they find their place in their local and global world.*



# **DISTRICT GOALS, STRATEGIC OBJECTIVES, AND ACTION STEPS**

## **Community**

**To advance engaging partnerships with stakeholders to foster the development of Fremont City School students.**

- Continue partnerships with collaborative agencies and establish a process to align community resources.
- Make real-life connections by creating two-way communication with business community partners.

## **Facilities and Operations**

**To provide a safe and secure environment that upholds educational advancements which are accessible to all.**

- Maintain best practices at our current spaces while designing safe, secure, and flexible educational facilities.

**FCS**

## **Curriculum**

**To maintain, evolve, and expand our current curriculum and strategies to meet the needs of our ever changing societal advancements which will aid in each individual's educational journey.**

- Establish and develop a growth mindset that encourages all to realize their potential.
- Investigate the design and delivery of project based learning that is relative to real world applications and the individual student's career interests and educational options.

## **Fiscal**

**To sustain a responsible and flexible budget that is communicated and shared in a transparent manner to all stakeholders.**

- Create a balanced budgeting process that is standardized, monitored, and aligned to the educational goals of the district.
- Communicate meaningful key components of the district budget in a consistent, concise, and transparent manner to all stakeholders.



## **GLOSSARY OF TERMS**

**Action Steps:** Specific efforts that are made to reach the strategic objective. They contain the details to accomplish the goal.

**Building Plan:** A detailed building plan that contains the strategic objectives and action steps from the District Plan. This plan is completed on an annual basis and is for one year only.

**Collaborative Agencies:** Community agencies who are strategic and creative while providing opportunities which are mutually beneficial to all.

**District Plan:** This detailed plan is completed each year of the three year strategic plan and contains the strategic objectives and action steps from the District.

**Educational Advancements:** Educational initiatives, such as technology and instructional strategies, which engage staff and students to progress to a rigorous level of implementation and prepare for changes in the world.

**FCS Strategic Plan:** A comprehensive plan that guides the work of the District for the next three years.

**Growth Mindset:** A philosophy that allows individuals to believe that their most basic abilities can be developed through dedication and hard work. They are not bound to their gifts of intelligence and talent. A growth mindset is achieved by creating a love of learning and a resilience that is essential for great accomplishment.

**Project Based Learning:** A student-centered pedagogy that involves a dynamic, classroom approach in which it is believed that students acquire a deeper knowledge through active exploration of real-world challenges, problems, and questions.

**Societal Advancements:** Any changes in the world that impacts our school, district, and community.

**Student Assistance Teams (SAT):** Building-level teams comprised of general education teachers, intervention specialists, building administrator(s), school psychologist, school counselor and other support staff along with the parent/guardian and student (where applicable) that meet regularly to discuss student progress (behavior and/or academic) and create/review intervention plans.

**Stakeholders:** Any person who has a vested interest or investment in the Fremont City School district.

**Strategic Objectives:** Long term objectives that are aligned to the district goals, mission, and vision statements. They are achievable and timely.

