

Fremont City Schools



Strategic Plan 2022-2025

Adopted by the Board of Education: June 13, 2022

Mission Statement: We are committed to a culture of collaborative achievement, creating high performing individuals engaging successfully in a modern world.

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

Board of Education

Lori Bloom
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Violetta Rhea

Jon C. Detwiler
Superintendent

Megan Parkhurst
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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

District Leadership Team Members

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PLANNING AND MANAGEMENT PROCESS

Fremont City Schools' Board of Education embraced the strategic planning process and utilized work sessions to review the current plan (2018-2022) and its impact in the district. After contemplation and discussion, their work delivered a strong Mission Statement, Vision Statement, and core components that will lead the work of our district for the next three years. The Board determined the core components of Fremont City Schools would be:

We educate STUDENTS
We support and develop STAFF
We serve the COMMUNITY

Mr. Detwiler brought these newly developed concepts to the District Leadership Team. During these DLT 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 core component that the Board had outlined. A thorough review was completed with the Board of Education subcommittees, Board of Education, and the District Leadership Team.

The Core Components, Strategic Objectives, and Action Steps will be shared with district and building leadership and will become the work of the District for 2022-2025. 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.



VISION STATEMENT

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

MISSION STATEMENT

We are committed to a culture of collaborative achievement, creating high performing individuals engaging successfully in a modern world.

CORE COMPONENTS, STRATEGIC OBJECTIVES, AND ACTION STEPS

We educate STUDENTS

Develop a skill set for life that allows all students to flourish academically and as individuals.

1. Students will engage in reading and writing in every subject area to improve district data.
2. Students will recognize their need to develop self-responsibility.

We support and develop STAFF

Provide growth opportunities to improve professional practices and support all staff in order to positively impact student outcomes.

1. Build a culture of connection and well-being through meaningful staff engagement.
2. Develop a P-12 literacy focus incorporating previous initiatives.
3. Continue providing a level of individual selection for professional development.

We serve the COMMUNITY

Form reciprocal partnerships with community stakeholders to promote district pride.

1. Promote positive student activities in the community.
2. Provide access to meaningful opportunities that improve district-family partnerships.
3. Connect with diverse stakeholders to promote positive relationships.



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.

Community Stakeholders: Any member of the community or agency who has a vested interest in the Fremont City School district.

Culture of Connection and Well-Being: A sense of belonging that supports feelings of confidence, trust, and risk taking.

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.

District Pride: Sense of student attachment and community satisfaction of district's achievement.

Diverse Stakeholder: A variety of organizations

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

Flourish: Grow or develop in a healthy or vigorous way

P-12 Literacy Focus: A targeted strategy that will positively impact the literacy development of the district/building/student.

Professional Practices: Routines that align to specific activities of the educational profession

Reciprocal Partnerships: Relationships with community agencies that are strategic and creative while providing opportunities which are mutually beneficial to all.

Self-Responsibility: The state of being accountable for something within one's power, control, or management

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

