



Frankfort Independent Schools

We ARE Frankfort!

FIS 5 Year Strategic Plan – Summary

Objective 1 – World Class Education	Objective 2 – Connected Community School	Objective 3 – Enhanced Human Capital Performance	Objective 4 – 21 st Century Technology and Facilities	Objective 5 – Efficient and Effective Operations	Objective 6 – Safe and Secure Facilities
<p>Goal 1: Maximize academic achievement in a personalized 21st Century learning environment so that each and every child graduates college and career ready.</p> <p>Goal 2: Promote a system-wide culture that is culturally competent and responsive to each student.</p>	<p>Goal: Cultivate and grow partnerships with community organizations, city and state officials, businesses, families, local universities, and churches to provide a sustainable system of support focused on a 3:1 approach for each and every child.</p>	<p>Goal: Recruit, develop, grow, retain, and reward a world-class workforce that reflects our population.</p>	<p>Goal: Inspire and support personalized learning, innovation, creativity, and entrepreneurship through 21st Century technology and facilities.</p>	<p>Goal: Optimize district performance and accountability through continuous improvement process focused on reviewing data, improving processes, and developing efficient and effective systems.</p>	<p>Goal: Renovate, create, and improve facilities to maximize learning opportunities, create a safe and secure environment, and optimize energy efficiency.</p>
Focus Areas	Focus Areas	Focus Areas	Focus Areas	Focus Areas	Focus Areas
<ol style="list-style-type: none"> 1. Rigor, Relevance, and Relationships 2. Closing the opportunity gap (achievement and excellence gaps) 3. College and Career Readiness 4. Personalized Learning 5. Cultural Competency 	<ol style="list-style-type: none"> 1. Partnership support and development 2. Effective communication and outreach 3. Family and community stakeholder engagement 4. Customer Service 5. Social and emotional health 	<ol style="list-style-type: none"> 1. Partnerships with universities in the region for proactive recruitment 2. Individualized professional growth and development 3. Leadership capacity building and development 4. Reward and incentive opportunities for workforce 	<ol style="list-style-type: none"> 1. Innovative schools and Innovation 2. Entrepreneurship and Creativity 3. Strategic school redesign 4. 21st Century learning and Personalized Learning 	<ol style="list-style-type: none"> 1. Effective and efficient processes and systems 2. Continuous improvement process 3. District and school improvement 4. Strategic use of district resources 5. Transparency and accountability with an emphasis on data integrity and use 	<ol style="list-style-type: none"> 1. Target \$13 million of unmet need from <i>Facilities Plan</i> 2. Continuous improvement process 3. Energy efficiency 4. New facilities and learning centers 5. Safe and secure facility design and upgrades

**Objectives are equally valued as integral components of the FIS 5 Year Strategic Plan.*

***SWOT (Strengths, Weaknesses, Opportunities, and Threats) analysis conducted to determine Strategic Advantages and Strategic Challenges through the following: Cultural Diversity Audit, Community Forums, TELL Survey Data (previous), Kentucky Department of Education (KDE) Standard 3 Review, School Site Visits with Level 5 Team, Community Breakfast Forums, Financial Audit Reviews, APQC Process Clarification from Kentucky Association of School Administrators (KASA), Process Improvement and Performance Excellence (PIPE) Grant, and Smarter Spending review and process with Prichard Committee for Academic Excellence.*

Frankfort Independent Schools – Board of Education Goals

1. Provide an engaging and rigorous student centered program.
2. Create a *Culture of Excellence*.
3. Recruit and retain Highly Qualified Teachers that reflect our population.
4. Fully support teacher growth.
5. Develop efficient and effective operational procedures and key processes.



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***Six Strategic Objectives**

Objective 1 – World Class Education

Objective 2 – Connected Community School

Objective 3 – Enhanced Human Capital Performance

Objective 4 – 21st Century Technology and Facilities

Objective 5 – Efficient and Effective Operations

Objective 6 – Safe and Secure Facilities

**Objectives are equally valued as integral components of the FIS 5 Year Strategic Plan.*

Mission:

Frankfort Independent Schools is a community based school district, committed to academic excellence, personal achievement, and professional integrity. We provide learning opportunities in a caring, safe and healthy environment, responsive to each student, in collaboration with families and the community.

Vision:

Transforming lives by instilling 21st century skills and inspiring lifelong learning in every student through an unparalleled experience and tradition of excellence.

Core Purpose:

Name and claim each and every child so that all students contribute to society and thrive in their future.

Core Values:

Community, Learning, Relationships, Respect, Excellence, Equity

Core Approach:

3:1 approach for each and every child focused on *Social/Emotional supports, Academic/Behavioral supports and Access to Opportunity/Pathway (with Mentoring) supports.*

Measuring Our Success – Milestones (Student Progress)

Milestone 1 – Each and every child will be reading and writing at proficient and advanced levels by 3rd Grade.

Milestone 2 – Each and every child will be performing at proficient and advanced levels in Reading, Writing, and Math by 8th Grade.

Milestone 3 – Each and every child will graduate college and career ready on time.

District and School Support and Improvement Framework

1. Student Outcome Data
2. Perceptual Data
3. Implementation Data
4. Leadership Data