

Coherence Plan: 3-Year Plan 2018-2021

Mission Franklin Public Schools inspires personal success through learning experiences that focus on student needs and active partnerships with family and community.

Values

Equity: *We value ensuring access to opportunities and resources for all individuals.*

- ☐ Everyone is included - All means all.
- ☐ Everyone treated respectfully.
- ☐ Students and staff have access to what they need to succeed.
- ☐ Meet students and staff where they are at.
- ☐ Achievement gaps are not acceptable.

Personal Growth: *We value high expectations for continuous personal growth.*

- ☐ All stakeholders are committed to continuous learning and growth.
- ☐ Personal growth encompasses all aspects of the individual; academic, behavior, habit, and process.
- ☐ Product, process, and demonstration of growth is based on the individual need and goal.
- ☐ Characteristics of personal growth include: embracing challenges, persisting in the face of setbacks, seeing efforts as the path to growth, learning from feedback, and finding lessons and inspiration in the success of others.

Innovation: *We value innovative ideas as central to continually improving.*

- ☐ We believe in the empowerment of all to think differently in order to tackle complex challenges.
- ☐ Collaboration, communication, and challenging the status quo foster innovation.
- ☐ All experiences, positive or negative, are critical components to success when we learn from them.

Stewardship: *We value service to others through relationships grounded in mutual respect, integrity, and trust.*

- ☐ Positive relationships are the foundation of service.
- ☐ Successful partnerships are grounded in shared ownership of goals, process, and outcomes.
- ☐ Stewardship focuses primarily on the growth and well-being of people and the community.
- ☐ The needs of others are put first to help people develop and perform as highly as possible.

Wellbeing: *We value a safe and welcoming community that supports the holistic wellbeing of all.*

- ☐ We ensure an environment that is physically and emotionally safe for all.
- ☐ Wellbeing encompasses a number of factors including, but not limited to, the social, academic, and emotional growth and wellness of all.
- ☐ Wellness is an ongoing goal.

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BETTER PLACE TO LEARN FPS is a community of engaged learners creating & fostering an environment where all students become life, career & college ready.

Student Engagement

3-year Goal #1	By the end of the 2020-2021 school year, 57% of Franklin Public School students will be actively engaged in school, as measured by the Gallup Student Poll in grades 5-12.
Core Strategies	<ol style="list-style-type: none"> 1. Administration and staff will develop a common definition for, and common understanding of, the factors that drive student engagement. 2. Principals and teachers will implement key strategies designed to boost student engagement. 3. Directors, principals, and teachers will collaborate to develop a strategic approach to student discipline K-12.

Student Achievement

3-year Goal #2	<ol style="list-style-type: none"> 1. By the end of the 2020-2021 school year, Franklin Public Schools will increase <ol style="list-style-type: none"> a. The percentage of life, career, and college ready Franklin 12th grade students from 67.8% to 80%, as measured by the indicators of the district career and college readiness profile. b. The percentage of Franklin 8th grade students on track for college readiness from 40.9% to 61%, as measured by scoring advanced/proficient in both literacy and math on the Wisconsin Forward Exam. c. The percentage of Franklin 5th grade students on track for college readiness to from 57.2% to 75%, as measured by scoring advanced/proficient in both literacy and math on the Wisconsin Forward Exam.
Core Strategies	<ol style="list-style-type: none"> 1. To support our value of equity, staff and administration will focus on actions that close opportunity gaps and increase equity. 2. Staff and administration will focus on five areas to drive student learning <ol style="list-style-type: none"> a. Alignment of instruction to a clearly articulated set of rigorous academic standards that progress from grade level to grade level. b. Ensuring all students have access to grade level standards or beyond, and rigorous instruction. c. Consistent use of high leverage instructional strategies in all classrooms. d. Alignment and rigorous assessments used for student feedback, as well as to adjust and inform teaching practices. e. Teaching to student mastery/competency/understanding. 3. Administration will use coaching, professional development, and the educator effectiveness process to grow professional practice. 4. A district committee will develop a plan outlining a distributed process for universal instruction of employability and social-emotional learning competencies, and execute that plan.

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BETTER PLACE TO WORK Franklin Public Schools is a community of valued employees committed to and invested in the mission, vision, and values of the school district.

Employee Engagement

3-year Goal #3	By the end of the 2020-2021 school year, employee engagement will score 4.0 or higher as measured by the annual School Perceptions Survey.
Core Strategies	<ol style="list-style-type: none"> 1. District and building leaders, with staff input, will develop annual action plans to address and cultivate employee engagement. 2. The human resource director will conduct focus groups of employees to define and describe “feeling valued” as it compares and contrasts with current survey data.

Integrated Values

3-year Goal #4	By the end of the 2020-2021 school year, 85% of employees will agree/strongly agree that each district core value drives their individual work and behavior, as measured by the School Perceptions Survey.
Core Strategies	<ol style="list-style-type: none"> 1. The human resources director, with staff input, will develop an annual action plan to embed the district’s core values. 2. The human resource director, with staff input, will utilize wellness committee work to align with the district core value of wellbeing.

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BETTER COMMUNITY Franklin Public Schools is part of a better community that shares ownership, is meaningfully engaged, and proud.

Partnerships

3-year Goal #5	By the end of the 2020-2021 school year, Franklin Public Schools will have 200 community partnerships and the % of partners who return for an additional year will remain at or above 98% as measured by the Education for Employment team.
Core Strategies	<ol style="list-style-type: none"> 1. The Director of Teaching and Learning, in partnership with principals and staff, will continue to develop programming that leverages the expertise of our community partners, and exposes students to career-based learning opportunities. 2. High school administration in partnership with the Community Experience Coordinator will continue to grow the Saber Business Alliance. 3. The Community Experience Coordinator will develop strategies to identify & engage partners who are new to the area. 4. The Communications Manager will work with the Franklin Education Foundation, as well as the Education for Employment Team, to develop and execute a multi-year plan for regular engagement with FPS alumni. 5. The Community Experience Coordinator will increase opportunities for staff to engage in on-site learning with our business partners.

Pride

3-year Goal #6	By the end of the 2020-2021 school year, Franklin Public Schools will increase pride in our schools as measured by community and student survey data.
Core Strategies	<ol style="list-style-type: none"> 1. The Communications Manager, Building Principals, and District Leadership will utilize communications plan strategies to promote and celebrate district points of pride within Franklin Public Schools and the broader community, and coordinate student, parent, and community forums to collect data on our progress. 2. The District will ensure programs and facilities regularly meet the needs of the public and support community programming needs. 3. The District will continue to act as a good steward of district funds, by ensuring plans are in place to meet the long-term fiscal needs of the district.