

Coherence Plan: Annual District Scorecard 2018-19
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

Annual SMART Goal #1	By October of 2019, 50% 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"> Building principals will collaborate with each other to develop a consistent understanding of what student engagement is, and expose staff to what the research says regarding how to engage learners. The Superintendent will lead the principals through an analysis of the state of student discipline and the development of action steps to address discipline concerns in the district.
Leading Monitoring Data	<ol style="list-style-type: none"> New Gallup Student Poll scores will be shared with staff following receipt of scores in November. Principals will facilitate/delegate facilitation of student focus groups to be held 3 times per year, and share feedback from students with staff in their buildings. <ol style="list-style-type: none"> October Focus Group February Focus Group April Focus Group Principals will build in time at least quarterly with staff to discuss and grow expertise around student engagement. Agendas/Activities for this time will be shared with the Director of Teaching & Learning to ensure alignment.

Student Achievement

Annual SMART Goal #2	By the end of 2018-2019 school year, FPS will increase the percentage of <ol style="list-style-type: none"> Life, career, and college ready Franklin 12th grade students from 67.8% to 72%, as measured by the indicators of the district career and college readiness profile. Franklin 8th grade students on track for college readiness from 40.9% to 58%, as measured by students scoring advanced/proficient in both literacy and math on the Wisconsin Forward Exam. Franklin 5th grade students on track for college readiness from 57.2% to 62%, as measured by students scoring advanced/proficient in both literacy and math on the Wisconsin Forward Exam.
Core Strategies	<ol style="list-style-type: none"> The district equity team will attend AWSA Leading Equity Academy throughout the 18-19 school year. <ol style="list-style-type: none"> Team members will be responsible for sharing key strategies/learning points from the academy with district leadership team. Building principals will be responsible for sharing key strategies/learning points from the academy with their staff. Teachers and administrators will engage in a year of learning and action related to student feedback. Support systems include coaching, professional development, educator effectiveness process. The pupil services dept. will lead an audit of pre-referral/referral processes; implement improvements to decrease disproportionate identification of males, Black/African-American, and EL students. The director of pupil services and the PV principal will engage a K-12 team in the development of a multi-year plan for the teaching of Social-Emotional Learning/Employability Skill competencies.
Leading Monitoring Data	<ol style="list-style-type: none"> The Director of Teaching & Learning will gather Leadership Team Agendas/Faculty Meeting Agendas on Equity at mid-year to confirm the communication of key messages. 12th: Career & College Readiness Profile Indicators. 11th: ACT Practice Assessments (in alignment with short cycles) 9th-10th: ACT Aspire Interim* 6th-8th: MAP Growth Assessment* K-5th: MAP Growth Assessment* *3 times per year in alignment with short cycles (K will test twice/year)

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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

Annual SMART Goal #3	By the end of the 2018-19 school year: <ul style="list-style-type: none"> Schools/departments with employee engagement score of 4.0 or higher, will maintain or increase the current score as measured by the annual School Perceptions survey. Schools/departments with employee engagement scores of less than 4.0, will increase the score by 0.2 or higher as measured by the annual School Perceptions Survey.
Core Strategies	All district leaders will use employee engagement data to develop, implement, and monitor site/department based action plans focusing on two or three areas for improvement.
Leading Monitoring Data	All district leaders will survey their staff with questions from School Perceptions Survey addressed by their action plan (no more than 10 questions) within a two-week range in December/January 2019.

Integrated Values

Annual SMART Goal #4	By the end of the 2018-19 school year, 40% 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"> The human resource director, with staff input, will develop a values action plan. The human resource director will engage regularly with a committee of value leaders to review, revise, and monitor the action plan. The wellness committee will align goals and strategies with the core value of wellbeing. The district communications director will create core value “marketing” campaign (posters, meeting agendas, newsletter highlights).
Leading Monitoring Data	All district leaders will survey their staff with the new core values items within a two-week range in December/January 2019.

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

Partnerships

Annual SMART Goal #5	By the end of the 2018-2019 school year, Franklin Public Schools will increase the number of community partnerships from 120 to 168, and maintain a returning partner rate of 98% or higher.
Core Strategies	<ol style="list-style-type: none"> 1. The director of teaching & learning, high school staff, and high school administration will develop a school-based manufacturing capstone beginning with the 2019-2020 school year. 2. High school administration, in collaboration with the community experience coordinator, will continue to plan specific events throughout the year with 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 a multi-year plan for regular engagement with FPS alumni. 5. The community experience coordinator will increase opportunities for high school staff to engage in on-site learning with our business partners.
Leading Monitoring Data	<p>The community experience coordinator and high school principal will collect perception survey data from community partners in November, January, March, and June on their experiences with students.</p> <p>The community experience coordinator and high school principal will collect data on the number of partners in November, January, March, and June.</p>

Pride

Annual SMART Goal #6	By the end of the 2018-2019 school year, the district will determine a baseline of community pride based on parent 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 to develop 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. Buildings and grounds, business services, athletics and activities, and community education and recreation will develop annual improvement plans that support this goal.
Leading Monitoring Data	<p>The communications manager and building principals will organize and facilitate student focus groups in October, February, and April.</p> <p>The district communications manager will determine ongoing survey questions/statements that will be administered on parent and student communications throughout the year.</p> <p>Examples include:</p> <ul style="list-style-type: none"> ● I would recommend this school to other parents ● I am proud to say I have a child at this school.