

Fall River Public Schools 2018-2022 Strategic Plan

MISSION: *A CONVICTION SHARED BY ALL MEMBERS OF OUR SCHOOL SYSTEM THAT DRIVES OUR INDIVIDUAL AND COLLECTIVE WORK.*

The mission of the Fall River Public Schools is to provide a value-added, high quality, all-encompassing educational experience, ensuring preparation for successful transition to college and/or career, so that all students will attain their fullest potential and become responsible members of society. We are committed to educating in a respectful, safe, healthy, and supportive environment that links students, parents, and staff as a community of lifelong learners and capable problem-solvers.

As we endeavor to accomplish our educational mission, we also strive for inclusiveness. Not only do we prohibit discrimination of any kind - based upon race, color, gender identity, religion, national origin, sexual orientation, homelessness or disability - we proactively reach out to all students to ensure that active participation in all curricular and extracurricular programs is representative of our diverse student population. Equal educational opportunity is not only a legal requirement, but something we earnestly pursue.

VISION: *FOCUSED ON IMPROVEMENT, AN ASPIRATIONAL DESCRIPTION OF WHAT OUR LEARNING ORGANIZATION WILL ACCOMPLISH IN THE NEAR AND LONG-TERM FUTURE.*

The Fall River Public Schools shall be one where we strive for individualization and personalization of learning and teaching, where excellence for all is expected, and where collaboration and communication among all stakeholders are the norm. As such, our graduates will be reliable, personally and socially responsible, culturally proficient, physically fit, emotionally mature, technologically skilled, and civically engaged - locally, nationally, and globally. Our graduates will be appreciative of the fine and performing arts, athletics, and the value of lifelong learning; they will demonstrate personal integrity and compassion for others by being neighborly without distinction.

CORE VALUES: *THE PRINCIPAL BELIEFS THAT DRIVE OUR ORGANIZATIONAL AND PROFESSIONAL BEHAVIORS.*

- Grit *and* Hard Work
- Tradition *and* Family
- Learning *and* Growth
- Diversity *and* Acceptance
- Honesty *and* Kindness
- Collaboration *and* Teamwork

STRATEGIC PRIORITIES: *THE AREAS OF FOCUS THAT WILL DRIVE OUR ORGANIZATION'S IMPROVEMENT.*

- People
- Place
- Practice
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PEOPLE: *Human capital needed to achieve our Mission and Vision.*

Theory of Action

If we invest in educator excellence by hiring and retaining effective practitioners and supporting personnel, and if all staff work together to engage families and the community so student success is a collective responsibility; then all Fall River Public Schools' students will attain their fullest potential and become participatory members of society.

Strategic Objectives

- Establish a comprehensive system that provides opportunities for career growth and advancement
- Create partnerships with institutions of higher education for the purpose of educator growth and development
- Ensure that timely and relevant evaluation feedback is provided uniformly across the district through a common language and expectations
- Build partnerships with educational stakeholders, including parents, caregivers, and community organizations
- Develop teacher exchange programs with home countries of the students attending Fall River Public Schools

PLACE: *Facilities, resources, and operations that provide the structure and support to our educational environment.*

Theory of Action

If we provide resources to our schools, driven by student need and furthering the 21st century learning innovation; then each of our schools will be able to establish the learning environment (climate, tools and technologies) needed to increase student performance and close achievement gaps.

Strategic Objectives

- Align safety resources, protocols, and procedures to ensure all schools are safe and secure
- Develop school campuses and district systems and operations for the equitable distribution of resources – driven by student need, while building consistency across schools and grade levels
- Increase technological capacity, emphasizing personalized and blended learning to enable on-demand learning opportunities
- Strengthen community connectivity to maximize resources and increase involvement
- Establish project management frameworks to drive preventive facility maintenance plans and continual technology upgrade schedules

PRACTICE: *Instructional framework, strategies, and actions that are the foundation of learning and teaching.*

Theory of Action

If we ensure the delivery of high-quality curriculum, instruction, and assessment practices in every classroom; then each student will have the skills and tools necessary to meet and exceed rigorous academic and behavioral standards and graduate ready for college/career.

Strategic Objectives

- Build tiered systems of support to meet the needs of all learners, ensuring equitable access to the Massachusetts Curriculum Frameworks in ways that are engaging, rigorous, and relevant
- Foster students' social emotional growth and understanding of themselves – in their academic environment and in relation to others
- Develop and implement a blended core curriculum to build civic responsibility and contribute to a positive learning environment
- Increase collaboration within and across schools to include the sharing of instructional, social emotional and school based practices
- Shape the district's initiatives for alternative pathways that lead to graduation and success in college and career pursuits

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