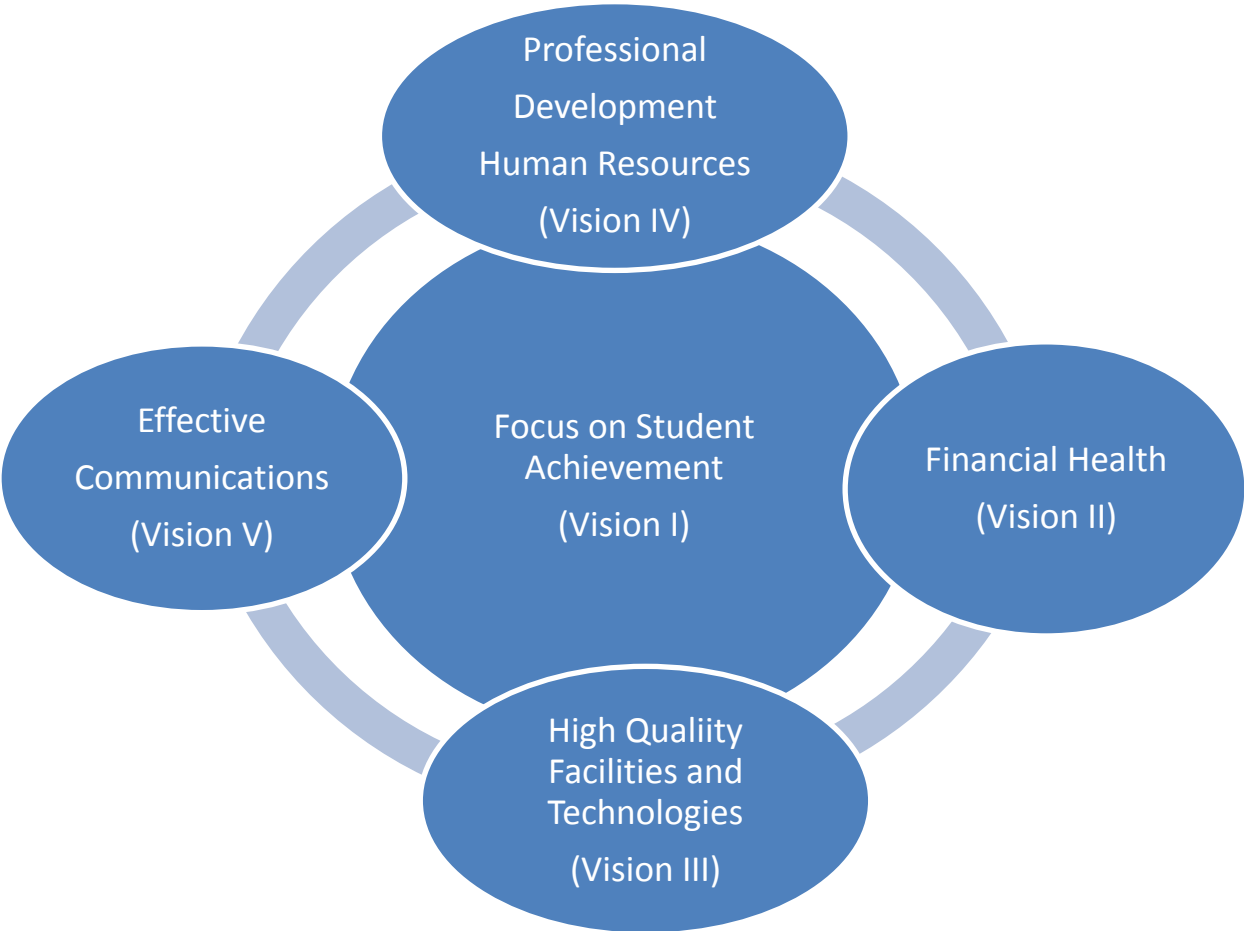




Mission Statement

Faribault Public Schools strives to empower, engage, and energize all students through its commitment to a quality education and creating an effective learning environment.

1. Focus on improving the academic performance, the social growth and development, and the quality of a comprehensive educational experience for all students.
2. Maintain our financial health while meeting our academic needs.
3. Maintain high quality facilities and technologies conducive for effective learners that meet the needs of all students.
4. Create and implement a human resource system that attracts, retains, and develops high quality professionals who demonstrate ongoing commitment to growth, development, and student achievement.
5. Engage in open and authentic communication and interactions to inform and promote pride within the Faribault education community.



Vision I

EXPECTED OUTCOMES	STRATEGIES
<ul style="list-style-type: none"> • Increase graduation rate. • Close the achievement gap incrementally until the achievement gap is eliminated. • Improve the outcome of accountability measures. • Increase individual GPA's for high school students and middle school students • Improve attendance records across the district. • Increase the number of fine arts courses. • Increase the number of college credit courses. • Monitor and adjust student teacher ratio. • Increase the number of Career and technical education options for students. • Implement a diverse curriculum that is based on best practices for students. • Embed technology in the curriculum. • Students will develop strong: <ul style="list-style-type: none"> ○ Communication skills ○ Critical thinking skills ○ Citizenship skills ○ Creating a strong positive connection between student and an adult • Increase extra-curricular and co-curricular options. • Increase access to and the variety of courses that are of interest to students at the High School. 	<ul style="list-style-type: none"> • Define our school system as one that offers a comprehensive and rigorous educational program. • Assess/revise, as needed, our curriculum review cycle and align the necessary budget to achieve the expected outcomes. • Provide the necessary educational resources for teachers and students to succeed. • Continue to support educational opportunities that improve a student's GPA • Focus on continually improving our education programs based on student achievement and growth. • Provide quality after school and summer school programs to extend learning beyond the regular school day/year. • Implement strategies that will give students more pathways to graduate. • Create post-secondary options through PSEO, concurrent programs and College within the School.

Vision II

EXPECTED OUTCOMES	STRATEGIES
<ul style="list-style-type: none"> • Maintain a minimum general fund unassigned fund balance of 9.5% per board policy. • Review financial projections and health of the school district with stakeholders periodically. • Foster community support in the school district's management of fiscal resources. 	<ul style="list-style-type: none"> • Perform an annual review of the fund balance policy. • Report revenues and expenditures monthly to the finance committee and school board. • Develop 3-5 year financial and enrollment projections to be reviewed by leadership, finance committee, curriculum committee and school board. • Communicate with the public regarding the financial health of the district.

Vision III

EXPECTED OUTCOMES	STRATEGIES
<ul style="list-style-type: none"> • Create a 3-5 year plan developed with an aligned budget. • Develop a plan to replace and/or upgrade technology. • Implement safety protocols based on best practices. • Monitor staff levels in relation to square footage to meet the maintenance expectations of high-quality facilities. • Appropriate space for programming and a safe learning environment. 	<ul style="list-style-type: none"> • Continue to revise a 5-10 year comprehensive facility plan. • Align the necessary budget to accomplish the plan. • Create a climate that is welcoming and safe for all staff, students and community members. • Facilities must match a student’s education. Effective, innovative and creative.

Vision IV

EXPECTED OUTCOMES	STRATEGIES
<ul style="list-style-type: none"> • Establish a comprehensive evaluation process for all staff. • Each position will have a correlating position description. • All staff will be compensated in accordance with pay equity guidelines. • Develop and implement a consistent Human Resource process for orienting and retaining high quality staff. • Recruit high quality employees that represent the diversity of our students. • Employ diverse, high quality employees. • Perform a racial equity audit. 	<ul style="list-style-type: none"> • Ensure that staff is trained in the areas of cultural competency and a multicultural learning environment. • Revise, when appropriate, the evaluation system for all staff. • Continue a comprehensive plan of evaluating district/building leadership and their strategies to address improved student achievement. • Enhance the mentor/mentee program to support teacher growth and development. • Professional development for all staff will be focused on improving student achievement. • Create a district wide Human Resource manual for each building to use to be consistent. • Devise an intentional strategy for recruiting applicants who reflect the student population. • Hire the most qualified candidates in accordance with employment agreements.

Vision V

EXPECTED OUTCOMES	STRATEGIES
<ul style="list-style-type: none"> • The superintendent, staff members, and school board will work to expand school coverage via newspaper, radio, community TV, and the internet. • The superintendent will coordinate the strategies listed. • The school board will implement a process to allow citizen input. • Develop positive and interactive school and community relationships. 	<ul style="list-style-type: none"> • Regularly utilize the communication opportunities of local radio, television, internet and newspaper to communicate relevant information regarding student and staff success. • Prepare and distribute written and electronic information that highlight student and staff achievements and make it available to the public. • Develop and maintain strong and vital community education programs to effectively promote lifelong learning and community/school engagement. • Develop strategies to energize parents that are reflective of the FPS student body to become more invested in their schools.