



**FREMONT**  
SCHOOL DISTRICT 79



# Strategic Plan

2023-2027



## Developing a strategic plan to ensure incredible opportunities and growth.

*Dear Fremont Community,*

*Fremont School District 79's 2023-2027 Strategic Plan is truly a collaborative endeavor, representative of tremendous community feedback. We invested over 70 hours collaborating with 450 students, parents, staff and community members via a series of focus groups, culminating in a community-wide survey with over 1,000 responses. The outcome of these engagement efforts is represented in this four-year plan, serving as a roadmap to advance our ambitious shared vision, “empowering the next generation of resilient lifelong learners, responsible citizens and courageous leaders.”*

*It is important that our goals and objectives meet the following three M's. Goals are meaningful in that they advance our vision for what we want our District to achieve. They are manageable to ensure high-quality processes and outcomes. And they are motivating to level-up our District as we strive for excellence.*

*The Board of Education and Administration will collaboratively create annual action plans to advance the goal areas and objectives. This dynamic process is responsive to the ever-changing context and needs of students, staff and our community. The annual goals will embed intended products and metrics, ensuring strong accountability and support for our work.*

*In the end, this is all about our District setting the highest expectations for student growth and achievement—academically, socially and emotionally. We will ensure our staff have the resources and supportive working environment to do their best, day in and day out. We have an amazing and productive future on our horizon!*

*Sincerely,*

*Dr. Trisha Kocanda  
Superintendent of Schools*

*Gabriela Whipple  
Board President*



# Our Mission, Vision and Values



## Mission—

Fremont School District 79 is an inclusive community committed to excellence, innovation and responsible stewardship.



## Vision—

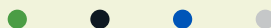
Fremont School District 79 empowers the next generation of resilient lifelong learners, responsible citizens and courageous leaders.



## Values—

We recognize each learner is unique and these values honor our commitment to personalized learning:

- *Individualized*
- *Reflective*
- *Community-connected*
- *Voice and Choice*
- *Authentic and inquiry-based*
- *Responsive*



# 2023-2027 Strategic Goal Areas



## SAFE, HEALTHY & CONNECTED CULTURE

Leading a healthy culture that promotes wellness, safety, and belonging for **all** requires a continuous improvement approach inclusive of student, staff, parent, and community voice and engagement.

## FINANCIAL & FACILITY STEWARDSHIP

Advancing the District's vision requires that taxpayer resources are taken into consideration when developing a transparent, responsible budget. Long-term enrollment growth planning is rooted in community involvement and strong fiscal stewardship.

## GROWTH & ACHIEVEMENT FOR **ALL**

Empowering **all** in our Fremont community to be lifelong learners and leaders requires effective engagement of students, staff and families with meaningful, evidence-based practices that promote achievement and growth.

## TALENT RECRUITMENT & DEVELOPMENT

Building a diverse Fremont team committed to excellence requires innovative, talent-centered systems that effectively attract and retain staff.



# Targeted Objectives



## Safe, Healthy & Connected Culture

- Implement high-quality, consistent social-emotional health, wellness, and safety practices for adults and students.
- Embed student leadership opportunities within the District and the greater community to advance social and emotional practices with real-world experiences.
- Cultivate a positive organizational culture with targeted staff morale efforts.



## Growth & Achievement for All

- Launch a highly effective, job-embedded professional learning system inclusive of Professional Learning Communities (PLC) and instructional coaching.
- Embed comprehensive, inclusive educational practices for all learners, with a focus on special education, multilingual, enrichment and MTSS services.
- Implement revised math curriculum and resources, elevating achievement for all, while closing achievement gaps.
- Refine literacy curriculum, resources, instruction, preK-8 alignment and services reflective of the most current evidence-based standards for long-term, equitable achievement.
- Bolster STEM programming and build Career Technical Education (CTE) pathways.



## Talent Recruitment & Development

- Devise innovative approaches to recruit, develop and retain Fremont talent.
- Develop a mentoring and professional learning system for all employee groups, inclusive of educators, paraprofessionals, bus drivers, office staff, substitutes and maintenance.



## Financial & Facility Stewardship

- Establish an Educational Master Facility Plan, in partnership with the Fremont community, to advance strategic goals, address facility maintenance and sustainability, while accounting for student enrollment growth.
- Ensure the five-year financial forecast includes balanced annual budgets, healthy fund balances and market competitive employee benefits and compensation.

The Board of Education and Administration will collaboratively create annual action plans to advance the goal areas and objectives. This dynamic process is responsive to the ever-changing context and needs of students, staff and our community. The annual goals will embed intended products and metrics, ensuring strong accountability and support for our work. The annual action plans will be board approved each fall and published for community access.

*At the conclusion of the four-year cycle, it is expected that we make significant progress toward reaching our ambitious strategic objectives.*

