

Policy Type: Results

Strategic Initiative 5: Equitable Resources and Planning

RESULT 1: Fargo Public Schools will secure and allocate resources needed to adequately fund and carry out this strategic plan.

RESULT 2: Fargo Public Schools will meet the needs of all students by providing equitable resources across the district.

RESULT 3: Fargo Public Schools will employ highly qualified staff that achieve and/or continuously make progress to the fulfillment of Fargo Public Schools' mission of educating and empowering all students to succeed.

Monitoring Frequency: *Annually in Concurrence with Strategic Plan Review, Periodic Updates as Scheduled in GP-8-E*

Monitoring Criterion: *In accordance with Board/Superintendent Relationship Policy 5 (B/SR 5), the Board of Education will monitor this Result by drawing conclusions based upon the Board's prior action during the year relative to whether each Result has been achieved or whether reasonable progress has been made toward its achievement.*

Reasonable Progress: The definition of "Reasonable Progress" within the context of monitoring the Results of Fargo Public Schools' Strategic Plan is multifaceted and integrative. It encompasses the ability to:

- **Evaluate Data Across Multiple Measures:** This involves ascertaining whether strategies implemented are effectively moving the needle towards strategic goals. It requires a structured approach to data review and interpretation to understand trends, anomalies, and areas of concern or success.
- **Align Actions with Strategic Goals:** Reasonable progress is evident when there is a clear alignment between the actions taken and the strategic goals set forth by the district. This alignment is crucial to ensure that all efforts are contributing effectively towards the desired outcomes.
- **Maintain Flexibility Amid Competing Priorities:** Recognizing that resources (time, money, personnel) are often limited, reasonable progress also involves making informed trade-offs and adjustments to maintain focus on strategic priorities even when unexpected challenges or opportunities arise.
- **Evidence of Growth (Student Growth when applicable):** At its core, reasonable progress must include evidence of growth and improvement. Whether or not the ideal targets are fully met, showing that students/the

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organization are better off than they were before the initiatives were implemented is a key indicator of progress.

- **Institutionalize Learnings and Adaptations:** Progress should also be measured by the school system's ability to learn from past actions and adapt its strategies accordingly. This involves a continuous improvement mindset where feedback loops are used to refine approaches and strategies.

These elements together define what constitutes "Reasonable Progress" in the context of Fargo Public Schools' strategic results monitoring, ensuring a comprehensive and dynamic approach to achieving educational goals.

Monitoring Method: *In accordance with Board/Superintendent Relationship Policy 5 (B/SR 5), the Board will acquire monitoring data on Results and Executive Limitations policies by one or more of three methods:*

- a. By internal report, in which the Superintendent discloses and certifies compliance information to the Board*
- b. By external report, in which an external, disinterested third party selected by the Board assesses compliance with Board policies*
- c. By direct Board inspection, in which the Board assesses compliance with the appropriate policy criteria*

The Superintendent and/or their designee will submit an internal report annually with the information identified above for the monitoring Result(s) tied to this Strategic Initiative.

Fargo Public Schools Board of Education