



STRATEGIC PLAN

FHSD 2030

OUR MISSION

Empowering students to be lifelong learners prepared for the future.

OUR VISION

By the year 2030, the Francis Howell School District will be:

- ✓ Recognized as one of the top 5% high-performing districts in the state. *(Source: DESE)*
- ✓ The employer of choice for talented educators, leaders and staff.
- ✓ Fiscally sound, with a track record of smart, long-term planning.
- ✓ Known for graduating well-rounded students who are equipped with the skills and experiences they need to be successful in the world.
- ✓ Celebrated for the work we've done on culture, morale and ensuring all members of our community feel safe and welcome.
- ✓ Trusted by families and the community to make good decisions and do what's best for students.

OUR PLAN

In January 2024, the Francis Howell School District kicked off a year-long strategic planning process to guide our work through 2030. Stakeholders were invited to provide input on the District's mission, vision, values, strengths and opportunities through a series of Citizens Roundtables, surveys and focus groups. A 21-member Strategic Planning Team convened in August to analyze the feedback, conduct a SWOT analysis and establish priority areas of focus for each pillar of the plan. Following approval by the Board of Education, pillar leaders will work with teams to create and implement detailed action plans to make progress toward our goals. We invite you to stay engaged in the process!

OUR PRIORITIES

These are the focus areas that demand our attention for the next five years.

TEACHING & LEARNING

We will rank among the Top 5% of all K-12 public school districts in the state by 2030.

1 STUDENT ACHIEVEMENT

Ensure all students achieve academic excellence through effective teaching practices, a well-aligned curriculum and supporting resources, and a focus on skills that prepare students for lifelong success.

2 STUDENT SUPPORT

Ensure all students have the support they need to succeed by providing targeted instruction that addresses academic needs and promotes growth for every learner.

3 COLLEGE AND CAREER

Prepare students for post-high school success by offering comprehensive college and career readiness programs, engaging students in personalized planning, and providing opportunities for real-world experiences.

PEOPLE & WORKFORCE

We will be a destination district and the employer of choice in the region.

1 WORKFORCE PLANNING

Execute comprehensive workforce planning to ensure appropriate levels of staffing to meet the needs of all students and fulfill critical functions of district operations.

2 STAFF RECRUITMENT

Attract a highly qualified staff to support the teaching and learning of all students.

3 STAFF RETENTION

Motivate and retain staff to impact staff growth and student achievement.

KEY PERFORMANCE INDICATORS

- ✓ 70% of students, and 50% of students in a student group, achieving at proficient or advanced levels in all tested areas
- ✓ 80% of students reading on grade level by the end of 3rd, 5th, and 8th grade
- ✓ 90% of students meet 80% of the District's *Portrait of a Graduate* indicators

- ✓ 92% of educators retained annually
- ✓ 80% of staff are satisfied with their employment at FHSD
- ✓ 95% of teachers are fully and appropriately certified at the time of hire



FINANCE & OPERATIONS

We will be a fiscally sound and efficient organization.

1 RESOURCE ALLOCATION

Allocate resources in a financially sustainable, needs-based manner to support the education of all students by maximizing revenue, aligning expenditures to meet priorities, and controlling costs.

2 PROCESS IMPROVEMENT

Utilize cross-functional stakeholder teams to collaborate, research, and implement best practices for process improvement and operational efficiency in all areas of the district.

3 SERVICE AND COMPLIANCE

Provide high-quality service to stakeholders, while maintaining compliance with internal and external accountability requirements.

SAFETY & SECURITY

All students and staff will be safe and welcome at school and work.

1 CULTURE, CLIMATE AND COMMUNICATION

Foster positive and welcoming learning and working environments where all students and staff are safe and supported, families have ample opportunities to be involved in our schools, and stakeholders feel heard and valued.

2 PHYSICAL SECURITY

Enhance the physical security of our buildings and improve safety planning to protect against potential threats.

3 DATA PRIVACY AND PROTECTION

Safeguard the digital environment of the district by implementing robust cybersecurity measures, promoting responsible technology use and ensuring the privacy and safety of all students and staff.

KEY PERFORMANCE INDICATORS

✓ Fund balance: 15% or higher

✓ Zero findings in regular audits

✓ 70% of stakeholders agree the District spends taxpayer funds effectively

✓ 100% of students feel safe at school and 100% of staff feel safe at work

✓ 100% pass rate on physical building safety audits, including emergency drills

✓ 100% of identified cybersecurity vulnerabilities appropriately mitigated



OUR VALUES

As members of the Francis Howell community:



WE PURSUE GROWTH AND LEARNING. We strive to be a little better and a little brighter every day. Effort and perseverance lead to excellence for all.



WE FOCUS ON WHAT MATTERS. People, relationships and strategic priorities deserve our attention every day.



WE SPEND TIME AND MONEY WISELY. Strong stewardship requires long-term planning, smart systems and efficient actions.



WE ARE KIND AND SAFE. We act with integrity and are accountable for the things we say and the choices we make. Words and actions matter.



WE EMBODY #ONEHOWELL. The power of our community shines when we find common ground, lend a helping hand, and work together for a common purpose.