

Franklin County School
District Strategic Plan
2025-2028

**APPROVED BY THE
FRANKLIN COUNTY
SCHOOL BOARD
ON 10/30/2025**

<u>Vision</u>	<u>Mission</u>	<u>Beliefs and Guiding Principals</u>
Confident, capable students- ready to lead, serve, and succeed.	Guiding students toward a brighter tomorrow.	- Students First - Safe & Supported - Empower Teachers - Build Trust and Respect - Communicate Clearly - Stay Consistent - Exceed Expectation

GOALS

Hire and Keep Great Staff	Achieve and Maintain a High Achieving School	Boost Graduation Rate	Plan for the Future	Strengthen Community Support
Attract, grow, and support qualified, passionate educators and staff.	Increase student achievement on state benchmarks and have improved attendance and discipline.	Exceed the state average by closing gaps and keeping students engaged and on track.	Improve facilities, technology, and transportation to support learning.	Involve families, staff, and the community to help every student succeed.



OBJECTIVES



Recruit: -Expand advertising and outreach - Attend more recruitment events	Curriculum: -Standards-aligned - New courses -Adoptions	Close Achievement Gap: -Credit Recovery Center - Launch secondary intervention program -Strengthen MTSS	Facilities: -Repair aging infrastructure -Invest in essential upgrades (HVAC, Communication) -Explore new construction	School Culture: -Activities/events - Media -Focus on Positive
Employ: -Offer competitive pay -Provide housing support -Reimburse certification/testing costs	Instruction: -Engagement - Data-informed -Differentiation - Special Programs (ESE,ELL)	Career Planning: -Promote Xello platform - Expand dual enrollment -Increase career readiness programs	Technology: -Upgrade classroom tools and Wi-fi - Improve athletic tech -Evaluate and update devices	Communication: -Use newsletters, social media, and Remind101 -Invite and involve families -Improve consistency and follow-through
Develop: -Create strong mentoring programs -Use surveys to guide training -Provide New Teacher Orientation at PAEC and ongoing, relevant PL	Attendance: -Maintain qualified attendance personnel -Promote attendance awareness -Grade lock consequences	Promote CTE: -Certification prep - Clubs -Events	Finances: -Continue efforts to sustain millage -Align resources with district priorities -Maintain financial stability	School Pride: -Recognitions -Invitations -Public Inclusion
Retain: -Build inclusive culture -Offer professional growth opportunities -Provide meaningful support	Discipline: -Expand PBIS program -Strengthen alternative education -Add elementary ISS/Dean	Promote School Pride: -Celebrate success publicly -Recognize students and staff -Increase media outreach	Transportation: -Replace district fleets -Optimize routes -Recruit and retain drivers	Follow through: -Expectations/Tasks -Communication -Reflection for Change

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The Franklin County School District will strive to reach five goals during this planning cycle. These goals were realized from collaboration of a district level team. Franklin County has had a perpetual need for qualified teachers and staff. It is important to all stakeholders that our school grade improves, which has been consistently a C for 15 years. Franklin County School District will strive to improve the graduation rate, which was 85.5% in the 2023-2024 school year, compared to the state average of 89.7%. To achieve these goals, the district must focus on planning for the upcoming school years and creating a community-supported culture.

Goal #1 Attract, grow, and support qualified, passionate educators and staff. The district has taken measures to reach all the objectives for this goal. Recruitment has been addressed not only within the HR department, who has expanded the advertising base by writing recruitment fair costs into a grant to increase participation. Teacher recruitment also includes advertising outside the area in newspapers and on the radio. After the half-mill millage shift was approved by voters, Franklin raised all staff salaries to be competitive among all districts in Florida. Franklin partners with PAEC to send teachers to the New Teacher Orientation Program. We also have a mentor program on-site for new teachers. We also included 7 professional development days throughout the school year to support professional learning, which is differentiated based on teacher needs surveys.

Goal #2 Achieve and maintain a high achieving school. Each year, the goal is to have growth in student proficiency, leading to increased state assessment scores and graduation rate. We have conducted a deep dive into our data to find areas of need that can be improved over the next three years. The district will continue to focus on providing state-adopted instructional materials, providing professional learning for teachers in the BEST standards and align the professional learning plan with state requirements. Franklin will also focus on improving student attendance and discipline. We have implemented a stronger PBIS program this school year and will continue to provide ongoing professional learning and support to all staff. We will continue to have an attendance office and have revised our attendance policies. Discipline has been an ongoing concern. Training has been provided to teachers for classroom management to reduce student discipline issues.

Goal #3 Increase and exceed the graduation rate of 89.7%. Franklin County School District recognizes both the academic and social/emotional needs of the student population. We are working to close the academic achievement gaps using several strategies. FCS is continuing Seahawk Success Center to support students with credit recovery. We are continuing to monitor students through our MTSS by improving tier 1 instruction by hiring and supporting certified teachers. We are progress monitoring students who are receiving tier 2 and tier 3 interventions for academic, attendance and behavioral needs. We now have two MTSS coaches, K-5 and 6-12, who can more closely monitor student progress, as well as pull students for support, both individual and small groups. We also have two resiliency coaches who work closely with the secondary school counselor to support increased student attendance, grades and behavior. The district promotes

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career planning in middle school, in addition to offering CTE courses to middle school and high school students. New CTE courses were added for the 25-26 school year. CTE courses help prepare students for the local workforce's demands. High school students are encouraged to take dual enrollment courses. The district utilizes social media, school events, sports, clubs and celebrations of academic achievement to encourage positive relationships between the school, students and families.

Goal #4 Improve facilities, technology, and transportation to support learning. Students must have a reliable mode of transportation, which includes operational buses, trained drivers and efficient routes. New buses have been purchased by the district. Bus drivers have been recruited and retained to run all necessary routes. Older facilities are in disrepair. The main campus is also in need of repairs to essential systems such as HVAC and communications. With the cancellation of the state allocation for classroom technology, the district is evaluating the viability of the existing infrastructure and devices. The passing of the millage and increase in sales tax has helped provide some of the funding needed. The district will continue efforts to sustain the millage, align resources with district priorities and maintain financial stability.

Goal #5 Improve student, staff, family and community involvement to increase support for student success. For several years, the district has been focused on changing the public perception of Franklin County School. The Chief Information Officer has helped promote family engagement events, school activities, and achievements. Through social media, newsletters, Remind 101 and the Focus parent portal, the district has publicized, invited and included the community in many events in the district. The collaboration with the Apalachicola Bay Charter School has become more positive. We have invited them to participate in the code of conduct and pupil progression meetings, as well as other planning events for our district.