

NORTH DAKOTA SCHOOL DISTRICT #1

FARGO PUBLIC SCHOOLS

STRATEGIC PLAN 2026-2027



MISSION

Educating and empowering all students to succeed

COLLECTIVE COMMITMENTS

- Creating a personalized learner-centered system
- Engaging in continuous improvement
- Creating a safe, supportive, and welcoming environment
- Developing partnerships and community connections

METRICS FOR SUCCESS



ACADEMIC EXCELLENCE

As a system of public schools, our central charge is to ensure that learners develop the skills and knowledge necessary to compete in and contribute to both the workforce and society. We are equally committed to ensuring that learners develop a love of learning that they will carry beyond graduation throughout their lives, and a sense of pride and accomplishment in their work.

Success Metrics	2025-26 Results	Target for 2026-27
% of learners meeting grade level ELA proficiency benchmark in grades 3-8, 10	<i>Not yet received</i>	2% increase from previous year
% of learners meeting grade-level Math proficiency benchmark in grades 3-8, 10	<i>Not yet received</i>	2% increase from previous year
% of learners who have achieved proficiency in District Prioritized Standards in ELA and math courses	Elementary School ELA: 33.2, Math: 44.4 Middle School ELA: 60.7, Math: 63.2 High School ELA: 67.1, Math: 63.9	Elementary School ELA: 40, Math: 50 Middle School ELA: 65, Math: 68 High School ELA: 72, Math: 70
% of learners graduating in four years	<i>Not yet received</i>	2% increase from previous year
% of Student Graduating Choice Ready	72%	78%
Increase the number of learners completing high-quality, credit-bearing Work-Based Learning (WBL) experiences aligned to regional workforce needs	389 learners	428 learners



STUDENT SAFETY, HEALTH, AND WELLBEING

Learning cannot happen at the highest level if learners are not safe, healthy, and well. Our responsibility is to provide learners with a physically and psychologically safe environment that makes learning relevant while helping learners cultivate the skills necessary to thrive.

Success Metrics	2025-26 Results	Target for 2026-27
% of learners attending more than 90% of the school days	81.8%	87%
% of learners who report feeling that they belong at their school (agree/strongly agree)	88%	90%
Increase the percentage of learners having less than 2 major behavior incidents in a school year	93.5%	94.5%
% of learners who report participating in relevant learning experiences	36%	40%



EXEMPLARY STAFFING

Leading safe and engaging schools is not possible without committed and caring educators. Our responsibility is to ensure every needed position is filled, every staff member has access to appropriate training and professional development, and we create an environment where employees want to return year after year.

Success Metrics	2025-26 Results	Target for 2026-27
Teacher retention rate (annual; from the end of the previous year to start of next school year)	<i>Not yet received</i>	93%
Classified retention rate (annual; from the start of the current year to the end of the current year)	84.7%	86%



COMMUNITY ENGAGEMENT

Strong support from parents and the broader community is both a sign of success and a requirement for successful schools. When parents engage with and support their children's education, their children do better in school. Similarly, when community members see the value that we provide to learners and the community, they are more likely to invest in our schools, provide opportunities for learners, and join with us in celebrating their successes.

Success Metrics	2025-26 Results	Target for 2026-27
Number of schools with an active formal partnership (FPS Foundation)	20	25
Number of active formal district partnerships	109	115
% of families who would recommend their school to others	85.9%	88%



OPERATIONAL EXCELLENCE AND FISCAL RESPONSIBILITY

Schools require a complex array of facilities, technologies, and people to function. We are committed to continuously refining our processes and budgets to ensure that the management of those assets delivers a world-class experience while making efficient use of valuable taxpayer funds.

Success Metrics	2025-26 Results	Target for 2026-27
Annual Operating Surplus/Deficit (revenues - expenditures) as a % of Expenditures	-2.1%	0%
Maintain Adequate Reserves of at least 15% in the general fund	16.5%	≥ 15%
Increase the number of schools which achieve High Reliability Schools (HRS) certification at Level One: Safe, Supportive, and Collaborative Culture	<i>Data not tracked</i>	5