WHAT WE DID

132 Meetings with community groups

89 Input sessions

15 MONTHS

43 Working group members

16,071 SURVEY RESPONSES

32 Advisory group members
OUR COMMUNITY:

• Prides itself on being progressive and inclusive
• Is not afraid to have tough conversations
• Expects strong public schools
• Has demonstrated a commitment to invest time, talent, and resources in its public schools
• Places a high value on equity and continuous improvement
• Embraces the FCPS Portrait of a Graduate
OUR DISTRICT:

• Is known for excellence
• Champions diversity and equity
• Has talented, nationally recognized, and committed employees
• Educates the whole child with a well-rounded curriculum and strong system of supports
• Benefits from a racially and culturally diverse student body that enriches the learning environment for all students
• Provides choice and opportunity for students and their families by offering an array of innovative programming that allows students to pursue their passions and interests, improve their academic outcomes, and strengthen their cultural competence
OUR CHARGE FROM STAKEHOLDERS:

• Prioritizing diversity, equity, inclusion, and belonging efforts
• Addressing the emotional and academic needs of students in a post COVID environment
• Rebuilding systems, structures, and relationships impacted by the pandemic
• Eliminating learning, achievement, and resource disparities within and among schools
  while ensuring high levels of achievement for all students
• Promoting a culture that fosters high employee morale, professional growth, and
  excellence within the district
• Continuing to improve school climate, culture, and support for social/emotional
  development
• Strengthening partnerships with families and community organizations
OUR CALL TO ACTION:

“We’ve been having these same conversations for 20 years.”
A New Way Forward
Structure of the Strategic Plan

VISION  Why / purpose / the reason we exist

MISSION  What / the goal of our purpose

CORE VALUES  Who we are / our purpose in action

/ how we behave / our identity / culture

PORTRAIT of a GRADUATE  How / the path to our purpose

THEORY of ACTION  Our impact

PRIORITIES  Focus areas
VISION

All Fayette County Public Schools students will receive a world-class education.
The mission of FCPS is to create a collaborative community that ensures all students achieve at high levels and graduate prepared to excel in a global society.
Student success is our primary purpose, achieved by delivering high-quality instruction and exceptional services that support the whole child.

Continuous improvement is essential, accomplished through capacity building, collaboration, leadership development, and professional learning.

Diversity, equity, inclusion, and belonging are the cornerstones of everything we do.

Families and community partners are critical to student and school success.

Communication, collaboration, and a spirit of shared accountability are commitments that guide the work of Team FCPS.
PORTRAIT OF A GRADUATE

- Academically Prepared
- College and Career Ready
- Civically Engaged
- Culturally Competent
- Equipped for the Future
Students are individuals with learning styles, aspirational goals, and needs unique to them. Team FCPS stands ready to champion each of their journeys with encouragement and support as they strive to achieve their post-secondary goals and become the very best versions of themselves.
THEORY OF ACTION

IF we have high expectations for all students and provide them with relevant, rigorous, engaging instruction and intentional, individualized supports,

AND we agree to collaborate and communicate collegially, use reliable data to inform decisions, and partner meaningfully and intentionally with families and community partners,

THEN all students will reach their unlimited potential and graduate prepared for college, career, and responsible citizenship, equipped to excel in a global society.
The plan identifies five Strategic Priorities or areas of focus for our work.

Each Strategic Priority has:

- A Theory of Action
- Objectives
- Strategies
- Measures
1: Student Achievement

2: Diversity, Equity, Inclusion, & Belonging

3: Highly Effective & Culturally Responsive Workforce

4: Stakeholder Engagement & Outreach

5: Organizational Health & Efficiency
Strategic Priority 1

Student Achievement

Strategies

• Define, support, and evaluate the implementation of a culturally relevant and inclusive guaranteed-and-viable curriculum in all classrooms.

• Outline grade level milestones and benchmarks for the Portrait of a Graduate and clearly communicate expectations for students and educators.

• Engage families in supporting their students’ academic and career planning and accessing their personalized plans.
Strategic Priority 1

Student Achievement (continued)

Strategies

• Enhance and develop opportunities at the secondary level for all students to access rigorous courses, hands-on experiences, internships, and industry certifications.

• Provide additional early childhood education opportunities (birth to pre-K) and develop strategies for kindergarten students who need additional support upon entering school.
Strategic Priority 2

Diversity, Equity, Inclusion, & Belonging

Strategies

- Ensure diversity, equity, inclusion and belonging for all students through holistic approaches.
- Address systematic barriers and opportunities for historically marginalized groups.
- Implement accountability measures and reporting systems to evaluate and monitor diversity, equity, inclusion, and belonging throughout the organization.
Highly Effective & Culturally Responsive Workforce

Strategies

• Realign hiring processes to implement a strategy for recruiting and retaining teachers of color and speakers of languages in addition to English.
• Implement high quality onboarding and induction programs to support those new to Team FCPS.
• Establish an innovative Grow Your Own program aimed at increasing the number and diversity of educators from among FCPS students, employees, and those entering/considering education as a second career.
Stakeholder Engagement & Outreach

Strategic Priority 4

Strategies

• Identify and adopt a framework for engaging families and communities that supports student and school improvement.

• Implement a partnership model that leverages community engagement and resources to increase student opportunities.

• Create an integrated communications and marketing strategy aligned to the mission and vision of Fayette County Public Schools.

• Establish intentional processes and structures of resources and support – including a welcome center – to serve students, families, and employees new to the Fayette County Public Schools.
Organizational Health & Efficiency

Strategic Priority 5

Strategies

• Develop the annual budget to reflect strategic priorities.
• Ensure continuous improvement across all areas of the district by aligning strategies with a focus on organizational coherence.
• Implement programs for employees focused on well-being and recognition.
• Create a welcoming environment with a focus on providing excellent service to members of the public throughout the district, with implementation supported by protocols and employee trainings.
• Enhance, develop and communicate a consistent system of standard operating procedures across all departments.