

## **Fremont Board of Education Finalizes, Adopts District Strategic Plan: Results Outline Goals for the Next 3-5 Years**

By Brad Reyburn

In early 2024, the district began its Strategic Planning process with the Michigan Association of School Boards (MASB). We launched this effort to understand the needs of our staff and community members and define our goals for the next three to five years. We hosted several community forums, internal staff meetings, and a planning retreat, in addition to soliciting feedback via an online anonymous survey. On May 13, our school board adopted the Strategic Plan results.

Built on the input and insight from 417 Fremont stakeholders, the Strategic Plan outlined five key focus areas: Academics and Programs, Learning Environment and Culture, Communication and Community Engagement, Personnel and Leadership, and Operations/Finance.

Within these focus areas are specific and measurable goals:

### Academics and Programs

- Develop a plan for ELL (English Language Learners) services for district students.
- Create a system for providing classroom instructional techniques to staff.

Our test scores compare favorably to nearby districts, and now we aim to push our students toward more rigorous instruction and increase participation in AP classes. Another significant takeaway from the strategic planning sessions was the need for more support for English Language Learners (ELL). As this population grows in our area, we must help them assimilate into the culture and succeed academically.

### Learning Environment/Culture

- Implement a K-12 SEL (Social and Emotional Learning) program.
- Provide student support services to ensure a safe and caring environment for all.

By working in partnership with our parents, we can help our students feel supported and cared for, which will help them achieve their full potential.

### Communication/Community Engagement

- Establish a cohesive communication protocol with parents and the community.

Transparency and communication are critical to building trust and being accountable. This year, we redesigned our website to make it more user-friendly and accessible to the entire community. We also hired a dedicated public relations and social media specialist to spotlight the good things happening in our community via our website, social media channels, and newsletter.

Moving forward, I will continue to look for ways to be visible within the community to support our students, answer questions, and communicate the mission and vision of Fremont Public Schools.

#### Personnel and Leadership

- Launch a formal plan for staff recruitment and retention.

One of my ideas is to transform the staff onboarding process. I'd love to have a day where we take new staff on a bus tour of the district, walk them through our policies, and connect them with a mentor. This would help them see what they are a part of and become more comfortable in their new roles.

#### Operations/Finance

- Renew the sinking fund.
- Explore building replacement and renovation plans for aging buildings.

The bulk of my next few years will focus on operations. Our sinking fund is incredibly valuable, especially to a community of this size. We can now use sinking funds to purchase buses, which will help keep our transportation department on schedule.

Beyond that, we will look at a larger bond issue. We need to find out if the community supports a new Daisy Brook and improvements to our athletic complexes.

#### **What's Next**

The Strategic Plan outlined goals and desires for the next three to five years. To stay on track, we will develop a reporting and school board monitoring calendar, a communications action plan, mid-year progress reports, and annual planning updates.

Throughout the planning process, the community consistently expressed high expectations of Fremont Public Schools. It's clear there is a passionate desire to embrace change to improve the school system. I'm thankful for everyone's open-minded and enthusiastic attitude during this process. Thank you to everyone who dedicated their time and gave their input to this Strategic Plan.

To read the full planning report visit <https://www.fremont.net/>

If you have any questions or comments, don't hesitate to reach out to me. I am Packer Proud, and can't wait for what's to come.

Sincerely,

Brad Reyburn  
Superintendent  
Fremont Public Schools