

Strategic Plan Update: Fall 2024

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.

Built on the input and insight from 417 Fremont stakeholders, the Strategic Plan outlined five key focus areas. Within these focus areas are specific and measurable goals. Below, you'll see the identified key objectives and progress updates on those goals.

Academics & Programs

First year objectives: develop a plan for English Language Learners (ELL) services and create a system for providing classroom instructional techniques to staff.

Progress:

- Identified personnel to supervise, lead building ELL efforts
- Set aside district funds for specialized language learning equipment
- Engaging in frequent monitoring of district ELL population
- Researching ways to capture funds for further ELL investments

Learning Environment & Culture

First year objectives: implement K-12 Social Emotional Learning (SEL) program and provide student support services to ensure a caring environment for all.

Progress:

- Purchased and implemented SEL curriculums, materials, and resources at all school buildings for all grade levels
- Hired social workers and/or counselors at every building and level; provided behavior interventionists at Pathfinder Elementary

Communications & Community Engagement

First year objective: establish a cohesive communication protocol with parents and community.

Progress:

- Hired dedicated communications/public relations specialist
- Superintendent started Community Coffee Chat series
- Established new district communication policies and protocols
- Re-designed website to increase ease of access and transparency
- Increased social media communications and reach by 929%

Personnel & Leadership

First year objectives: launch a formal plan for staff recruitment and retention.

Progress:

- Revamping district job postings and outreach strategy
- Fortifying partnership with colleges and universities to recruit student teachers in hopes of retaining them later as full-time staff
- Maintaining and improving FPS new teacher mentor program, considerations include adding additional, specialized experts to provide feedback and support to staff

Operations

First year objectives: renew the sinking fund and explore building replacement and renovation plan for aging buildings.

Progress:

- Formalized plan to put the sinking fund renewal on the May 2025 ballot
- Researched, met with architectural engineering firms to assess district needs and provide design mockups for potential new construction plans
- Contracted Kingscott Associates, an architectural firm, to conduct a site assessment

For more information on the Strategic Plan, visit [fremont.net/strategic-plan](https://www.fremont.net/strategic-plan)