

A photograph of four children standing in a line, wearing various styles of rain boots and jackets. The boots are colorful and have mud on them, suggesting they have been in the rain. The children are wearing jackets in shades of pink, blue, and grey. The background is a blurred outdoor setting.

FRAMINGHAM PUBLIC SCHOOLS
STRATEGIC PLAN
2020-2023

Our Mission

Through a comprehensive education, we aim to create and empower free thinking, responsible citizens who can participate equally in our rich and diverse community.

Our Vision

We strive to:

- Support the whole child academically, socially, and behaviorally
- Create relationships between students, educators, families, and community
- Provide educators with meaningful and relevant support and development
- Implement technology and facilities that allow teaching and learning to occur in environments that are healthy, welcoming and safe



Core Values

FPS and the community stand united in our core values:

- Providing a safe, inclusive, culturally responsive teaching and learning environment
- Engaging antiracist and responsible civic advocates
- Respecting diversity of thoughts, learners, culture, and community
- Fostering learning and healthy growth of all students and staff
- Ensuring every school will be an active, participatory, equitable community

If we...

- *Create* multiple pathways for learning and an inclusive environment of social-emotional wellness, and we
- *Strengthen* our global educators and *engage* our families and community in collaborative partnership, and we
- *Ensure* all students have equitable access to resources,

Then we will...

- **Provide each student with personalized interventions and accelerations, and advance the achievement, success, and wellness of all students**

Our Theory of Action



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STRATEGIC OBJECTIVE #1

PROVIDE
PATHWAYS

STUDENT ACHIEVEMENT, SUCCESS, AND WELLNESS

Create multiple pathways to student achievement, success, and wellness that address the diverse needs of Framingham students



PATHWAYS TO SUCCESS

1.1

Create culturally relevant, integrated, aligned PK-12 curriculum across all programs that is engaging and responsive to all students' needs

1.2

Strengthen instruction PK-12, identifying the district's instructional strengths and challenges, and identifying and implementing strategies for consistently delivering instruction that engages, challenges, and supports every student

1.3

Expand the assessment of student learning PK-12 and the culture and practices necessary to support all educators in using data to plan and adjust teaching practices to improve student learning

1.4

Ensure all educators provide each student with personalized academic interventions, accelerations, and supports so that all students receive the targeted instruction they need for academic growth and success

1.5

Design personalized learning pathways grades 6-12 that increase student agency, engagement, and connections to learning, and that provide all students with equitable access to resources and supports



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STRATEGIC OBJECTIVE #2

NURTURE
WELLNESS

ENGAGED, VALUED & SAFE SCHOOL COMMUNITY

Create an inclusive environment of social-emotional wellness that allows students, staff, and families to feel engaged, valued, and safe



INCLUSIVITY AND SUPPORT

2.1

Develop consistent district-wide systems, practices, and protocols that are equitable, anti-racist, based in data, and promote all students' safety, self-management, and ownership of learning

2.2

Provide each student with the supports, interventions, and resources they need for social-emotional wellness, building educator capacity and establishing a Multi-Tiered System of Support (MTSS) team at every school to monitor progress

2.3

Design and implement, with students, families, and community partners, an evaluation of current district initiatives to improve student attendance, and develop a plan to strengthen support for students to stay in school

2.4

Strengthen educators' and out-of-time learning partners' capacity to respond to students in culturally and trauma sensitive ways, including hybrid safety care de-escalation, providing ongoing training and coaching

2.5

Engage families and the community in supporting students' social-emotional health, sharing students' experience and developing the community's capacity to support social-emotional goals and reinforce key skills and behaviors



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STRATEGIC OBJECTIVE #3

THINK
GLOBALLY

STRENGTHEN DIVERSITY

Create opportunities for student success by strengthening diverse, high-quality global educators who provide innovative learning environments



WINDOWS AND MIRRORS

3.1

Create a culture of belonging and partnership, providing opportunities to build engagement and empowerment for all staff, particularly diverse staff

3.2

Strengthen educator development across the district, consistently implementing the evaluation system to ensure all teachers and administrators receive meaningful and equitable feedback, coaching, and support, and developing a leadership pipeline and mentoring program

3.3

Develop, implement, and monitor the outcomes of an equity-focused professional development plan, created by a joint committee, that provides diverse offerings differentiated by content and program (courses, webinars, online training)

3.4

Redesign district practices and recruit, support, and retain a linguistically, culturally, and ethnically diverse staff



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STRATEGIC OBJECTIVE #4

FORGE
PARTNERSHIPS

BUILDING A STRONG SCHOOL COMMUNITY

Engage schools, families, and community in a systemic, collaborative partnership that results in students achieving productive lives



BUILDING RELATIONSHIPS

4.1

Develop a culturally responsive approach to family engagement in order to partner with families, meeting them where they are and expanding opportunities for families to engage both within and outside of school walls

4.2

Work with students, staff, families, and the community to develop and maintain a communication plan and protocols that strengthen access, provide a unified message, and that are culturally responsive, proactive, and transparent

4.3

Strengthen relationships between FPS, the city, community organizations, and higher education to build collaboration and trust and provide all stakeholders with opportunities to contribute



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STRATEGIC OBJECTIVE #5

ENSURE
ACCESS

EQUITY & ACCESSIBILITY

Ensure equitable access to resources that foster academic and personal growth in the educational environment



EQUITABLE ACCESS

5.1

Improve student, family, and educator access to technology and its use, providing stakeholders with training and technical support in multiple languages

5.2

Review and adjust the weighted student funding formula in order to remedy existing resource inequities for students and schools

5.3

Develop a five-year capital improvement plan with the city to equitably address increased enrollment and the creation of a school on the South side of the city; upgrade and maintain indoor and outdoor learning spaces; and review safety and security through an antiracist lens

5.4

Collaborate with the city on municipal expenditures for schools and align the FPS budget and allocation of resources with the district plan, ensuring equity and accessibility

5.5

Implement a unified data system and dashboard that will support FPS in providing an equitable education to all students and in communicating progress with students, families, educators, and the community