



To: Framingham School Committee
From: Robert A. Tremblay, Superintendent of Schools
Date: April 26, 2023
Re: FPS Strategic Plan Presentation - Second Reading, Feedback and Vote

WHO WE ARE

The Framingham Public Schools (FPS) and all of us within it, represent a learning organization that is committed to improving our practices and assuring students they are valued, loved, and celebrated. The Vision of FPS is to be a place of belonging, where our students, their families, and our staff have voice, participation, and agency. Indeed, we aspire to embrace differences and inspire futures!

Through a comprehensive education, it is **our mission** to create and empower free-thinking, responsible citizens who can participate equally in our rich and diverse community. In fulfilling our mission, we will hold true to our **core values**:

- Provide a safe, inclusive, culturally responsive teaching and learning environment
- Engage antiracist and responsible civic advocates
- Respect diversity of thoughts, learners, culture, and community
- Foster learning and healthy growth of all students and staff
- Ensure every school will be an active, participatory, equitable community

OUR STRATEGIC PRIORITIES

1. Strengthen Standards-Based, Grade-Level Instruction to Meet the Needs of All Students

We are committed to consistently meeting the needs of all students in all classrooms and in all instructional settings. To achieve this, we will strengthen teaching and learning through the use of standards-based, grade appropriate instruction that is culturally responsive, research-based, and fosters a sense of belonging in every school. We will model continuous improvement through setting measurable outcomes for student learning and interrogating our own instructional practices, so that we reflect the highest quality of teaching and learning, particularly for historically marginalized subgroups.

2. Deepen Relationships to Ensure Belonging for All Students

We will develop and deepen relationships and collaboration with students and families in order to ensure belonging for all. All relationships, partnerships, and collaboration efforts will expand equity, belonging, and family engagement and will center student voice, particularly for historically marginalized subgroups. To achieve this, we will create and expand engagement and opportunities that reflect our core values and support students from early childhood to college and career pathways.

3. Create Opportunities through Program Expansion and Innovation to Benefit All Students

Through innovation and targeted expansion of programs and operations with proven return on investment potential, we will create opportunities that benefit all students. To achieve this, we will review, examine, and plan for the reconfiguration of Framingham's in-district school choice for elementary and middle school assignment and progression, review and expand our current educational programs, create pathways for staff, and increase access opportunities for all students, which includes the development of tuition-free, universal PreKindergarten; Out-of-School Time opportunities; and expansion of Adult ESL programming.

INPUTS AND ALIGNMENT ACROSS DEPARTMENTS & SCHOOLS

Individual Offices, Departments and Schools are developing more detailed plans that align to the District Strategic Priorities so that we are moving cohesively toward a shared vision and with intentional actions related to the development of budgets and allocation of professional development time and resources.

| Strategic Planning Inputs & Actions | Target Audience | Date |
|---|---|---|
| Superintendent Residencies <ul style="list-style-type: none"> ● Staff Meetings (whole group, small group, teams) ● Student Conversations (both organized and informal) ● Direct Classroom Observations ● School Council/PTO “Hopes & Dreams” ● Staff Residency Surveys | Staff Families Students | September (2022) through January (2023) |
| Callahan Center Discussion with Residents | City Elders | March 21, 2023 |
| Back-to-the-Future Protocols | School | Ongoing through June |
| FPS Strategic Plan 2023-2030 Strategic Priorities Review <i>Final Review of Strategic Priorities</i> <i>Departmental & School Planning Template Design</i> <i>Professional Development Planning</i> <i>Meetings Structure & Purpose</i> | Senior Leaders | March 22, 2023 April 5, 2023 |
| FPS Strategic Plan 2023-2030 Strategic Priorities Review <i>Next Steps with Departmental Visioning & Prioritization</i> | District Equity, Diversity & Community Engagement Committee | March 27, 2023 |
| FPS Strategic Plan Presentation <i>First Reading & Feedback</i> | School Committee | March 29, 2023 |
| FPS Strategic Plan 2023-2030 Strategic Priorities Review <i>Next Steps with School Visioning & School Improvement Plan</i> | Middle School Principals Elementary School Principals High School Administration | April 5, 2023 April 12, 2023 April 26, 2023 |
| FPS Strategic Plan Presentation to Framingham School Committee <i>Second Reading & Vote</i> | | April 26, 2023 |