



# Fulton Public Schools 2017-2022 Strategic Plan

Approved by the Board of Education: June 14, 2017

**Goal 1: Develop and continually enhance quality educational/Instructional programs to improve performance and enable students to meet their personal, academic, and career goals.**

**Objective 1:1 - By 2022, a free public preschool will be in place in a school district for 100% of students age four by August 1.**

Strategy 1: Secure Funding for additional certified staff with B-3 Missouri certification.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Local Funds State-Basic Formula	8/15/2017	6/30/2022

Strategy 2: Secure funding for expansion of the Fulton Education Center for additional classrooms.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Bond Issue	8/15/2017	6/30/2022

Strategy 3: Develop a building-wide parent advisory committee to increase parent involvement at FEC.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Early Childhood	Local Funds	8/15/2017	6/30/2022

**Objective 1:2 - By 2022, 100% of incoming kindergarten students will demonstrate kindergarten readiness as evidenced by scoring at benchmark on a kindergarten readiness assessment**

Strategy 1: Continue collaboration between Pre-K programs and Kindergarten.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Early Childhood and Elementary Principals	Local Funds	8/15/2017	6/30/2022

Strategy 2: Summer School Programming, including Kindergarten readiness, for ALL incoming Kindergarten students regardless of academic need.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Summer School Director	Local Funds, PAT, Early Childhood	8/15/2017	6/30/2022

Strategy 3: Expand community awareness program regarding Kindergarten readiness			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Early Childhood	Local Funds	8/15/2017	6/30/2022

**Objective 1:3 - By 2022, FPS will implement desirable class size - not standard class size per DESE's standards in 100% of the classrooms.**

Strategy 1: Investigate student/teacher ratio and allocation of staffing as student population shifts occur.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Strategy 2: Add additional courses via distance learning or other avenues to offer more challenging content.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Objective 1:4 - By 2022, 100% of all students will meet benchmark/proficiency as evidenced by scoring Proficient or Advanced on the state assessment.

Strategy 1: Fully align a guaranteed and viable curriculum with the Missouri Learning Standards.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

- Action Step 1: Continue development of high quality curriculum in all areas in Build Your Own Curriculum (BYOC)
- Action Step 2: Provide Professional Development opportunities for development, implementation, and evaluation of the curriculum.
- Action Step 3: Provide Professional Development on best practice, differentiated instruction, and student engagement.
- Action Step 4: Prioritize collaboration time to make data-driven instructional decisions within departments/grade levels.

Strategy 2: Develop assessments to measure the district curriculum.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Action Step 1: Develop common assessments and benchmark assessments for Essential Learning Outcomes.

Action Step 2: Provide Professional Development opportunities on assessment practices.

Action Step 3: Provide Professional Development opportunities on effective grading practices.

Action Step 4: Communicate K-8 transition to Standards-Based Grading with ALL stakeholders.

Action Step 5: Prioritize collaboration time to make data-driven assessment decisions within departments/grade levels.

**Objective 1:5 - By 2022, 100% of Fulton Public Schools students will graduate as evidenced by state defined standards.**

Strategy 1: Investigate ACT Prep course/software to improve student performance on the ACT.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
High School Principal and Guidance	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Strategy 2: Implement structured intervention K-12 with required assigned interventions for underperforming students.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Building Level Principals	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Strategy 3: Provide alternate methods for students to meet high school graduation requirements.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
High School Principal	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Action Step 1: Annually assess the effectiveness of the Credit Recovery Program.

Action Step 2: Provide opportunities for vocational courses, dual enrollment, AP, A+, and other non-traditional programs.

Action Step 3: Implement alternative scheduling options.

**Objective 1:6 - Annually, the number of students who miss instructional time due to mental health, behavior, or personal concerns will decrease by 10%.**

Strategy 1: Provide a safe learning environment for all students.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Building Level Principals	Local Funds, State-Basic Formula, Federal Title Funds	8/15/2017	6/30/2022

Action Step 1: Continue implementation of PBIS district-wide.

Action Step 2: Provide Professional Development opportunities for classroom management strategies.

Action Step 3: Utilize building level Problem-Solving Teams to address behaviors.

Action Step 4: Enhance district-wide beginning teacher mentor/support programs.

Strategy 2: Effectively educate the community on Mental Health issues			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds	8/15/2017	6/30/2022

Action Step 1: Utilize local mental health professionals and provide mental health educational events open to the community.

Strategy 3: Identify additional resources outside of school to assist with Mental Health issues.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent and Guidance	Local Funds, Grants	8/15/2017	6/30/2022

Action Step 1: Develop consistent strategies district-wide.

Strategy 4: Provide Mental Health assistance to students.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Building Level Principals and Superintendent	Local Funds	8/15/2017	6/30/2022

Action Step 1: Investigate utilizing a social worker or school psychologist district-wide.

Action Step 2: Provide suicide prevention training to staff and students.

Strategy 5: Implement research-based intervention strategies for students identified as At-Risk.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Building Level Principals and Guidance	Local Funds	8/15/2017	6/30/2022

**Goal 2: Recruit, attract, develop, and retain highly qualified staff to carry out the district’s mission, goals, and objectives.**

Objective 2:1 - Annually, the district staff will be compensated at a competitive rate as evidenced by a comparison with other districts in our conference and county.

Strategy 1: Certificated staff salaries will be in the middle range in comparison with other districts in our county and local area; and at the base (top third) and advanced (middle) degree levels.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Local Funds, State-Foundation Formula	8/15/2017	6/30/2022

Strategy 2: Non-certificated staff salaries will be in the top third of pay rates in comparison with other districts in our county and local area.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Local Funds, State-Foundation Formula	8/15/2017	6/30/2022

Strategy 3: Accept all years of experience for incoming staff.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Local Funds, State-Foundation Formula	8/15/2017	6/30/2022



Objective 2:2 - Annually, 100% of highly-qualified staff will participate in high quality professional development as deemed by the Staff Leadership Team and/or administration.

Strategy 1: Provide Professional Development targeted for student achievement within each staff member's certificated area.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD/PR; Principals	Local Funds, State-Foundation, Federal	8/15/2017	6/30/2022

Action Step 1: Allow teachers to visit other teachers in and out of FPS.

Action Step 2: Increase tuition reimbursement.

Action Step 3: Look at timing for professional development speakers (mid-year) and have a motivational speaker at the beginning of the school year.

Strategy 2: Provide teachers with high-quality technology related Professional Development.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD/PR; Instructional Technology Coach	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

Strategy 3: Provide required Professional Development for Professional Learning Communities and School-wide Positive Behavior Supports district-wide.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD	Local Funds, State-Basic Formula	8/15/2017	6/30/2022

**Objective 2:3 - Annually, 100% of teachers will deliver high-quality instruction to ensure student achievement.**

Strategy 1: District staff will participate in high quality PD that addresses the following: Implementing Accommodations and Modifications to ensure student learning, Differentiated Instruction, Deep Questioning Techniques to address Depth of Knowledge, Increasing Student Engagement.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD/PR	Local Funds, State-Basic Formula, Federal Title	8/15/2017	6/30/2022

Strategy 2: Train administrators and teachers in the implementation of the Network for Educator Effectiveness.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds	8/15/2017	6/30/2022

Strategy 3: Provide beginning teacher mentoring/support programs.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD/PR	Local Funds	8/15/2017	6/30/2022

- Action Step 1: Investigate other mentor/mentee programs from other districts (ie. SHINE).
- Action Step 2: Have a mentor in every building.
- Action Step 3: Support the current mentor/mentee program with weekly planning time built into the day for the mentor/mentee.

Objective 2:4 - Annually, 100% of the district’s certificated staff will meet DESE’s certification requirements in the content area.

Strategy 1: Verify staff is correctly coded in MOSIS/Core Data.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Asst. Supt	Local Funds	8/15/2017	6/30/2022

Strategy 2: Certificated staff who do not meet DESE’s certification requirements in the content area will pursue necessary steps towards obtaining certification.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Asst. Supt	Local Funds	8/15/2017	6/30/2022

Objective 2:5 - Annually, district professional staff composition will reflect the same diversity percentages as the student population.

Strategy 1: Survey (informal and/or formal) current, underrepresented groups in our workforce to develop recruitment ideas and connections			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent			

Strategy 2: Develop a program/activities with local colleges/universities to increase entry for underrepresented potential applicants.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Asst. Supt./FHS Principal	Local Funds	8/15/2017	6/30/2022

Strategy 3: Continue recruitment locations to include urban areas as well as central Missouri.

Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Asst. Supt./Principals	Local Funds	1/3/2018	6/30/2022

Strategy 4: Develop a program to recruit Fulton Public Schools graduates

Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Asst. Supt		8/15/2017	6/30/2022

Action Step 1: Work with FPS High School graduates.

Action Step 2: Advertise the Cadet Teaching Program.

Action Step 3: Re-establish the FTA program at the high school level.

**Goal 3: Provide and maintain appropriate instructional resources, support services, functional and safe facilities.**

Objective 3:1 - By 2022, all district facilities and equipment will continually be evaluated, upgraded or expanded to ensure optimal use, safety, cleanliness, appearance, and health by meeting all identified requirements.

Strategy 1: Ensure all district facilities and equipment will continually be evaluated, upgraded or expanded to ensure optimal use, safety, cleanliness, appearance, and health by meeting all identified requirements.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Bldgs/Grounds and Superintendent	Local Funds, Bond Issue	8/15/2017	6/30/2022

Action Step 1: Upgrade and remodel all district kitchen facilities with priority given to elementary and middle school levels.

Action Step 2: Upgrade and remodel/expand all district cafeterias.

Action Step 3: Upgrade restrooms in all buildings. Priority given to restrooms used by both students and the public during events.

Action Step 4: Address drainage issues on north wall of the middle school cafeteria and areas on sidewalks and parking lots in order to prevent freezing.

Strategy 2: Ensure the safety of all district stakeholders in and around district facilities.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Bldgs/Grounds/ Superintendent	Local Funds, Bond Issue	8/15/2017	6/30/2022

Action Step 1: New construction shall accommodate an area meeting F-5 Safe Room Standards.

Action Step 2: Upgrade all district parking lots with level surfaces and well-marked areas for vehicle parking, loading and unloading of buses, and student crossing. Expansion priority is given to Central Office and Fulton High School. Expansion to other parking lots is needed as well.

Strategy 3: Ensure the facilities and equipment meet the needs of the district enrollment.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Board of Education	Local Funds, Bond Issue	4/1/2018	6/30/2022

Action Step 1: Construct additional gymnasium at FHS and all three elementary buildings.

Action Step 2: Expand and remodel high school locker rooms.

Action Step 3: If structurally sound, upgrade the Pole Barn facility at FMS.

Action Step 4: Construct a new bus barn and maintenance facility.

Action Step 5: Construct a performing arts center at FHS.

Strategy 4: Ensure district athletic complex is maintained and upgraded to meet the needs of district athletes.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Act. Dir.	Local Funds	6/30/2018	6/30/2022

Action Step 1: Additional press boxes, bleachers (soccer, softball, and baseball), parking, and fencing

Action Step 2: Upgrade scoreboards at the baseball and soccer fields.

Action Step 3: Upgrade and expand the locker rooms and storage in the field house.

Action Step 4: Upgrade to artificial field turf at main stadium to allow for multi-use field for football, soccer, band, etc.

Strategy 5: Beautify and improve the functionality of district grounds.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Bldgs/Grounds	Local Funds	6/30/17	6/30/2022

Action Step 1: Continue landscape at the Athletic Complex.

Action Step 2: Landscape the front of Central Office

Action Step 3: Maintain and improve landscaping at all other buildings.

Action Step 4: Implement a “Cleanest Building Award” program.

**Objective 3:2 - By 2019, determine appropriate grade level groupings and facilities to ensure 100% student achievement and program accessibility.**

Strategy 1: Expand or develop additional facilities to meet enrollment and curricular requirements.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/BOE	Local Funds	1/1/2018	6/30/2022

**Goal 4: Promote, facilitate, and enhance parent, student, and community involvement in District educational programs by delivering an appropriate and timely exchange of information that is pertinent to the accomplishment of the District mission and vision.**

**Objective 4:1 - Identify barriers in communication and diversify forms of communication to include multiple methods by 2022.**

Strategy 1: Change the perceptions of the district that lead to negative communications while ensuring families about student safety.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of PD/PR	Local Funds	8/15/2017	6/30/2022

- Action Step 1: Online survey or focus groups for educators, parents, and students to glean information about communications.
- Action Step 2: Elicit feedback from parents on how they wish to receive information.
- Action Step 3: Communicate the reason for background checks.
- Action Step 4: Create District Pride by branding all activities the same way.
- Action Step 5: Enhance communication with all stakeholders as evidenced by stakeholder satisfaction on an annual survey.
- Action Step 6: Superintendent contribute a scheduled column to the Fulton Sun.
- Action Step 7: Ensure scheduled newsletters are sent/posted at the district level.
- Action Step 8: Develop an key communicator list to receive electronic notifications.



Strategy 2: Inspire and engage with parents to foster their desire to become more informed and involved in their students education.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Principals	Local Funds	8/15/2017	6/30/2022

Action Step 1: Support parents on how to be parents all the way through high school.

Action Step 2: Close the feedback loop so we are listening to parents and actively engaged in a dialog about their student.

Action Step 3: Educate families on the importance of participation in their child’s education.

Action Step 4: Promote meaningful dialog between parents and students through alternative communications messaging i.e. technology/daily diary.

Action Step 5: Encourage parent and student use of SISK12 Portal System.

Strategy 3: Take a hard look at “culture and character” of buildings to ensure approachability and positive atmosphere.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Principals	Local Funds	8/15/2017	6/30/2022

Action Step 1: Complete climate studies for each building.

Action Step 2: Rethink Open House and Parent Teacher Conferences to make sure we are meeting the needs of parents. Identify the “why” behind what we are doing and how we are doing it.

Action Step 3: Add contract days to the beginning of school to allow for an all-day open house with come and go format.

Action Step 4: Use Google Hangout, Skype, or meet in an alternative setting for PTC.

Action Step 5: Ensure scheduled newsletters are sent/posted at each building.

Objective 4:2 - By 2022, 100% of students will be engaged in their school education as evidenced by attendance percentages based on the 90 X 90 rule.

Strategy 1: Hire a full-time social worker or appropriate individual to assist with student needs.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent	Local Funds	8/15/2018	6/30/2022

Objective 4:3 - By 2022, each school within the Fulton Public School district will increase the number of community volunteers by 10%.

Strategy 1: Establish a Partnership in Education program in each school by establishing alliances with local businesses.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Administrators/Supt.	Local Funds	8/15/2017	6/30/2022

Action Step 1: Partner with businesses, churches, and others who can serve as mentors and offer financial help.

Strategy 2: Recruit community volunteers through direct invitation of individuals.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Administrators/Supt.	Local Funds	8/15/2017	6/30/2022

**Goal 5: Govern the District in an efficient and effective manner, providing leadership and representation to benefit the students, staff, and patrons of the district.**

**Objective 5:1 - The district will annually meet or exceed all Missouri School Improvement Program (MSIP) standards.**

Strategy 1: All buildings will annually revise or develop a school improvement plan.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Principals	Local Funds	8/15/2017	6/30/2022

Action Step 1: Analyze local and state assessment building data to determine areas of strength and weaknesses in student achievement.

Action Step 2: Set targets for academic growth in each building.

Action Step 3: Collect data to evaluate the effectiveness of existing support programming.

**Objective 5:2 - All district programs will be reviewed annually to ensure they meet the needs of students and staff.**

Strategy 1: Continue the evaluation system in place for district programs to assess effectiveness for student achievement.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Superintendent/Asst. Supt.	Local Funds	8/15/2017	6/30/2022

Objective 5:3 - The district will assist all buildings to ensure they annually meet the accreditation standards.

Strategy 1: Title I Advisory meetings are held at least once a year to review programming and develop goals.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Special Services	Local Funds	8/15/2017	6/30/2022

## Goal 6: Provide upgrades, additional technologies and training for all students and staff.

Objective 6:1 - By 2022, the Fulton Public School District will secure technology resources to be distributed in a manner that promotes equitable access and maximizes effective usage.

Strategy 1: Upgrade the district’s technological infrastructure to keep pace with emerging technologies.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Director of Technology	Local Funds	8/15/2017	6/30/2022

Action Step 1: Expand capacity to meet existing and future technological needs.

Action Step 2: Continue to increase bandwidth capacity of the district.

Action Step 3: Develop and maintain switches and routers replacement schedule.

Objective 6:2 - By 2022, 1:1 classrooms for 100% of FPS students in K-12 (K-5 will not take home).

Objective 6:3 - By 2022, technology instructional coaches will be housed in each building.

Strategy 1: Technology instructional coaches will provide training to certified building staff.			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds	8/15/2017	6/30/2022

Strategy 2: The District will provide training to parents on how students are using technology .			
Persons Responsible	Funding Source	Date to Implement Strategy:	Date of Completion
Assistant Superintendent	Local Funds	8/15/2017	6/30/2022