



FRENCHTOWN PUBLIC SCHOOLS
Strategic Plan
2020-2023 (3 Year Planning Horizon)

DISTRICT MISSION

The core purpose of the Frenchtown Public Schools is to empower and educate students in a nurturing and safe environment, so they discover their strengths, develop a love and appreciation for learning, reach their full potential, and prepare for an ever-changing world.

CORE VALUES (GUIDING PRINCIPLES)

COMMUNITY

Frenchtown School District is the heart of the community. We value our strong sense of pride in our school community and our families. We value the relationships we have with one another and the broader role education plays in the community.

EXCELLENCE IN EDUCATION

We value providing our students with an excellent education that focuses on their individual needs. We have dedicated staff that take pride in their work and strive to provide students with exceptional and vast experiences. Our offerings give our students access to a broad range of opportunities and activities inside and outside of the classroom.

SAFE AND NURTURING ENVIRONMENT

Students and staff have a right to a safe, nurturing environment where students and staff thrive. We celebrate diversity and are responsive to the needs of students, staff and community.

PERSONAL RESPONSIBILITY

We believe that self-responsibility and good citizenship are vital to our success. We value showing and having respect for others, being respected and, maintaining our integrity during times of success and times of challenge.

VISION (ENVISIONED FUTURE)

We promote excellence in everything we do, instill a love of learning in all students, and challenge our students to be greater than they thought they could ever be. We continue to strengthen our community values. As a result of our efforts, our students reach their highest potential, are prepared for their futures, and our community is strong, vibrant, fully engaged and integrated with us.

DESCRIPTION OF THE DESIRED FUTURE

- We have an individualized education plan in place for every student that addresses the student's needs, provides them with opportunities in areas of interest and talents, and supports them in their desired direction in life.
- Our educational programs and services are all based on standards but extend to each student's potential.
- We believe that every staff member has a responsibility to be a role model for kids.
- We advocate for funding from federal and state levels to provide our students with the best programs and services available.
- Our students and families clearly understand the value of education and the need for support both at home and at school as partners in order for each student to be successful.
- We have developed partnerships with our parents/families so that when children enter our school system, they are well prepared with the tools to succeed.
- We have developed community partnerships that provide our youth with the skills needed to be successful when they exit our system.
- In reference to our energy use, we have systems in place that optimize our ability to be self-sufficient.

DESCRIPTION OF THE DESIRED FUTURE, cont.

- We use technology in a meaningful and responsible manner where every student has his/her own personal device that is used to maximize the opportunities for our students to learn.
- We have set high standards and expectations for our students and our staff. As a result, our students and staff excel.
- Our facilities and infrastructure fully support our educational programming.
- Our class sizes support our individualized approach to education.
- Our curriculum supports a diversified, inspired learning environment where project-based, critical thinking and analysis is used to solve real-life issues.
- Our school environment is one in which students are nurtured, safety, health and wellness are of paramount importance, a climate of change is embraced, and where we provide a path to success for every student.
- We fully support early education initiatives and programs that prepare students for success. Through our individualized approach to education and we have closed the achievement gap. All of our students are performing at appropriate levels and in many instances, exceeding those levels.
- We have implemented a volunteer program that has successfully engaged the parents/families of our students.
- In the upper grades, we emphasize career, college/post-secondary, and student interest-drive curriculum.
- Our environment and programs support the emotional and physical well-being of our students and staff.
- We have expanded our adult education opportunities for parents/families and others with courses that provide the tools and information that focus on the importance of education and their involvement in their child's education.

OUTCOME-ORIENTED GOALS AND STRATEGIC OBJECTIVES

GOAL AREA #1: EDUCATIONAL FIDELITY AND PURPOSE

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We successfully implement educational opportunities for students with a focus on an individualized approach to education and use a rigorous accountability system to ensure that we are maximizing the learning potential of each and every student.

STRATEGIC OBJECTIVES

- 1.1 We continue to enhance our evaluation and accountability systems to regularly and rigorously assess the progress we have made in expanding both the scope and depth of our educational opportunities for our students and staff, and the impact it is having on our students.
- 1.2 We continue to enhance our professional development opportunities for our staff and school board with a clear focus on increasing student achievement including social/emotional/behavioral development.
- 1.3 We take steps to ensure that our curricular offerings and our approach to education is research-based and differentiated, and in line with or exceeding what is required through both state and federal standards.
- 1.4 We continue to advance our technology in a manner that enhances learning opportunities for our students, staff, and parents/families.
- 1.5 We continue to explore additional funding options to enhance student achievement such as after-school programs.
- 1.6 We will provide opportunities for staff and board members to demonstrate to students, parents, and the community they are role models for Frenchtown students.

ACTION PLAN

1. Enhance the teaching and learning environment in K-12.
 - Provide meaningful enrichment opportunities daily for high learners embedded in the school day.
 - Continue to explore differentiated learning modalities that support student success during COVID 19 and beyond.
 - Continue development and support for Professional Learning Communities (PLC) that use professional development, curriculum, and teaming to enhance learning and teaching at Frenchtown Schools.

- Starting in school year 2020-2021, develop and implement strategies to fully utilize the newly created Behavior/Instructional Intervention Specialist to support students and teachers.
 - Work with the School Resource Officer (SRO) provided by the Missoula County Sheriff's Office to enhance the culture of safety, respect, responsibility, and positive climate at Frenchtown Schools.
 - Continue to assess the progress of our students using a variety of metrics.
2. Continue professional development for certified and classified staff.
 3. Establish/implement a centralized data storage system to support the District in data-driven decision analysis and decision making. Continue longitudinal data analysis.
 4. Use tiered intervention to help understand what is working based on data-research and implementing it.

GOAL AREA #2: TECHNOLOGY

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We successfully integrate technological advancements into the curriculum to ensure that our students have access to, and are effectively utilizing, current technologies that enhance their learning capabilities and experiences.

STRATEGIC OBJECTIVES

- 2.1 We continue to expose our students to technological advancements that enhance student learning.
- 2.2 We continually improve the hardware/software infrastructure of our schools to allow our students and staff to have access to technological tools that enhance student learning.
- 2.3 We utilize any budget flexibilities and any other revenue streams that provide us with enhanced resources to ensure that our students have access to technological advancements that further their learning experiences.
- 2.4 We enhance professional development opportunities for staff with an emphasis on mastering technology advancements to expand learning opportunities for our students.
- 2.5 We enhance our technology support systems for our staff, students and parents/families.
- 2.6 We continue to increase technology and social media education for our students, staff and parents/families.
- 2.7 We identify and utilize universal, consistent communication tools to share information with staff, students and parents/families.

ACTION PLAN

1. Expand the current plan for technology infrastructure and devices for the next 3 years to include cost analysis; committee action on the plan; continued implementation steps and a rotation for moving out old devices while new ones are syphoned in.
2. Increase access to modern technology (Chromebooks, etc.) within the classrooms.
 - Build toward 2 students to one device.
 - Build an annual budget that can sustain additional technology software/training needs.
3. Unify and expand the Digital Platform that is more focused to facilitate student learning K-12 as well as for student preparation beyond high school.
4. Promote technology in the home for distance learners. Incorporate in-home devices that mirror classroom sight and sound experience for students not attending school in person.
 - Allow students to check out technology if they have no home access.
 - Explore models that assess academic performance for out-of-classroom learners.
5. Improve methods of communicating academic progress for teachers, students and families (i.e. “Infinite Campus” current primary method versus Google Classroom, etc.)
6. Establish a policy for policing social networks within the authorities of the District.
7. Expand training to maximize the technology potential with the technology we have.
 - Explore and implement ways to offer ongoing technology training (e.g., an identified technology teacher; a specialty elective for students wishing to go on in IT or are already working in IT/college classes; online program, etc.).

GOAL AREA #3: SAFETY AND SECURITY

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We continue to improve the safety of our schools and our facilities by making safety a priority and by changing the mindset of our students and staff to take a proactive approach to prevention including injury prevention, and other safety and security measures.

STRATEGIC OBJECTIVES

- 3.1 We continue to enhance safety education with an emphasis on changing culture and focus from reaction to prevention among all staff.
- 3.2 We continue to regularly review our safety plan, security policies, procedures and internal practices to ensure that they are up to date.

3.3 We continue to implement the school safety plan to include equipment, cameras, web-remote access to data, and staff training and where appropriate, student training.

3.4 We continue to update our social safety plan to address cyber-bullying and abuse of social media. We teach and expect our students to demonstrate digital citizenship.

ACTION PLAN

1. Review and update a comprehensive schoolwide safety plan. Continue to proactively review safety and security policies and procedures as appropriate.
 - Review and update the emergency management manual and the Procedural flip chart.
 - Assure up-to-date activities emergency plans for both campuses.
 - Assure up-to-date uniform reunification process for both campuses.
 - Regularly practice the evacuation plan.
 - Test and review security into buildings.
2. Maintain an updated DVR camera and sound security equipment (with new digital cameras - three-year upgrade + new cameras).
3. Update and educate everyone on cleanliness and sanitation procedures and practices as we continue with the coronavirus situation and beyond.
4. Continue to provide employee training related to safety and security:
 - Safety practices (e.g., use a ladder, not a chair) CPR; First Aid
 - Mental health, threat assessment, suicide prevention and Trauma Informed Schools
 - Intruder response training
 - Paras training on de-escalation and behaviors and avoiding student-caused injury.
5. Continue to use safety funds to improve safety and security on campus.
 - Review entrances/exits for both campuses.
 - Improve security in area between intermediate and elementary buildings.
 - Move and/or install fences to improve security on both campuses.
 - Do window treatments for glass.
 - Upgrade equipment for snow and ice removal.
6. Use current technology to detect and prevent bullying.

7. Continue to work with Missoula County Sheriff's Office to provide an SRO for Frenchtown Schools within the established framework.

GOAL AREA #4: FACILITIES

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We utilize and continually update a comprehensive Facilities Plan that supports our students and staff, student learning, and our vision for the future.

STRATEGIC OBJECTIVES

- 4.1 We continue to perform comprehensive needs assessments and identify priorities on both a short-term and long-term basis.
- 4.2 We utilize any and all flexibilities and revenue streams that provide us with enhanced resources to ensure that our facilities are meeting the needs of our students, staff and community.
- 4.3 We continue to take proactive steps to communicate with the community about anticipated facility changes and enhancements to ensure that the community is well informed and understands the rationale and need for such changes and/or enhancements.

ACTION PLAN

1. Using an agreed upon tool (e.g., Survey Monkey), do a survey once per year to facilitate feedback from the community.
2. Continue to review and update the short- term and long-term Facilities Plan to assess student and community growth; the condition of current facilities and maintenance needs; vision; and cost estimates related to new and/or updating of facilities.
 - Assure that facilities plans meet the required guidelines of the Missoula County Public Health Department.
 - Fully implement the process to regularly maintain and update the Facility Condition Inventory (FCI) documenting systems, components, conditions, and actions necessary to remedy.
3. Provide information to the community through digital means and continuation of the monthly school newsletter:
 - Update on the progress of grade level transitions.
 - Update on facility maintenance and planning.
 - Conduct virtual facilities tours for the community to demonstrate building improvement needs, etc.

4. Continue Board approved facilities improvements through use of the appropriate funds such as the general, building reserve, maintenance, transportation, safety improvement; flexibility, and donations from the public.

GOAL AREA #5: WELLNESS

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We enhance our health and wellness programs for our students and staff through education and other programs that focus on the importance of healthy lifestyles and making healthy decisions that have positive long-lasting impacts.

STRATEGIC OBJECTIVES

We continue to:

- 5.1 Take the lead on a community garden (Freedom Gardens) that provides healthy nutrition for our students and staff through North Campus volunteer efforts.
- 5.2 Provide alcohol and drug prevention education based on sound research and practices.
- 5.3 Enhance our CPR and AED training.
- 5.4 Address the issue of child hunger in our community.
- 5.5 Provide education related to effectively managing stress through research-based programs and move toward becoming a Trauma Informed School.
- 5.6 Enhance our education on the importance of healthy nutrition.
- 5.7 Provide physical activity opportunities for all students, staff and the community including but not limited to enhanced accessibility and versatility.
- 5.8 Collaborate with the community to provide wellness education and activities available to our students, staff and community members.
- 5.9 Promote opportunities for alternative forms of non-traditional lifetime fitness activities for elective credit.
- 5.10 We will provide opportunities for staff and board members to demonstrate to students, parents, and the community they are role models for Frenchtown students.

ACTION PLAN

1. Provide formal drug/alcohol prevention education.
2. Make Physical Education a part of every day for K-6 grades.

3. Provide all staff with CPR/First Aid/AED training.
4. Teach meditation and mindfulness as a means of improving coping skills of students, stress reduction and lifelong wellness.
5. Review and improve the District's overall wellness program. Continue developing and expanding student wellness programs such as:
 - Expanding 2nd chance breakfast
 - Fresh fruits and vegetables grant expansion
 - Breakfast after the bell
6. Develop and implement plans that will continue to support staff wellness.
7. Continue to implement development and growth of Freedom Gardens.
 - Clarify the relationship between Freedom Gardens and the District and accordingly, develop an action plan within the 2020-2021 school year.
 - Focus curriculum associated with Freedom Gardens in science, biology, technology, math, environmental studies and experiential hands on learning K-12.

GOAL AREA #6: COMMUNITY ENGAGEMENT

STATEMENT OF INTENDED OUTCOME (3 YEARS)

We successfully enhance engagement with the community and expand their knowledge about the District. As a result of our efforts, our community is well informed about our priorities and fully supports our vision for the future of our District.

STRATEGIC OBJECTIVES

- 6.1 We continue to promote our schools and our strategic goals through a variety of resources.
- 6.2 We utilize a variety of communication strategies and tools including social media to ensure that we are effectively informing parents/families and our community about the positive things that are happening in our schools and across the District.
- 6.3 We will develop a community engagement action plan that identifies and implements specific strategies to strengthen our relationship and communication with our community.
- 6.4 We continue to promote and encourage engagement and participation of parents/families and community members in our school programs, services and activities.
- 6.5 We continue to develop our relationships and collaboration with businesses to provide greater opportunities for our students and increased resources for the District.

ACTION PLAN

1. Evaluate the effectiveness of our communication tools including the newsletter through a community survey. Develop an internet plan for the newsletter.
2. Increase media outreach through a director of outreach and use of targeted links on the District website to increase social connection with the community.
3. To strengthen Frenchtown identity, build a Frenchtown brand and brand awareness. Develop a tagline.
4. Develop a website that includes an APP and meets ADA accessibility.
5. Develop a Freedom Gardens sustainability plan including the farmers market.
6. Target specific school events for the community to view online.
7. Hold parent/families' instructional nights for teaching practices and support including Q/A.
8. Promote development of the mill site to recover tax dollar loss.
9. Continue to regularly monitor progress on strategic goals and action plans and share that evaluation with the community.
10. Engage regularly with community boards, organizations, groups, and associations.

