



# FAYETTEVILLE CITY SCHOOLS

## 5 Year Plan and Goals

<p><b>Goal 1:</b> <b>Focus on Every Student</b></p> <p>Provide students with an environment that meets their physical, social and emotional needs. We must do everything possible to meet the needs of all students, through various programs and activities. It is our goal to provide a successful learning environment to support the whole child.</p>	<p><b><i>Strategy A: Provide access to a social emotional counselor for students.</i></b></p> <p>Progress: Social Emotional Counselor in Place year 1 (2020)</p> <p>Evidence of Completion: Social Emotional Counselor hired</p> <p>Future Plans: Social Emotional Counselor serve all schools year 5 (2025)</p> <p><b><i>Strategy B: Increase early literacy in PreK-3rd by strengthening instructional practices and interventions.</i></b></p> <p>Progress: Reading RTI Coordinator put in place year 2 (2021) @Ralph Askins</p> <p>Evidence of Completion: high quality RTI Reading Coordinator hired</p> <p>Future Plans: Put in place a Math specialist RTI Coordinator by year 5 (2024)</p> <p><b><i>Strategy C: Teachers and administrators will have access to and utilize timely, relevant, student data.</i></b></p> <p>Progress: Learning Loss Coordinators in place in each school to focus on comparable data assessment, documentation, and communication to stakeholders (CASE and AIMS Webb), year 2 (2021); administration of</p>
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	<p>ongoing standards aligned formative assessments (CASE) in grades 3-12 year 1 (2020)</p> <p>Evidence of Completion: Principals will present data each semester post formative assessment to the Director and central office personnel to assess and discuss improvement strategies year 2 (2021), Summer system leadership summit including all system administration will be utilized to analyze summative and formative data as a group year 2 (2021). Learning Loss Coordinators will compile and submit formative data in a consistent format to FCS Supervisor year 3 (2022)</p> <p>Future Plans: Standards aligned formative assessments will be administered in K,1, and 2 year 4 (2023)</p> <p><b><i>Strategy D: Provide students and teachers with the necessary technology.</i></b></p> <p>Progress: All students in grades 4-12 are one to one device with chromebooks year 1 (2020), All Sped and CTE teachers have teacher laptops year 1 (2020), All teachers have access to multimedia presentation equipment year 1 (2020)</p> <p>Evidence of Completion: Inventories indicate laptops and multimedia equipment</p> <p>Future Plans: All teachers have interactive panels in their classrooms by year 5 (2024), All teachers have laptops year 5 (2024) 1-3 grade students are one to one device by year 3 (2022)</p> <p><b><i>Strategy E: Promote College and Career Awareness</i></b></p> <p>Progress: College and Career Counselor at FHS year 1 (2020); College and Career</p>
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	<p>Activities at RAS and FMS year 1 (2020); Colleges (including TCAT) visit FHS and have information tables for students to visit year 1 (2020); Eighth graders will rotate through all CTE classes year 2 (2022), complete career interest surveys, and create four year plans year 1 (2020); parents and students will attend a freshman forum night; professional development centered on touring local businesses, industry, and TCAT year 2 (2021)</p> <p>Evidence of Completion: Photos and articles will be posted on all FCS social media venues and submitted to newspaper (ongoing)</p> <p>Future Plans: College and Career Counselor will be maintained (ongoing), Nontraditional Speaker Events year 2 (2021), tours will be conducted of universities and TCATS for seniors year 2 (2021).</p> <p><b><i>Strategy F: Expand and increase quality programs to meet individual student needs.</i></b>  Progress: Create more dual enrollment opportunities for students while staying within the BEP generated funding formula</p> <p>Evidence of Completion: Dual Enrollment Industrial Maintenance program through TCAT satellite site year 3 (2022), Dual Enrollment Math for Meds and Anatomy and Physiology year 3 (2022), Advanced Placement (A.P.) for All program, In house Motlow Dual Enrollment English year 3 (2022), Increased dual enrollment opportunities for all students</p> <p>Future Plans: Dual Enrollment Welding Program through TCAT year 5 (2024), Increased Onsite Motlow Dual Enrollment Courses year 5 (2024), Dual Enrollment Cosmetology onsite but managed by TCAT</p>
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	<p>year 5 (2024), TCAT Cybersecurity dual enrollment year 5 (2024)</p> <p><b><i>Strategy G: Provide quality services to promote healthy lifestyles.</i></b></p> <p>Progress: Water filling stations installed in all schools (Diabetes Grant) year 2 (2020)</p> <p>Evidence of Completion: Filling Stations installed and being used by faculty and staff</p> <p>Future Plans: Apply for grants to increase our physical activity infrastructure on our school campuses year 5 (2024).</p>
<p><b>Goal 2: Invest in Our people</b></p> <p>Provide high quality professional development opportunities and materials, while encouraging innovative strategies to teach Tennessee academic standards and recruiting and retaining high quality teachers.</p>	<p><b><i>Strategy A: Provide support to retain and recruit high quality teachers.</i></b></p> <p>Progress: All positions are filled with certified instructors (ongoing)</p> <p>Evidence of Completion: No state findings when evaluation certified personnel (ongoing), Peer mentoring program utilized to encourage students to teach year 1 (2020)</p> <p>Future Plans: Attend university job fairs to recruit teachers year 3 (2022), discuss and plan innovative strategies like signing bonuses, insurance provided, insurance for retirees with at least 10 years (ongoing)</p> <p>Evidence: Signing bonuses and differentiated pay plans will be utilized for</p>

	<p>high need areas as determined by the Director of Schools.</p> <p><b><i>Strategy B: Provide quality professional development.</i></b></p> <p>Progress: Professional development focused on Brian Mendler and Ruby Payne that deal specifically with Poverty and homeless students year 1 (2020) ; Technology and Google Training through Dough Eaton year 2 (2021); New Teacher focused professional development training (ongoing)</p> <p>Evidence of Completion: Professional Development Agendas, teacher surveys to assess PD and identify needs</p> <p>Future Plans: Utilize completed teacher surveys to plan for future PD year 3 (2022), analyze system expectations of teachers to design PD (ongoing),</p>
<p><b>Goal 3</b> <b>Stakeholder Partnerships</b></p> <p>We will continue to collaborate with community stakeholders to foster a cooperative community climate and create opportunities for students.</p>	<p><b><i>Strategy A: Collaborate with universities, TCAT and community to create opportunities for teachers and students.</i></b></p> <p>Progress: Memorandums of agreement for student teacher placement and dual credit agreements with Motlow Community College year 1 (2020 ongoing), TCAT Shelbyville year 1 (2020 ongoing), UT Southern year 2 (2021), and Fayetteville Beauty School year 1 (2020 ongoing).</p> <p>Evidence of Completion: Memorandums of agreement for student teacher placement and dual credit agreements with Motlow Community College, TCAT Shelbyville, UT Southern, and Fayetteville Beauty School.</p> <p>Future Plans: Dual Enrollment Welding Program through TCAT year 5 (2024), Increased Onsite Motlow Dual Enrollment</p>

	<p>Courses year 5 (2024), Dual Enrollment Cosmetology onsite but managed by TCAT year 5 (2024), TCAT Cybersecurity dual enrollment year 5 (2024), Increased Motlow onsite dual enrollment opportunities.</p> <p><b><i>Strategy B: Promote student participation in youth boards and recognition programs.</i></b>  Progress: Applications are obtained from various youth boards, Boys and Girls State, and various scholarship organizations by College and Career Counselor (ongoing)</p> <p>Evidence of Completion: All city and county youth boards have FHS representation, All local scholarships have FHS applicants</p> <p>Future Plans: Create a Student Ambassador position as an ad hoc position on the school board year 3 (2022).</p>
<p><b>Goal 4 Infrastructure</b></p> <p>FCS will maintain high quality facilities that are safe, functional and aesthetically pleasing.</p>	<p><b><i>Strategy A: Replace HVAC and plumbing systems in all three school facilities .</i></b></p> <p>Progress: Plumbing system repaired and replaced at FHS year 1 (2020)</p> <p>Evidence of Completion: Fewer plumbing maintenance requests from FHS, Uninterrupted water supply throughout FHS</p> <p>Future Plans: Replace and repair HVAC and plumbing at FMS and RAS before year 5 (2024)</p> <p><b><i>Strategy B: Improve security at FHS and RAS</i></b></p> <p>Progress: Newly designed and created safer front entrances year 2 (2021)</p>

	<p>Evidence of Completion: New barrier walls and doors will be constructed in the building entrances, tinted bullet proof window laminate applied year 2 (2021).</p> <p>Future Plans: Rear door at FHS security access by year 5 (2024)</p> <p><b><i>Strategy D: Evaluate the need for acquisition of land and building needs for future growth and expansion.</i></b></p> <p>Progress: Purchased piece of property at corner of FHS year 1 (2020)</p> <p>Evidence of Completion: Deed to land</p> <p>Future Plans: Purchase additional land for expansion (ongoing)</p> <p><b><i>Strategy E: Move CTE classes from portables</i></b></p> <p>Progress: Constructing classrooms in area behind current gym year 2 (2021 ongoing, complete by Spring 2023)</p>