



# EXCELLENCE EQUITY & OPPORTUNITY

2023-30 STRATEGIC PLAN

Back To School Night



# A Message from Dr. Reid



# Student-Centered Goals

## Goal 1: Strong Start, Pre-K–12

Every student will develop foundational academic skills, curiosity, and a joy for learning necessary for success in Pre-K through 12th Grade.

## Goal 2: Safe, Supported, Included, and Empowered

Every student will experience an equitable school community where student health and well-being are prioritized, and student voice is centered.

## Goal 3: Academic Growth and Excellence

Every student will acquire critical and creative thinking skills, meet/exceed high academic standards, and achieve their highest academic potential.

## Goal 4: Equitable Access and Opportunity

Every student will have access to high-quality academic programming and resources to support their success.

## Goal 5: Leading for Tomorrow's Innovation

Every student will graduate ready to thrive in life after high school and with the skills to navigate, adapt, and innovate for a sustainable future.

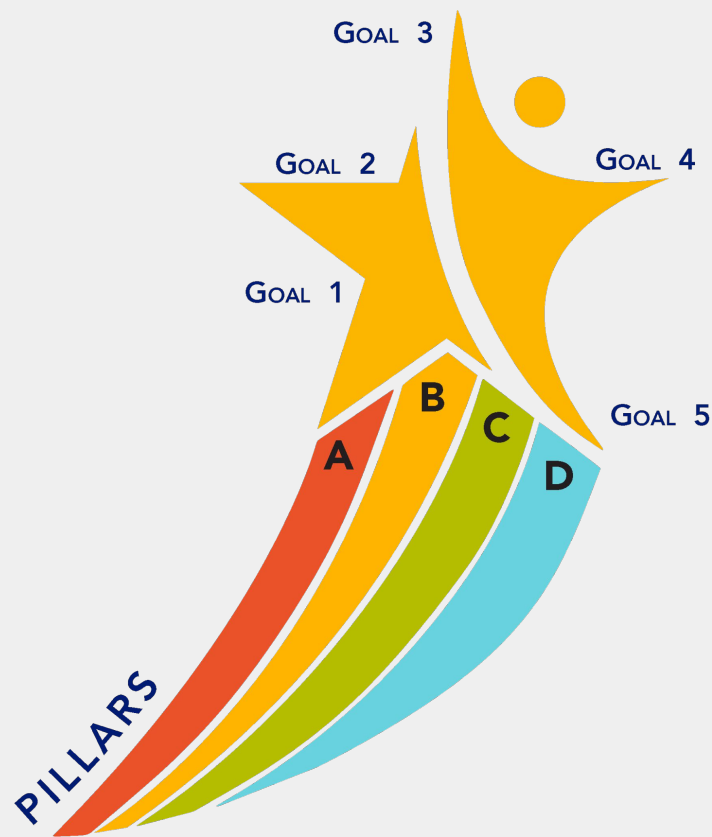
**Visit the FCPS Strategic Plan 2023-30  
webpage for more information.**

<https://www.fcps.edu/strategic-plan>



# Structure of Our Plan

- Goals
- Measures
- Equity Commitments
- Pillars



# Four Pillars

## A

### **Differentiated & Culturally Responsive Learning Environments**

We design innovative learning experiences that meet the needs of each and every learner, and implement professional practices that engage, empower, include, and challenge the whole learner through varied opportunities.

## B

### **Vibrant Home, School, & Community Partnerships**

We share responsibility to build trusting partnerships that sustain a safe, inclusive culture for learning and work, and we collaborate proactively with respect, honesty, and transparency.

## C

### **Diverse, Adaptive, & Supported Workforce**

We recruit and retain staff who reflect the diversity of students and families; provide meaningful continuous learning, exceptional compensation, and balanced workload; and create a safe and culturally responsive environment that values staff voice.

## D

### **Culture of Equity, Excellence, & Accountability**

We nurture processes and structures that are grounded in intentional partnerships, shared responsibility for equitable resource allocation, and data-driven continuous improvement and innovation.

# Goal 1—Strong Start: Pre-K–12

Every student will develop foundational academic skills, curiosity, and a joy for learning necessary for success in Pre-K through 12th Grade.

## Measures

- Availability of Pre-K programs (including inclusive Pre-K) to meet community need
- Students meeting criteria for kindergarten readiness
- Students demonstrating self-regulation attention skills (Pre-K–3, and beyond)
- Multilingual learners meeting expected growth and reclassification criteria
- Early and consistent access to and preparation for advanced instruction and enrichment opportunities
- Students meeting standards at defined entry and transition points

## Equity Commitment

We will ensure authentic and affirming partnerships with families and key stakeholders by engaging in collaborative decision-making that results in each student's success.

## Goal 2—Safe, Supported, Included, and Empowered

Every student will experience an equitable school community where student health and well-being are prioritized, and student voice is centered.

### Measures

- Student academic inclusion and engagement
- Positive school climate (safety, inclusion, and sense of belonging; academic support; inclusive, academically-focused culture; and teacher-student trust)
- Student access to the necessary emotional, behavioral, mental, and physical health services to support their successful engagement in school
- Student attendance and absenteeism rates
- Student participation in extracurricular, co-curricular, or leadership activities
- Disciplinary disproportionality and recidivism

### Equity Commitment

We will amplify student voice to inform our approaches, honor students' identities and experiences, and ensure student safety and well-being in an inclusive school climate and culture.



## Goal 3—Academic Growth and Excellence

Every student will acquire critical and creative thinking skills, meet/exceed high academic standards, and achieve their highest academic potential.

### Measures

- Growth and performance in coursework (e.g., course grades, grade point average [GPA], meeting Individualized Education Program [IEP] goals, and language acquisition goals) (including students with 504s)
- Growth and performance on state/national/international assessments in reading, math, social studies, and science
- Successful completion of Algebra 1 by 8th Grade
- Evidence of progression towards or successful completion of advanced coursework (e.g., Honors, Advanced Placement [AP], International Baccalaureate [IB], dual enrollment, Career and Technical Education [CTE], etc.)
- Growth with evidence in at least one/two self-identified Portrait of a Graduate skills, annually
- Students reading on grade level by the end of 3rd Grade

### Equity Commitment

We will utilize available evidence to provide access to challenging academic programs and necessary supports that celebrate each student's humanity, growth, and attainment of high levels of academic performance.

# Goal 4—Equitable Access and Opportunity

Every student will have access to high-quality academic programming and resources to support their success.

## Measures

- Availability of, accessibility to, and student enrollment in coursework in the arts, STEAM, career and technical education, trades, technology, and world languages
- Availability of and enrollment in advanced, rigorous coursework and programs (K-12)
- Student access to and participation in formalized systems of early intervention, academic and other supports, including special education services and services for multilingual learners
- Disproportionality in course-taking patterns and participation in inclusive settings
- Consistent availability of and accessibility to electives, extracurricular, co-curricular, and enrichment activities

## Equity Commitment

We will prioritize data that describes student outcomes and lived experiences, to allocate resources and supports that are responsive to each student's strengths and needs.

# Goal 5—Leading for Tomorrow’s Innovation

Every student will graduate ready to thrive in life after high school and with the skills to navigate, adapt, and innovate for a sustainable future.

## Measures

- Availability of, accessibility to, and participation in multiple pathways and work-based learning opportunities (e.g., shadowing; internship; apprenticeship; and Career and Technical Education)
- Attainment of FCPS Portrait of a Graduate competencies and digital and financial literacy
- Supported and successful transitions leading to high school graduation and postsecondary opportunities
- Students on track for graduation at the end of 9th Grade
- Increase in the percentage of students earning an advanced studies diploma
- Reduction of the percentage of students earning an applied studies diploma
- Enrollment in college, entry into the workforce or public service, enlistment in military, or other, verifiable post-secondary plan
- Students innovating and preparing for the future

## Equity Commitment

We will center student voice data and use evidence to ensure each student is ready to make informed decisions, prepared for a wide range of post-secondary options, and can successfully navigate their future path.