Strategic Plan
2026-27— 2027-28 — 2028-29

FRANKENMUTH SCHOOL DISTRICT
Where Effort Opens Opportunity

The MISSION of Frankenmuth School District is to provide each student, to the fullest extent possible, a fund of knowledge, skills, positive attitudes, and ethical values with which to understand the world, gain productive employment, and successfully manage the change the future will bring.

Goal Area 1
CULTURE OF EXCELLENCE IN EDUCATION

SP Objective 1:
The FSD will foster a safe, inclusive, and collaborative culture that supports academic growth, well-being, and meaningful student engagement.

Leading Indicators:

- **Sustain and strengthen shared organizational beliefs and practices** that promote safety, belonging, and collaboration.
- **Implement and continuously refine systems** that identify and respond early to students' academic, mental, emotional, and behavioral needs.
- **Expand learning experiences** that develop critical thinking, collaboration, and global competencies.
- **Increase access to opportunities** that support post-secondary awareness, exploration, and preparation, including broad participation in co- and extracurricular programs.

SP Objective 2:
The FSD will ensure high-quality instruction through aligned curriculum, intentional professional development, and sustained instructional support.

Leading Indicators:

- **Sustain a culture of instructional excellence** by supporting effective teaching in every classroom and continually strengthening the instructional competence of certified staff.
- **Continue to empower instructional staff** to engage in research, professional learning, and implementation of best practices that drive measurable student growth.
- **Maintain and refine structures** that provide the training, collaboration time, and resources necessary for consistent implementation of aligned curriculum across grade levels and courses.
- **Regularly evaluate and update curriculum resources** to ensure rigorous, relevant, and standards-aligned learning experiences for all learners.
- **Implement and continuously improve** a structured, regularly reviewed and revised curriculum cycle for all subjects and courses.

Goal Area 2
SUSTAINABILITY for TODAY and the FUTURE

SP Objective 1:
The FSD will focus district strategies to attract, recruit, develop, and retain a highly qualified and effective staff.

Leading Indicators:

- **Implement and continuously refine strategic recruitment practices** that proactively identify and engage highly qualified and mission-aligned candidates.
- **Strengthen the district's value proposition** through competitive compensation, positive culture, leadership development, and professional growth opportunities.
- **Sustain comprehensive onboarding, mentorship, and professional learning systems** that support new and veteran staff effectiveness.
- **Monitor retention data and staff feedback** to identify trends and implement responsive strategies that promote long-term staff commitment and satisfaction.

SP Objective 2:
The FSD will demonstrate fiscal responsibility while sustaining safe, healthy, functional facilities and innovative instructional programs aligned to district priorities.

Leading Indicators:

- **Strategically align and manage enrollment**, including School of Choice participation, to sustain programs and advance long-term district priorities.
- **Implement and maintain a transparent, data-informed budgeting process** that prioritizes instructional impact and strategic goal attainment.
- **Target financial investments in professional learning** to strengthen instructional practice and improve measurable student outcomes.
- **Maintain multi-year financial forecasting and facility planning practices** to ensure long-term stability and responsible stewardship of community resources.

Goal Area 3
FACILITIES and TECHNOLOGY for the 21st Century

SP Objective 1:
The FSD will maintain and refine a fiscally responsible technology plan that supports evolving instructional needs.

Leading Indicators:

- **Sustain equitable access to high-quality, reliable, and user-friendly devices** for all staff and students.
- **Continue to expand and refine anytime, anywhere learning opportunities** that extend instruction beyond the traditional classroom.
- **Provide ongoing, differentiated training and support** to ensure staff and students effectively and responsibly utilize technology tools.
- **Maintain and strategically upgrade a secure, flexible, and scalable technology infrastructure** that ensures continuity of learning and operational efficiency.

SP Objective 2:
The FSD will provide and maintain facilities and technology that support global competencies and career and college and career readiness.

Leading Indicators:

- **Implement and adhere to a proactive maintenance and replacement schedule** to preserve facilities and prevent deterioration.
- **Maintain a facility planning process** that strategically prioritizes maintenance, renovation, and future development.
- **Sustain and enhance flexible, safe, and accessible PreK–12 learning environments** that support personalized, collaborative learning and the development of global competencies.
- **Define, communicate, and continuously refine district-aligned global, college and career readiness, and technology competencies** across grade levels to prepare students to thrive in today's evolving society.

Goal Area 4
ENGAGED COMMUNITY STAKEHOLDERS

SP Objective 1:
The FSD will showcase and amplify the strengths and successes of the district through meaningful community partnerships.

Leading Indicators:

- **Sustain and expand mutually beneficial partnerships** that enhance student learning experiences and strengthen community engagement.
- **Regularly evaluate and strengthen existing community partnerships** to ensure alignment with district goals and student needs.
- **Continuously refine and monitor district communication strategies** to ensure timely, transparent, and consistent messaging that promotes district achievements and opportunities.
- **Increase visibility of student, staff, and district accomplishments** through coordinated outreach efforts across multiple communication platforms.

SP Objective 2:
The FSD will provide student pathways, voice, and well-being.

Leading Indicators:

- **Increase access to and completion of industry-recognized certifications and advanced academic opportunities** aligned to student interests and workforce needs.
- **Sustain and enhance partnerships with regional ISDs and post-secondary institutions** to expand CTE training, credentialing, and dual-enrollment opportunities.
- **Strengthen partnerships and systems that support student well-being**, including access to counseling, social-emotional resources.
- **Monitor pathway participation and access** to career exploration resources to ensure equitable opportunities and continuous improvement.