

Fraser Public Schools

Strategic Planning
Stakeholder Meetings
Working Together for Our Future



Agenda

- Expectations of the Work
- Experience The Why?
 - What is the Purpose of School
- Reflection on our current state
- Our Call to Action
 - Determining Goals and Priorities
for our next Strategic Plan
- Next Steps



Working Agreements

Share all relevant information

Stay on task

Be present

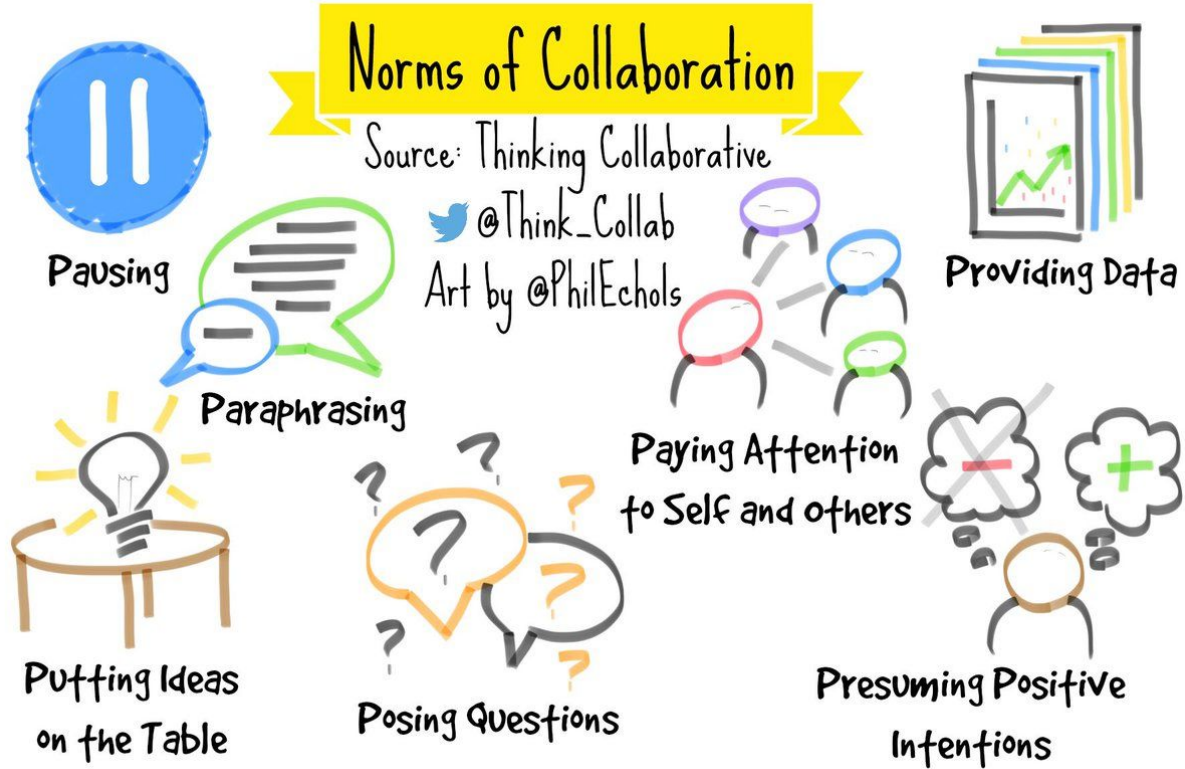
Start and end on time

Listen with an open mind - No sidebar conversations

If you miss a meeting, support decisions made in your absence

Have fun

Norms



Norms

Strategic Plan - Stakeholder Meetings

- District UDL Leadership Team - October 18th, 2024
- Administrative Team - October 24th, 2024
- Board Members and Community - October 29th, 2024
- District Staff - November Staff Meetings (Led by Building Principals)
- FHS and RMS Student Groups - November TBD

Stakeholder Meeting Goals

Engage a community of stakeholders in the Strategic Planning process

Shared learning experience - What is the Purpose of School?

Reflection on our Current State - Celebrate our Accomplishments

- Community Survey Data Review
- Student Achievement Data Review

Review the Characteristics of a Portrait of a Fraser Graduate and current Strategic Plan

Our Call to Action - Determining Goals and Priorities for our 24-29 Strategic Plan

Fraser Public Schools - Working Together for Our Future

Strategic Plan 2024



**“Efforts and courage are not enough
without purpose and direction.”**

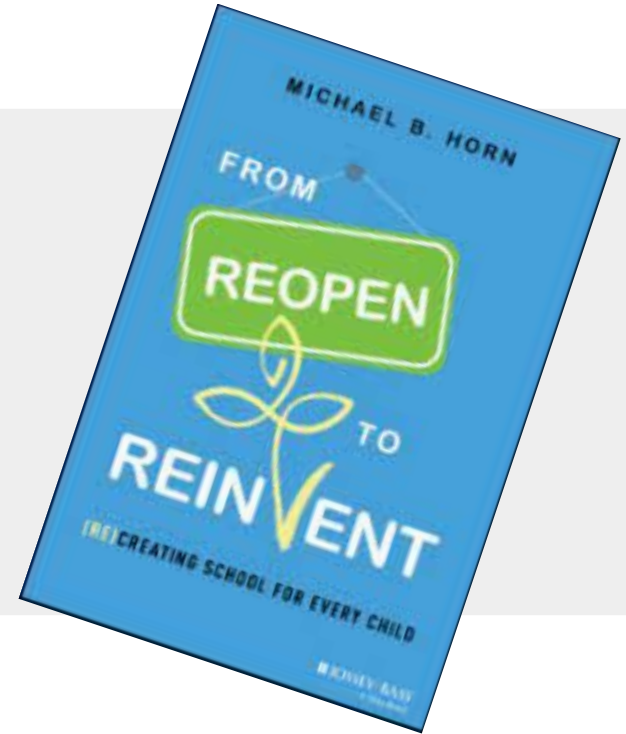
– John F. Kennedy



Michael Horn's take on the purpose of school:

At a high level, I contend that the purpose of K-12 schools is to help students become individuals prepared to:

- Maximize their human potential;
 - Discover their purpose
- Build their passions and lead choice-filled lives;
- Participate civically in a vibrant democracy as thoughtful, informed citizens capable of acting through the proper levers of society;
- Contribute meaningfully to the world and the economy; and
- Understand that people can see things differently—and that those differences merit respect rather than persecution.



-Michael B. Horn: Education Strategist (2022)

What is the purpose of School?

Please take a few moments and write a reflection on the purpose of school.



Turn and Talk
Share with Group



What if the purpose of school was purpose?

Ross Wehner: writer, teacher, and founder of the
World Leadership School (2023)

As you view the video, compare your view to the speakers.

How do we support our students in finding their purpose?

**Consider
This**

Never again will a student have as much support to help them pursue their **purpose** as they do right now.

It is the goal of ours, **as a team**, to assist our students in a rigorous educational experience, but also discovering their interests, supporting their thinking for life after high school, and putting them in the best situations to succeed in that endeavor.

ALL STAKEHOLDERS are on the TEAM.

Turn and Talk
Share with Group



Our current reality demonstrates
Fraser Public Schools are on the right
path to developing **purposeful**
schools that provide **individualized**
pathways to support student
learning and passions.



Taking time to reflect on our current
reality allows us to stay on a focused
path.

Fraser Public Schools

Strategic Plan Community Survey - 2024



DATA REVIEW

Community Survey Data

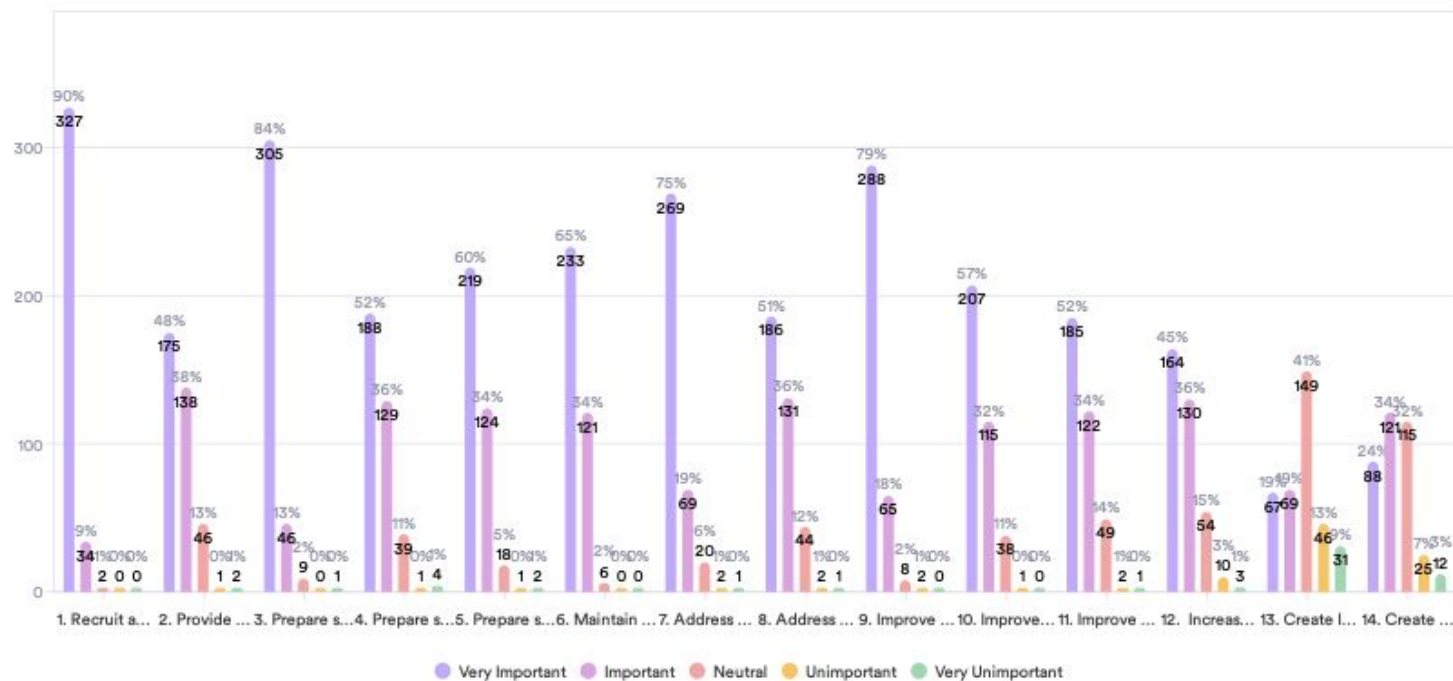
**Full Report Available on
[District Website.](#)**

Strategic Plan - Community Survey Overview

- 364 Participants
- Focus Areas
 - Future District Priorities
 - Student Growth/Learning Opportunities
 - Educating the Whole Child
 - Operations
 - Community Partnership
- Open Ended Questions
 - Do you have ideas on how Fraser Public Schools can help Fraser be a sought-after place to live?
 - What other partnerships or programs do you think Fraser Public Schools should explore?
 - In the next five years, what do you see as top priorities for Fraser Public Schools?
- Demographic Data

Fraser Focus Areas: Please indicate below how important each of these items should be for Fraser Public Schools (FPS).

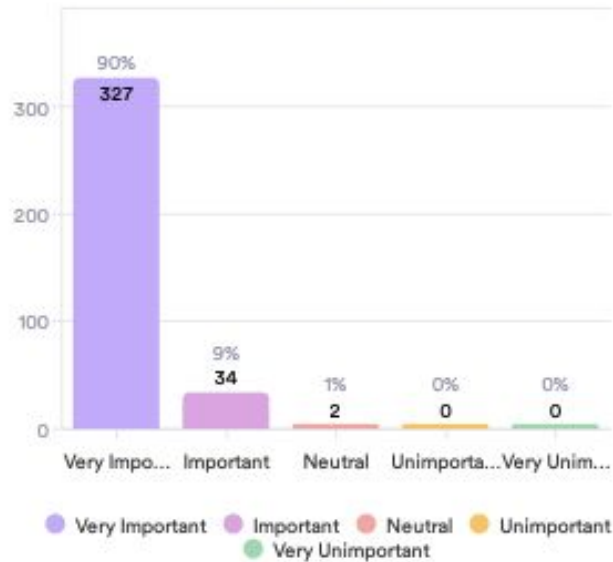
364 Responses



Key Focus Areas

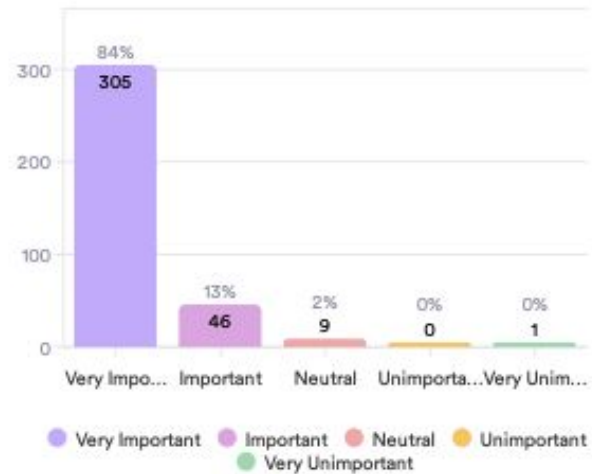
1. Recruit and retain high quality staff.

363 Responses



3. Prepare students to use life skills after high school (e.g., hands-on learning for personal finances, home budgets).

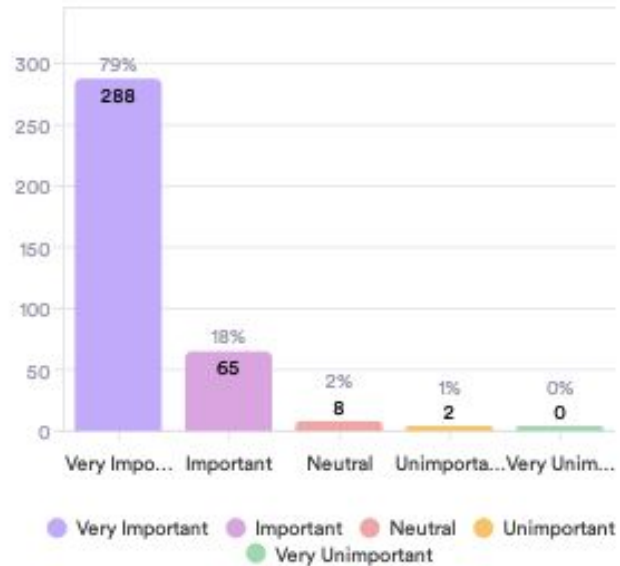
361 Responses



Key Focus Areas

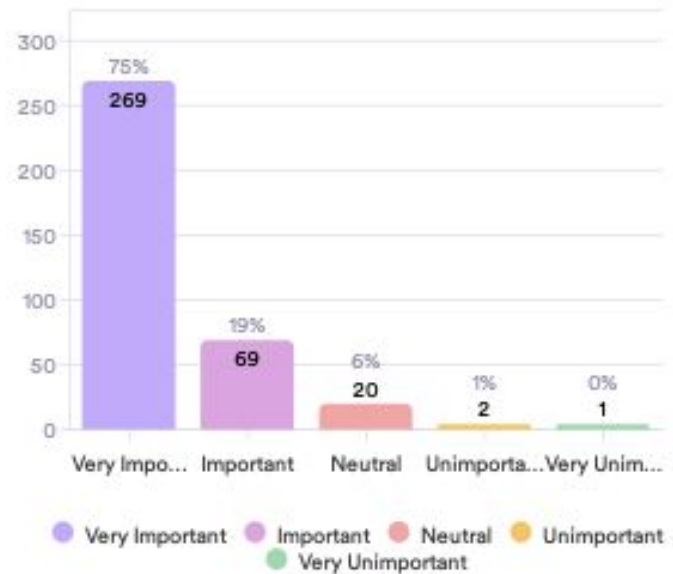
9. Improve school safety and security.

363 Responses



7. Address mental health concerns of staff and students.

361 Responses



Major Themes - Open Ended Questions

Do you have ideas on how Fraser Public Schools can help Fraser be a sought-after place to live?

Key themes reflect a holistic approach to making Fraser a more attractive place to live by improving safety, academic performance, community involvement, and supporting both staff and families.

What other partnerships or programs do you think Fraser Public Schools should explore?

Overall, respondents suggest a mix of career-focused, community-driven, and enrichment programs to expand opportunities for students while also fostering stronger ties between the school district and the wider community.

In the next five years, what do you see as top priorities for Fraser Public Schools?

Overall, Fraser Public Schools' priorities over the next five years should center around creating a safe, inclusive, and supportive environment for both students and staff, while balancing academic rigor, mental health support, and community engagement.



State
Macomb County
Fraser
State Accountability
Assessments
Grades 3-8

DATA REVIEW
Student Achievement Data

		2024	2024	2024
Grade	Content Area	State	County	Fraser
3	Mathematics	43.4	40.9	44.7
3	ELA	39.6	37.1	33.2
4	Mathematics	39.1	34.3	32.5
4	ELA	43.3	41	37.5
5	Mathematics	32.6	32.4	33.2
5	ELA	44	44.9	48.3
5	Social Studies	18.9	17.1	14.5
5	Science	40.4	38.4	36.1
6	Mathematics	31	30.5	40.3
6	ELA	37.5	37.7	47.1
7	Mathematics	32.1	30.8	39.9
7	ELA	37.9	38.2	51.4
8	Mathematics	32.6	31.2	29.4
8	ELA	64.5	65.1	68.3
8	Social Studies	29.7	26.9	21.3
8	Science	38.8	35.5	37

**State
Macomb County
Fraser
M-Step and SAT Results
Grades 11**

		2024	2024	2024
Grade	Content Area	State	County	Fraser
11	Social Studies	39.6	37.2	33.7
11	Science	37.5	32.6	42.7
11	SAT Mean Total Score	945	937.6	960.3
11	SAT Mean Evidence Based Reading Score	482.1	478.2	493.9
11	SAT Mean Math Score	462.8	459.4	466.5

11th Grade SAT Total Score



			Mean SAT Score
Armada Area Schools	2023-24	SAT Total Score	1024.8
Utica Community Schools	2023-24	SAT Total Score	1006
Romeo Community Schools	2023-24	SAT Total Score	1000.6
Chippewa Valley Schools	2023-24	SAT Total Score	974.6
Anchor Bay School District	2023-24	SAT Total Score	972.4
Fraser Public Schools	2023-24	SAT Total Score	960.3
Lakeview Public Schools (Macomb)	2023-24	SAT Total Score	952.9
Statewide	2023-24	SAT Total Score	945
L'Anse Creuse Public Schools	2023-24	SAT Total Score	939.2
County	2023-24	SAT Total Score	937.6
New Haven Community Schools	2023-24	SAT Total Score	918.6
Richmond Community Schools	2023-24	SAT Total Score	911.4
Warren Consolidated Schools	2023-24	SAT Total Score	908.1
Merritt Academy	2023-24	SAT Total Score	894.1
Warren Woods Public Schools	2023-24	SAT Total Score	893.9
Lake Shore Public Schools (Macomb)	2023-24	SAT Total Score	893.3
Arts Academy in the Woods	2023-24	SAT Total Score	862
Michigan Mathematics and Science A	2023-24	SAT Total Score	853.8
Center Line Public Schools	2023-24	SAT Total Score	839.9
South Lake Schools	2023-24	SAT Total Score	832.2
Roseville Community Schools	2023-24	SAT Total Score	816.6
Fitzgerald Public Schools	2023-24	SAT Total Score	812.6
Center Line Preparatory Academy	2023-24	SAT Total Score	809.6
Clintondale Community Schools	2023-24	SAT Total Score	783.1
Van Dyke Public Schools	2023-24	SAT Total Score	749.4
Eastpointe Community Schools	2023-24	SAT Total Score	746.1
Michigan Collegiate	2023-24	SAT Total Score	743
Mount Clemens Community School C	2023-24	SAT Total Score	736.2

11th Grade SAT ERB



			SAT Reading/Writing Mean Score
Armada Area Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	517.2
Utica Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	508.5
Romeo Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	505.1
Fraser Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	493.9
Anchor Bay School District	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	493.8
Lakeview Public Schools (Macomb)	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	493.3
Chippewa Valley Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	491.2
Statewide	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	482.1
County	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	478.2
L'Anse Creuse Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	477
New Haven Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	468.3
Warren Consolidated Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	468.1
Richmond Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	467.4
Warren Woods Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	465.7
Lake Shore Public Schools (Macomb)	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	460.4
Arts Academy in the Woods	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	458.3
Michigan Mathematics and Science	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	457.4
Merritt Academy	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	453.8
Center Line Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	437
South Lake Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	436.6
Roseville Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	426.7
Center Line Preparatory Academy	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	417.5
Fitzgerald Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	416.4
Clintondale Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	403.1
Michigan Collegiate	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	385.7
Eastpointe Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	383.7
Van Dyke Public Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	383.3
Mount Clemens Community Schools	2023-24	SAT Reading and Writing (SAT)/EBRW (SAT)	382.5

11th Grade SAT Math



			SAT Math Mean Score
Armada Area School	2023-24	SAT Mathematics	507.6
Utica Community Sc	2023-24	SAT Mathematics	497.4
Romeo Community	2023-24	SAT Mathematics	495.5
Chippewa Valley Sch	2023-24	SAT Mathematics	483.4
Anchor Bay School D	2023-24	SAT Mathematics	478.7
Fraser Public School	2023-24	SAT Mathematics	466.5
Statewide	2023-24	SAT Mathematics	462.8
L'Anse Creuse Public	2023-24	SAT Mathematics	462.2
Lakeview Public Sch	2023-24	SAT Mathematics	459.6
County	2023-24	SAT Mathematics	459.4
New Haven Commu	2023-24	SAT Mathematics	450.4
Richmond Communi	2023-24	SAT Mathematics	444
Merritt Academy	2023-24	SAT Mathematics	440.3
Warren Consolidate	2023-24	SAT Mathematics	440
Lake Shore Public Sc	2023-24	SAT Mathematics	432.9
Warren Woods Publ	2023-24	SAT Mathematics	428.2
Arts Academy in the	2023-24	SAT Mathematics	403.7
Center Line Public Sc	2023-24	SAT Mathematics	402.9
Michigan Mathemat	2023-24	SAT Mathematics	396.5
Fitzgerald Public Sch	2023-24	SAT Mathematics	396.2
South Lake Schools	2023-24	SAT Mathematics	395.5
Center Line Preparat	2023-24	SAT Mathematics	392.1
Roseville Communit	2023-24	SAT Mathematics	389.9
Clintondale Commu	2023-24	SAT Mathematics	379.9
Van Dyke Public Sch	2023-24	SAT Mathematics	366.1
Eastpointe Commun	2023-24	SAT Mathematics	362.4
Michigan Collegiate	2023-24	SAT Mathematics	357.4
Mount Clemens Con	2023-24	SAT Mathematics	353.8

Data Summary

- Elementary Math Scores continue to be strong and consistent.
- Elementary Literacy continues to increase in Grades 5 and 6.
- SAT-EBRW Scores continue to go up and be above state and county levels
- SAT-Math scores had a big leap forward with roughly an 8% increase in students proficient or above and total score being above state and county levels
- M-Step Science continued an upward trend and remains above state and county scores

Data Summary

- ELA 7 had an 12% increase and remains above state and county. ELA 8 had an 11% increase and moved above state and county.
- Math 7 remained above state and county and Math 8 stayed about even with state and county despite going through a change in curriculum.
- M-Step Science continued its 3-year upward trend and remains even with state and county.
- M-Step Social Studies had only a small dip from last year despite a complete redesign of their curriculum.

Student Achievement and High Academic Standards continue to be a priority.



Let's **reflect** on our current plan and
think about our future priorities.



Please connect to
the above QR
Code.





Teaching Practices: Infusing proven instructional practices and emerging innovative practices.

Fraser Public Schools will implement opportunities for deeper learning using the Universal Design for Learning framework to increase student achievement.

Objective One *Provide learning opportunities for students that are engaging and rigorous to promote high impact instruction.*

Action *Provide a cohort professional learning model based on UDL principles.*

Action ***Engage** students in deep learning experiences and rigorous units of learning that include opportunities for multiple means of engagement, representation (voice and choice), action and expression.*

Action ***Continue the use of** self-reflection, peer feedback and coaching to promote the evolution of teaching practices within the UDL Framework.*

Objective Two *Provide customized learning experiences for all students to achieve mastery through the implementation of a competency-based approach.*

***Provide** professional learning focused on common language and practices related to competency-based learning to implement from the following menu:*

- 6 C's Deeper Learning Competencies
- Grading philosophy
- Student evidence of learning/Learning Objectives
- Rigor via Cognitive Growth Targets

Action ***Provide** professional learning that supports the implementation of performance tasks to assess student learning.*

***Support** student learning using a multi-tiered system of support by analyzing data sets to provide students with timely, differentiated support based on their learning needs.*

- Action**
- Tier I differentiation
 - Researched-based intervention programs
 - Data-based decision making
 - Professional Learning Communities

***Monitor** student learning progress and achievement to inform the next step of instructional decision making, and consider instructional impact and achievement growth to then customize learning.*

- Action**
- Formative Assessment Practices and Measures
 - Summative Assessment Measures:
 - M-STEP
 - PSAT/SAT
 - 3rd Grade Retention/IRIP

Action ***Develop and implement** grading practices to reflect achievement of intended learning outcomes.*

Objective Three ***Facilitate opportunities for students to demonstrate the 6 C Deeper Learning Competencies: character, critical thinking, citizenship, collaboration, communication, and creativity.***

Action ***Provide** professional learning that supports the implementation of performance tasks and career pathways to assess student learning with 6 C Deeper Learning Competencies.*

Action ***Support** student learning with opportunities for reflection and goal setting.*

***Engage** students in meaningful, real world career experiences that lead to deeper learning utilizing:*

- Action**
- Performance task
 - Real world/career pathway activities

Teaching Practices: Academic Rigor

Learning Partnerships

Goal 2 - Learning Partnerships



Learning Partnerships: building dynamic relationships between students, teachers, families and the community.

Fraser Public Schools will engage in multiple partnerships to provide a 21st century education to our students.

Objective One

Implement work-based learning experiences K-12.

Action

Provide opportunities for students to participate in work-based learning.

Action

Provide Career Navigators to support our Work-based learning and Experiential Learning.

Action

Increase student opportunities for Career Awareness and Exploration (xello, EDP's, MI-Career Quest, Mi-Bright Future).

Objective Two

Conduct research of current District services and programs to determine if expanding services offered to the community in the areas of Mental Health, Parenting (encompassing Whole Child Tenets), and Threat Assessment.

Action

Research current district services, community businesses and other organizations providing services related to mental health support for students, staff, and the community.

Action

Support teachers and administrators with resources to support families and the community in the area of mental health.

Action

Research, develop, and implement Threat Assessment Protocols and Systems throughout the district (Threat Assessment Protocols/Teams, SEC Partnership, Threat Assessment Training).

Objective Three

Strengthen engagement and communication with parents, families, and staff throughout the Fraser Public Schools community.

Action

Improve quality relationships within the district and individual school communities as a means to support student achievement (i.e. student to student, student to teacher, teacher to parent).

Action

Enhance HR communications for staff that provide responses to their questions. (**Tools:** Internal Newsletter and Employee Navigator)

Action

Grow our relationships with business partners and other community stakeholders.

Objective Four

Provide additional opportunities for student engagement in the school community.

Action

Increase opportunities and participation in Athletic activities.

Action

Increase participation in Extracurricular, Co-curricular, After-School activities.

Learning Environment

Goal 3 - Learning Environment

Learning Environments: Growing a climate and culture for organic learning interactive spaces where students are deeply engaged and motivated.



Fraser Public Schools will provide flexible learning environments that facilitate engagement by students, provide organic learning where students are deeply engaged and motivated, and foster a high priority on daily cultural and relationship building.

Objective One **Physical Space:** Provide flexible student learning environments allowing for student choice and a sense of agency about when, where, and how they learn.

Action ***Build** teacher capacity and interest in engaging in the UDL principles (i.e. - student variability, performance tasks, and student engagement).*

Action ***Enhance** student learning spaces to increase engagement and quality learning experiences.*

Objective Two **Virtual Space:** Utilize technology to accelerate instructional practices and routines in flexible learning environments that promote high levels of student engagement.

Action ***Promote** teacher collaboration on best practices in leveraging technology for quality instruction, engagement and assessment.*

Action ***Provide** students with anytime, anywhere learning using a Learning Management System.*

Objective Three **Culture and Relationship:** Promote a culture and climate that fosters interactive learning experiences for students.

Action ***Strengthen** collegial collaboration to enhance professional development opportunities.*

Action ***Continue** to expand implementation of Restorative Practice.*

Action ***Develop** behavioral norms and Routines (i.e. - professional courtesy, digital citizenship, empathy, and 6 C's).*

Action ***Continue** to expand MTSS (Multi-Tiered System of Support) beyond the academic component to include the Whole Child social and behavioral tenets and citizenship.*

Goal 4 - Digital Ecosystem



Digital Ecosystem: embedding digital technologies into classroom practice to accelerate, amplify and add value to learning.

Fraser Public Schools will leverage digital learning by embedding technology into learning environments to augment and promote learning.

Objective One

Grow our capacity to engage and empower learners through technology.

Action

***Establish** and **communicate** protocols to support student/parent access to and understanding of the intended learning outcomes.*

Action

***Dedicate** a location of the Fraser Public Schools website where stakeholders can locate technology tips and resources, **spotlight** students engaged in technology that amplifies their learning experience and **spotlight** colleagues using technology throughout the district to highlight use.*

Objective Two

Promote equity for learning through technology that builds a sense of agency for students and parents.

Action

***Provide** professional learning opportunities to promote student agency through executive functioning including self-monitoring and goal-setting.*

Action

***Engage** students in owning their learning by developing executive functions.*

Objective Three

Use technology to increase our capacity to assess and provide feedback on achievement of intended learning outcomes.

Action

***Support** personalization of student learning by utilizing data that is maintained in the data warehouse and LMS.*

Action

***Share, study, and select** technology routines that can transform the types of assessment practices used to support achievement of intended learning outcomes.*

Digital Ecosystem

Priority Goals for Moving Forward (from Community Survey)

- Recruit and retain high quality staff.
- Prepare students to use life skills after high school (personal finance/home budgeting etc.)
- Improve school safety and security.
- Address mental health concerns of staff and students.

Please rank order based upon importance.



Submit Survey

PURPOSE

How do we support
our students in
finding their
purpose?



Final Thoughts and Reflections



How do we support our students in finding their purpose?

Student Involved Conferences

XELLO

SMART Hour

Cognitive Growth Targets

Career Pathways

Final Reflection - Padlet
Share Key Data



PBIS Work

MTSS

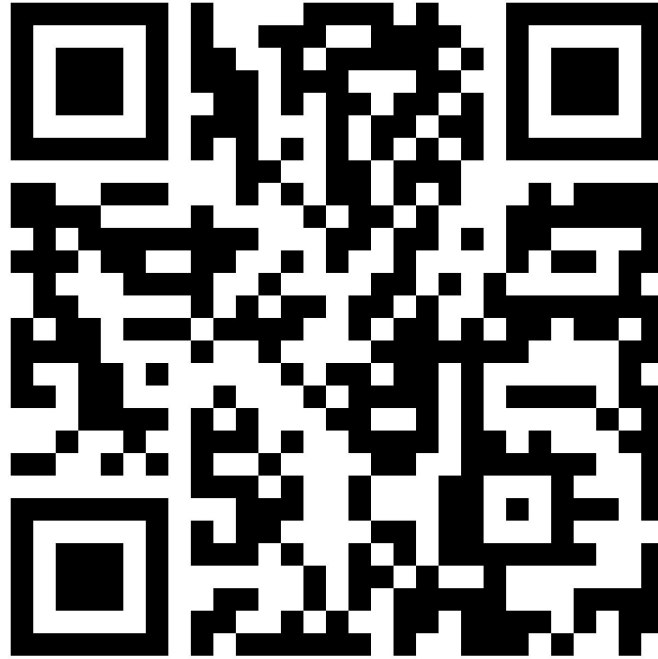
Universal Design for Learning

Competency Based Learning

Work Based Learning

All of our District's work and initiatives should support our students in finding their purpose.

Final Reflection Padlet - Community Meeting



Next Steps

Phase 3: Strategy Development (December/January/February/Months 5-7)

Task: Develop Strategic Themes and Goals

Milestone: Identify key themes and overarching goals based on collected data.

Task: Draft Initial Strategies

Milestone: Create draft strategies aligned with the goals and themes.

Timeline

This timeline provides a structured approach to developing and implementing a strategic plan for Fraser Public Schools, ensuring that all phases are thoroughly planned and executed with stakeholder involvement and continuous evaluation.

Phase 1: Preparation and Initiation
(August/September - Months 1-2)

Phase 2: Research and Data Collection
(October/November Months 3-4)

Phase 3: Strategy Development
(December/January/February/Months 5-7)

Phase 4: Plan Approval and Communication
(March/April Months 8-9)

Phase 5: Implementation (May/June/July
Months 10-12 and Ongoing)



**Your Leadership
Matters.**