

Fraser Public Schools
March 2025



Fraser is where it is at! The Tradition Starts Here!



Refreshing and refocusing our Strategic Plan

Over the past few months we have been working on the new Strategic Plan.

This included Stakeholder input and reflection.

- Community
- All Staff
- Parents
- Students



Strategic Planning Synthesizing our Work

Strategic Plan - Data Points



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.

PURPOSE 

Submit Survey

Strategic Plan 2024 Reflection

Based upon our survey data, please drag & drop the objectives (below) to rank them from 1 to 3:

286 Responses

Data	Responses
1: Recruit and retain high quality staff. 2: Address mental health concerns of staff and students. 3: Prepare students to use life skills after high school (personal finance/home budgeting etc.) 4: Improve school safety and security.	55
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Other entries	67

Group #1 - Teaching Practices

Group #2 - Learning Partnerships

Group #3 - Learning Environment

Group #4 - Digital Ecosystem

January Ad Council - Synthesizing the Data our Four Goals

Strategic Plan 24-25 Synthesizing Document

Documents to Review:

[Strategic Plan 2024 Reflection Data Summary](#)

[Strategic Plan Reflection Data - All Comments](#)

[Copy of Survey](#)

Ad Council Group Work

Goal Area:	Analysis Summarize the Importance of the last Strategic Plan Goal as prioritized by Stakeholders Surveyed. <ul style="list-style-type: none">• How important was it to keep this goal?• What were the priority objectives we should consider keeping?• Do they align with the future priorities found in the Community Survey?• Possible next steps• Additional Findings/Comments
Teaching Practices	
Learning Partnerships	
Learning Environment	
Digital Ecosystem	

Stakeholder Responses

Review Building Level Padlet Responses and Student Responses to see trends and recommendations.



Padlet Responses by Stakeholder Group

Major Themes: Supporting Students in Finding Their Purpose

1. Safety and Emotional Well-being

- Prioritizing a safe and supportive environment as a foundation for students to explore their purpose.
- Addressing mental health needs and providing necessary services to ensure students feel secure.
- Emphasizing kindness, respect, and compassion in fostering positive school communities.

2. Building Relationships

- Developing meaningful connections with students by listening to their words and actions.
- Ensuring trust and positive relationships between staff, students, and families to guide students toward their interests and goals.

3. Engaging Learning Opportunities

- Providing choice and voice in education, such as choice boards, Wonder Hours, and real-world learning experiences.
- Offering career exploration tools, such as Xello, to connect learning with future goals.
- Encouraging creativity and self-expression through diverse educational resources and assignments.

4. Social-Emotional Learning (SEL) and Skill Development

- Teaching SEL skills, communication, and problem-solving to build confidence and independence.
- Instilling kindness, respect, and compassion to help students grow socially and emotionally.

5. Fostering Joy and Purpose in Learning

- Nurturing a love for learning and curiosity in younger students.
- Encouraging students to explore their interests and passions to uncover their purpose.

Objectives Still to Address

- Expanding mental health and behavioral support services.
- Providing additional resources and strategies for younger students to build confidence and resilience.
- Enhancing student autonomy through more opportunities for active participation in their learning.

Major Themes: Supporting Students in Finding Their Purpose

1. Exploration and Flexibility

- High school should be a time for students to explore diverse fields, interests, and opportunities without the pressure to define a specific career path.
- Provide a broad array of academic, elective, and extracurricular options for students to discover their passions and connect learning to real-world applications.
- Expand career exploration initiatives, such as career days and guest speakers, to introduce students to a wider range of occupations and perspectives.

2. Social-Emotional Learning (SEL) and Empathy

- Emphasize teaching empathy, communication, and relationship-building skills as critical components of personal growth.
- Address students' social-emotional needs to help them develop a positive outlook and adaptability for their future.

3. Supportive Relationships and Environment

- Build meaningful relationships with students to make them feel valued, understood, and supported.
- Decrease class sizes and recruit a diverse, high-quality staff to foster stronger connections.
- Provide a safe and inclusive environment that promotes student well-being and engagement.

4. Student Voice and Agency

- Incorporate structured systems, like student advisory panels, to give all students a voice in shaping their educational experience.
- Ensure feedback is gathered from a diverse range of students, not just those traditionally involved in leadership roles.
- Create opportunities for authentic, performance-based assessments to make learning more relevant and engaging.

5. Relevance and Real-World Connections

- Tie school experiences to real-life options and opportunities, helping students see the value and applicability of their education.
- Use tools like Xello more effectively to encourage meaningful exploration of career pathways.

6. Addressing Apathy and Motivation

- Combat growing student apathy by fostering a culture where learning is valued and actively pursued.

Next Steps

- Develop and Select Goal Area Teams
- Review/Revise Goals (Based upon Data Review)
- Develop Draft Objectives and Strategies



Goal and Strategy Development (DRAFT Statements)

Goal 1: Attract, Support, and Retain High-Quality Staff

Fraser Public Schools will develop and implement comprehensive strategies to recruit, support, and retain highly qualified educators and staff. This includes competitive compensation, professional development opportunities, mentorship programs, and a positive work culture that fosters collaboration, innovation, and career growth.

Goal 2: Enhance School Safety and Security

Fraser Public Schools will ensure a safe and secure learning environment for all students and staff by investing in updated security infrastructure, implementing proactive threat assessment and response protocols, and fostering a culture of awareness and preparedness through training and community engagement.

Goal and Strategy Development (DRAFT Statements)

Goal 3: Strengthen Instructional Practices with a Focus on Career Pathways and Early Literacy

Fraser Public Schools will enhance instructional practices by expanding career pathway programs, integrating real-world learning experiences, and strengthening early literacy initiatives. This includes partnerships with local industries, increased access to career and technical education (CTE), and evidence-based literacy interventions to ensure all students are prepared for future success.

Goal 4: Support Student Mental Health and Executive Functioning Skills

Fraser Public Schools will prioritize the mental health and well-being of students by expanding access to counseling services, integrating executive functioning skill development into the curriculum, and providing staff with training to support students' emotional and cognitive development. A focus on resilience, self-regulation, and problem-solving will empower students to navigate academic and personal challenges effectively.

Strategic Planning - Timeline

Share back out with ALL staff / stakeholders in March/April

- Data Review: District UDL Leadership Team - Monday, March 3rd, 2025
- Goal/Strategy: Development - Ad Council Team - March 6th, 2025
- Strategic Plan Review: ALL Staff - DPPD Tuesday, April 15th, 2025
- Board Presentation - April
- [Click here for Strategic Plan Timeline.](#)





**Your Leadership
Matters.**