



3 Year Strategic Plan

Objective	Goal	Strategic Plan Metrics	High Level Actions	Progress Monitoring Metrics
Enhance Performance for All Students	Foster excellence in STEM education & PBL through design thinking and problem-solving approaches tailored to diverse student needs	<ul style="list-style-type: none"> MAP growth Increase % of all students scoring proficient or distinguished on Milestones 80% of students achieving proficiency or higher in Math, ELA and Science standardized assessments by 2028 CCRPI Obtain state STEAM certification by 2028, for art integration in support of STEM 	<ul style="list-style-type: none"> Develop a differentiated STEM curriculum to address diverse learning styles and abilities Enhance staff training Expand Middle School course offerings Implement project-based learning (PBL) activities incorporating real-world problem-solving Provide targeted interventions for students requiring additional academic support Collaborate with local educational institutions and STEM organizations for mentorship and enrichment programs 	<ul style="list-style-type: none"> Annual analysis of assessment data to identify achievement gaps and adjust instruction Annual surveys of students to evaluate engagement with STEM activities and PBL projects Secure credentialing for U.S. News & World Report – Best Elementary School & Best Middle School
Prioritize Safety and Operational Efficiency	Create a secure, safe, and efficient learning environment to support student and staff well-being	<ul style="list-style-type: none"> 100% compliance with safety protocols and training completion by all staff 90% parent and staff satisfaction with safety measures (survey-based) Decrease number of suspensions Decrease number of office referrals CCRPI 	<ul style="list-style-type: none"> Conduct routine safety drills and update emergency protocols as needed Enhance mental health resources for students and staff, including counseling services Upgrade technological infrastructure to ensure a secure digital learning environment Implement a streamlined communication platform for operational efficiency Classroom Management Training 	<ul style="list-style-type: none"> Annual safety audits and training participation logs Feedback from annual parent and staff surveys on safety and operations Regular monitoring of IT systems for cybersecurity threats and performance Attendance

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<p>Ensure Impactful Programming</p>	<p>Provide meaningful programs that prepare students for leadership and innovation in a rapidly changing world</p>	<ul style="list-style-type: none"> 85% of students participating in at least one STEM or enrichment program annually Obtain state STEAM certification by 2028, for art integration in support of STEM CCRPI 	<ul style="list-style-type: none"> Transdisciplinary PBL learning in core academic classes Expand programs such as robotics, coding, and environmental science classes Enhance staff training Begin transition to Schoolwide Enrichment Model (SEM) to democratize TAG to all classes Expand design-thinking curriculum that integrates PBL across all grade levels Monitor and evaluate program effectiveness through data collection and stakeholder feedback Deploy new Science curriculum 	<ul style="list-style-type: none"> Annual feedback from teachers on program quality and engagement Annual assessment of program outcomes aligned with FAST's mission and goals
<p>Strengthen Employee Engagement</p>	<p>Attract, develop, and retain high-quality educators and staff</p>	<ul style="list-style-type: none"> Achieve an 80% teacher retention rate by 2025-2026 school year 90% participation in annual professional development sessions 	<ul style="list-style-type: none"> Expand 2-year contracts to TAG certified teachers Offer targeted professional development focusing on STEM and design thinking methodologies Establish a staff recognition program to celebrate achievements and innovation Provide clear pathways for career growth and leadership opportunities Create mentorship programs for new teachers and staff Provide financial incentives to close salary gap with FCS & STEP 	<ul style="list-style-type: none"> Annual teacher satisfaction surveys measuring engagement and morale Attendance rates for professional development sessions Retention rates analyzed annually with exit interviews for departing staff

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Utilize Fiscal Resources Effectively	Maximize financial resources to support STEM education and long-term sustainability	<ul style="list-style-type: none"> • Maintain a balanced budget with at least 95% alignment of expenditures to strategic priorities • Secure at least five new grants or partnerships annually to support STEM initiatives 	<ul style="list-style-type: none"> • Develop a transparent budgeting process tied directly to strategic goals • Actively pursue grants, sponsorships, and partnerships with local businesses and organizations • Regularly review resource allocation to ensure alignment with program effectiveness • Increase community contributions through targeted fundraising campaigns • Optimize enrollment inputs to ensure accurate budget allocations 	<ul style="list-style-type: none"> • Monthly financial reports evaluating budget adherence • Grant application and approval tracking updated semi-annually • Annual review of fundraising efforts and their contributions to strategic goals
Deepen Community Connections	Foster collaboration between FAST, parents, local businesses, and community organizations to enhance student outcomes	<ul style="list-style-type: none"> • Host at least four community STEM events annually 	<ul style="list-style-type: none"> • Establish a Parent-Teacher STEM Advisory Council to guide initiatives • Build partnerships with local organizations for internships, guest lectures, and project collaboration • Launch a monthly community newsletter showcasing achievements and opportunities • Host open houses and workshops to engage families in STEM education 	<ul style="list-style-type: none"> • Attendance records at community events tracked per semester • Annual feedback from parents and community members on engagement initiatives • Annual review of partnership activities and their impact on student learning