



## 2021-2022 STRATEGIC PLAN

### Goal #1

**Academic Achievement Excellence** - *an update on our work to improve student achievement as a French immersion school*

1. All K-3 students will meet or exceed the READ Act Proficiency benchmarks by May 2022 as measured by the STAR Early Literacy interim assessment.
2. All K-3 students will meet or exceed the Math Proficiency benchmarks by May 2022 as measured by the STAR Math interim assessment.
3. All K-3 students will demonstrate growth in their acquisition of French as measured by the Cycle assessment.
4. All staff will utilize the Programmation annuelle de Competences with the corresponding Colorado Grade Level Expectations in each subject, reporting individual student proficiency levels and measurable growth at the end of the year. The report outlines each student's progress toward mastery of the French standards at the end of the three-year cycle while mastering Colorado Grade Level Expectations annually.

### Goal #2

**Climate and Culture Excellence** - *an update on our work to honor our traditions and rituals that strengthen our agreed-upon values for the French American School of Denver.*

1. Our School Accountability Committee (SAC) will develop a climate and culture data survey that will provide our community and staff with data to develop annual goals to work toward to continually improve our climate and culture.
2. Our staff and Parent Teacher Organization (PTO) will create and define sustainable rituals, symbols, and traditions that foster the Francophone climate and culture of the French American School of Denver. For example:
  - Morning Ritual of Greeting Students
  - Fridays at the Park
  - Bootastic Trunk 'n Treat
  - Three Kings Celebration
  - Journée de la Francophonie - enhanced through country/culture studies in the classroom - March 25 (normally celebrated on March 20th)
  - Spectacle de Fin d'Année - 2022 *Les Misérables*

**Goal #3****Talent Excellence** - *an update on our work to have an exceptional workforce*

1. We will use a highly qualified evaluation tool for professional staff that is grounded in research and provides quality feedback to professional staff.
2. We will annually update our Employee Handbook so that our expectations on how we work together is clearly defined.
3. Develop a fluid parental volunteer list to be able support staff in the classroom. Define clear roles and responsibilities of volunteers.

**Goal #4****Operational Excellence** - *an update on our work to create processes and procedures that strengthen our operations and our ability to be fiscally responsible*

1. Our Finance Committee will oversee and monitor all of FASDenver's financial affairs, including budgeting, expense approvals, fund balances, and meeting financial requirements of various government agencies and debt issuers so that our actions reflect our desire to continually improve student learning.
2. We will have a strong relationship with our authorizer Denver Public Schools.
3. All state mandated committees and educational operations will be in place and fully functioning by January, 2022.
4. The FASDenver Board of Directors Annual Fundraising Campaign will achieve its goal of \$150,000 demonstrating the FASDenver community's confidence and commitment to the school, it's mission and values.
5. Our operational practices will be developed so that our community runs in an effective and safe manner.

**Goal #5****Communication Excellence** - *an update on our work to have communication avenues that strengthen the connections and flow of information within our FASDenver community*

1. FASDenver will develop an updated website by January 2022 that highlights key components of the school community.
2. FASDenver will send a weekly school-wide communication.
3. Enrollment and waitlist numbers will be communicated to the FASDenver community via the website and the weekly school-wide newsletter from January through October.