

**Fort Worth Independent School District Strategic Plan 2013-2018**

**Fort Worth ISD**

MMVV

**Motto:**

*Singleness of Purpose*

**Mission:**

*FWISD: Preparing students for success in college, career and community leadership*

**Vision:**

*FWISD: Igniting in Every Child a Passion For Learning*

**Values:**

*Student Achievement  
Stakeholder Collaboration  
Leadership Development  
Respect for Diversity  
Equity in Access  
Perseverance & Commitment  
Continuous Improvement*

Key Strategic Goals	Key Strategic Objectives	Key Strategic Measures	Key Strategies
<b>1. Increase Student Achievement</b>	1.1 Ensure that regardless of socioeconomic factors every child is prepared for accelerated learning to compete in a global economy 1.2 Ensure that all FWISD staff are prepared to meet the academic and social / emotional needs of our students	1.1 Graduation Rates 1.2 SAT Scores for College Readiness 1.3 Advance Placement & Dual Credit 1.4 Certification & Licensures for Students 1.5 Achievement & Passing Rates on State & Local Assessments 1.6 Enrollment & Continuation of Gold Seal & Programs of Choice 1.7 District Position for Large Urban Districts. State, Nation 1.8 Post Secondary Enrollment & Continuation to Second Year 1.9 Students Participating in Extra & Co-curricular Activities	1.1 Ensure that all students have access to rigorous and engaging curriculum that promotes accelerated learning and meets the needs of a global economy 1.2 Develop specific processes to be followed to assist students in successfully transitioning to the next level of education academically, socially, and emotionally 1.3 Ensure that every school promotes extra-curricular, co-curricular, and enrichment opportunities for every student 1.4 Develop a system for equipping staff to meet the academic and social / emotional needs for our students
<b>2. Improve Operational Effectiveness &amp; Efficiency</b>	2.1 Establish an enterprise-wide, technology support system that encompasses all the operating needs of the district 2.2 Leverage technology to automate routine practices and increase efficiencies 2.3 Establish a communication system that involves all stakeholders	2.1 Fund Balance 2.2 Grant Funding 2.3 Efficient Financial Prioritization 2.4 Customer Engagement & Feedback 2.5 Major Projects Completed on time, within budget and Meeting Customer Quality Requirements 2.6 Measure Efficiency & Effectiveness of Day to Day Operations	2.1 Research what technology has been effective in other districts across the nation to identify criteria to redirect external and internal financial 2.2 Implement technology best practices for increasing effectiveness and efficiency in operations 2.3 Provide a multifaceted plan to address stakeholder communication needs
<b>3. Enhance Family &amp; Community Engagement</b>	3.1 Empower parents and the community to be full partners in students' educational success 3.2 Promote FWISD image 3.3 Engrain the belief that new learning improves life	3.1 Family Engagement & Involvement in Student Success 3.2 Community / Business Engagement 3.3 External Stakeholder Feedback 3.4 External Stakeholder Feedback on Mission, Values, Performance	3.1 Connect families and community to opportunities to further their education 3.2 Market FWISD to both families and the community 3.3 Leverage business and community partnerships to support MMVV of FWISD
<b>4. Develop the Workforce that is Student and Customer-Centered</b>	4.1 Restructure HCM to include a strong recruitment, selection, leadership and continuous training model which acknowledges students as the core business 4.2 Define, develop and improve methods to provide an exceptional customer-centered culture 4.3 Establish a culture in all departments and campuses that attracts, develops, retains and values employees who provide high level services to students, parents, and communities	4.1 Achievement of Selection, Recruitment and Hiring Targets 2. Student Perceptions of Workforce Goals as a Student and Customer-Centered 4.3 Internal Workforce Perception	4.1 Create district-wide standards as to what student-centered and customer-centered looks like 4.2 Design and implement a comprehensive professional development plan for all employees that emphasize customer service 4.3 Establish a system that attracts, selects, develops, retains and values employees who provide high level services to students, parents, and communities 4.4 Design a system that genuinely consistently recognizes and values all stakeholders 4.5 Develop, implement and sustain programs that will positively affect the environment

**Fort Worth Independent School District Strategic Plan 2013-2018**