

FORT THOMAS

INDEPENDENT SCHOOLS

FTIS 2024-2025 Areas of Emphasis

Enhance FTIS status as a Destination District for teachers, staff and families

- Faculty and staff engagement: salary schedule, next steps to enhance job embedded/personalized PD.
- Continue faculty (formative IMPACT), staff, parent surveys and interviews and consider opportunities to connect with alumni panels. Establish appropriate next steps for the areas of greatest opportunity.
- Intentional focus on improving student attendance rates (above 97% for the school year).
- Expand public relations efforts through: expansion of superintendent podcast, greater integration of Traditions, seek and publicize national, state, and regional recognition, mentor and engage student interns, expanded digital storytelling utilizing student productions and overhaul of district webpage. Revise branding guide and develop promotional materials. Implement monthly recap via social media of celebrations previously promoted.
- Continue to develop a leadership pipeline identifying future leaders and developing personal leadership growth. Increase student demand for the Education pathway (Introduction to Education enrollment).
- Carry out the capital project at Tower Park publicizing the expansion of opportunities for students and the community while mitigating the impact on current student athletes. Build upon the strong momentum gained with city, private, and legislative partnerships.
- Fully engage stakeholders in the revision of the District Facility Plan through the meeting of the LPC as we consider facility opportunities for the next decade.
- Utilize a new work order system to enhance communication with stakeholders as we plan for, prioritize, and meet operational needs of stakeholders.
- Enact 5 year technology plan: phase III
- Mission Focus - District emphasis on how the Mission/Vision, FT Graduate, Strategic Plan, and school improvement all intersect for even greater alignment. Engage faculty in "Mission Talks" at opening day program.
- Continue to review budget forecasts to provide resources necessary for growing student opportunities and attracting/retaining staff. Promote tuition break for employee children. Implement innovative "supplemental retirement" match program and communicate next steps.
- Revamp FTIS new hire onboarding and support processes to ensure alignment with district initiatives and employee success/expectations.

Strategic Plan

- Support the Fort Thomas Graduate Leadership and Implementation team in their Defense of Learning work with a small group pilot in 24-25 and a gradual release on a larger scale at key transition points with full implementation taking place in 26-27.

- Clarify purpose and empower Leadership and Implementation Teams. Provide more clear connections by implementing opportunities for LIT members to share strategies regularly at each school.
- Study the “National Clearinghouse” trends to determine successful transition of FTIS graduates. Join the pilot program that allows for more seamless development of an “on-time” dashboard which allows for greater functionality and usefulness. Identify alumni not captured in long range reports to determine paths taken (stretch goal).
- Expanded attention to student aptitudes and interests through YouScience and other personalized strategies to “know and own” student success and engagement.
- Carry forward focus activities that are identified by each Leadership and Implementation Team and outlined on the LIT priority pages. Ensure there is alignment between identified district goals and development of school improvement plans. Use these focus activities to prioritize district-wide use of time and resources.

Instructional Focus

- Rigor: scheduling patterns, intentional use of time based on evaluation of identified success criteria
- Evaluate implementation of Multi-tiered Systems of Support (MTSS): focus on individual student growth, school teams, refinement of opportunities for student intervention, particularly at the secondary level
- Stage 2 English Language Arts / Social Studies curriculum and resource adoption implementation. Evaluate impact and work towards common assessments.
- Begin math alignment and resource adoption.
- Evaluate potential revision of curriculum adoption schedule to ensure implementation for full team is viable.
- Enhance focus and provide professional learning opportunities to implement high yield instructional strategies within the classroom including; focus on personalized learning/ and transfer of learning into applied, real-world learning experiences (i.e. PBL, service learning, performance events and demonstrations of learning).
- One stop shop for curriculum, instructional materials and syllabi.

Expand FTIS Partnerships and Voice

- Combined meetings between the Board of Education, City Council, Fort Thomas Education Foundation, and Site Based Councils for each school to identify partnership opportunities and promote alignment.
- Baseline data indicating # of graduates experiencing co-op, experienceship, shadowing and/or internship opportunities, and consider opportunities to expand through consideration of “experienceship” menu. Foster opportunities to build partnerships with families to enhance engagement and identify student career exploration opportunities.
- Continue to identify efficiencies and expand student opportunities by building upon partnerships with local districts (i.e. EL use of staff) and greater connection with NKCES.
- Collaborate with other regional partners to advocate for our needs in the 2025 General Assembly session. Ensure a unified voice in advocacy for public education with awareness of statewide conversations that may be in conflict with future support of local needs.