

# FORT THOMAS

## INDEPENDENT SCHOOLS

### FTIS 2025-2026 Areas of Emphasis

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

- Open Tower Park Athletic Complex: ribbon cutting/celebration, equipment and furnishings, scheduling protocol and work with city to redraw property lines as discussed. Develop an advertising plan to consider opportunities for Athletic Program revenue source (increase student opportunities and decrease family cost).
- Faculty and staff engagement: ensure at least 2% salary increase plus step in reassessment years, continue to enhance job embedded/personalized PD.
- Continue faculty (live IMPACT), staff, annual parent surveys and interviews and consider opportunities to connect with alumni panels. Establish appropriate next steps for the areas of greatest opportunity.
- Induction of new Directors of Technology and Operations. Continue to develop a leadership pipeline identifying future leaders and developing personal leadership growth.
- Facilitate board and district leadership retreats for development of 2025-2026 Areas of Emphasis and review district dashboard
- Intentional focus on improving student attendance rates (above 97% for the school year).
- Expand public relations efforts through: podcast, Traditions, seek and publicize national, state, and regional recognition, mentor and engage student interns, expanded digital storytelling utilizing student productions, maximize capacity of new website.
- Review LPC recommendations with the Board of Education and identify steps necessary to maximize student opportunities and initiate the next capital project.
- Strengthen responsiveness to work orders by increasing communication and prioritization within the adopted work order system.
- Enact 5 year technology plan: phase IV. Fully implement a new website and utilize it as the "North Star" for community, staff, and prospective employees and families.
- Enhance partnership with cleaning service and restructure custodial assignments, to improve daily conditions of facilities, address staffing shortages, and use existing staff to meet needs of all schools during the school day and community use in evenings.
- C.A.R.E. - District emphasis on how the Mission/Vision, FT Graduate, Strategic Plan, and school improvement all intersect for even greater alignment. Engage faculty in student C.A.R.E 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.
- Restructure Central Office organization, particularly among the Administrative Assistant staff, to increase efficiency and provide additional service and support to schools.
- Revamp FTIS new hire onboarding and support processes to ensure alignment with district initiatives and employee success/expectations.

## **Strategic Plan**

- Review findings from 24-25 Fort Thomas Graduate Leadership and Implementation team Defense of Learning pilot and expand to all elementary schools. Consider expansion to 8th and 12th grade as pilot and/or live implementation. Full implementation taking place in 26-27.
- Facilitate creation of building level SMART goals at district leadership retreat for each of the priority areas within the strategic plan as guided by the focus activities and/or five year objectives. Continue to align and iterate monthly at district leadership meetings and school level faculty meetings.
- Expand use of the "National Clearinghouse" trends to determine successful transition of FTIS graduates. Conduct in person surveys of alumni from past 6 years to identify transition success patterns and areas of potential impact.
- Expanded attention to student aptitudes and interests through YouScience and other personalized strategies to "know and own" student success and engagement.
- Review policy recommendations resulting from legislative change; advise, develop consensus, communicate with stakeholders and implement as appropriate in FTIS
- 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. Now at year four of the strategic plan, begin to consider areas of greatest need and initiate a process to recommit to a new five year strategic plan in the winter of 2027.
- Consider opportunities to share strategic planning/ L.I.T. work to a larger extent with internal and external stakeholders.

## **Instructional Focus**

- Support district wide focus on high impact instructional practices. Intentional practice and clear expectations for feedback throughout the year.
- Initiate K-12 program alignment for World Language, Arts/Humanities, CTE/Practical Living, Health/PE. Ensure alignment exists among schools: expose, explore, engage
- Conduct year long K-12 counseling alignment of services to ensure PLC focus on whole child growth, achievement, SEL/executive functioning, etc.
- Stage 2 math, stage 3 English Language Arts / Social Studies curriculum and resource adoption implementation. Evaluate impact and work towards common assessments.
- 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. instructional framework, specialized cohort initiatives, PBL, service learning, performance events and demonstrations of learning).
- 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. Celebrate success and ensure it is a vital part of the district culture of care and support.
- One stop shop for curriculum, instructional materials and syllabi in a prominent location on the new website.
- Rigor: scheduling patterns, intentional use of time based on evaluation of identified success

criteria

### **Expand FTIS Partnerships and Voice**

- Meaningful collaboration with the new Executive Director of FTEF and vision for the next phase of partnership.
- 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.
- Seek opportunities for next-level city partnerships to enhance student opportunities (programming, facilities, etc..).
- Baseline data indicating # 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 2026 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.