



FALLS CHURCH CITY
PUBLIC SCHOOLS



FALLS CHURCH CITY PUBLIC SCHOOLS STRATEGIC PLAN 2022-2027

A Letter from Leadership

May 2022

Dear FCCPS Community,

It is a great privilege to share the work of the many dedicated stakeholders who spent months developing the new FCCPS Strategic Plan! The strategic planning process plays a critical role in the efforts of any organization to focus on continuous improvement and future success.

Work began on this plan in August 2021. Three different teams supported the creation of the plan, with representatives from multiple stakeholder groups including students, employees, community members, parents, alumni, and School Board members. Stakeholders from across the community contributed through focus groups, town hall meetings, and a community assessment. The resulting plan is a reflection of much hard work and dedication.

The Falls Church City Public Schools Strategic Plan (2022-2027) will shape the work of the School Board and division staff over the next five years. All aspects of the strategic plan are purposefully calibrated to bring the FCCPS mission and vision to life. The core values represent ongoing pillars of work. The collective commitments ground everyone across the division in common norms regarding our schools.

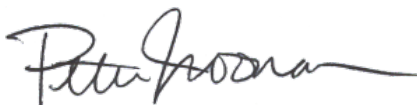
The five **Focus Areas** are:

1. IB Infused Teaching & Learning
2. Wellness, Equity, & Belonging
3. Resource Management & Continuous Improvement
4. Communication & Engagement
5. Investing in Our People

Each Focus Area has subsequent **key actions**, which provide specific and detailed action items that will be tracked and reported on over the five years of this plan.

This plan is designed to ensure that the division continues to provide a premier education for all students in a caring preK-12 academic community. We are confident that the components of the FCCPS Strategic Plan will further strengthen our outstanding school system and prepare our students to be responsible, caring, and internationally-minded community members.

All our best,



Dr. Peter Noonan
Superintendent of Schools



Laura Downs
Board Chair

#TeamFCCPS #bettertogether #IBforall

FCCPS Mission

As a premier International Baccalaureate public school division, Falls Church City Public Schools personalizes learning to support each child's unique needs and to prepare every student to be a responsible, caring, and internationally-minded citizen.

FCCPS Vision

FCCPS strives to create a student-centered, innovative learning environment where all students belong, are included, and are empowered to excel. We foster the IB learner mindset to help every child develop skills necessary to succeed in the classroom and beyond.

Core Values



Student Centered Community

Every academic, relational, financial, and operational decision will be made with student needs at the core.

Responsiveness & Accountability

FCCPS will be committed to open communication, listening with intent, seeking to understand, and embracing growth, development, and improvement.



Academic Success

Every student will engage in learning that enables achievement at their highest levels in order to attain post-secondary goals and lifelong success.



Inclusivity & Diversity

All students and staff members will be seen, heard, and valued. All will be welcomed and celebrated for the unique perspectives and diversity of experience they bring to the community.



Community & Connection

As a unique PreK-12 learning community within a supportive City, FCCPS will provide a network of resources for every member of the school community.



Our Collective Commitments



We will hold **students at the center** of our purpose, culture, learning, and environment.

We will empower students to achieve success through **high-quality teaching and learning**.

We will create **individualized learning environments** through strategies such as small class sizes, among others.

We will remain **competitive** in the region for **salaries and benefits**, attracting and retaining a diverse and highly effective staff.

We will provide **multi-tiered systems of support** to ensure students, especially those who have historically been disadvantaged, can achieve academic success.

We will remain focused on the **social emotional learning and mental health** of our community.

We will maintain a **caring and welcoming culture** for all in our schools and community.

We will encourage all students, staff and community members to become **active, compassionate, lifelong learners**.

We will ensure that our district practices are **responsive to current needs** through intentional feedback and engagement.

We will actively work to remove systemic barriers to equity in our schools, **interrogate and dismantle** policies and practices that are at the root of inequity, and provide adults the training they need to foster inclusive learning environments.

IB Infused Teaching & Learning

FCCPS will provide all students, PreK-12, opportunities for growth and agency within the International Baccalaureate (IB) infused curriculum. Using research-based instructional best practices and an inclusive global lens, educators will provide choice and actively engage students in learning and service.



Timeline of Implementation

KEY ACTION: Ensure that everyone in the community understands the purpose of IB and how FCCPS is implementing it.



KEY ACTION: Develop structures and processes that allow innovation and deep reflection on the IB curriculum, including approaches to teaching and learning and collaboration across grades.



KEY ACTION: Develop curriculum and resources that are representative of the global community so that every student is fully included and engaged in the learning process, learns empathy, and achieves at their highest potential.



KEY ACTION: Create innovative opportunities for learning and growth tied to the IB Learner Profile.



Legend

- RESEARCH**
Conduct research to explore ideas; engage in discussion to vet plans, create paths, and develop planning documents
- DEVELOPMENT**
Initiatives are in pilot phase based on research and planning at a small scale - completion of planning documents in this phase
- IMPLEMENTATION**
Scaled implementation across the division with assessment based on stated goals and objectives
- REVIEW & REFINEMENT**
Evaluate implementation against the stated goals and outcomes. Determine success, modification, or abandonment based on evaluation
- EMBEDDED**
Activities are fully embedded and are subject of external Program Evaluation



Wellness, Equity, & Belonging

FCCPS will ensure that the shared school community nurtures a safe and trusting environment where every person feels supported and belongs. FCCPS will prioritize access to wellness resources, mental health initiatives, and equitable practices.

Timeline of Implementation

KEY ACTION: Create a comprehensive and accessible tiered model that provides systemic support for physical well-being, emotional/mental health, and security/safety.



KEY ACTION: Ensure all stakeholders understand how to navigate FCCPS systems to provide equitable access.



KEY ACTION: Foster a culture of belonging and empowerment for staff and students to strengthen our caring community.



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Resource Management & Continuous Improvement

FCCPS will create an ongoing practice of evaluating and improving instructional and operational systems and processes to ensure improved services to students, staff, and community. Resource management will be documented; accessible; aligned with our priorities, values, and goals; and incorporate ongoing feedback from multiple voices and perspectives.

Timeline of Implementation

KEY ACTION: Ensure student learning, productive work experiences, and increased operational efficiencies through continuous evaluation of instructional and operational technology and systems.



KEY ACTION: Create systems and methods for ongoing stakeholder feedback to improve resource management, allocation, and utilization.



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Communication & Engagement

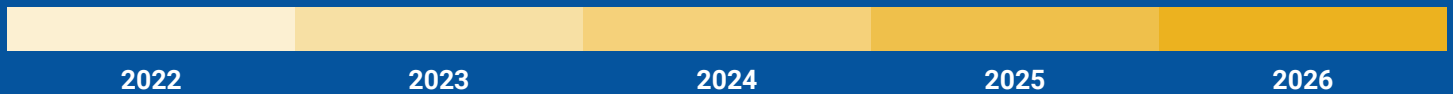
FCCPS will engage in communications that foster understanding and relationships among stakeholders by empowering all voices through a variety of channels. Communications will be clear and digestible, providing two-way, multi-lingual, accessible messaging. Communications will address time-sensitive information, and provide space to share stories that build community.

Timeline of Implementation

KEY ACTION: Overcome barriers to effective communication, to include language, accessibility, and technology access.



KEY ACTION: Engage with stakeholders through predictable communication and systematic feedback loops that enhance understanding and develop relationships and connections throughout the Falls Church Community.



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Investing In Our People

In order to create a culture of excellence, FCCPS will invest in our employees by building structures that promote success and professional growth opportunities, cultivating intrinsic motivation and mutual reliance in a workplace culture that values every voice.



Timeline of Implementation

KEY ACTION: Develop and implement a systemwide professional learning plan that is responsive to the needs of employees providing opportunities for improved job performance, growth, and leadership.



KEY ACTION: Leverage each staff member’s ability to contribute within their respective area of expertise through clear goal setting, reflective and timely two-way feedback, and ongoing collaboration.



KEY ACTION: Recruit and retain diverse, high-quality staff, and provide regionally competitive salaries and benefits.



Legend

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Teams

Project Team: The Project Team drove the completion of the work and facilitated involvement of other teams within the process. The team brought in many voices, synthesized and edited key ideas for the plan, and participated in all meetings to ensure smooth logistics and processes.

Steering Team: Members of the Steering Team represent different roles and backgrounds within the school division. As the decision-making body, members developed the Focus Areas and Key Actions in the strategic plan. Throughout the creation of the plan, this team was tasked with oversight of the process to ensure alignment with the needs of all stakeholders.

Design and Outreach Team: The Design and Outreach Team designed and refined work based on key topics, priorities and interests. This group represented many perspectives, communicated with stakeholders and provided feedback.

By The Numbers

500

Stakeholders responded to the online Community Assessment

13

Focus groups provided input from more than 200 participants

9

'Roots, Resilience, & Renewal' newsletters

80

Registrants for Virtual Town Hall

18

Project Team Check-Ins

4

Public updates to the School Board

6

Steering Team and Outreach Design and Outreach Sessions including 3 days of in-person planning

16

Strategic Plan Updates in Morning Announcements

Project Team

William Bates
John Wesley Brett
Marybeth Connelly
Kristen Michael
Tricia Minson
Peter Noonan
Rebecca Sharp

Steering Team

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Valerie Hardy
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Farrell Kelly
Shannon Litton
Julie Macrina
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Amanda Davis
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Rory Dippold
Carol Felderman
Jeremy Ferrara
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Ariana Hameed
Mary Kate Hughes
Tori McKinney
Sindy Morel
Debra Newman
Pariss Quaintance
Sonia Ruiz-Bolaños
Jennifer Santiago
Brittney Allen-Shaw
Josh Singer
Maholaream Tan
Benyat Yimaj

Falls Church City School Board

Laura Downs, Chair
Tate Gould, Vice Chair
Susan Dimock
David Ortiz
Phil Reitingering
Lori Silverman
Kathleen Tysse

Want to know more?

Additional information available at www.fccps.org/strategicplan

Send questions or ideas to strategicplan@fccps.org