

Board of Education Annual Retreat/Work Session
February 8, 2025 8:30 AM
FSSD Central Office, 507 New Highway 96 W, Franklin, TN 37064

- I. **MEETING CALLED TO ORDER**
- II. **ADJOURNMENT**

FSSD BOARD RETREAT
FEBUARY 8, 2025
LEADERSHIP ROOM, CENTRAL OFFICE

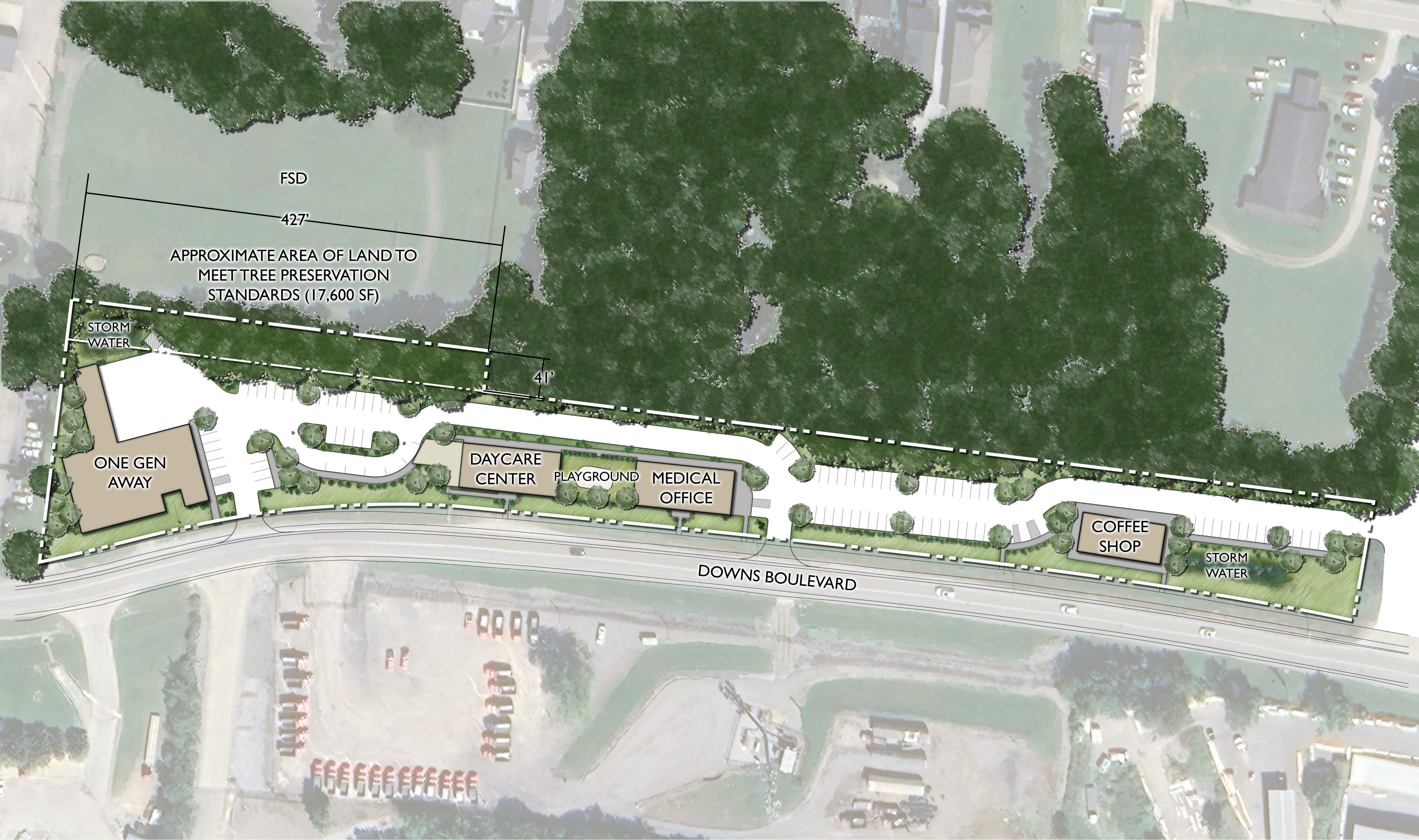
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|-----------------------------------|--|
| 8:00-8:30 | Breakfast offered |
| 8:30 | F&A Updates <ul style="list-style-type: none">● Bond-Funded Capital Projects Update● Battle Avenue and Annex Property update● Advertising Bus Driver positions |
| 9:00 | Legislative Overview with Sen. Jack Johnson, Rep. Lee Reeves, Rep. Jake McCalmon and Rep. Gino Bulso |
| 10:00-10:30 | One Gen Away – concept plan - Virtual |
| 10:45-11:15 | METTLE5 update |
| -----Break and Working Lunch----- | |
| 11:15-11:45 | T&L Updates <ul style="list-style-type: none">● Introduction to Aerospace● Strategic Plan (aspire 2029) Update |
| 11:45–12:45 | General Discussion Items <ul style="list-style-type: none">● Review of FSD Belief statements |

**The Retreat for the Board is a non-voting meeting: topics are for discussion only and may be subject to change.*

FSSD Bond Funded Project Schedule

Project #	Franklin Special School District Bond-Funded Projects 177-E-91300-000-000-50000-000																						
	LOCATION	2023-24	2024-25	2025-26	2026-27	2027-28	2028-29																
2021.04	NEW CENTRAL OFFICE Eddie Lane Property Purchase							Phase 1A \$ 1,866,861 Phase 1B \$ 3,609,228	Allowances not in GMP														
2021.05	Preparation to sell COA, Fairground, 507 New Hwy 96 properties	6,674						Phase 2 CO & alte w/lt	Wold CO(5%)	Phase 1- FTC	Wold FTC(5.5%)	Wold Cvlvl	Wold Lndscp	Wold Int. Deign	Wold Tech Design	Wold Est.Fee	Water/Sewer Tap and CDF Fees	Testing (ECS) & Traf Study	FFE	N. UnSult. Soils	Tech	TVA	Total
2021.03	New Central Office Complex (707)	21,189,498	13,340,016					\$ 29,063,922	\$ 1,453,196	\$ 5,475,909	\$ 301,175	\$ 89,900	\$ 12,200	\$ 6,500	\$ 10,000	\$ 10,475	\$ 264,622	\$ 91,416	\$ 1,139,999	\$ -	\$ 720,600.90	\$ 76,520	\$ 38,716,435.00
																		\$ 76,416					
	FRANKLIN ELEMENTARY SCHOOL																						
2021.01	Roof replacement for 1999 addition (44,200 sqft)	9,141	18,980																				
	FREEDOM INTERMEDIATE SCHOOL																						
2025.01	Roof repair/replacement (707)					2,873,883																	
2526.01	HVAC upgrade (707)					5,000,000																	
2526.02	Theater upgrade: flooring and seating (707)					75,000																	
	JOHNSON ELEMENTARY SCHOOL																						
1920.12	Kitchen Renovations & Equipment (707)	10,506																					
2021.02	Replace Roof (87,000 sqft) (707)	965,006	254,469																				
	LIBERTY ELEMENTARY SCHOOL																						
	MOORE ELEMENTARY SCHOOL																						
2025.02	Roof repair/replacement (707)					3,000,000																	
	FREEDOM MIDDLE SCHOOL																						
	POPLAR GROVE																						
	DISTRICT-WIDE																						
1920.01	Bus Replacements (729)	410,794	578,746	435,000	435,000																		
1920.10	Technology Replacement and Upgrades (708)	118,343	232,575	400,000	400,000																		
2324.02	HVAC Replacements and Contingency - All locations (712)	172,440	200,000																				
2324.03	Instructional equipment (722)	332,364	448,400																				
2324.04	Cooler and Freezer Replacement: FMS(91), FES(99), PGS(99) (707)	74,944	659,541																				
2425.01	Paving and Parking Lot Improvement all locations as needed (707)		215,700																				
2425.02	Plant Operation Equipment - purchase skid steer w/ attachments (720)		100,497																				
2526.01	Monument sign upgrades - all schools (707)			125,000																			
1819.03	Bond cost and capitalized bond interest	239,704																					
	Annual Project Totals	23,787,885	16,048,924	11,908,883	835,000	0	0																
	Bond Fund Balance July 1 2024:	21,761,403	400,000																				
	Interest Earned on Bond Funds		400,000																				
	New Bond Issue: March, 2024																						
	Estimated funds from the sale lots 10,11,12 and COA -to Regular Capital Projects		1,638,015		5,000,000																		
	Estimated funds from sale of 507 New Hwy 96w. -to Regular Capital Projects				4,700,000																		
	Net Funds Available After Planned Project Completions:		7,750,494	541,611	4,706,611	4,706,611	4,706,611																
	Projected Required Debt Service Tax Rate by Piper/Jaffray:	0.2169	0.2040	0.2169	0.2169	0.2169	0.2169																
	General Purpose:	0.4882	0.6111	0.5982	0.5982	0.5982	0.5982																
	Current Total FSSD Property Tax Rate:	0.7051	0.8151	0.8151	0.8151	0.8151	0.8151																
	Final expenditure totals																						
	Estimated Actuals for current FY																						
	Estimated / Proposed Expenditures at Date of Printing																						

Note: One penny estimated to produce in FY 24-25: \$ 385,347



FSD

427'

APPROXIMATE AREA OF LAND TO MEET TREE PRESERVATION STANDARDS (17,600 SF)

STORM WATER

41'

ONE GEN AWAY

DAYCARE CENTER

PLAYGROUND

MEDICAL OFFICE

COFFEE SHOP

STORM WATER

DOWN'S BOULEVARD



ONE GEN AWAY

CONCEPT PLAN

January 11, 2025





Goal Area #1: Academics

Goal Statement		
<p>By 2029, through intentional strategies, the FSD will improve literacy and math proficiency by 10% and increase student growth in all grade levels as measured by state assessments and district universal screeners.</p>		
Strategy 1		
<p>Develop academic growth goals guided by essential standards that establish high expectations and rigor for all students.</p>		
Tactics		
<p>Identify essential standards for all grade levels and core subjects.</p>	<p>Develop common formative assessments and success criteria for all essential standards.</p>	<p>Provide professional learning for all educators on the essential standards, success criteria, and common formative assessments.</p>
Progress		
<ul style="list-style-type: none"> ● FSD has an ongoing partnership with Arc TN to provide monthly engagement sessions on topics applicable to parents of students with disabilities. The November 2024 session focused on diploma options. ● Essential standards and success criteria were updated for reading and math in grades K-4 in the fall of 2024. ● Common formative assessments are being created for reading and math, grades 1-4. 		
Strategy 2		
<p>Strengthen the Professional Learning Communities (PLCs) process through professional learning and innovative teaching strategies.</p>		

Tactics

All schools will create a guiding coalition. All guiding coalitions will attend a PLC at Work Institute.

Administrators will monitor and guide the work of the PLC process for continual improvement and innovative teaching practices (including, but not limited to, computer science and district-approved artificial intelligence [AI]).

Strengthen the PLC process through the achievement of Model PLC at Work recognition for all schools and the district.

Progress

- FMS named [Model PLC at Work School](#) in July 2024.
- PGES named [Promising Practices School](#) in December 2024.
- [Dr. Taryn Echols](#), Solution Tree associate, will provide professional learning (PL) (her third session with us) to FSD Leadership in February 2025 around leading the PLC at Work process.
- Guiding coalitions from 6 schools have attended a PLC at Work Institute (LES in July 2023, FMS in July 2024, PGES and MES in September 2024, JES and members of Teaching and Learning in November 2024, FIS in December 2024).
 - [Link to PLC Institute attendance record](#).
- We have video recorded high functioning professional learning teams (PLTs) and shared the videos with school and district administrators.
- We provide PL regarding PLCs to admin that can be turned around in schools, for example:
 - ▣ PLCs/Essential Standards - What's Next
- Working to build a district guiding coalition to lead the PLC at Work approach.
- T&L is working on the application to be designated a PLC at Work District.

Strategy 3

Create an emphasis on K-2 reading and math fluency, 3-8 reading and math proficiency, and district-wide writing expectations through Tier I instruction and academic interventions/enrichments.

Tactics

With a committee, develop writing expectations and processes, train teachers, monitor progress, and adjust as needed.

Provide professional learning focused on identifying skill deficits and enrichment opportunities during the PLC process.

Progress

- District-wide fluency awards will be presented to students in grades 1-4 who meet fluency targets.
- We will continue to offer fluency sessions on district PL days and during the summer.
- We highlight the importance of reading and math fluency during leadership meetings.
- An i-Ready consultant provided on-site support and PL around math fluency at each elementary campus during the fall of 2024.
- Various PL opportunities were provided to teachers on November 5, 2024, focusing on math fluency and Writing Revolution strategies for teachers in grades K-5.

Strategy 4

Improve parent communication and provide parent training on curricula, essential standards, and district instructional materials.

Tactics

Provide differentiated parent training on curricula and essential standards.

Provide a consistent district-wide teacher-to-parent communication platform.

Create instructional support materials for parents.

Progress

- The [ParentSquare](#) communication platform successfully launched in August 2024.
- A Retention Roadmap session was hosted by T&L for 3rd grade parents in September 2024.

Goal Area #2: Belonging/Well-Being

Goal Statement		
<p>By 2029, the FSD will support each school in creating and implementing a plan that cultivates well-being and belonging (including behavior) - for staff, students, and families - as evidenced by annual reviews of each strategy.</p>		
Strategy 1		
<p>Plan for school transitions in a way that best creates enthusiasm and alleviates students' and parents' questions/concerns.</p>		
Tactics		
<p>Expand and enhance planned opportunities for parents to attend informational meetings, special events, etc. at FIS and FMS.</p>	<p>Planned opportunities for students to visit FIS and FMS to participate in field trips, student shadowing, special events, etc.</p>	<p>Educators in feeder schools will provide positive messages and school-created communications about the transition to the next school, create enthusiasm, and relieve students' and parents' fears.</p>
Progress		
<ul style="list-style-type: none"> ● FIS created a lively video to share with elementary parents that highlights some of the fun and character of FIS. ● All 4th graders tour FIS prior to the transition for students to that school. ● All 6th graders tour FMS prior to the transition to 7th grade at that school. 		
Strategy 2		
<p>Continue to strengthen and foster district and community partnerships to support student, family, and staff well-being and belonging.</p>		
Tactics		
<p>Schools will incorporate regular communication from social and personal competencies support staff (counselors, social workers, community partners, etc.).</p>	<p>Schools will engage in professional learning opportunities provided by FSD community partners (Mercy Community Healthcare, Volunteer Behavioral Health, etc.).</p>	

Progress

- During the first semester of the 2024-25 school year, the FSD/Volunteer Behavioral Health partnership grew to include behavioral health liaisons working at five schools (FMS, FIS, PGMS, JES and LES).

Strategy 3

Schools will create, monitor, and support safe, inclusive, and welcoming environments for students.

Tactics

Survey students to determine needs and areas of focus (Bloomsights, other surveys, student advisory committees, etc.).

Schools will identify and consistently enforce behavioral expectations (including lesson completion, tardies, disruptive behavior, etc.).

Schools will create opportunities that promote student well-being and belonging.

Progress

- In September 2024, the safety supervisor created a safety training video for substitutes and new staff.
- [Bloomsights](#) surveys in grades 5-8 have been completed.
- In December 2024, the safety supervisor and the communications specialist audited signage at all campuses to eliminate duplicate messaging and ensure the schools are represented in a welcoming and inclusive manner while also ensuring messaging required by law is visible. Recommendations will be shared with school leaders.

Goal Area #3: Community Presence/Communication

Goal Statement		
By 2029, the FSD will expand community presence, family engagement, and marketing strategies to create a clear understanding of the district's purpose, high standards, and exceptional offerings, as evidenced by annual reviews of each strategy.		
Strategy 1		
Expand our district presence at community events, meetings, and within local organizations.		
Tactics		
Create an events team.	Connect specific personnel to community events and meetings.	Involve parents and other stakeholders in district promotion at community events.
Progress		
<ul style="list-style-type: none">• Hosted United 4Hope Event at the PAC in September 2024.• District step-and-repeats are available for engagement at community rental events and are perpetually on display at the PAC.• For the second year in a row, Jeremy Maxwell hosted a tour of the PAC for Leadership Franklin, followed by a conversation at FMS.• There was a FSD guest reader at the 2024 Dickens of a Christmas Festival/FSD presence and candy giveaway as the first step in partnering with Heritage Foundation events. We are scheduling the Heritage Foundation education director to present to principals a new curriculum related to the city of Franklin.		
Strategy 2		
Provide online digital opportunities for students and families to inform, highlight, and engage the community with a structured communications platform.		

Tactics

Create a community outreach position tasked with creating content (social media, video, etc).

Develop a digital outreach/marketing plan to create awareness and engagement.

Develop a training program/schedule for parents and families to fully utilize district digital communications resources.

Progress

- ParentSquare implementation in the summer of 2024 with school administrator, district staff, and teacher trainings in June and July.
- Expanded ParentSquare training for teachers, PTO presidents, school nurses, guidance counselors, and other school stakeholders/communicators in the fall of 2024.

Strategy 3

Facilitate parent connections to schools and each other.

Tactics

Develop a 5-8 Parent Teacher Organization (PTO) across all schools.

Offer an advisor to work with parent groups.

Expand offerings outside of school hours.

Progress

- Establishing a FSD PTO Executive Council. An organizational meeting took place in October 2024.
- Dr. Snowden presented FSD updates and information at Williamson Inc State of the Schools (September 2024) and the Williamson Co. Association of REALTORS (October 2024).
- We posted [aspire 2029](#) goals/strategies each week on social media during the first semester of the 2024-25 school year.

Strategy 4

Develop a plan to communicate opportunities for parents and families during the transitions between FSD schools as well as high school.

Tactics

Communicate in several ways all opportunities for parents and students to learn about upcoming schools by visiting the buildings and meeting with administrators at planned events during the school day and after, as referenced in Strategy 1 of Goal 2.

Administrators and parent ambassadors will work together to present about the school transition at elementary schools' "rising fifth-grade" events and other offerings, such as PTO meetings.

Eighth-grade administrators will develop a formal communication plan with WCS ninth-grade administrators to inform and educate parents about opportunities for scheduling and learning about classes. FSD will create events for students/parents from both middle schools to meet each other and possibly WCS students in the same zone.

Progress

- In the fall of 2024, a weeklong FSD Open House was held at all schools on an appointment basis during the school day. Promotional materials were mailed to preschools and promoted in newsletters, banners in school yards, press releases, and on social media.