

# What is Coherence?

Coherence pertains to people individually and collectively sharing understanding of what it takes to develop a high achieving school district. It requires making sense, sticking together and connecting. Coherence also requires consistency of purpose, practice and shared commitment to improve student achievement. When large numbers of people have a deep understanding of what needs to be done and see their part in achieving that purpose, powerful things can happen.

The coherence framework directs us toward:

- Focusing the future direction of the district
- Developing a collaborative culture
- Deepening our learning
- Securing accountability in our programs

The FCSD has extensively studied the system. Both internal staff and outside consultants have pinpointed what we need to do to move forward. Classrooms were observed; focus groups (parents, community members, administrators, teachers, support staff and students) were interviewed; surveys were completed, and an organizational assessment was conducted. With this data and the assistance of a Core Team of district staff and other stakeholders from all levels, the Strategic Coherence Plan that follows has been developed to improve student achievement over the next five years.

We encourage our entire community to become involved to improve our district and provide excellence to our students to ensure their future success.

