

CASE STUDY

How Fargo Public Schools Built a District-Wide Strategy Focused on the Measures That Matter

BACKGROUND

Fargo Public Schools is the third-largest school district in North Dakota, serving over 11,000 students across 24 schools.

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“This work gives us a clear vision for what we want in the future, which is **narrowing our focus** and **becoming really great at a few things.**”

Dr. Cory Steiner
Superintendent

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OPPORTUNITY

District leaders wanted a clearer strategy that connected long-term vision to measurable results

Fargo Public Schools revisited its long-term strategic planning process after appointing a new superintendent in 2025. District leaders wanted to narrow their focus, establish clear priorities, and define measurable goals that every school could understand and influence. The district also sought to reconnect long-term vision with annual planning while engaging staff, board members, and the community throughout the process.

SOLUTION

EAB helped district leaders narrow dozens of priorities into a focused scorecard with measurable goals

Through a series of facilitated planning sessions, EAB helped district leaders narrow a broad set of strategic priorities into a district scorecard with goal-related metrics. Together, the team identified five strategic priorities and defined the key metrics that will be used to measure progress over time. The process also helped district leaders identify attendance as the district's critical objective and align school-level goals around that priority.

IMPACT

District leaders now have a shared roadmap for measuring progress and keeping strategic priorities on track

The strategic scorecard gives district leaders a common framework to monitor progress, communicate priorities, and make decisions around student success. Measurable targets for attendance, academic achievement, graduation, workforce readiness, and organizational health give leaders a consistent way to evaluate progress and keep the district focused on its highest priorities. The scorecard was unanimously approved by the board in August 2026.



Learn how EAB can help you drive a more focused strategy in your district at eab.com/k12

