

**Fremont City Schools
District Comprehensive Continuous Improvement Plan
2011-2012**

*Indicates Race to the Top Strategies

Goal Measures:

1. Increase student achievement (State indicator goals).

Grade 3	Reading	<u>Current</u> 76.2	<u>Goal</u> 88.5	Math	<u>Current</u> 81.6	<u>Goal</u> 84.2													
Grade 4	Reading	<u>Current</u> 80.8	<u>Goal</u> 87.3	Math	<u>Current</u> 72.1	<u>Goal</u> 86.8													
Grade 5	Reading	<u>Current</u> 71.5	<u>Goal</u> 87.3	Math	<u>Current</u> 59.7	<u>Goal</u> 79.8	Science	<u>Current</u> 66.3	<u>Goal</u> 70.0										
Grade 6	Reading	<u>Current</u> 88.3	<u>Goal</u> 90.3	Math	<u>Current</u> 78.3	<u>Goal</u> 82.1													
Grade 7	Reading	<u>Current</u> 71.1	<u>Goal</u> 87.4	Math	<u>Current</u> 71.8	<u>Goal</u> 78.9													
Grade 8	Reading	<u>Current</u> 83.1	<u>Goal</u> 89.5	Math	<u>Current</u> 74.5	<u>Goal</u> 79.0	Science	<u>Current</u> 69.3	<u>Goal</u> 72.0										
Grade 10	Reading	<u>Current</u> 89.5	<u>Goal</u> 88.7	Math	<u>Current</u> 86.3	<u>Goal</u> 84.0	Writing	<u>Current</u> 91.1	<u>Goal</u> 93.0	Science	<u>Current</u> 77.1	<u>Goal</u> 80.0	Social Studies	<u>Current</u> 80.6	<u>Goal</u> 82.0				
Grade 11	Reading	<u>Current</u> 93.8	<u>Goal</u> 95.0	Math	<u>Current</u> 90.2	<u>Goal</u> 93.0	Writing	<u>Current</u> 96.4	<u>Goal</u> 98.0	Science	<u>Current</u> 81.2	<u>Goal</u> 90.0	Social Studies	<u>Current</u> 82.3	<u>Goal</u> 90.0				
Attendance		<u>Current</u> 94.9	<u>Goal</u> 95.5	Graduation	<u>Current</u> 86.0	<u>Goal</u> 90.0													

AYP Goals			
AYP Reading 2011-12		AYP Math 2011-2012	
3rd	88.5%	3rd	84.2%
4th	87.3%	4th	86.8%
5th	87.3%	5th	79.8%
6th	90.3%	6th	82.1%
7th	87.4%	7th	78.9%
8th	89.5%	8th	79.0%
10th	88.7%	10th	84.0%

2. Close socio-economic, ethnic and disability gaps in student achievement (AYP goals: A. Current year results; B. Two-year combined results; C. Safe Harbor; D. Growth model). Continue improvement in all subgroups and focus on Students With Disabilities:

Reading Goals for 2011-2012				Math Goals for 2011-2012			
Grade	Current	Safe Harbor		Grade	Current	Safe Harbor	
3	51.4	29/52	55.7	3	54.1	31/52	59.6
4	45.5	21/41	51.2	4	38.2	18/41	43.9
5	44.7	34/68	50.0	5	29.8	25/68	36.7
6	52.4	33/58	56.8	6	40.5	27/58	46.5
7	35.9	22/53	41.5	7	25.6	17/53	32.0
8	53.5	27/47	57.4	8	30.2	17/47	36.1
10	57.7	32/53	60.3	10	42.3	25/53	47.1

3. Build hope, trust and respect with our community (school quality survey goals).

Show improvements in the following dimensions:

Staff: Coordinated Teamwork

Students: Involvement

Parents: Focused Sustained Action

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	2011-2012	Lead	Funding Source/Cost	August-October	November-January
Strategies Open New Fremont Middle School/Relocate District Office	Continue to work with Fanning-Howey Architects, Touchstone Construction Manager, prime contractors and district committees for the purpose of constructing new middle school and decommissioning old middle school.	T. McCaudy	\$27 million OSFC/General Fund	Weekly construction progress meetings continue to take place and monthly Core Team meetings take place as well. The building continues to be on schedule and on budget. Demo phase of the old building will begin in early Fall.	A Dedication Open House was held on December 15, 2011 and students started school on January 19, 2012. Contractors continue to work on punch lists. Progress meetings are being held bi-weekly. The BOE approved an abatement contract and work will begin at the old FMS on March 12 th .
	Prepare for move by following FMS Project Transition Plan.	T. McCaudy		The Transition Plan and Moving Schedule continue to be updated on a regular basis. The committee meets monthly for the purpose of monitoring the plan. Status reports are provided to all FCS staff.	Meetings continued through November. The next meeting will be held in March and discussions will take place about the future roles and responsibilities of the committee.
	Design and construct new district office space.	T. McCaudy	\$683,100 Permanent Improvement	A new lease has been negotiated with the County Commissioners. Architects have been hired and the design of the new district office completed.	The design had to be revised due to fire code issues and the construction timeline was revised. Additionally, the budget had to be revised due to needed HVAC and electrical upgrades. The BOE approved KF Construction for general trades work on February 6 th .
	Develop a plan for moving into new district office.	T. McCaudy		This plan will be developed after the move to the new FMS has been completed.	A transition plan has been completed and work is currently in progress. The transition plan will be shared with the BOE during its February 21 st Meeting.
Implement Standards-Based Framework for Instruction	*Provide HQPD to rollout standards in ELA, math, social studies and science for grades 3-12 teachers, including crosswalking/reviewing standards, examining instructional resources and identifying needs.	D. Hirt	\$2,937 RttT \$40,830 Title I (PD)	The Curriculum Department has established a PD timeline for 2011-2012. All staff attended HQPD on August 24-26 th and October 17 th as evidenced by the sign-in sheets and agendas. Curriculum liaisons were provided CCSS information on August 19 th and September 18 th . Curriculum liaisons and department chairs provided guidance and leadership at the October 17 th PD day. Department chair meetings and department meetings attended by curriculum department staff.	Grades 3-5 and 9-12 staff participated in HQPD on December 22 nd to investigate CCSS and model curriculum. Grades 3-5 and 9-12 staff participated in HQPD on January 18 th to continue investigation of CCSS and model curriculum and its instructional resources. An instructional facilitator was hired in December for the purpose of assisting grade 5 teachers.

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Strategies Implement Standards-Based Framework for Instruction (cont.)	*Provide HQPD to rollout standards in social studies and science for grades K-2 teachers, including crosswalking/reviewing standards, examining instructional resources and identifying needs.	D. Hirt		The Curriculum Department has established a PD timeline for 2011-2012. All staff participated in HQPD on October 17 th . Curriculum liaisons were provided CCSS information on August 19 th and September 18 th .	All grades K-2 staff participated in HQPD on December 22 nd to investigate CCSS and model curriculum. All grades K-2 staff participated in HQPD on January 18 th to investigate CCSS and model curriculum and its instructional resources.
	*Participate in regional and state opportunities for professional development of standards, model curricula and assessments as available.	D. Hirt		Director and TOSAs participated in webinars and regional meetings for professional development on the model curriculum.	The Director and TOSAs participated in webinars and regional meetings for professional development on the model curriculum for all subject areas.
Deeply Align Standards-Based Curriculum	*Review grades K-2 ELA curriculum guides and grade 8 social studies curriculum guide.	D. Hirt		Curriculum liaisons were provided CCSS information on August 19 th and September 18 th . Grade 8 Social Studies Department has met to crosswalk curriculum and align to standards. Document will include new format and has been arranged. Department chairs have met monthly to determine meeting objectives and agendas for department meetings.	Grade 8 Social Studies Department has continued department meetings to align quarterly assessments to model curriculum. Work continues with pacing guides. Department chairs have met monthly to determine meeting objectives and agendas for department meetings.
	*Develop grades K-2 math, social studies and science curriculum guides that align to state model.	D. Hirt	\$26,000 RttT (curriculum development) \$20,000 Title I (curriculum development)	Curriculum liaisons were provided CCSS information on August 19 th and September 18 th . K-2 staff participated in HQPD on October 17 th to align current social studies and science curriculum with new state model curriculum. Development of a new curriculum format has been designed and is awaiting review from CQCC.	Grades K-2 staff participated in HQPD on January 18 th to continue to align social studies and science pacing guides with CCSS ELA as evidenced by the sign-in sheet and agenda.
	Develop grades K-6 health curriculum and review/revise health curriculum for grades 7-12.	D. Hirt		The Wellness Department met on August 26 th to initiate discussion on current health curriculum and resources.	The Wellness Department met on November 21 st to discuss current health curriculum and resources. Planning continues with health curriculum. Two FCS staff members will attend ODE professional development in February and March. The Wellness Department Chair will attend Health Assessment professional development in March.

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Strategies Deeply Align Standards-Based Curriculum (cont.)	Continue to develop curriculum guides for grades 9-12 elective courses.	D. Hirt		Procedure replicated from 2010-2011 to write and revise curriculum for elective courses. Development of new curriculum format has been designed and is awaiting review from CQCC.	The following curriculum guides have been approved: <ul style="list-style-type: none"> • Engineering Technology • Intermediate Technology Applications • PE 9-12 • ELA 7 • Science 7 • ELA 6
	Continue to follow Curriculum Management Plan for textbooks/instructional materials/library.	D. Hirt	\$205,000 General Fund	All textbooks ordered for the upcoming year. Wellness staff is currently working on instructional supplies/materials needs list.	Initial discussions have been held regarding grades 6-8 ELA and grades 9-12 ELA.
Implement Identified Research Based Instructional Strategies	Provide HQPD for SMARTBoard and Technology instructional strategies for implementation in the classroom.	D. Hirt	\$10,000 Title IIA \$30,925 Title I	All staff participated in HQPD on August 24 th as evidenced by the sign-in sheets and agenda. Applicable staff attended HQPD on October 17 th for SMARTBoard training. Teachers new to the district participated in SMARTBoard training at New Teacher PD on October 11 th as evidenced by the sign-in sheets and agenda. eLearning team met on August 23 rd and September 15 th . All staff participated in October 17 th eLearning discovery.	Two FCS teams (including students) attended an HQPD technology in-service to gain knowledge on implementing technology into the curriculum. The Administrative Team attended HQPD on November 4 th with B. Ginsburg. This PD included the use of SMARTBoards in classrooms, how to utilize and model technology with staffs and a showcase of district hardware and software.
Analyze District Data to Inform Instruction and Guide	*Revise and implement assessments for grades 3-10 in all core subject areas and provide professional development for staff on new assessments.	D. Hirt	\$47,000 RttT (DD/AIMSweb renewals)	Quarterly assessments updated for Math 3-8. Common assessments established for grades 7-10.	Continued work on quarterly assessments and updated for all areas. Common assessment work continues at Ross and FMS.
	*Utilize all grades 3-12 district and classroom student data within DataDirector to target instruction, interventions and enrichment.	D. Hirt		Data PD schedule was shared with Leadership on August 18 th . HQPD provided for necessary staff on DataDirector on August 26 th . Quarterly assessments revised, copied and distributed with scan sheets and entered into DataDirector for grades 3-10.	Quarterly assessments updated, organized and distributed to all buildings. New teachers and teachers in need participated in DataDirector training on November 15 th .

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Strategies Interventions (Remediation & Enrichment)	*Utilize all grades K-6 district and classroom student data in AIMSweb to target instruction, interventions and enrichment.	D. Hirt		Scheduled AIMSweb screening with Social Services Department and shared with buildings. Relevant data for sharing overviewed at CFG on October 13 th .	AIMSweb mid-year screening continued in January. Grade 6 at FMS added for winter screener in February.
	*Utilize teacher-student linkage tools to ensure accuracy and quality of Value-Added data to target instruction, interventions and enrichment.	D. Hirt		Value-Added data shared with DLT on August 12 th , September 15 th and October 13 th . Value-Added training attended by D. Hirt, C. Schell, L. Spurlock and J. Lockyer on September 21 st and 22 nd .	Value-Added training attended on January 25 th by J. Lockyer and select Ross staff. Value-Added discussion attended on January 24 th by D. Hirt regarding Teacher Level Reports-Linkage. Value-Added linkage communication plan designed for building leaders.
	*Develop protocols for students to monitor their own data and progress.	D. Hirt		In progress.	In progress.
	*Utilize quarterly student data to monitor district and building Comprehensive Continuous Improvement Plans.	D. Hirt		ProgressBook parent module training took place on August 9 th with trainers. Building representatives were provided HQPD on August 16 th . All K-6 staff were trained on August 25 th . Parent module schedule prepared and shared with building leadership on September 19 th . K-2 report cards aligned to CCSSM for reporting purposes. Aligned grade 6 report cards to current ProgressBook model used at FMS. Translated all reporting documents to Spanish to assist LEP families.	Quarterly data utilized to examine Ross and FMS students at-risk for attendance, behavior and course/credit progress. Students identified for intervention. Continue to monitor teachers' use of ProgressBook home pages.
	Continue to provide Downey Walk-Through support sessions to administrators for the purpose of analyzing data for coaching and staff development.	D. Hirt		Walk-Through practice schedule was shared with principals on September 14 th . Practices take place monthly in both elementary and secondary buildings. Building administrators provided training and practice on October 28 th .	Practice sessions take place monthly in both elementary and secondary buildings. Building administrators provided training and practice on November 30 th and January 27 th .
Identify and Implement Support Structures for Student Success	Implement Credit Flex Plan.	D. Hirt	\$3,000 General Fund	Met with Ross leadership on September 22 nd and shared application and policy.	No students participating in Credit Flex option for 2011-2012.

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Strategies Identify and Implement Support Structures for Student Success (cont.)	*Continue to provide HQPD for teachers and principals on AIMSweb, DataDirector and Value-Added as sources of data and instructional planning for more targeted interventions.	D. Hirt	\$20,000 RttT	Necessary staff participated in DataDirector PD on August 26 th as evidenced by the sign-in sheets and agenda. AIMSweb training took place individually with select staff in buildings.	DataDirector updates were a focus on January 18 th HQPD. Ongoing individual HQPD continues for DataDirector and AIMSweb. AIMSweb training took place with FMS Leadership (S. King) on February 2 nd .
	Provide HQPD for continued development of Building Leadership Teams and Teacher Based Teams.	D. Hirt	\$20,000 Title I	Discussions held with principal leadership on October 19 th .	Visitations have been scheduled for BLT and TBT meetings at all buildings. The OIP revised learning modules have been shared with building principals.
	Revise and implement College Awareness Plan components.	S. Werling	\$5,500 (PLAN/EXPLORE Title IIA) \$5,000 (college visits) 6B	The Counseling staff is in the process of reviewing and revising the plan. The plan has been extended to include a separate plan for Elementary, Middle and High School and is evaluated and updated at monthly meetings. PLAN/EXPLORE tests have been ordered and will be completed on November 17 th during a 3-hour delay day.	Elementary: Monthly College Corner news articles in all building newsletters. College information shared at Kindergarten and grades 4 and 6. EWOW administered at fourth grade. College awareness activities in all grades K-5 conducted annually. Middle School: All eighth grade teams toured Vanguard Career Center. UT Scholarship information shared in eighth grade homerooms, in Guidance Office and on bulletin boards. Seventh grade field trips scheduled to UT and eighth grade BGSU field trips scheduled. All students participating in Financial Literacy/Career Readiness class and will explore the Ohio Career Information System. Ross High: UT Scholarship information shared and Terra field trip planned. Explore/Plan assessments completed and student discussions held. Heidelberg field trip planned. Eleventh grade credit audits completed and PSAT, ACT, SAT information shared with all grade 11 students. College information packets shared. NCAA Clearing House membership renewed. Scholarship lists updated and information shared in senior English and government classes. College reps scheduled, FASFA workshop provided, ACT sign-up workshop scheduled, English college prep class designed and included in course offerings for next year and transition activities for students with disabilities provided.

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Strategies Identify and Implement Support Structures for Student Success (cont.)	Provide focused intervention and summer intervention for targeted at risk students.	D. Hirt	\$156,000 Title I \$56,000 General Fund \$37,000 General Fund (summer school)	Focus Intervention Plans have been established and are currently being implemented. Tutors and coordinators hired at October 17 th BOE Meeting and programs began on October 18 th . Monitoring process established with coordinators.	Focus Intervention tutors and coordinators met on January 10 th as a mid-year check and opportunity to share. Monitoring process continues with coordinators.
	Utilize technology to implement “early warning systems” of “at risk” indicators of attendance, behavior and course/credit progress for student intervention.	D. Hirt		In progress.	District staff utilized technology (DASL, ProgressBook and DataDirector) to monitor attendance, behavior and course/credit progress. Student interventions implemented throughout the district.
Implement Full Day Kindergarten	Continue district-wide kindergarten teacher meetings for the purpose of expanding parent engagement with Parent Academy and reviewing and refining the kindergarten curriculum.	D. Hirt		Kinder Academy Kick-Off was held on August 9, 11, 16 and 18 th . Kindergarten staff met on August 26 th and October 5 th .	Kinder Academy met on January 26 th with eleven (11) children represented. Kindergarten staff met on November 16 th and December 14 th .
Implement Focused Support for First Grade	Continue to provide a comprehensive support model for first grade (HQT, HQPD, lower class size, parent academy).	D. Hirt		Curriculum liaisons met on August 19 th and September 18 th . Provided guidance and leadership on October 17 th .	Curriculum liaisons provided guidance and leadership during professional development on January 18 th .
Improve Internal Climate and Culture	Implement Coordinated School Health Plan Components: <u>Health Education and Physical Education</u> <ul style="list-style-type: none"> •Utilize K-12 PE Curriculum Guides. •Develop K-12 Health Curriculum Guides (including dating violence). •Expand Elementary PE x 4 – 30. •Plan for Ohio’s PE Assessment. 	D. Hirt	\$10,000 (S.W. PROP) Title I	The Wellness Department met on August 26 th to begin discussion on PE curriculum as evidenced by the sign-in sheets and agenda. Department meetings held monthly. The Wellness Department met on October 17 th to finalize Fuel-Up grants, discuss curriculum and plan for Fitness Challenge. PROPS was established and introduced to administrators, staff and students in September. The program started at Atkinson, Otis, Stamm and Croghan. Nicole Strong participated in Fuel-Up to Play Youth Summit with students from FMS on October 3 rd .	The Wellness Department continues to meet monthly to work on action steps outlined in plan. Fuel-Up grants submitted by three buildings (Stamm, Washington and Ross) and all three were funded. PROPS continues with weekly updates at Atkinson, Croghan, Otis and Stamm. Michelle Morris will attend a meeting with ODE regarding the PE Assessment on March 22 nd .

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Strategies Improve Internal Climate and Culture (cont.)	<u>Health Services</u> <ul style="list-style-type: none"> •Enhance mobile dentist, vision screenings and hearing screenings for students. •Plan for BMI screenings to begin in 2012-2013. •Identify and implement classroom education initiatives for 2011-2012. 	S. Werling		Monthly meetings are conducted with the FCS nurses. Planning for the BMI screenings to begin in 2012 and 2013 started in November. The nurses have participated in discussions with their colleagues from other districts and have secured and shared information regarding the pros and cons of conducting the BMI screenings. Final decision to proceed or not will be made in December.	The mobile dentist program is scheduled to be at FMS for the first time. The mobile dentist/Dental Awareness Month activities have been highlighted in all building newsletters. Wuzzie Bear health activities developed and shared with elementary classrooms. Will work on BMI information with Curriculum Department.
	<u>Nutrition Services</u> <ul style="list-style-type: none"> •Enhance School Garden Project. •Implement Fresh Fruit and Vegetable Grant components at Croghan, Otis and Stamm Schools. •Utilize web-based interactive menu. •Implement mandated components of Healthy Choices Bill 210. 	K. Theller	\$61,500 FF&V Grant \$1,200 BSHA Grant \$400 6BS	The design of Washington's walking path design completed and six raised beds are included in the plan. September and October menus planned and posted on intranet and web site. Eleven staff members attended August training. Fundraiser information given to principals. Ross vending machines are in compliance. SB 210 information posted on intranet and web site.	<ul style="list-style-type: none"> • Farm to School Grants received for Otis, Hayes and Atkinson. A Hydroponic Garden will be purchased for each school. Request for grant dollars completed and sent to ODE. • Menus posted on intranet and district web site. • Completed. • In progress.
	<u>Counseling and Psychological Services</u> <ul style="list-style-type: none"> •Plan and implement bullying curriculum in grades K-8. •Enhance Make a Difference Club at Ross H.S. (anti-bullying program). •Provide individual/group counseling (includes dating violence program organized by counselors). 	S. Werling	\$7,000 6BS \$10,000 (GRADS) General Fund	Calendar created for implementation of bullying curriculum. All elementary and middle school counselors are creating monthly reports to document classes and individual counseling provided to students in grades K-8. Survey to identify groups needed by students has been conducted and tallied; groups needed are being organized by Ross Guidance Staff.	Bullying curriculum is being implemented in grades K-8. Parent mentor and guidance web sites have been updated to now include parent trainings and reference materials. Counseling sessions have been provided at high school based on survey results. Dating violence posted on district web site for students and parents.

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Strategies Improve Internal Climate and Culture (cont.)	<u>Healthy and Safe School Environment</u> <ul style="list-style-type: none"> • Create a climate committee at each building for the purpose of: <ul style="list-style-type: none"> ○ Increasing student participation in co-curricular and extra-curricular activities. ○ Defining building-level recognition programs for students and staff. ○ Implementing district defined parent/teacher conference protocols. ○ Implementing district defined manner/respect protocols. ○ Participating in ODE's "Voices Survey". ○ Participating in end-of-year climate survey. • Continue to refine district-level recognition program for students, staff, parents and community supporters. 	C. Opelt		Eight out of nine buildings have implemented a climate committee. Co-curricular and extra-curricular activities included 479 elementary participants. Co-curricular and extra-curricular activities included 2,028 secondary participants. Nine buildings have implemented a building-level recognition program for students. Nine buildings have implemented a building-level recognition program for staff. Parent teacher conference protocols were shared with leadership at all nine buildings. Nine buildings have implemented defined manner/respect protocols. Registration is completed for grades 6-12 "My Voice" survey.	All buildings have implemented a climate committee and meet monthly. Eighty-one (81) co-curricular and extra-curricular activities are offered to students in grades K-12. All buildings implement recognition programs for students, staff and parents. All buildings completed the manner/respect protocols requiring staff to make one contact with all students' parents during the quarter. My Voice survey was administered to students in grades 6-12.
		D. Hirt			Currently working on scheduling survey dates with administrators.
		C. Opelt	\$5,000 General Fund	Forty-four (44) applications were turned in for the staff Giant Step Award. Five were selected and will be honored at an upcoming BOE Meeting. Three community members were nominated for the "Excellence in Action" Award and will be honored at an upcoming November BOE Meeting.	Thirty-five (35) applications were turned in for the staff Giant Step Award. Five were selected and will be honored at an upcoming BOE meeting. Nine Business Advisory Council members were nominated for the "Excellence in Action" Award and were honored at the December BOE meeting. Thirty-four (34) additional students, staff and community members were recognized at BOE meetings this quarter.
		<ul style="list-style-type: none"> • Continue to implement and monitor district safety plan. 	K. Theller	\$16,000 General Fund	Student safety trainings completed as planned. Drill information reviewed with principals. AEDs checked and communication protocols completed.
	<ul style="list-style-type: none"> • Create a safety committee at each building for the purpose of developing and implementing building-wide safety plan. 	K. Theller	N/A	Committees developed at buildings. Meeting minutes reviewed and monitored.	Committees continue to meet regularly and minutes are reviewed by K. Theller.

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Strategies Improve Internal Climate and Culture (cont.)	<ul style="list-style-type: none"> •Implement and monitor student dress code policy. 	T. McCaudy	N/A	Data template created and shared with principals. Data shared on a monthly basis.	Data continues to be collected and discussed during AT Meetings. The committee will meet in February to review data and policy.
	<ul style="list-style-type: none"> •Collect and monitor student attendance and behavior data. Analyze data to identify target areas for improvement. Implement strategies for improving student attendance and behavior. 	S. Werling	\$4,500 (Project Attend) United Way Grant	PBS survey distributed and administered to staff. New template created for collecting discipline data. Data shared with Leadership on a monthly basis. New template was also created for attendance data allowing for in-depth knowledge of reasons for absence and appropriate planning at the building and district level.	Monthly data has been collected, analyzed and shared at monthly Leadership Meetings. Bullying information shared with guidance staff and interventions have been documented. Ongoing concerns continue to be addressed. Data related to bullying has been shared with the BOE.
	<ul style="list-style-type: none"> •Continue to complete facility and athletic projects per the Five-Year Facility and Athletic Project Plan. 	K. Theller	Summer 2011 \$61,000 PI Summer 2012 \$100,000 PI	Plan updated and projects are being completed per timeline.	The five-year plan is updated on a continuous basis. Meetings held November 3 rd , November 16 th , December 7 th and January 20 th with Dr. McCaudy and A. Bucci regarding athletic facility needs.
	<ul style="list-style-type: none"> •Research, plan and begin implementation of upgrade to district technology infrastructure. 		\$25,000 GF \$25,000 ERate	Ross High School assessed by Fanning-Howey. Quote submitted for project design.	In progress.
	<ul style="list-style-type: none"> •Form a make-up calamity day committee to develop procedures to present to Board of Education and staff for the 2012-2013 school year. 	T. McCaudy	N/A	In progress.	A diverse committee of administrators, teachers and support staff has been formed and plan to meet in February.
	<u>Health Promotion to Staff</u> <ul style="list-style-type: none"> •Implement Health Risk Assessment. •Continue to improve health/wellness initiatives. 	C. Opelt	\$8,000 (EAP) General Fund \$4,000 (MISC) General Fund	Completed 2011-2012 work plan. Three hundred twenty-two (322) out of 406 employees utilizing our insurance completed the HRA screening in August. Results were utilized to determine future educational topics. A staff wellness survey was implemented on-line in September. One hundred thirty (130) members participated in the quarterly fitness club. Twenty-four (24) participated in Weight Watchers. Year-end review showed total plan cost down 7%.	The Health and Wellness Committee meets monthly and is following the 2011-2012 work plan. Data from the fall staff health survey showed overall satisfaction with the district's health and wellness program. Future educational programs will be offered based on the survey results. One hundred seventy-three (173) incentive checks were distributed in December 2011 for a total of \$37,750. There were 451 participants involved in the plan. The 2012 Staff Incentive Plan was created and will be shared with all staff in February. Open enrollment was held for all staff in November with 239 staff members in attendance. Fitness Club reported that 103 participants were involved in this quarter. Weight Watchers reported a loss of 140 pounds this quarter.

FREMONT CITY SCHOOLS DISTRICT GOALS:

1. Increase student achievement.
2. Close socio-economic, ethnic and disability gaps in student achievement.
3. Build hope, trust and respect with our community.

FREMONT CITY SCHOOLS
District Comprehensive Continuous Improvement Plan
2011-2012

*Indicates Race to the Top Strategies

	2011-2012	Lead	Funding Source/Cost	August-October	November-January
Strategies Improve Internal Climate and Culture (cont.)	Family and Community Involvement <ul style="list-style-type: none"> •Develop a Family Fitness Challenge (K-8 PE staff). •Organize a Fall Wellness Family Night. •Develop a Healthy Choices Parent Kinder Academy Program. 	D. Hirt	TBD (\$2,100 Title I's) \$3,700 United Way \$1,300 Title I	The Wellness Department met on August 11 th and 26 th , September 14 th and October 17 th . Monitoring continues. The Wellness Department met with B. Weaver to plan the event held on October 6 th . Fifty-eight (58) families and 20 staff participated. Kinder Academy Alphabet Discovery was held on October 13 th with 14 families participating.	<ul style="list-style-type: none"> • In progress. Project is scheduled to be implemented in April. • Completed. • Kinder Academy continued on January 26th with 11 children represented.
	*Continue to meet with Race to the Top Transformation Team for the purpose of developing and monitoring the Race to the Top Plan.	T. McCaudy		A meeting calendar was developed and shared for the 2011-2012 school year. Monthly meetings have taken place and meeting minutes are posted on the intranet and shared with BOE.	Monthly meetings continue to take place. Progress updates are shared with BOE during meetings and meeting information is also included on the district's intranet site.
	*Continue to implement a RttT Comprehensive Communications plan that includes monthly reports during public FCS Board Meetings.	T. McCaudy		A communication plan was developed and is currently being implemented.	Completed.
	*Develop an evaluation system for the purpose of determining the effectiveness of the RttT Transformation Team.	T. McCaudy		In progress.	In progress.
	*Post RttT by-laws that include how the team works together and composition of committee.	T. McCaudy		Completed and posted on the intranet and shared with BOE.	Completed.
	Continue to implement comprehensive communications/public relations plan that includes a community perception survey.	C. Opelt	\$12,000 (Plan) \$10,000 (community survey) \$6,000 (printing costs) General Fund	District Newsletter: Three issues were distributed in the News Messenger and our distribution list of area businesses. Press Release: One hundred forty-four (144) press releases in the News Messenger. Staff Newsletter: Three issues of the "Purple Press" were distributed to staff. Focus on Fremont: A Ross class is working on the first episode of Focus on Fremont.	District Newsletter: Three issues were distributed in the News Messenger and our distribution list of area businesses. Press Release: One hundred forty-five (145) press releases were published in the News Messenger. Staff Newsletter: Two issues of the "Purple Press" were distributed to staff. Focus on Fremont: Ross class completed the first episode of Focus on Fremont and shared it at the December BOE meeting. The show is also available on Time Warner cable.

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	2011-2012	Lead	Funding Source/Cost	August-October	November-January
Strategies Create Supportive and Efficient Human Resources Services	<u>*RttT – Evaluation Systems</u> <ul style="list-style-type: none"> ●Pilot final draft of the new Ohio Comprehensive Teacher Evaluation System. ●Develop comprehensive models for teacher and principal evaluations, including timelines, activities and personnel. ●Provide training for designated employees on the new evaluation system (teacher, administrator, superintendent). 	C. Opelt	\$3,000 RttT	Ohio Teacher Evaluation System team attended the first training in September on goal setting and data collection for communication and professionalism. Six teachers were evaluated using these two components.	Ohio Teacher Evaluation System team attended two ODE sponsored trainings focusing on collection of evidence, scripting techniques, pre-conference, observation and post-conference. Two teachers completed phases 2 and 3 of the ODE Teacher Evaluation System pilot. Eight teachers were awarded the Master Teacher designation this quarter. The teachers received recognition at a monthly BOE meeting, press release in the local newspaper and their names added to a building Master Teacher plaque. They are currently not receiving a monetary reward.
	<ul style="list-style-type: none"> ●Report to ODE the state of the evaluation systems in terms of alignment to state and federal criteria. ●Use data and results from the evaluation system in making decisions about professional development programs and budgets at the district and school level. ●Review current process for removing ineffective teachers and principals and develop plan to remove persistently low performing teachers and principals. ●Develop a plan for highly effective teachers to receive additional compensation if they take on additional responsibilities. 	C. Opelt			

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Strategies Create Supportive and Efficient Human Resources Services (cont.)	<u>*RttT – Equitable Distribution of Effective Teachers and Principals</u> <ul style="list-style-type: none"> •Develop a plan with area higher education institutions for the purpose of recruitment and retention of highly qualified teachers. •Continue to monitor the equity of teacher assignments and other staffing needs. •Participate in the Ohio Department of Education’s professional development sessions regarding teacher recruitment and retention along with reviewing interviewing and hiring protocols. 	C. Opelt	\$4,000 RttT	Currently partnering with three local universities and supporting 18 methods and student teachers. Registered to attend the METworks – Managing Educator Talent conference with ODE.	Continued partnership with local universities in support of our 18 methods and student teachers. Team attended METworks conference sponsored by ODE in November. The conference included information on the following topics: recruitment and hiring, compensation and incentives, performance management and professional development plans.
	<u>*RttT – Effective Support to Teachers and Principals</u> <ul style="list-style-type: none"> •Fully implement Teacher Residency program for all new teachers. •Continue to support Race to the Top strategies with professional development planning. •Use the state professional development standards and results of teacher evaluations in planning, conducting and evaluating professional development. 	C. Opelt	\$7,000 RttT	Registered three teachers with the residency program. Three mentors completed all required trainings to mentor in Ohio.	Residency teachers continue with year one requirements. December staff professional development focused on Common Core Standards, development and implementation of ELA, math, science and social studies. January professional development focused on DataDirector, model curriculum roll-out and grade level curriculum/pacing meetings.

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Strategies Create Supportive and Efficient Finance Office Services	By December 2011, investigate and develop procedures for copying/storing/disposing records.	D. Chambers	TBD	Discussions have taken place with two vendors and the Technology Department concerning the scanning of records. Estimated cost is \$10,000.	Discussions have taken place with five vendors. Will look at obtaining quotes for all departments in need (Human Resources, Student Services and Finance). Have determined outside cost and disposal are better value to district.
	By January 2012, plan and implement an on-line requisitioning system.	D. Chambers	TBD	NOECA and other IT sites have decided to postpone the use of the current system for on-line requisitioning. Will begin reviewing other possible vendors next month.	Still in the process of reviewing other vendors.
	By June 2012, investigate a software program that stores personnel data and integrates HR & Finance EMIS information.	D. Chambers	TBD	Smart Solutions incorporates HR and Finance. EMIS is not part of the package. Need to continue to investigate.	Smart Solutions incorporates Human Resources and Finance. EMIS pulls information from both. Looking at other companies being used. Possibility to include a time clock application.