

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 School District
2006 – 2007 CCIP**

	YEAR ONE: 2006-07	LEAD	COST/ SOURCE	Met	Not Met	Final Report
TOPIC Complete Contract Negotiations	By Fall 2006, complete re-opener with Fremont Teacher's Association (FEA).	T. McCaudy	0	√		Contract negotiations were completed this past spring. The PARS Separation Incentive Plan was implemented and 18 teachers retired in June. The district saved approximately \$150,000 in year one with this program.
	Begin FEA new contract negotiations in Spring 2007.	T. McCaudy	0	√		The FEA agreed to conduct negotiations after the May levy. Contract proposals were exchanged in June and negotiation sessions are scheduled throughout the summer
Enhance District Resources	Begin planning for an emergency tax levy for November 2006.	T. McCaudy	0	√		The district planned and conducted two levy campaigns during the 2006-07 school year. Due to the first levy failure the district implemented a pay-to-participate program and reduced transportation services. The district worked with the Finance Committee to determine other potential cost saving areas. The district saved monies in the following areas during the 2006-07 school year allowing a positive balance with a 1.2 million tax advance. Transportation \$293,729 Pay to Participate \$146,100 ESC Contract \$200,000 Other Contracts \$ 40,000 (heat maintenance) In addition, the district cut approximately \$800,000 in personnel costs for the 2007-08 school year.
	Complete a financial recovery plan for the ODE.	C. Burkin	0	√		A recovery plan was completed and approved by the ODE. Area 4 auditors continue to monitor finances on a monthly basis.
GOAL ONE: INCREASE STUDENT ACHIEVEMENT (Please note: All strategies for Goal One also apply to Goal Two.)						
STRATEGIES Establish Standards-Based Framework for Instruction	By June 2007, 100% of Fremont City School (FCS) staff will be trained in the four components of standards-based education.	T. McCaudy	\$4,000 Regional Improvement	√		The entire faculty was trained in the four components of standards-based education: standards-based curriculum, assessment and planning, instructional delivery, and rigorous safety nets. The district office personnel and building administrators will continue to work on the refinement of standards-based implementation.
	By June 2007, 100% of the staff will be trained in the deep-alignment of curriculum	T. McCaudy		√		All of the secondary core subject area teachers were trained during the PD days in November and January. All of the elementary teachers were trained by Laurie Godfrey and/or a building principal. The district office personnel and building administrators will continue to work on deep alignment of curriculum training during the 2007-08 school year.
	By June 2007, 100% of the staff will be trained in designing standards-based lessons.	K. Theller		√		A common SBE lesson plan format was shared with principals. In addition, a rubric for reviewing teacher lesson plans was shared with principals. New principals will need information and a monitoring plan must be developed and implemented.
Deeply-Align Standards-Based Curriculum	By October 2006, the district will complete a comprehensive textbook inventory.	K. Theller	0	√		A comprehensive textbook inventory was created. The inventory must be updated on a regular basis.
	By December 2006, the district will create a plan regarding the development of the middle school and high school course selection guides.	K. Theller	0	√		The course selection guides were revised and used for spring scheduling. The guides need to be reviewed on an annual basis. In addition, a process for developing new courses must be completed for the 2007-08 school year.

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GOAL ONE Deeply-Align Standards- Based Curriculum (Cont.)	By January 2007, the district will review the effectiveness of the Every-Day Math Program.	T. McCaudy	\$10,000 Regional Improvement	√		A comprehensive K-8 math and language arts audit was completed by Holly Kaptain. Audit findings were shared with the curriculum committee so that summer work could be planned. Audit findings and recommendations will be shared with teachers, administrators and parents in August. Audit recommendations will be included in the 2007-08 CCIP.
	By January 2007, the district will review AP & PSEO courses.	K. Theller	0	√		PSEO courses funding and staffing was reviewed by T. McCaudy and S. Werling. C. Kelly completed a course interest survey with students. A PSEO calculus class was offered at Ross H.S. for the 2007-08 school year. Due to low interest and low Compass Test scores, the class had to be cancelled. The district will include on-site PSEO classes in the high school student scheduling process beginning in January, 2008. Dr. Theller reviewed the needs of the AP Program at Ross. AP teachers need continued PD. New texts were purchased for AP Government and Chemistry.
	By March 2007, a comprehensive Curriculum Management Plan will be adopted by the Board (textbook adoption cycle, curriculum development cycle).	K. Theller	0	√		The curriculum management plan was modeled after Lorain City Schools plan. The new curriculum director will review plan and revise as needed.
	By April 2007, the Superintendent will communicate the Comprehensive Curriculum Management Plan to all staff members.	T. McCaudy	0	√		The plan will be shared with all staffs in August. The plan will also be shared with the BOE and the Curriculum Quality Control Council the beginning of the 2007-08 school year.
	By June 2007, the district will investigate the SIRI Literacy Model and OMAP Math Model.	K. Theller	TBD Regional Improvement	√		A total of 11 teachers attended the math workshop paid from the Core Implementation Grant. The Core Implementation Grant will address science professional development opportunities in 2007-08.
	By July 2007, administrators will be trained in the Downey Walk-Through process.	T. McCaudy	\$3,000 Title One/Two	√		All administrators were provided Downey Walk-Through Training and monthly support training sessions. Training sessions will continue during the 2007-08 school year.
	By August 2007, the district will have common pacing guides for Language Arts, Math, Science, Social Studies in grades K-12. The district will align sample test questions to pacing guides for daily classroom use.	K. Theller	\$6,000 Title One/Two \$300,000 General Fund (text- books)	√		Pacing guides are completed. All grade level teams and departments will receive training for the utilization of pacing guides during the 2007-08 school year.
Establish a District-Wide Process for Improving Attendance	By September 2006, develop and implement building intervention strategies to increase and/or maintain student attendance rate of 93%.	C. Opelt	\$5,000 United Way	√		Building principals set attendance goals for the 2006-07 school year. Strategies for reaching goals were included in building CCIP's. Student attendance and tardies were monitored during the school year. The final attendance rate for the 2006-07 school year was 94.9%. This is an increase of .2% from the 2005-06 school year.

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GOAL ONE Establish a District-Wide Process for Improving Discipline	By September 2006, develop and implement a behavior intervention program for elementary students.	A. Gorobetz	\$180,000 Title 6B	√		A total of six Behavior Aides and one additional Behavior Specialist were hired in August. Discipline data was collected and analyzed on a regular basis. The total number of out-of-school suspensions was 812 in 2005-06 and 474 in 2006-07. This is a decrease of 43%. Additionally, the ODE deemed the district “in compliance” regarding disproportionality (suspensions and # of students in special education).
	By September 2006, conduct a staff workshop entitled, “Rethinking Discipline” and implement building intervention strategies to decrease the number of students referred to the office.	A. Gorobetz K. Theller	\$1,800 Regional Improve- ment	√		All schools were provided training by Robin Welch and Kathy Hamilton on the topics of Poverty and Discipline and the relationship between the two entities. Building intervention strategies have been implemented across the district resulting in a marked decrease in suspensions by 43%.
	Evaluate and revise district policies and guidelines regarding rules and consequences for student misbehavior.	A. Gorobetz A. Bucci	0	√		Policies have been reviewed and revised. New handbooks have been developed at the elementary, middle school and high school levels. Major changes have been noted in OSS and make-up work rules as well as cell phone usage and dress code.
GOAL TWO: CLOSE SOCIO-ECONOMIC, ETHNIC, AND DISABILITY GAPS IN STUDENT ACHIEVEMENT						
STRATEGIES Provide Extended Learning Opportunities	By September 2006, implement the School Readiness Grant initiatives at Stamm Elementary School and Croghan Elementary School.	K. Theller	\$128,000 DJFS Grant	√		A total of 38 students completed the School Readiness Program at Stamm and Croghan. Data reports indicate that 35/38 students met DRA Level A reading goal (grant goal 30 students); 28/30 students increased self help skills with 10 yet developing. Parent surveys indicate 100% “yes” for program as asset for child.
	By October 2006, implement the before/after and during school focused tutoring programs. Develop an evaluation component for the tutoring programs.	K. Theller	\$600,000 21 st Century Grant	√		Test score evaluations show the following: Kindergarten: 13/14 met DRA level 1 st Grade: 8/26 met DRA level 2 nd Grade: 9/27 met DRA level 3 rd Grade: 29: 15 met reading proficiency 20 met math proficiency 4 th Grade: 25: 18 met reading proficiency 16 met math proficiency 5 th Grade: 14: 12 met reading proficiency 7 met math proficiency 6 th Grade: 18: 14 met reading proficiency 11 met math proficiency 7 th Grade: 12: 6 met reading proficiency 7 met math proficiency 8 th Grade: 9: 3 met reading proficiency 1 met math proficiency
	By January 2007, develop a plan for summer programming.	K. Theller	\$60,000 PBA/21 st Century	√		All students in grades K-8 were pretested in reading and math. All migrant students received IPT pre & post tests. All information will be shared with staffs in the fall as part of data analysis sessions.

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GOAL TWO Develop a Minority Achievement Council	By February 2007, identify members for a Minority Achievement Council.	T. McCaudy	0	√		A total of 12 participants from the school district, community and Terra were identified and agreed to be part of the Minority Achievement Council.
	By July 2007, share findings and recommendations of the Minority Achievement Council to the Board of Education. Include recommendations within the improvement plan.	T. McCaudy	0	√		The MAC met for six sessions throughout the spring and summer and presented their recommendations to the Board on July 16 th . The three priorities have been included in the 2007-08 CCIP. The MAC will continue to meet on a regular basis.
Comply with No Child Left Behind Act of 2001	By August 2006, identify schools in “school improvement” status and comply with State mandates.	K. Theller	\$50,000 Title One	√		“School Improvement” buildings were identified (Stamm, MS, Ross HS) and notification letters sent to parents. Stamm was required to offer school choice. Staffing for buildings was reviewed and improvement plans completed.
	By July 2007, analyze “school improvement” data and provide corrective action where needed.	K. Theller	0	√		The District, Lutz, MS and Ross HS did not meet AYP. The MS and Ross HS will be in year 3 SI. Stamm remains in SI year 1 and must continue to offer public school choice.
GOAL THREE: BUILD HOPE, TRUST, AND RESPECT WITH OUR COMMUNITY						
STRATEGIES	Provide the Board of Education status reports regarding student achievement and the district improvement plan on a quarterly basis.	T. McCaudy	0	√		The district CCIP was updated on a quarterly basis. Status reports were shared with BOE and administrators.
	Begin policy, guidelines and forms alignment process.	T. McCaudy	0	√		Policies and guidelines continue to be updated and shared with administrators. District-wide forms were identified and revised for utilization in 2007-08.
Provide Professional Development that Addresses Needs of Improvement Plan	By September 2006, design and begin to implement a comprehensive staff development process that addresses the needs of the improvement plan including cultural, socio-economic and disability awareness (IDEIA) and issues.	K. Theller	\$17,500 Title One & Two	√		Building and district plans included professional development initiatives for the 2006-07 school year. The CMP contains draft procedures for building level teams to devise professional development goals that align with district goals.
Provide Facilities/ Operations to Support Student Learning	By Fall 2006, complete transfer of select facilities from Fremont Area Foundation to FCS.	T. McCaudy	0	√		The high school classrooms were transferred to FCS in August 2006. The pool needs additional repairs and will be repainted in early August. An operational contract will be completed by the end of August. The district and foundation plan to complete transfer prior to the beginning of the school year.
	By November 2006, complete a district-wide furniture inventory.	S. Goetz	0	√		The Operations Department developed a comprehensive inventory of all furniture in the district. The list will be updated on a regular basis (i.e. 9 th grade moves, new furniture).

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GOAL THREE Provide Facilities/ Operations to Support Student Learning (Cont.)	By January 2007, complete a district-wide permanent improvement list and timeline to present to Superintendent's Committee	S. Goetz	0	√		The Operations Department consulted with building administrators and developed a prioritized list of work to be completed this summer. The Operations Committee reviewed the list and the BOE approved the list at the June BOE meeting.
	By March 2007, revise Facilities Rental Handbook and share with all stakeholders.	S. Goetz	0	√		The Operations Department worked with the Athletic Council to revise handbook. The Policy Committee reviewed the handbook in July and will submit to the BOE prior to the beginning of the school year.
	By May 2007, the Operations Department will implement the recommendations outlined in the 2003 FCS Performance Audit: <ul style="list-style-type: none"> • Reassignment of maintenance personnel. • Establishment of custodial and maintenance procedures. • Utilization of computerized work order system. • Implementation of a formal planned preventative maintenance program. 	S. Goetz	0		√	The new Director of Facilities & Operations created a timeline for this work to be completed this fall.
	By January 2007, establish a formal bus replacement plan.	J. Marquis	0		√	The replacement plan was developed and presented to the Operations Committee. The plan will need to be revisited based on the reduction of transportation services.
	Utilize food service point of sales in all buildings.	M. Rogers	\$750.00 Food Service		√	The point of sales program was implemented in all buildings during the 2006-07 school year. The point of sales program proved to be more effective and efficient than the manual accounting system.
	By April 2007, develop and implement a capital asset inventory process (action step added to plan on 3/1/07).	C. Burkin	0		√	The Fiscal Year Audit from 2006 issues have been addressed. A procedure is in place with inventory completed to close in July.
Integrate Technology into All Areas Addressed in the Improvement Plan	By August 2006, form a district-wide Technology Committee for the purpose of monitoring technology plan.	R. Schmidt N. Barrett	\$1,600 E-Tech PD		√	The Technology Planning Committee was formed with continued evaluation and updates to the District's Technology Plan.

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GOAL THREE Integrate Technology into All Areas Addressed in the Improvement Plan (Cont.)	By May 2007, secure funding for Office 2003.	R. Schmidt	\$50,000 /E Rate, Title, EMIS, PBA, GF, Grants	√		The district purchased and installed Office 2003 on all district computers.
	By May 2007, secure funding for Progress Book.	R. Schmidt	\$26,500 Student Fees	√		Students in grades K-12 will be charged a \$10 technology fee for 2007-08.
	By May 2007, train secondary teachers on Progress Book	N. Barrett	0	√		All secondary faculty and staff were trained this past spring. Refresher training for administrators and teachers is scheduled for August.
	By May 2007, train all staff members on Office 2003.	R. Schmidt	0	√		The majority of staffs were trained during the 2006-07 school year. Additional training sessions will continue during the 2007-08 school year.
Design Comprehensive Student and Program Assessment System	By September 2006, develop and share the student assessment calendar with staff.	K. Theller	0	√		An assessment calendar was shared with all staffs prior to the beginning of the 2006-07 school year. An assessment calendar will be updated and distributed to staffs each year.
	By June 2007, 100% of staff will be trained in data analysis.	K. Theller	0		√	This work needs to be completed after each test administration. The district will focus on this strategy during the 2007-08 school year beginning with the Leadership Retreat in August.
Reorganize Fremont Ross High School and Fremont Middle School	By December 2006, develop a transition plan for the reorganization of the middle school (7-9) and high school (9-12).	T. McCaudy	0	√		A transition plan was developed by secondary principals and cabinet members. The transition committee met on a regular basis throughout the school year to monitor the work.
Enhance Community Engagement	By September 2006, establish Superintendent's committees and identify stakeholders to serve as members of the committees.	T. McCaudy	0	√		A total of five committees were established and community members were invited to join. The committees will be reviewed and community members will be invited again to serve on committees.
	By September 2006, develop and distribute the annual events' calendar.	C. Opelt	\$7,000 General Fund	√		The 2006 annual calendar was developed and distributed. The calendar went through a review process with the Communications/PR Committee.
	By January 2007, develop a customer-service training component for all first-line building and office personnel.	C. Opelt	\$1,000 General Fund	√		The annual calendar for 2007 will have a new look and information will reflect the district's goals and message.

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GOAL THREE Enhance Community Engagement (Cont.)	By January 2007, develop a plan for the development of a long-term Strategic Plan.	T. McCaudy	\$9400 (\$5000 private donations and \$4400 GF)	√		A calendar has been completed for the strategic plan process. The district will create a vision and mission during the 2007-08 school year. The Communications/PR Committee developed the district motto based on the community survey results: Strong Academics + Strong Character = Strong Community.
Increase Student Enrollment	By January 2007, develop and implement exit interviews for students leaving the district. By May 2007, use exit interview data to develop and implement a campaign to attract students who left our district and/or who attend other school districts.	C. Opelt C. Opelt	0 0	√ √		The 2007 summer exit interview data will be compiled and evaluated during the 2007-08 school year. During the 2006-07 school year, 194 students attended other school districts.
Increase Parental Engagement	By September 2006, develop building-level plans to increase parental involvement. By September 2006, develop a time schedule to begin the distribution of a Fremont City Schools newsletter. By January 2007, develop and implement a plan for communicating with the community.	K. Theller T. McCaudy T. McCaudy	\$18,000 Title One \$4000 (\$1000 GF \$3000 donated by busi- nesses) \$10,000 General Fund	√ √ √		Each principal devised calendar of events for each month. Each Title building provided at least 1 parent event during the course of the school year. Additional attention regarding data collection will need to be completed during the 07-08 school year. A district newsletter and distribution timeline was created for the 2006-07 school year. Heidi Gallagher and her journalism class created the newsletters. This work will continue during the 2007-08 school year. The Communications/PR Committee created a priority list for 2007-08. Estimated costs for these projects were obtained and the district is currently reviewing budgets for next year.
Improve Internal Culture and Climate	By January 2007, develop a comprehensive reward and recognition program for students, staff, parents, and community supporters. By May 2007, develop a district-wide comprehensive school safety plan. By May 2007, identify components of the Safe and Drug Free school programs that need to be continued, enhanced, and/or expanded to align with district' values.	C. Opelt C. Opelt K. Theller	\$200.00 TBD 0	√ √ √		A total of 135 staff members and students were recognized at monthly BOE meetings. The recognition program will continue during the 2007-08 school year. The district collaborated with a variety of agencies to develop a comprehensive district-wide safety plan. The plans are currently being printed and staffs will be inserviced in August. Counselors have been provided baseline information regarding needs of counseling program. Counselors have been assigned to the Director of Special Education and Student Services for the 2007-08 school year. A counseling plan will be developed during the 07-08 school year.

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GOAL THREE Create Supportive and Efficient Personnel/ Student Services	By October 2006, develop procedures for identifying continuing and non-continuing contract teachers in need of evaluations.	C. Opelt	0	√		All teacher evaluations were completed for 2006-07.
	By January 2007, adopt and implement a methodology for completing enrollment projections.	C. Opelt	0	√		Enrollment projections were completed by Planning Advocates. The consultant shared methodology with the district so information can be updated on a regular basis. Enrollment projection meetings were held with principals in April. A total of 28 elementary students were redistricted to other schools for 2007-08.
	By January 2007, develop, train and implement district-wide procedures for student registration.	C. Opelt N. McKillip	0	√		Meetings were held with secretaries throughout the school year. Registration handbooks were completed and distributed for utilization in 2007-08.
	By February 2007, establish a plan for recruitment of minority staff and monitoring process.	C. Opelt	\$3000 General Fund	√		A total of 4 minority teachers, 1 administrator and 2 support staff members were hired for the 2007-08 school year.
	By May 2007, the district will review and report organizational/job description adequacy and impact on management	T. McCaudy	0	√		A new organizational chart was developed. Job descriptions and evaluations were also developed so that all documents were aligned with one another. The organizational chart and lightning rod list will be shared with staffs in August