

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
2007-2008 CCIP

	YEAR TWO 2007-2008	LEAD	COST/ SOURCE	Met	Not Met	Final Report
Complete Contract Negotiations	By September 2007, complete FEA new contract negotiations. Begin "reopener" FEA contract negotiations in June 2008.	T. McCaudy	N/A	X		FEA negotiations were completed in May 2008.
	Begin OAPSE new contract negotiations in spring 2008.	C. Opelt	N/A	X		OAPSE negotiations were completed in July 2008.
	By June 2008, complete ESC contract negotiations due to the closing of the Sandusky County ESC.	T. McCaudy	N/A	X		The Board approved their service contract in Spring 2008. The new contract should yield a \$500,000 savings.
Enhance District Resources	By December 2007, develop a committee and plan for the March Income Tax Renewal Levy.	T. McCaudy	N/A	X		A levy committee was formed in December and the committee worked through March. The March Renewal Income Tax Levy passed!
	Continue to analyze district finances and seek ways to reduce expenditures.	D. Chambers T. McCaudy	N/A	X		This year the district focused on the ESC contract and staffing. The new ESC contract should yield \$500,000 in savings. The following reductions took place with staffing. Classified Projected Savings: \$125,000. Certified Projected Savings: \$400,500. The ODE officially released the district from Fiscal Caution in August 2008.
GOAL ONE: INCREASE STUDENT ACHIEVEMENT (Please note: All strategies for Goal One also apply to Goal Two.)						
Establish Standards-Based Framework for Instruction	By September 2007, FCS staff will review standards-based education and will begin to fully integrate SBE components within classrooms.	L. Godfrey	\$5000 Title IIA	X		Professional Development in September provided a thorough review of all SBE components to K-12 staff. SBE materials and assistance provided by TOSAs assisted in integrating SBE.
Deeply-Align Standards-Based Curriculum	By October 2007, the district will update the district's textbook inventory.	L. Godfrey	0	X		District textbook inventory updated to reflect new 3 adoptions K-12 June 2008.
	By December 2007, the district will adopt and purchase K-6 social studies texts and begin the selection process for K-6 language arts.	L. Godfrey	\$575,000 General Fund	X		K-6 social studies and language arts and high school government purchased April 2008.
	By December 2007, the district will revise high school and middle school course selection guides. Additionally, procedures for creating new courses will be developed and shared with staff in grades 9-12.	L. Godfrey	Printing Costs General Fund	X		Process was developed to add new courses and was utilized to complete course selection guide December 2007. Eight new courses offered as a result of process: <i>Web Design, Multi-media, PreCalc PSEO, Honors Geometry, Leadership, American Gov't. II, PSEO Am. History, PSEO Intro Ed.</i> also nine changes to prerequisites were approved as well as language in the course descriptions.

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GOAL ONE Deeply-Align Standards- Based Curriculum (Cont.)	By December 2007, the district will complete a contract with Terra for on-site PSEO courses for 2008-09 school year.	T. McCaudy	0	X		The district completed a contract with Terra and on-site PSEO Algebra & American History were offered for the 2008-09 year. Due to low enrollment courses were dropped. High school staff will develop a recruitment plan for 2009-10 classes.
	By July 2008, the district will have addressed and instituted critical components of the Curriculum Management Plan (CMP) including: textbook selection process, supplementary materials process, regularly scheduled Curriculum Quality Control Council meetings.	L. Godfrey	\$300.00 Title I	X		The CMP Plan was BOE approved October 2007. A CQCC was also developed and a training meeting and three other meetings were held.
	By September 2007, building level administrators will make supervision of instruction their first priority and fully implement the Downey Walk-Through process at their buildings.	T. McCaudy L. Godfrey	0	X		All administrators and TOSAs were trained in the Downey WT process. WT goals were included in building CCIPs. Additional documentation/data is needed for next year.
	By October 2007, all new administrators will be trained in the Downey Walk-Through process. Support training sessions will be conducted for building principals and select Cabinet members.	T. McCaudy L. Godfrey	0	X		15 administrators received 2 days training in Downey WT October 2007 with continued support sessions Sept.-March 2008
	By February 2008, train select teachers in the Downey Walk-Through process.	T. McCaudy L. Godfrey	0		X	Select teachers will be trained in 2008-09.
	By July 2008, the district will begin to develop grades 3-6 math curriculum guides (pacing guide, short cycle assessments and fill in the gap lessons).	L. Godfrey	\$12,000 Title IIA	X		BOE approved 3-6 math curriculum guides including pacing and short-cycle assessments August 2008.
	By January 2008, the district will develop K-6 pacing guides for science and social studies.	L. Godfrey	\$2000 Title IIA	X		K-6 science pacing guides distributed October 2007.
	By July 2008, the district will begin to develop grades 3-6 language arts curriculum guides (pacing guide and short cycle assessments).	L. Godfrey	\$16,000 Title IIA	X		3-6 short-cycle assessments in reading/writing completed March 2008. New K-6 pacing completed June 2008.

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GOAL ONE Deeply-Align Standards- Based Curriculum (Cont.)	By July 2008, the district will complete grades 7-8 language arts curriculum guides.	L. Godfrey	\$12,800 Title IIA	In process		There were not enough teachers willing to complete this task. A partial grade 8 ELA guide was worked on over the summer.
	By July 2008, the district will begin to develop grades 6-10 social studies and science curriculum guides.	L. Godfrey	\$25,600 Title IIA and	X		The 6 th science was BOE adopted however other grades were not. Work has begun in 7 th grade SS.
	By July 2008, the district will begin to develop grades 7-10 math curriculum guides.	L. Godfrey	\$13,900 Core Grant	X		7-10 math Integrated I, Integrated II and 1 st semester algebra are completed. Additional work on geometry has begun.
Establish a District-Wide Process for Improving Attendance	By September 2007, develop and implement building intervention strategies to increase and/or maintain student attendance rate of 93%	C. Opelt	TBD by each building principal	X		The final district attendance report is 94.9%. The following buildings increased attendance from the 06-07 year:
Establish a District-Wide Process for Improving Discipline	By October 2007, evaluate and revise the behavior intervention program for elementary students.	A. Gorobetz	\$180,000 Title VIB (6 behavior intervention aides)	X		Elementary OSS reduced by 8 days. Secondary OSS reduced by 270 days.
	By April 2008, present a plan to the BOE regarding student dress code and/or uniforms.	A. Gorobetz	0	In process		The district researched ORC language and gathered information from other school districts. This strategy will be moved to the district plan for 2008-2009 school year.
	By March 2008, create a comprehensive plan for establishing alternative programming for students.	A. Gorobetz	0	X		The North Central Ohio ESC worked with district staff over the summer months to develop a new alternative program. Program will be implemented during the 2008-09 school year. An evaluation component will also be added.
	Monitor the revised district policies regarding rules and consequences for student behavior. By May 2008, complete student handbooks for students in grades K-12.	A. Gorobetz	\$1800 General Fund	X		The athletic code of conduct was revised. Additionally, minor changes were made to elementary dress code and cell phone policies.
GOAL TWO: CLOSE SOCIO-ECONOMIC, ETHNIC, AND DISABILITY GAPS IN STUDENT ACHIEVEMENT						
STRATEGIES Provide Extended Learning Opportunities	By November 2007, develop a comprehensive plan for focused tutoring programs for students in grades 3-12.	L. Godfrey	\$150,000 General Fund	X		425 students were provided tutoring sessions at FMS and all 7 elementary schools. Ross provided focus tutoring using Study Island to 926 students 10-12.

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GOAL TWO STRATEGIES Provide Extended Learning Opportunities (Cont.)	By November 2007, implement the School Readiness Program (1 class) at Stamm Elementary School.	L. Godfrey	\$56,000 School Readiness Grant	X		19 students completed the Kindergarten Readiness program with growth shown in both reading and math as measured by the KRAM and Dibels tests. Students were given many field trip opportunities to use as a focus for literacy and math skill building.
	By February 2008, develop a plan for summer programming.	L. Godfrey	\$41,193 PBA	X		200 students K-8 attended FCS/New Directions summer school at Lutz. 18 attended OGT Boot Camp. Boot Camp Results - 27 tests given: 10 passed (37%) (Reading 0/2; Math 4/8; Science 1/7; Soc Stud 5/10). 92 attended Ross for summer classes.
Develop a Minority Achievement Council	Continue to meet with Minority Achievement Council for the purpose of implementing and monitoring the council's recommendations: 1. Develop a comprehensive community/parent volunteer program 2. Hire parent liaisons for the purpose of connecting families to the schools. 3. Plan and host a cultural diversity retreat.	T. McCaudy	Retreat \$10,000 Title IIA & LEP Liaisons \$15,242.40 Title III & LEP	X		The MAC met on a regular basis during the 2007-08 school year. A parent/community involvement coordinator was hired and involvement plans were developed by buildings. Mid-year personnel changes affected #2. A retreat was held on April 19th. Draft climate improvement plans were submitted by building teams. The plans will be implemented during the 2008-09 school year.
Comply with No Child Left Behind Act of 2001	By August 2007, identify schools in school improvement status and comply with state mandates (school choice and improvement plans).	L. Godfrey	\$10,000 Title I (transportation for school choice)	X		A school choice timeline was developed: school choice letters were sent to Stamm parents. A total of twelve Stamm students were moved to Hayes or Washington on September 27 th . School Improvement letters were sent to parents at Lutz, FMS and Ross H.S. All building principals developed school improvement plans with input from a variety of stakeholders.
Develop a Counseling Program	By September 2007, begin working with district counselors for the purpose of developing a comprehensive counseling program that includes career and college awareness components. Include support for both the African American College Club and CAP within the counseling plan.	A. Gorobetz	0	X		The guidance counselors met throughout the year and worked on guidance plans. The plans were completed and shared with cabinet in May.
GOAL THREE: BUILD HOPE, TRUST AND RESPECT WITH OUR COMMUNITY						
STRATEGIES	Continue to provide the Board of Education with status reports regarding student achievement and the district improvement plan on a quarterly basis.	T. McCaudy	0	X		CCIP quarterly updates were presented to the Board throughout the 2007-08 school year.

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GOAL THREE Provide Professional Development that Addresses Needs of Improvement Plan	By September 2007, design and begin to implement a staff development program for all buildings/departments. Tracking and evaluation components will be included within all plans.	L. Godfrey - Principals & Teachers	\$5000 Title IIA \$16,000 Title IIA \$22,000 Title I	X		Over five PD days all staff received high quality professional development in critical areas including data analysis, SBE, and in all content areas. Additionally many staff members utilized Title \$ to individualize their professional development following their IPDP. A data base was constructed to store information on PD. An evaluation tool was provided for each day. Teachers returned a PD summary inventory indicating growth in district target areas.	
		C. Opelt – Secretaries &Nurses	\$100 General Fund	X		Meetings were held throughout the year with secretaries. Procedural handbooks were created and updated accordingly. Project Attend data showed 65 contracts with parents signed and only 3 families referred to Juvenile Court. Secretaries completed post-surveys to determine future needs.	
					X		Meetings were held throughout the year with nurses. Procedural handbooks were created and updated accordingly. Nurses completed DASL training with 100% usage.
		K. Theller Transportation, Maintenance, Food Service	\$800 Food Service \$3000 General Fund	X		All custodians were trained in Jarod’s Law and inspection reports. 100% classified staff participated in bullying training. 100% bus drivers participated in CPR training.	
		A. Gorobetz – Classroom Aides	\$500 Title VIB	X		PD sessions were completed for PARAs by fourth quarter (behavior management techniques, student-aide interaction, and bullying).	
		A. Bucci – Athletic Coaches	\$2500 Athletic Department	X		All coaches (7-12) completed CPR and pupil activity training. They have all been fingerprinted with BCI/FBI. The Board of Education hired each coach and an end-of-the season interview was given to each coach by the Athletic Director.	
		C. Opelt- District Wide Safety Program	\$2000 General Fund	X		District-wide safety program completed for 2007-08. <ul style="list-style-type: none"> • 400 blood-borne pathogen online trainings completed. • 299 employees completed bullying training. The district reported 13 incidents of bullying from March-June, 2008. • 191 employees completed 2 hours of child abuse training. 	
	Utilize Teachers on Special Assignment (TOSAs) and a Literacy Specialist for curriculum development, assessment development, coaching and mentoring of teachers.	L. Godfrey	Literacy Specialist (Ohio Literacy Grant \$50,000)	X		Teachers On Special Assignment provided professional development to teachers and leadership in SBE, math, science and social studies both in group sessions as well as in the classroom support at the K-6 levels. Training also included the examination of assessment data and the use of ODE tools for teachers. The Literacy Consultant at FMS provided direct PD to all 7-8 staff to develop strategies to increase teachers’ abilities to teach reading in the content areas. This grant began in January and continues in 08-09.	

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GOAL THREE Provide Facilities/ Operations to Support Student Learning	Continue to serve on Fremont Area Foundation's Board and attend meetings on a monthly basis. Continue to monitor operating expenses of new facilities.	A. Bucci K. Theller	0	X		Meetings attended. Expense spreadsheet developed for natatorium, stadium, baseball complex, track to prepare 2008-09 budgets.
	By January 2008, establish a Facilities Committee for the purpose of studying the 2007 building analysis and to make recommendations to the Board regarding student moves and buildings.	K. Theller	0	X		District Facility Master Plan updated. Architect selected, Construction Management Firm and Project Manager assigned to district.
	By January 2008, present a written report to the Board regarding the status of Fremont and OSFC. Continue to give Board updates regarding the OSFC throughout the year.	K. Theller	0	X		Presentation regarding OSFC/Fremont complete. ENP application ranked #1 of all submitted ENP applications.
	By February 2008, complete a district-wide permanent improvement list (including safety equipment needs) and timeline to present to the Operations Committee.	K. Theller	\$850,000 PI	X		Permanent Improvement list developed and 14 major projects completed totaling \$707,891.89.
Integrate Technology into All Areas Addressed in the Improvement Plan	By June 2008, provide training to select teachers on Smartboards and Microsoft 2003.	R. Schmidt	\$6000 E-Tech & Title IID (Total PD)	X		All 2007-08 scheduled training completed by May 1 st , 2008. Approximately 200 participants registered for 24 technology related sessions. Skills and tools learned are used in everyday teaching and learning.
	By June 2008, provide training to all staffs on Progress Book-Parent Module. Begin implementing parent module at select buildings.	R. Schmidt		X		All 2007-08 scheduled training completed by June 1 st . PA module implemented and opened April 1 st for secondary access. Usage report will be available from NOECA in the fall/winter.
	By July 2008, secure funding to purchase, install and implement network upgrades.	R. Schmidt	PI Monies	X		Funds were secured and equipment purchased by July for summer installation of approximately 140 PCs, 12 servers and miscellaneous network equipment.
	By July 2008, research and create IVDL labs and/or portable units.	R. Schmidt	TBD	X		Current unit tested for portable use. Ready for 2008-09 school year.

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GOAL THREE Design Comprehensive Student and Program Assessment System	By September 2007, develop and share the state and district student assessment calendar with staff.	L. Godfrey	0	X		District testing calendar was shared at AT in August and revised in December.
	By September 2007, develop a process for utilizing state practice tests in all core subjects in grades 3-10.	L. Godfrey	TBD	X		All practice student tests were given and data compiled using a data form. TOSAs led PD to help teachers interpret data.
	By January 2008, provide information to district administrators and teachers regarding the Value Added component and implications	L. Godfrey	0	X		District Administrators and staff have a strong start to understanding the impact of VA data and how it can be interpreted to affect changes in teachers' teaching decisions/practices.
	By 2008, provide HQPD and technical assistance in the use and analysis of data for the purpose of educational and behavioral decision making, progress monitoring, and planning for all district leaders.	L. Godfrey	0	X		Data analysis was the focus of all PD. Technical assistance for ODE success website was completed and utilized for curricular decisions during curriculum guide writing and student intervention services.
	By July 2008, continue to train staffs in data analysis. Conduct trainings with select staffs after each assessment cycle.	L. Godfrey	0	X		All K-6 teachers/ Administrators were trained to interpret student assessment data on practice and quarterly assessments on PD days utilizing specially developed data worksheets to inform classroom teaching and intervention services.
Enhance Community Engagement	By September 2007, reorganize the Superintendent's committees to include teacher and community representatives.	T. McCaudy	0	X		Each year community members and school personnel are invited to serve on district level committees.
	By October 2007, organize a committee of community business leaders for the purpose of assisting with the development of a long-term business plan for the district.	T. McCaudy	\$2000 United Way Grant	X		The BAC worked throughout the 2007-08 school year. The BAC identified 3 focus areas: finances, facilities, and PR/marketing. The business plan will be presented to the BOE in fall 2008.
	By January 2008, develop district-wide mission and belief statements.	T. McCaudy	0		X	The district-wide mission statement and belief statements will be completed during the strategic planning process in 2008-09.

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GOAL THREE Increase Student Enrollment	By June 2008, develop a plan for recruiting families back to Fremont City Schools.	C. Opelt	TBD	X		District initiatives were implemented to recruit families back to Fremont. <ul style="list-style-type: none"> • BAC worked with the communication committee to create a marketing plan for the district. • The district communication committee implemented public relations initiatives including newsletters, press releases and an updated website.
	By June 2008, develop building –level interview procedures for students leaving district.	C. Opelt	0	X		An interview was held with each family leaving our district due to home schooling. It was determined that of the 64 students being home schooled the majority left due to religious and/or safety reasons.
Increase Parental Engagement	By October 2007, develop a comprehensive parent/community involvement plan. Include the development of a Board policy, compacts, PAC and support of the ACE Mentoring within plan.	L. Godfrey	\$3000 Title I	X		A Title I parent committee reviewed the district policy and components for Title I compliance. District-wide goals were developed K-12. One community event: Storybook Festival.
	By October 2007, develop and implement a comprehensive communications plan for the 2007-08 school year.	C. Opelt	Postage TBD General Fund (2 mailings) \$8000 Donated (8 mailings) \$20,000 General Fund	X		The Communication Committee completed the 2007-2008 communications plan: <ul style="list-style-type: none"> • 8 district newsletters were distributed • Monthly building newsletters were distributed • 68 press releases were in the <i>News Messenger</i> from Feb.-May • New district webpage will be introduced in August. • Phone Messaging System will be ready for implementation for 08-09. • District letterhead and note/business cards were created.
Improve Internal Culture and Climate	Continue to refine a recognition program for students, staff, parents and community supporters.	C. Opelt	\$2000 General Fund	X		A total of 150 staff, students and community members were recognized at monthly Board meetings.
	Continue to work with police/sheriff/fire departments to revise district safety plan. Work with building-level safety teams to refine building plans.	K. Theller	TBD Title IV	X		2007-08 building meeting notes provided necessary safety plan revisions. All principals provided comprehensive safety notebooks in August 2008. Safety binders for all classrooms were revised and distributed August 2008.
Create Supportive and Efficient Personnel/ Student Services	By October 2007, develop and distribute personnel lists in need of evaluations with appropriate supervisors. In addition review timelines and procedures with district leaders	C. Opelt	0	X		All staff evaluations were completed for 2007-08.
	By January 2008, work with FEA committees to revise teacher and counselor evaluations. (Will be implemented in 2008-09.)	C. Opelt – Teachers A. Gorobetz – Counselors	0 0	X		A committee was comprised of FEA members and administrators. The Board approved the evaluation tools in April. Trainings will begin in the summer.

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GOAL THREE Create Supportive and Efficient Personnel/ Student Services (Cont.)	By May 2008, evaluate and revise district-wide procedures for student registration.	C. Opelt	0	X		Meetings were held with secretaries throughout the year. Registration handbooks revised and ready for 08-09.
	By January 2008, evaluate and revise plan for recruitment of minority staff.	C. Opelt	\$4600 Title IIA	X		A total of 1 minority teacher, 1 minority administrator, and 1 support staff member were hired for the 2008-09 school year.