

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
Comprehensive Continuous Improvement Plan
2009-2010

	YEAR ONE: 2009-2010	LEAD	COST/FUNDING SOURCE	August-October Report November	November-January Report February	February-March Report April
TOPIC Complete Contract Negotiations	By February 2010 begin OAPSE contract negotiations.	C. Opelt	N/A	No report.	No report.	OAPSE is voting on their contract April 13th.
Enhance District Resources	Continue to work with Business Advisory Council and monitor/revise strategies outlined in Business Plan.	T. McCaudy	N/A	The Business Advisory Council continues to meet on a monthly basis in order to implement strategies outlined in the Business Plan.	The Business Advisory Council is currently in the process of updating Business Plan.	The BAC continues to assist the district with initiatives outlined within the Business Plan.
Open New Fremont Middle School/Reorganize MS/Elementary Buildings	Continue to work with Fanning-Howey Architects, Touchstone Construction Manager and district committees for the purpose of constructing new middle school.	T. McCaudy	\$28M Acct. 010 \$1M Acct. 019	The Board approved the Design Development Phase and other resolutions on October 19th. The construction documents will be completed at the end of November. The new building is on schedule and on budget.	The Board approved the Construction Documents Design Phase in January. The bids will be advertised the beginning of February.	Bids were opened on March 17, 2010. Post-bid meetings were held a week later. The Board approved prime contractors on April 8th. All of the bids were UNDER the estimated costs. Bid savings will pay for chilled beam HVAC and all alternates except for east sunscreen.
	Develop and begin implementing PK-8 Building Organization Plan.	T. McCaudy	N/A	A work plan for preparing for the move to the new MS has been developed and will be shared with cabinet in February.	The work plan has been updated and will be shared with Cabinet in February.	A work group meeting has been scheduled for April 2010. At the meeting all tasks will be assigned to appropriate school personnel with specific timelines for work to be completed.
STRATEGIES Implement Standards-Based Framework for Instruction	By August 2009 elementary report cards will be restructured to match current standards and pacing.	L. Godfrey	N/A	The kindergarten report card was revised in August during kindergarten professional development. Grades 1-2 will remain with old Progress Book for 2009-10. Grades 3-6 are implementing a first revision. A K-2 report committee was formed and started meeting in October.	<ul style="list-style-type: none"> • K-6 art, music & PE teachers met and the first draft of new report card was completed. Meetings were held with teachers from all buildings. Grades 1-2 report card was completed on January 28. • New Ohio Academic Content Standards for science & social studies were shared with all science & social studies teachers with links encouraging them to go online & comment. The Curriculum Department made comments to the draft standards. 	Draft for K-6 art, music, and PE report cards are completed. Grades 1-2 report cards are completed. A grade 3-6 teacher meeting is planned for April for review of changes 2009-10.

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STRATEGIES Implement Standards-Based Framework for Instruction (cont.)	Develop and implement a model to provide coaching support for SBE curriculum and instruction.	L. Godfrey	N/A	<ul style="list-style-type: none"> • Patty Weiker was hired as a Literacy Coach. • Planned and conducted new teacher training. TOSA support is being provided to each new teacher. • TOSAs are taking notes at all collaboration days and department meetings. • Adapted Literacy Walk Checklists to frame the implementation of StoryTown for observable data. 	<ul style="list-style-type: none"> • P. Weiker continues to provide support to 1st grade teachers with observations in 7 classrooms. She continues to provide principals with feedback as needed. • A Literacy Work Station PD was held on January 28th. • Literacy walk checklist data is due at end of January. Data will be compiled and discussed with principals. • A draft homework policy was shared with teacher committee on January 26th. A draft plan will be shared with Policy Committee on February 1. 	<ul style="list-style-type: none"> • The Literacy Coach is currently coaching and co-teaching in 1st grade classrooms. • The TOSAs attended 18 elementary collaboration meetings and provided notes to staff. • The TOSAs attended 13 FMS/Ross department meetings. • Literacy Walk data was abandoned due to lack of consistency.
Deeply Align Standards-Based Curriculum	<p>By August 2009 the district will implement new curriculum guides for geometry, 7 & 8 English/language arts, math and science.</p> <p>By January 2010 develop and implement curriculum guides for 9-10 science and social studies.</p> <p>By August 2010 develop curriculum guides for elementary English/language arts.</p>	L. Godfrey L. Godfrey L. Godfrey	\$52,000 Title IIA	<ul style="list-style-type: none"> • Curriculum Guides were validated and Board adopted in October for Geometry, Integrated Math II and Math 8. • Science 7-8 and ELA 7 are currently being developed and distributed quarterly. • The TOSAs are working with HS core areas as they develop the course and unit organizers for grades 9-10 through the CLC project. The work with CLC has meant reworking the pacing guides in all core areas. 	<ul style="list-style-type: none"> • The 3rd grade ELA curriculum guide will be finished in February. • New standards comparisons are made as curriculum is written for science and social studies. • Continued progress is being made on ELA 7 & science 7. • TOSAs continue to meet with core departments at 9 & 10. The 9th grade ELA repacing completed. The 9th grade science revision is ongoing as new textbook program CPO science is implemented. 	<ul style="list-style-type: none"> • TOSAs continue to work on curriculum guides in science, social studies and ELA grade 7.

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STRATEGIES Deeply Align Standards-Based Curriculum (cont.)	Continue to follow the textbook adoption cycle and selection processes as outlined in the Board approved Curriculum Management Plan.	L. Godfrey	\$550,000 General Fund	<ul style="list-style-type: none"> • Other curriculum work: Currently working on PE/health curriculum, MS/HS financial planning & career readiness curriculum integration and college awareness curriculum integration lessons. 	<ul style="list-style-type: none"> • Currently working on new courses for HS & MS for 2010-2011. • PSI classes were scheduled in grade 6 and Life Skills classes were scheduled in grades 4 and 7. • A health survey was conducted at elementary buildings to determine current practice. This information will assist district as we begin to plan K-12 wellness curriculum. 	<ul style="list-style-type: none"> • 1.5 hours of Finances 101 program completed for seniors in government classes sponsored by credit union. • Curriculum department is writing curriculum for new FMS Financial Planning & College/Career Readiness Course. • FMS/Ross course catalogs printed and distributed. • Life Skills classes are in progress at grade 4 and PSI classes were completed at Croghan, Lutz, and Otis. • Swimming class postponed until next year. PE teachers and Michelle Morris working on wellness curriculum.
	Continue to provide oversight to curriculum and instruction through the CQCC.	L. Godfrey	\$250.00 Title IA	Revised textbook ordering/receiving process. Handled the additional needs and distribution list for all ordered materials including HS science and math, StoryTown and other elementary needs.	A K-6 math committee was established (19 teachers, 1 principal and 2 TOSAs). A meeting was held for physics & chemistry teachers regarding technology resources for new texts.	Textbook recommendation for EnVision Math K-5 and Holt Math Course 1 accepted by CQCC on March 24th. Freshman English textbook review began with one textbook. The textbook adoption cycle reviewed and updated. Textbook inventory collection sheets distributed to principals due April 15th.
				Meeting held on October 7th to validate math curriculum guides.	A December 9th meeting was held with CQCC regarding Technology Plan, HB1, & CLC. A January 27th meeting was held regarding credit flexibility and Ross HS courses. A process and checklist were shared at AT meeting on January 20th (reviewed current policy & reviewed documentation criteria).	CQCC meeting was held on March 24th to approve elementary math textbook recommendations.

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STRATEGIES Deeply Align Standards-Based Curriculum (cont.)	Develop a K-6 student retention plan (criteria, timeline, intervention plan).	L. Godfrey T. Cullen	N/A	No report.	<ul style="list-style-type: none"> • Policy and guidelines provided to principals in November 2009 • Data collection forms shared/reviewed at January 20, 2010 AT Meeting. Current policy shared for comments. Policy and guidelines to be reviewed and submitted to Policy Committee and Handbook Committee by April 2010 	Policy and guidelines are still under review. Students on “watch” list for retention as of 4/7/10: Atkinson: 1 (K) 4 (1st) 3 (2nd) Croghan: 3 (K) 3 (1st) Hayes: 0 Lutz: 1 (1st) 1 (4th) Stamm: 2 (K) Otis: 2 (K) 3 (1st) 1 (2nd) Washington: 2 (1st) 1 (2nd) FMS: 2 (7th) 2 (8th)
Implement Identified Research Based Reading/Math	By August 2009, begin to allocate instructional time based on students’ needs.	L. Godfrey	\$14,000 Title I (S)	Reviewed teachers’ schedules for 120 minutes of literacy instruction for students. Two Title I teacher PD sessions were held to promote consistent primary literacy support in K-2.	Kandra James from HM/Harcourt provided additional ST support especially in the area of RTI on January 13th to principals, Title I teachers and RTI teams. Additional PD is being planned for this year.	Title I teachers March PD provided by Literacy Coach -- Topic supporting classroom instruction using StoryTown component as inclusion strategies in the classroom.
Instructional Strategies	By January 2010, identify 3-4 high yield reading/math strategies.	L. Godfrey	\$20,000 Title I (S)	No report.	Principals are identifying high-yield strategies through their BLT process. Grant money has been identified for FMS to complete their high yield strategies from Literacy Initiative from Ginna Fall.	No report.
	By February 2010, begin to provide HQPD for reading/math instructional strategies.	L. Godfrey	TBD Title IIA	No report.	No report.	No report.
	By February 2010, begin to implement high yield reading/math strategies in classroom.	L. Godfrey	TBD Title IIA	No report.	No report.	No report.

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STRATEGIES Implement Assessments Aligned to State Indicators and Intervention Practices to Guide Classroom Instruction and Monitor/Measure Student Progress	By August 30, 2009, begin to provide HQPD for assessments (need vocabulary list).	L. Godfrey	N/A	Provided definition for all FCS assessments in order to build common language in the FCS learning community.	<ul style="list-style-type: none"> • Revisions were made on all as requested by classroom teachers at MS/HS 2nd quarter assessments through department meetings. • There were no 3rd quarter assessments at HS last year (due to snow days & workshops cancelled). TOSAs created assessments and met with departments for input. 	Grades 1-6 ST Mid-Year Benchmark data compiled and reports developed and shared with principals to support RTI process.																					
	Analyze current assessment tools to determine effectiveness and develop new assessments as needed.	L. Godfrey	N/A	Revisions were made on MS 1st quarter assessments through department meetings. Completed HS core area 1st quarter assessments through zero period work with teachers.		<table style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: center;"><u>% Proficient & Above</u></th> <th style="text-align: center;"><u>Reading</u></th> <th style="text-align: center;"><u>Fluency</u></th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">Grade 1</td> <td style="text-align: center;">78.7</td> <td style="text-align: center;">46.7</td> </tr> <tr> <td style="text-align: center;">Grade 2</td> <td style="text-align: center;">63.3</td> <td style="text-align: center;">45.9</td> </tr> <tr> <td style="text-align: center;">Grade 3</td> <td style="text-align: center;">38.9</td> <td style="text-align: center;">38.0</td> </tr> <tr> <td style="text-align: center;">Grade 4</td> <td style="text-align: center;">37.4</td> <td style="text-align: center;">26.1</td> </tr> <tr> <td style="text-align: center;">Grade 5</td> <td style="text-align: center;">28.2</td> <td style="text-align: center;">32.7</td> </tr> <tr> <td style="text-align: center;">Grade 6</td> <td style="text-align: center;">45.5</td> <td style="text-align: center;">30.0</td> </tr> </tbody> </table> <p>StoryTown Benchmark tests for end of year reviewed for errors. Other data on 2nd quarter assessment cannot be reported as generalized data. Math, science, SS data due March 31st for 3rd quarter.</p>	<u>% Proficient & Above</u>	<u>Reading</u>	<u>Fluency</u>	Grade 1	78.7	46.7	Grade 2	63.3	45.9	Grade 3	38.9	38.0	Grade 4	37.4	26.1	Grade 5	28.2	32.7	Grade 6	45.5	30.0
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By August 30, 2009, develop and implement a district-wide RTI process and documentation procedures.	T. Cullen	\$30,000 Title VIB (S)	RTI teams have been developed. District-wide documentation procedures are forthcoming.	<ul style="list-style-type: none"> • Atkinson, Otis and Lutz using Dibels, StoryTown for monitoring student progress. Training dates at 4 other elementaries to be defined by March, 2010. 	Dibels training scheduled for all elementary buildings June 8, 9, & 10th.																						
By August 30, 2009, allocate collaboration time to design and analyze assessments for planning interventions.	C. Opelt	N/A	District schedule was created for all elementary buildings giving each building 1-2 monthly meetings.	Completed.	Currently reviewing staffing needs for collaboration time for 2010-2011 school year.																						
By September 30, 2009 provide extended learning opportunities for select students.	L. Godfrey	\$135,000 General Fund	Developed and provided principals with a tool to focus planning on critical elements: use of data, planning for instruction, assessment and progress monitoring.	New Directions after-school programs serve 29 students at Lutz, 27 students at Stamm and 31 students at FMS. Focused intervention plans were submitted by principals, budgets set up and staff hired. Implementation began in January.	<p>Focused Intervention is in progress at buildings. TOSA support for testing and data compilation: Report for 2nd quarter Gates MacGinitie:</p> <p><u>Reading Edge</u> 266 7th graders initially tested: 27 tested out & placed in enrichment program 31% left: improved 1.5 grade levels or more 21% left: improved 2 grade levels or more</p> <p>295 8th graders initially tested: 89 tested out & placed in enrichment program 35% left: improved 1.5 grade levels or more 26% left: improved 2 grade levels or more</p>																						

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STRATEGIES Implement Assessments Aligned to State Indicators and Intervention Practices to Guide Classroom Instruction and Monitor/Measure Student Progress (cont.)	By November 2009, teach students to monitor their progress using their assessment data.	L. Godfrey	N/A	No report.	No report.	No report.
Align District Resources (time, staff, programs, funding) to Support Instruction and Student Achievement	By August 30, 2009 develop and communicate a system on maximizing district resources based on mission, vision, and beliefs.	T. McCaudy	N/A	District mission and belief statements were developed and discussed with staffs at summer and opening school meetings.	Completed.	Completed.
	Provide training to instructional staff regarding the purpose and use of the Curriculum Management Plan.	L. Godfrey	N/A	Principals have submitted dates for staff meetings beginning in January 2010.	Presented to Lutz staff. All other buildings have been scheduled.	Presented to Atkinson, Washington, Stamm (other schools scheduled).
	Continue to provide Downey Walk-through support training sessions for administrators.	L. Godfrey	\$5,200 Title IIA	Five new staff members attended DWT Part 1 on October 15th and Part 2 on October 29th. WTs have been conducted at all nine buildings at least 2 times. Information has been shared with principals after WTs.	Curriculum Department conducted WT at Stamm, Lutz, Ross, FMS, Otis and Croghan during November-December. Information was informally shared with building principals after WTs.	WT conducted at Stamm, Ross, FMS, Otis, Atkinson, Croghan & Washington.
	By April 2010, implement a monitoring and evaluation process in order to refine walk-throughs.	L. Godfrey	\$5,000 Title V	No report.	No report.	No report

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STRATEGIES Align District Resources (time, staff, programs, funding) to Support Instruction and Student Achievement (cont.)	Continue to provide examining student work training sessions for administrators.	L. Godfrey	\$1,250 Title IIA	No report.	A principal training session on examining student work—part 2 is currently being scheduled for the 2nd semester	No report.
	Continue to train teachers in walk-throughs and examining student work.	L. Godfrey	N/A	No report.	No report.	No report.
Integrate Technology in Instruction, Assessments, Administration and Program Design	By August 30, 2009, develop a district technology plan and develop an evaluation/monitoring process.	R. Schmidt	N/A	In process.	A plan was developed by Technology Planning Committee. Staff and student surveys are currently being developed.	Surveys will be reviewed by cabinet members on April 13th. Surveys will be distributed in May.
	By September 30, 2009, identify teacher technology cohort.	L. Godfrey	N/A	eLearning team is comprised of 12 teachers (1 from each elementary, 2 FMS, 3 Ross) and all TOSAs.	12 SMARTboards were installed by November 30th.	Professional Development Day Feb. 26 provided teachers with ½ day: --self-guided instruction in 21st century technology tools for integration into instruction using the Internet guided by FCS Wikispaces. --2 presentations on the use of SMARTboard technology and other 21st century learning skills. --provided math teacher with Wikispace development assistance for classroom use.
	By February 2010 identify technology research based strategies and provide HQPD to teacher technology cohort in a train-the-trainers model.	L. Godfrey	\$552,000: \$20,000 Title IA (S) PD \$100,500 PI-Equipment \$300,000 Title IVB (S)- Equipment \$131,500 Title I (S)- Equipment	Equipment “set” selected and ordered. An orientation meeting held on September 30th. A technology timeline was developed and shared with team and principals. SMART Board I training (2 hrs.) held on October 13th. Secondary teacher PD meeting held on October 29th and elementary teacher PD meeting held on November 5th.	eLearning Team PD: Nov.: Teachers received ½ day additional training during the school day in 8 small groups. Dec.: SMARTboard Part II with trainer. Jan.: Initial teacher lesson-sharing session for FMS & Ross teachers including TOSAs. Initial teacher lesson-sharing session for elementary cohort teachers including TOSAs. PD was provided to Tech Center teachers at Ross.	65 new teachers will receive SMARTboards by June/July. PD Part I SMARTboard was conducted for these teachers -- ½ on March 8 and ½ March 11. Wikispace is continually providing teachers with opportunity for discussion boards and sharing of eLearning web sites. PD planned in April for all title I staff on the use of SMARTboard in the classroom. PD planned for eLearning team on Student Response System for April 22. Student Response Systems are on backorder.

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STRATEGIES Integrate Technology in Instruction, Assessments, Administration and Program Design (cont.)	Provide HQPD to all staffs in the effective use of district technology.	L. Godfrey	\$3,000 Title IID	Preliminary February PD plan developed and shared with eLearning team. Partners identified. eLearning team was given instructional website to explore independently for sharing at half-day partner PD sessions in November.	PD plan has been developed to cycle all teachers and paras through a morning or afternoon session where they will have the opportunity to see 4 teachers (2 sessions). Alternate parts of the day will be individualized to support eLearning paths chosen by teachers guided by annotated web connections with responses given on a Wikispace. Applications were given to principals for Learn to Earn Part II due February 3rd. PD held Jan 14 for technology tools for new high school chemistry and physics books.	
Identify Root Causes for Attendance and Graduation by Developing a Data Collection System	By November 2009 develop a survey targeting past drop-outs. By November 2009, establish a district method to collect and analyze student perception data.	T. McCaudy T. McCaudy	\$5,000 Title V N/A	The following work is in process: <ul style="list-style-type: none"> • Reviewing student files of past drop-outs and looking for patterns. • Collecting data on current 6th grade students. • Reviewing specific data on current seniors. • Completing “At-Risk” survey on current 9th grade students. 	The following work was completed: <ul style="list-style-type: none"> • Data was collected from student files of past drop-outs and analyzed. Patterns were discovered. • Data was reviewed on current 6th grade students. • At-risk survey was completed on 9th grade students. • A phone survey was completed for student drop-outs. The team continues to analyze student data and discuss intervention strategies for at-risk students.	<ul style="list-style-type: none"> • A drop-out student profile was created based on FCS former drop outs. • An intervention/monitoring plan was developed for at-risk students. • A data system for identifying and tracking system was also developed. • All of this information will be shared at a future A.T. meeting for utilization during the 2010-2011 school year.

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STRATEGIES Identify Root Causes for Attendance and Graduation by Developing a Data Collection System (cont.)	By January 2010, form collaborative teams between counselors and administrators to create a system in which data is categorized and returned to all staff members.	T. McCaudy T. Cullen	N/A	Next meeting will be held on November 23rd and next steps will be determined after data analysis.		
	By March 2010, use data to analyze student subgroup comparisons and identify single students who might cross several subgroups.	T. McCaudy	N/A			
	By June 2010 develop a student profile.	T. McCaudy	N/A			
	Develop a comprehensive college/career awareness plan for students in grades K-12.	T. Cullen	N/A	Counselors, representatives from area colleges, MAC members are meeting on a regular basis developing plan.	In progress. A draft plan will be shared in February.	Draft plan prepared to be shared at cabinet meeting on 4/20/10.
Identify and Implement Support Structures for Student Success	By August 30, 2009 develop RTI Teams and define academic support services for all students at the building level.	T. Cullen	N/A	Teams were identified at each elementary school along with a training program that began in August. A total of 62 teachers are participating.	Completed.	Completed.
	By August 30, 2009, begin to utilize RTI Teams to develop and define academic and behavioral supplemental support services provided by support staff.	T. Cullen	N/A	In progress at elementary level.	RTI teams defined in all seven elementary buildings including Intervention Specialists and Title I teachers. Building teams collecting and sharing supports/interventions during RTI cohort and collaboration days.	All RTI building teams have completed a self-review survey developed by Kathy McNamara. The surveys were submitted to Kathy McNamara for review. she will discuss the survey results and her recommendations on April 16th with district leadership.

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STRATEGIES Identify and Implement Support Structures for Student Success (cont.)	By October 2009, develop a district-wide and building-level system for the RTI process that documents, monitors and analyzes student interventions.	T. Cullen	N/A	In progress at elementary level.	StoryTown materials used in all seven elementary buildings to monitor student progress/benchmarks. Interventions monitored in three elementary buildings through progress monitoring (planning data tool).	Dibels training is scheduled for June 2010 for all elementary buildings. Implementation scheduled for 2010-2011 school year. "Data Director" program has been reviewed and is being recommended to purchase and utilize during the 2010-2011 school year.
	By December 30, 2009, form collaborative teams between identified staff to create a system for effective transition from home, Pre-K, K, ES, MS, HS.	T. Cullen	TBD Title VIB (S)	In progress at elementary level.	Home to Pre-K team consists of Nalley/Fillmore. PreK-K team consists of ESC/FCS supervisor, school psychs, and building administrators K-1 transition meetings. TBD. 6th-7th, 8th-9th established June 2009; review meetings in June 2010.	Home to Preschool in place. Preschool to Kindergarten in place. Grade Level to Grade Level in place. 6th to 7th and 8th to 9th transition meetings to be scheduled.
	Provide continuous HQPD on the district process for implementing RTI.	T. Cullen	\$15,000 Title VIB (S)	RTI support training sessions were held in September and October with teachers.	November meeting held in individual buildings. No December meeting scheduled. StoryTown follow-up on 1/13 meeting. Team from Lutz attended RTI conference 1/25 & 1/26. Planning Dibels training for summer	<ul style="list-style-type: none"> • Co-teaching trainers provided follow-up for Curriculum Focus Group participants on 2/24/10. • RTI Cohort training took place on 3/17/10 by Lutz teachers. • Wrap-up meeting is scheduled for 6/9/10. • Additional summer training will be scheduled after follow-up meeting with Kathy McNamara.

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STRATEGIES Identify and Implement Support Structures for Student Success (cont.)	<p>Develop a communication system between building RTI Teams and cohorts to collaborate and sustain the intervention process.</p> <p>Analyze and enrich ACE Mentoring program to provide services to students currently identified as “at risk.”</p>	<p>T. Cullen</p> <p>T. Cullen</p>	<p>TBD</p> <p>\$5,000 United Way Grant \$2,200 Title VIB</p>	<p>Cohort meetings established for the year. September and October meetings completed.</p> <p>Program in place. Monthly advisory meetings established. Currently 50 students involved in the program.</p>	<p>Monthly meetings for cohort, collaboration days used to continue work within each building.</p> <p>ACE has partnered with STRIVE (Rotary) program. Four students included. STRIVE previously had 3 students for highest total.</p>	<p>Lutz team provided RTI Cohort building PD on interventions and strategies for classroom use. Otis Elementary & Ross have scheduled PD with Lutz RTI team members.</p> <p>ACE is monitoring student grades each quarter. STRIVE increased to 7 (Ross 12th grade students). Currently pursuing federal grant with Sandusky County Court system</p>
Implement Full Day Kindergarten	<p>By August 30, 2009, kindergarten teachers will begin HQPD for implementing curriculum within a full-day framework.</p>	L. Godfrey	\$21,168 Title IIA (S)	<p>All but 2 kindergarten teachers attended 3 full days of PD in the summer: 2 days of StoryTown; ½ science; ½ SS. Results: StoryTown was re-paced, benchmark tests agreed upon, new (non-Progress Book) report card was developed and a commitment from the teachers for a consistent full-day program was shared including changes to science pacing to reflect a themed approach. Monthly kindergarten support meetings held on September 24th and October 22nd. Fourteen K teachers attended both. Topics included report card changes and benchmark assessments.</p>	<p>Continued support given to kindergarten teachers through monthly support sessions on December 9th & January 27th. Discussions continue in progress monitoring on K level and suggestions for intern reports were shared. The addition of PE, music and art report card insertions were agreed upon by both K teachers and special area teachers for 2nd grad. Teachers are utilizing the email list called “Kindergarten Teachers” to discuss and ask questions of one another.</p>	<p>Full-day kindergarten teachers provide feedback on testing process for ST. Mid-year KRA-L given to students.</p>

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STRATEGIES Implement Full Day Kindergarten (cont.)	By October 2009, develop a comprehensive evaluation process for full day kindergarten.	L. Godfrey	TBD	Holly Kaptain contacted for April visit.	In progress.	Holly Kaptain visitation plans completed for April.
	By January 2010, develop a revised process for kindergarten registration.	L. Godfrey	TBD	No report.	Meeting held on January 28 th . A plan was developed for consistent approach district-wide for kindergarten registration and screening with two evening opportunities.	Kindergarten screening plan was completed and shared with principals at March CFG meeting. Registration dates set for day and 2 evenings. March 18th Stricker Center parent meeting held & March 23rd Rainbow Station parent meeting held.
Implement Focused Support for First Grade	By August 30, 2009 develop a comprehensive support model for first grade that includes: <ol style="list-style-type: none"> 1. Highly Qualified Teachers. 2. Required summer professional development. 3. Lower class size. 4. Parent Academy. 5. Full-Circle Reading Program. 6. First Grade Literacy Coach. 	L. Godfrey	TBD	First grade ST Benchmark tool revised. Two "First Grade Flash" newsletters published to promote consistency in practices across the district. First grade StoryTown support meetings scheduled monthly. A total of 7 teachers attended.	"First Grade Flash" newsletters published to promote consistency in practices across the district. Completed revisions to mid-year Benchmark from Oral Reading Fluency research provided to teachers upon request. Wiki-space created for 1 st grade teachers to use as a discussion forum. First Grade Caucus (teacher support meetings): 12/2 @ Stamm – 12 teachers attended 12/3 @ Stamm – 7 teachers attended	Literacy Coach: --Coaching and co-teaching in 1st grade classrooms. --Provided assistance during parent conferences per special request. --Wikispace developed for collaboration among 1st grade teachers. -- <i>First Grade Flash</i> newsletters distributed for February and March for teachers. --2 First Grade Caucus meetings PD on Oral Reading Fluency, Benchmarking, and Pacing. --1 StoryTown Literacy Station PD meeting. --Adapted <i>Phonics Dance</i> sequence to match StoryTown research-based phonics sequence. --Holly Kaptain visit planned for April 13th. Visits arranged to each classroom with extended visits to random classrooms (both K & 1st). --Observations will be made on the implementation of all components of StoryTown as a research-based ELA program including evidence of RTI process. --Developed Oral Reading Fluency Test for 3rd quarter with directions.
	By October 2009, develop a comprehensive evaluation process for first grade.	L. Godfrey	TBD	Holly Kaptain contacted for April visit.	In progress.	
	By August 30, 2009, develop a 120 minute literacy block and fully utilize StoryTown in all first grade classrooms.	L. Godfrey	N/A	Completed.	Completed.	

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STRATEGIES Improve Internal Climate and Culture	Continue to implement and monitor district safety plan. Revise plan as needed.	K. Theller	\$15,000 General Fund (kits, cameras, binders, copying) \$10,000 General Fund (AED supplies)	Safety kits were created and distributed the weeks of October 19th & 23rd. All principals provided training at A.T. meeting held on October 28th. Safety binder revisions were made and distributed to buildings.	Additional items were distributed to buildings for their safety kits. Nine practice lockdown and evacuation drills conducted throughout district with completion dates recorded on spreadsheet. Managing "student release" template is under development for building administrators. Staff safety tips distributed on monthly basis.	Drills continue to be conducted throughout district. Statewide tornado drill held on Wednesday, March 24th. Staff safety tips distributed in February.
	By December 2009 develop a coordinated school health plan	T. McCaudy	N/A	A committee was developed, research completed and the plan is currently being developed.	The coordinated school health plan is completed and strategies have been included with department plans.	The plan was shared with district leadership in February.
	Continue to refine recognition program for students, staff, parents and community supporters.	C. Opelt	\$4,000 General Fund	A "draft" recognition list was developed for BOE meetings. Other work is in progress.	The following groups were recognized during the 2 nd quarter: November 2 nd – Students of the Month Grade 2 November 16 th – Recognized 6 teachers for American Education Week and honored Hayes & Washington for receiving "Excellent" ratings in school report cards. December 21 st – Recognized Ross Concert Choir members & Students of the Month Grade 3 January 19 th – School Board Recognition Month	The following groups were recognized during the 3 rd quarter: Grade 4 Students of the Month. District event announcements are made at every BOE meeting and posted on the district web site.

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STRATEGIES Improve Internal Climate and Culture (cont.)	Continue to work with Minority Achievement Council on the implementation of climate/culture improvement plan. Revise plan as needed.	T. McCaudy	\$10,000 Title V Carry Over	The MAC sponsored the September 30th professional development day with Mychal Wynn. Outcomes from this day include a comprehensive K-12 college awareness plan and building "I Will" statements.	The MAC met in November to review "I Will" statements and to discuss mentoring plan. MAC will reconvene to review draft college awareness plan once completed.	No report.
	By December 2009, develop an intranet system for staff utilization.	R. Schmidt	\$1,000 E-Rate	No report.	In progress.	Intranet server parts received and software installation and testing resumed. Will have system ready by May 31st.
	By December 2009, develop a model for an internal staff newsletter.	C. Opelt	N/A	No report.	A draft template and timeline were shared with cabinet members for feedback. The first newsletter will be published in March.	The first internal staff newsletter was published as "Purple Press" for the month of March. The issue includes staff news, wellness club news, calendar events and staff awards.
	By March 2010, publish the first internal staff newsletter.	C. Opelt	TBD	No report.	No report.	Completed (see above).
	By April 1, 2010, the district will conduct school-wide focus groups and/or surveys to monitor and improve issues related to culture and climate.	C. Opelt	TBD	No report.	Draft survey questions have been completed and will be shared at upcoming cabinet meeting.	On hold. The survey will be conducted during the 2010-2011 school year.
	Implement/Evaluate campus wear policy in grades 7-8. Begin planning for campus wear implementation in grades K-12 for 2010-2011.	T. McCaudy	\$5,000 Title IV \$1000 Wal-Mart Grant	Data has been collected and reviewed from FMS. A revised plan is currently in process and an implementation timeline developed.	The Campus Wear Committee shared draft policy for feedback from BOE and parents on January 25 th . Revisions were made to policy based upon input and the revised policy will be shared with Policy Committee on February 1 st .	The Board approved the new student dress code on February 22nd. The district is currently implementing the communications plan and planning for early summer vendor fairs.

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STRATEGIES Improve Internal Climate and Culture (cont.)	Establish/Implement district-wide procedures for improving student attendance and behavior.	T. Cullen	TBD	In process.	Project Attend has established truancy days with court. Behavior aides meet monthly for consistency of interventions. Attendance is now reported daily to monitor percentages/trend.	Attendance for 3rd quarter: Atkinson: 95.2 Stamm: 94.8 Croghan: 95 Washington: 96.8 Hayes: 95.6 FMS: 94.1 Lutz: 95.3 Ross: 94.3 Otis: 94.5 District: 94.8
Increase Parental/Community Engagement	Continue to implement comprehensive communications plan. Include additional components to plan.	C. Opelt	\$12,000 General Fund \$10,000 PI	Communications committee was established and met on October 1 st and October 29 th . Fremont Focus was completed by the new media class with help from Dan Henning and will be aired in November on Time Warner. Fremont Ross Alumni Directory was completed and distributed in September. Work has started on the new alumni online community database. Welcome bags for new students have been completed. Three Kinder-Parent Academies held. Sessions are held at varying times of day. Currently working on marketing plan based on survey data from open-enrolled families.	<u>District Newsletter</u> : Three issues distributed, 40 additional businesses have been added to the monthly distribution list. Met w/Joanne MacDowell from Life Styles and we will now utilize their racks at select businesses. <u>Fremont Focus</u> : Ross media class completed first episode of Fremont Focus on their own and will air in February. <u>Alumni</u> : Online community database is running effective January 27 th . Reunion link has been added to district website. <u>Other</u> : District template completed for flyers. Marketing plan developed and shared with BOE and BAC.	<u>District Newsletter</u> : Issues distributed in February & March. An additional 1000 copies have been ordered per month to accommodate distribution. <u>Press Releases</u> : 128 press releases published in the <i>Fremont News Messenger</i> during the first semester. <u>Fremont Focus</u> : One episode will air featuring the months of February & March. <u>Alumni</u> : 1,027 fans have joined the alumni facebook page since it opened in March. An additional 200 alumni have registered on the online community database this quarter. <u>Other</u> : Fremont Printing is designing the new district brochure. Marketing student from Tiffin University will work on billboard design and commercial promoting FCS.

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STRATEGIES Increase Parental/Community Engagement (cont.)	Develop and implement a comprehensive Family and Civic Engagement (FCE) Team and plan.	L. Godfrey	\$2,000 Title I	First Grade Parent Academy “First Expectation” meetings were held. A total of 46 parents attended. The Full Circle Reading Program was developed. Currently in process of soliciting volunteers.	The district submitted a FCE grant to the ODE on January 18 th . The district is in process of developing a FCE team. A total of 6 Kindergarten Parent Academies took place this quarter. A total of 7 First Grade Parent Academies took place during this quarter. A First Grade Expectations newsletter was created for this quarter. The first district ESL Parent Night was held on December 10 th .	KinderKamp planning/budget completed: June 7-11 First Grade Parent Academics – Topic: Reading is More Than Saying the Words (comprehension strategies for home) held at Birchard Library on February 23 (video-taped) with 12 parents representing 13 students. 1st Parent Academies at buildings: Stamm Feb. 4; Croghan Feb. 8; Otis Feb. 17; Total at building attendance was 26. Parent and teacher pages updated on FCS Curriculum web site. Title I Parent Night held on March 11 with author Roxie Price. Writers’ 2 workshops presented by Ms. Price and Bonnie Weaver/Patty Weiker. Attendance: 10 families/18 students. Initial Family and Civic Engagement Team --Revised job description for ESL/Parent Involvement/Family Civic Engagement Coordinator --Obtained commitment from members --Coordinator attended state meeting --District meeting held on March 9 at Birchard Library --Approved job description --Developed understanding of roles of members --Revised and approved purpose statement
Create Supportive and Efficient Human Resource Services	By September 2009, implement employee handbook and orientation process.	C. Opelt	\$2,000 General Fund	An employee handbook was completed and distributed to all staff in August. Dr. Theller is working on “work rules” per the OAPSE contract for each bargaining member group within her department.	Staff is currently working on completing the required online trainings.	A total of 99% of Fremont & ESC employees have completed the online trainings.

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STRATEGIES Create Supportive and Efficient Human Resource Services (cont.)	Continue training district leaders on teacher evaluation forms and procedures.	C. Opelt	N/A	The teacher evaluation lists were provided to principals and the FEA contract was reviewed as well. A November training session is being planned for principals.	<ul style="list-style-type: none"> • Select teacher evaluations were approved at the December 21st BOE meeting. • Reviewed the summary conference/improvement plan procedures on November 20th with administrators. • Reviewed continuing contract procedures on December 18th with administrators. 	100% of teacher evaluations were completed by the March 25th deadline. Currently four teachers are on improvement plans. Thirteen administrative evaluations were completed and contracts renewed on March 29th agenda.
	Continue to evaluate and revise recruitment plan for minority staffing.	C. Opelt	\$5,000 Title IIA	A new teacher orientation was held on August 25th with 23 new staff members in attendance. Two of the new teachers hired were minorities. Attended OMRC conference in Columbus on September 23rd on cultural awareness and recruiting. Participated in Central State University Career Day on October 21st and met 14 minority education majors that will graduate in the next three years. Hired Future Teacher advisors for both FMS and Ross.	<ul style="list-style-type: none"> • Increased minority teacher ratio from 4% to 5% with the new teacher hire at FMS. • Recruiting current minority student teachers to remain w/FCS in 2010-2011. • Recruiting minority students from BGSU to complete methods/student training with FCS in 2010-2011. 	Attended OMRC Conference in Columbus on February 25th and participated in: <ul style="list-style-type: none"> • Panel discussion and presentation with Dr. Raymond Terrell from Miami University titled “The Danger of a Single Story.” • CAPE Council Attracting Prospective Educators presentation • Screeners and the minority candidate

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STRATEGIES Create Supportive and Efficient Human Resource Services (cont.)	Continue to review/revise job descriptions and evaluations per master schedule.	C. Opelt	N/A	Evaluation procedures and timelines were shared in August. Job descriptions were revised for clerk typist. Title I Coach and Instrumental Music Specialist 1 & 2. Met on October 19th with new evaluation committee to create new evaluations per FEA contract.	A timeline was created for the revision of job descriptions.	Revisions were made to current teacher evaluation and shared at March A.T. meeting.
Provide Facilities/Operations to Support Student Learning	Continue to complete facility and athletic projects per the Five-Year Facility/Athletic Project Plan. Continue to complete projects as outlined in Jarod's Law School Inspection Plan.	K. Theller K. Theller	\$190,500 PI \$10,000 Athletic Fund \$10,000 General Fund	The following work was completed per the established timeline: Freezer/Cooler Pool Grate Desert Aire Training Bus Compound Drains Roof Inspections Athletic Track Area Jarod's Law has been repealed. Waiting on implications for this change.	Continued maintenance on all facilities. Quotes being collected for parking lot sealing at Otis and Atkinson. No report.	New shot/discus field completed for spring. Stadium turf repaired as warranty allows. Four of our nine building inspections were completed by the Sandusky County Health Department. Recommendations will be taken into consideration for summer work.