

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
CCIP 2008-2009**

	YEAR THREE 2008-2009	LEAD	COST/ SOURCE	Met	In Progress	Not Met	Final Outcome
TOPIC Complete Contract Negotiations	By February 2009, begin FEA new contract negotiations.	T. McCaudy	0	X			The FCS Board of Education approved the FEA contract at its regularly scheduled Board meeting on July 20, 2009.
Enhance District Resources	By August 2008, develop a committee and plan for the PI/Bond Levy	T. McCaudy	0	X			The levy committee implemented a comprehensive levy campaign which resulted in 53.80% victory. This is the first time Fremont voters approved a levy the first time an issue was on the ballot.
Construct/ Reorganize Buildings	Pending passage of levy, work with OSFC on the FMS construction project. Review student enrollment and building facility needs.	T. McCaudy	TBD	X			The district is meeting all deadlines per the OSFC calendar. The FCS Board of Education approved the schematic design at its meeting on June 15th. The design development phase will be ready for Board action in October 2009. A total of 5 portables were eliminated for the 2009-10 school year. All classrooms within the buildings are currently being utilized.
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 September 2008, FCS will continue to review standards-based education and will fully integrate SBE components within classrooms.	L. Godfrey	0	X			Teachers received updated materials (e.g. grade level indicator signs, aligned practice books, pacing guides) to assist them on focusing on standards.
GOAL ONE Deeply-Align Standards-Based Curriculum	By October 2008, the district will revise the district's textbook inventory and develop a plan for summer ordering.	L. Godfrey	0	X			A plan was developed and implemented to meet expected textbook requirements. It was implemented in the fall with timely ordering completed. Further distribution plans were developed to provide guidance for the distribution at our receiving end and for principals checking in new materials.
	By December 2008, the district will revise high school and middle school course selection guides and develop a recruiting plan for specific courses. (Review HS: PSEO, credit recovery, tech prep & PE waiver. MS: special area courses).	L. Godfrey A. Bucci	\$2500 (printing costs) G.F.	X			The current process allowed teachers in each department to reflect on the current courses and how they meet the needs of a diverse population of students while increasing their skills and knowledge. The result included the addition of five courses and the updating of current courses to increase rigor and expectations for student learning. The changes were presented to the CQCC for approval.
	By September 2008, the district will adopt and purchase 7-12 math, sociology, earth science, psychology, foreign language, and 7-9 computer technology textbooks.	L. Godfrey	\$535,000 G.F.	X			The textbook adoption cycle was revised to reflect district needs and goals. It was presented for approval at the CQCC meeting. The following is a list of textbooks purchased this year: Spanish, French, earth science, calculus, pre-calculus, psychology and sociology.

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GOAL ONE Deeply-Align Standards-Based Curriculum (Cont.)	By January 2009, all principals will be trained in examining student work for quality congruence.	L. Godfrey	0	X			All principals and select cabinet members were trained in examining student work. Additional trainings will be offered during the 2009-10 school year.
	Continue to provide support Downey Walk-Through training sessions for administrators throughout the school year and train new administrators.	L. Godfrey	\$500 State Support Team	X			Training sessions were provided to all new administrators. Practice sessions and walk-through discussions took place throughout the school year.
	By February 2009, train select teachers in the Downey Walk-Through process.	L. Godfrey	Sub Costs: \$1200 Title IIA	X			Twelve teachers representing each school were trained in the walk-through process. The training resulted in a deeper awareness of the process and an expectation for greater implementation in the area of feedback for principals.
	By August 2008 the district will develop K-6 pacing guides for reading and 3-6 pacing guides for writing.	L. Godfrey	\$690 Title IIA	X			Pacing was developed with teachers and distributed for implementation in the fall.
	By September 2008 the district will fully implement the new language arts program components.	L. Godfrey	\$1733 Title IIA (Summer P.D.)	X			The evidence of implementation varied throughout the year as teachers wove additional components of StoryTown into their lesson planning and instruction.
	By January 2009, the district will develop K-6 pacing for social studies.	L. Godfrey	\$1000 Title V	X			The K-6 pacing guides were developed and provided to teachers.
	By January 2009, the district will begin to develop curriculum guides in 7-10 social studies and science.	L. Godfrey	\$40,000 Title V		X		The grade 7 and grade 9 social studies guides have been started. This work will be completed during the 2009-10 school year.
	By January 2009 the district will begin to develop K-12 Health/PE curriculum guides.	L. Godfrey	\$2000 Title V		X		The draft PE standards were available to districts in 2009 and the PE department is currently working on the curriculum guide.

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GOAL ONE Deeply-Align Standards-Based Curriculum (Cont.)	By July 2009 the district will begin to develop 3-6 ELA curriculum guides.	L. Godfrey	\$12,500 Title V		X		This work has been moved to the 2009-10 CCIP.
	By August 2009 the district will implement new curriculum guides in math 7-8 and geometry.	L. Godfrey	\$12,000 Title V		X		New curriculum guides were completed in geometry, 8th grade math and integrated math. Other work will be completed in 2009-10.
Establish a District-Wide Process for Improving Attendance	By September 2008, develop and implement building intervention strategies to increase and/or maintain student attendance rate of 93%.	C. Opelt	\$5000 United Way	X			The final district attendance report on the 2008-09 state report card is 94.8% which is above the 93% requirement.
Establish a District-Wide Process for Improving Discipline	By December 2008, present a plan to the BOE regarding student dress code and/or uniforms.	T. Cullen	0	X			The Board approved campus wear guidelines for FMS in 2009-10.
	By September 2008, implement alternative programs for select students. Develop an evaluation component for programs.	T. Cullen	\$80,000 Alt. Grant	X			The district utilized NCOESC alternative program for Ross HS students at severe risk for dropping out due to credits, attendance and discipline issues. The district also implemented on-line credit recovery program "STAR" for the 2nd semester. All students in the ESC alternative program improved credits earned with one graduate. The STAR program data showed consistent increase in credits earned toward graduation with several students completing all graduation requirements.
	Monitor the revised district policies regarding rules and consequences for student behavior. By May 2009 complete student handbooks for students in grades K-12.	T. Cullen	\$6000 (printing) G.F.	X			Revised student handbooks were approved by the Board in June 2009.
GOAL TWO: CLOSE SOCIO-ECONOMIC, ETHNIC, AND DISABILITY GAPS IN STUDENT ACHIEVEMENT							
STRATEGIES Provide Extended Learning Opportunities	By August 2008, work with DJFS and WSOS to secure available funding for continued programming.	L. Godfrey	\$61,000 School Readiness Grant	X			A total of 20 students participated in the Kindergarten Readiness program at Stamm. Achievement scores increased using the KRA-L as a measure
	By October 2008, develop a comprehensive plan for focused tutoring programs for students in grades 3-12.	L. Godfrey	\$107,000 G. F. & PBA	X			Ross HS implemented a credit recovery program. FMS identified most at-risk students for the Reading Edge pilot program. Their success led to the implementation of Reading Edge for all FMS students during the 2009-10 school year. Each elementary school provided focused intervention either during the day, before school, or after school. Though not measured against success on the OAT, each building informally reported a successful tutoring program.

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GOAL TWO STRATEGIES Provide Extended Learning Opportunities (Cont.)	By January 2009, develop a plan for implementing a full day kindergarten program.	L. Godfrey	0	X			Based on research and committee input, a plan was presented to the Board in January requesting that FCS adopt a full-day kindergarten program across the district. Final implementation plans were completed over the summer and three full days of training were provided to all kindergarten teachers and principals this summer.
	By February 2009, develop a plan for summer programming.	L. Godfrey	\$60,000 PBA	X			Summer programs were held at Atkinson in conjunction with WSOS. A total of 66 students participated with a focus on third grade. FMS programming had 45 students participating. Gains from pre-test/post-test scores showed gains by 89% of students in math and reading. Ross HS provided students with NovaNet as a program for credit recovery. A total of 54 students participated with 59.5 credits earned.
Develop a Minority Achievement Council	Meet with building climate improvement core teams for the purpose of monitoring and assisting with the implementation of plans. Plan and host a cultural diversity retreat.	T. McCaudy	\$10,000 Title V	X			The MAC met with principals mid-year to discuss their plans and progress. A retreat is being planned for September 30th for all FCS personnel.
Comply with No Child Left Behind Act of 2001	By August 2008, identify schools in school improvement status and comply with state mandates (school choice and improvement plans).	L. Godfrey	Title I Set Asides \$78,420 (P.D.)	X			All NCLB requirements were met for school improvement notices for FMS (delay), Ross and Lutz. Because of improved OAT scores, no school required school choice this year which meant that we did not have to bus students to other schools.
Develop a Counseling Program	By January 2009, evaluate the counseling plan and begin to make revisions to the plan.	T. Cullen	0	X			Met with K-12 guidance counselors in January during PD day and reviewed current plan. Defined need for transition meetings for students on support plans. Will implement monthly meetings in 2009-10 to review and revise PK-12 plan.
GOAL THREE: BUILD HOPE, TRUST, AND RESPECT WITH OUR COMMUNITY							
STRATEGIES Provide Professional Development that Addresses Needs of Improvement Plan	By September 2008, 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	\$10,000 Title IIA (principals/ teachers/ aides)	X			Each department implemented their respective PD plans during the 2008-09 school year.
		C. Opelt	\$3000 G.F. (secre- tarries)				
		T. Cullen	\$500 G. F. (nurses)				
		K. Theller	\$5000 G.F. (opera- tions)				

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GOAL THREE Provide Facilities/ Operations to Support Student Learning	By July 2009, complete facility improvement projects per the five-year Facility Project Plan.	K. Theller	\$600,000 PI/G.F.	X			Facility improvements outlined in the Facility Project Plan were completed for 2008-09. Will continue to revise plan as priorities and inspection reports dictate.
	By July 2009, complete projects as outlined in School Inspection Plan for 2008-09.	K. Theller	\$40,000 PI/G.F.	X			Projects were completed for 2008 inspections. Will continue with projects based on 2009 inspections.
	By August 2008, complete service contracts and license fees for all building inspection mandates.	K. Theller	\$25,000 G.F.	X			All contracts and fees have been completed. Records have been maintained for fulfilling future contracts and inspections.
	By April 2009, develop a plan for community use of Ross HS pool.	A. Bucci	0		X		The district plans to utilize pool for third grade swim lessons and school personnel fitness classes/open swim during the 2009-10 school year. District will evaluate plan mid-year to determine other ways to use pool.
Integrate Technology into All Areas Addressed in the Improvement Plan	By August 2008, implement/evaluate parent notification system.	R. Schmidt	Used Title IV, Erate & G.F. dollars (\$10,470) from 07-08 for 08-09. Will use G.F. & Erate dollars (\$10,500) from 08-09 for 09-10.	X			The AlertNow Notification System implementation and evaluation is complete for the 2008-09 school year. The system is updated on a regular basis with current contact information provided by parents and staff. This system was used for district communication (calls) to parents and staff approximately 50-60 times making over 500,000 calls in a matter of minutes. These calls provide emergency and general information to parents and staff regarding the school district. New features are up and coming for 2009-10 school year such as the ability to receive text and email messages.
	By August 2008, make new website available for public viewing. Develop a plan for updating and refining website on a regular basis.	R. Schmidt	0	X			Our website is an ongoing key piece of communication in our district. Since its new release in August 2008 it has been regularly updated on a daily, weekly and monthly basis. An August 2009 presentation to the board is planned to review the progress information for the district and will always be ever changing and therefore has become part of the regular work plan for the technology department.
	By May 2009, complete technology plan and align available monies to plan.	R. Schmidt	0	X			Our new three-year technology plan has been completed and was certified by eTech Ohio on May 20, 2009 for the period of July 1, 2009-June 30, 2012.
Design Comprehensive Student and Program Assessment System	By September 2008, develop and share the state and district assessment calendar with staff.	L. Godfrey	0	X			An assessment calendar was developed and shared with representatives of the teaching staff prior to the start of school for comment, clarity and suggested changes. It was presented at A.T. meeting in the fall and distributed through the principals.

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GOAL THREE Design Comprehensive Student and Program Assessment System	Write quarterly assessments for core subject areas in grades 7-10.	L. Godfrey	0	X			TOSAs met with grade-level subject area teachers in 7-10 and completed all quarterly assessments in English, science, social studies and math.
	By September 2008 provide HQPD and technical assistance in the use of analysis of data for the purpose of educational and behavioral decision making, progress monitoring and planning for all district leaders.	L. Godfrey	0	X			Work session were held at the initial A.T. meeting in August in the use of the ODE state data and the success website data available.
	Administrators will work with staffs on data analysis.	L. Godfrey	0	X			Principals used initial data training for the first PD day when teachers accessed student data, recorded prescriptions for most at-risk students to guide interventions. Throughout the year training was held on the examination of quarterly data and how to utilize it with staff to adjust grouping and instruction.
Enhance Community Engagement	By September 2008, review the Superintendent's committees and add teacher and community representative if needed.	T. McCaudy	0	X			Committee membership was advertised to community members in August. All district-level committees have community membership.
	By October 2008, the Business Advisory Council will present the long-term business plan to the Board of Education for adoption.	T. McCaudy	\$2000 United Way Grant	X			The FCS Board approved the business plan on October 20, 2008. The BAC continues to meet on a monthly basis for the purpose of implementing and monitoring plan.
	By August 2009, present new district strategic plan that includes mission/ vision to the Board of Education. (The State Support Team will provide technical assistance to the district beginning in September 2008.)	T. McCaudy	0	X			The Board approved the final plan on August 17, 2009. The strategic plan was presented to Leadership members and teachers in August.

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GOAL THREE Increase Parental Engagement	By October 2008, include additional components to parent/community involvement plan.	L. Godfrey	0	X			Parent sessions were offered this year in conjunction with the NCOESC. Topics included parents' rights, conferencing tips and volunteering opportunities. In order to maximize participation, parents were personally invited to sessions.
	By September 2008, develop and implement a comprehensive communications plan for the 2008-09 school year.	C. Opelt	\$15,000 G.F. \$6,000 Business Alumni (donations) \$11,000 (Business donations) Annual calendar printing costs - \$6000	X			The communications committee completed the initiatives on the 2008-09 communication plan. Seven monthly meetings were held; ten district newsletters were distributed in <i>The News-Messenger</i> and to local organizations; 2009-10 district calendar was created; communication page on district website updated; parent notification system implemented; an increase of 200 press releases in <i>The News-Messenger</i> for a total of 268; five episodes of <i>Fremont Focus</i> were released; a new class was developed at Ross to create future <i>Fremont Focus</i> episodes and regular shows on Time Warner Cable; Alumni Association created with the new directory distributed in September 2009.
Improve Internal Culture and Climate	Continue to refine a recognition program for students, staff, parents, and community supporters.	C. Opelt	\$1,000 G.F. TBD L&L	X			A total of 96 staff, students and community members were recognized at monthly BOE meetings. All teachers were recognized during Teacher Appreciation Week; all mentors were recognized for their service in the district ACE Mentoring Program; all staff recognized during American Education Week. The following departments were recognized during their national recognition weeks: nurses, bus drivers, counselors, music teachers, volunteers, librarians, PTO and four teachers were recognized with Crystal Apple Awards at the Gold Medal Banquet.
	By August 2008, implement revised safety plans and drill documentation.	K. Theller	\$2000 G.F.	X			Safety plans have been revised. Our next goal is to implement building safety kits for use in emergency situations.
Create Supportive and Efficient HR Services	By August 2008, 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			Personnel lists in need of evaluations and timelines were distributed to all district leaders. 95% of required evaluations were completed for the 2008-09 school year.
	By August 2008 begin training district leaders on teacher evaluation forms and procedures.	C. Opelt	0	X			Seven training sessions were conducted with district leadership on teacher misconduct, teacher non-renewal checklist, the implementation of the new pre-observation form, teacher evaluation rubric, teacher performance evaluation form, and teacher improvement plans using the summary conference form.
	Continue to evaluate and revise recruitment plan for minority staffing.	C. Opelt	\$6000 Title IIa	X			A total of two minority staff members were hired for the 2009-10 school year.

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GOAL THREE Create Supportive and Efficient HR Services (Cont.)	Implement online staff application process.	C. Opelt	\$3000 G.F.	X			The online staff application process was implemented and assisted district leadership with thirty new hires for the 2009-10 school year.
	By March 2009, develop a comprehensive employee handbook.	C. Opelt K. Theller	0	X			The district employee handbook was completed and distributed to all personnel in August 2009.
	By July 2009, continue to revise select job descriptions and evaluation tools as needed.	C. Opelt	0	X			The secretary- and director-level job descriptions were updated and the evaluation tool utilized for secretaries was also revised.