

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve communication and dissemination of information to the public  
and through the School District.

Target I Goal 1

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Improve Communication	<ul style="list-style-type: none"> <li>• Surveying the Community regarding perception and support for the school system</li> </ul>	Superintendent of Schools	Fall 2010 / Winter 2011	2012 Survey indicated improvement  Reduction of complaints regarding communication
	<ul style="list-style-type: none"> <li>• Develop plan to address concerns</li> </ul>	Superintendent of Schools with the Administration	Spring 2011	
	<ul style="list-style-type: none"> <li>• Resurvey for effectiveness</li> </ul>	Superintendent of Schools with the Administration	Spring 2012	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): Define and Develop a Community School

Target 1 Goal 2

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Increase Community Involvement at the Ellis School	<ul style="list-style-type: none"> <li>Survey public and staff on what features there should be in a Community School</li> </ul>	Administration	2012-2013 School Year	Data gathered regarding Community needs
	<ul style="list-style-type: none"> <li>Develop a Committee of staff and parents to develop and implement a plan to create a Community School</li> </ul>	Administration	2012-2013	Completed Plan

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): Fremont School District will improve student achievement

Target I Goal 3

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Clarify what children need to know and be able to do (Coordinate with Target II Goal 3)	<ul style="list-style-type: none"> <li>Form a Committee of staff &amp; parents to clarify which children at different stages should know and be able to do</li> </ul>	Superintendent of Schools	Winter 2010	NECAP 2010-2014 NWEA Fall/Spring Grade level course assesment AIMS Web assessment Everyday Math/ Wilson Reading Student Portfolio
	* Report out Funding sources	Committee Chair	Fall 2011	Attendance, Discipline, Fremont HS Reading, & Parent Involvement Reduction of RTI
	* Determine assessment to be used	Committee	Fall 2011	
	* Form Staff Curriculum Coordination courses to review and revise vert & horiz curr, K-8: review curriculum annually		Ongoing, beginning 2010 LA, Math, Science & Social Studies	Revised document
	* Presentation to School Board		Spring - yearly	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve communication and dissemination of information to the public  
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Target I Goal 4

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Improve communications between the administration and staff	<ul style="list-style-type: none"> <li>Survey staff on ways to improve communication</li> </ul>	Superintendent of Schools with Administration	Fall 2010	Reduction / elimination of complaints about communication
	<ul style="list-style-type: none"> <li>Superintendent with administration develop a plan to improve communication, including upgrading the web site</li> </ul>	Superintendent of Schools	Spring 2011	
	<ul style="list-style-type: none"> <li>Survey staff regarding communication</li> </ul>	Superintendent of Schools	Spring 2012	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

Target I Goal 5

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Find time for discussion about curriculum among the staff	<ul style="list-style-type: none"> <li>• Staff to meet with principals to determine time when discussion regarding curriculum (date) can be discussed</li> </ul>	Principals	2010 School Year	Increased student achievement Increased Professional skills via evaluation. Align Curriculum Map 16-8
	<ul style="list-style-type: none"> <li>* Proposal submitted to superintendent, who presents to School Board</li> </ul>	Superintendent of Schools	Summer 2011	

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District Goal(s): The Fremont School District will improve communication and dissemination of information to the public

and through the School District.

Target I Goal 6

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Improve communication between school and parents (community)	<ul style="list-style-type: none"> <li>Form a committee of parents, staff and community members to determine ways to improve communication</li> </ul>	Principals	January 2011	Development of an Improvement Plan
	<ul style="list-style-type: none"> <li>Develop strategies to improve communication between the school and parents and the community, including upgrading the web site</li> </ul>	Principals	June 2011	Reduction of complaints regarding communication

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target II Goal 1

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Fremont Students attain & improve on AYP	* Analyze results from NECAP testing determining how students are doing and report to School Board	Principals	Annually in May	Increased student achievement
	* Identify areas of weakness & excellence in student performance and develop a curriculum and intervention strategy in each area of weakness and a student recognition program for excellence to be implemented the following year. Annual reports to identify areas of progress and no progress.	Superintendent of Schools / Principals	Ongoing by Teachers - Annually reported in May/June	Increased student achievement

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target II Goal 2

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Implement Follow the Child	<ul style="list-style-type: none"> <li>To determine whether or not to continue the Follow the Child Program</li> </ul>	School Board / Administration	Spring 2011	
	<ul style="list-style-type: none"> <li>Review the 10 commitments &amp; 8 conditions that are part of the program and assess the extent to which they are being used in Fremont</li> </ul>	Administration	School Year 2011-2012	Increased student achievement as identified in Goal 1
	<ul style="list-style-type: none"> <li>Develop strategies for addressing the areas of relative weakness to program commitments and report to the Board</li> </ul>	Administration	Summer 2012	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target II Goal 3

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Assess the curriculum sequence and coordination (Coordinate with Target I, Goal 3)	<ul style="list-style-type: none"> <li>Form a Committee of staff &amp; parents to clarify which children at different stages should know and be able to do</li> </ul>	Superintendent of Schools	Beginning Fall 2010	NECAP 2010-2014 NWEA Fall/Spring Grade level course assesment AIMS Web assessment Everyday Math/ Wilson Reading Student Portfolio
	<ul style="list-style-type: none"> <li>Report our Findings</li> </ul>	Committee Chair	Spring 2011 - Spring 2014	Attendance, Discipline, Fremont HS Reading, & Parent Involvement Reduction of RTI
	<ul style="list-style-type: none"> <li>Determnine assessment to be used</li> </ul>	Committee	Fall 2011	
	<ul style="list-style-type: none"> <li>Form Staff Curriculum Coordination courses to review and revise vert &amp; horiz curr, K-8: review curriculum annually</li> </ul>	Superintendent of Schools	Ongoing, beginning 2010 LA, Math, Science & Social Studies	Revised document
	<ul style="list-style-type: none"> <li>Presentation to School Board</li> </ul>		Spring - yearly	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target III Goals 1 & 3

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Attract / maintain a strong administrative staff	1 • Administration reviews & develops procedures and strategies for recruiting a strong staff	Administration	Fall 2011	Improve achievement Improvement of school climate - survey, SWIS data
	1 • Report to School Board	Superintendent of Schools	Fall 2011	Improve achievement Improvement of school climate - survey, SWIS data
	1 • Discussion w/ new staff on recruiting process	Superintendent of Schools	Annually	Improve achievement Improvement of school climate - survey, SWIS data
	3 • Superintendent and School Board will review administrative configuration (Principals, Director of SPED, Curriculum Coordinator)	School Board / Superintendent of Schools	Spring 2011	Improve achievement Improvement of school climate - survey, SWIS data
	3 • Rationale to be explained to staff and public	School Board / Superintendent of Schools	Spring 2011	Improve achievement Improvement of school climate - survey, SWIS data

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target III Goal 2

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
Improve professional development for staff	<ul style="list-style-type: none"> <li>• Survey staff regarding needed P.D. Program (must be based on school goals, DATA)</li> </ul>	Principals	Annually - each Spring for budgeting the following year	Improved student achievement
	<ul style="list-style-type: none"> <li>• Plan is identified including topics, presentation, dates and times</li> </ul>	Principals	Annually - to be distributed out beginning / end of school year	

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target IV Goals 1 & 2

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<p style="text-align: center;">1</p> <p>Review PBIS as a Disciplinary Program</p>	<ul style="list-style-type: none"> <li>• Survey staff regarding                             <ul style="list-style-type: none"> <li>* extent to which they understand</li> <li>* support the principles &amp; procedures of PBIS</li> <li>* extent that this is being done</li> </ul> </li> </ul>	Administration	Completed	<p>Recommendations to improve the program</p> <p>Reduction of behavior referrals</p>
	<ul style="list-style-type: none"> <li>• Survey parents on above issue</li> </ul>	School Administration	Spring 2011	
	<ul style="list-style-type: none"> <li>• Review PBIS every 2 years and report to Board</li> </ul>	School Administration		
<p style="text-align: center;">2</p> <p>Implement a consistent zero tolerance policy for student behavior</p>	<ul style="list-style-type: none"> <li>• Have staff discussion on whether such a policy is feasible</li> </ul>	Principals	Fall 2011	<p>Recommendation for or against a "No Tolerance" policy</p>
	<ul style="list-style-type: none"> <li>• Have parents discuss this with administration</li> </ul>	Principals	Fall 2011	
	<ul style="list-style-type: none"> <li>• If feasible, develop a plan/procedure to put into place</li> </ul>			

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): Review and substantially implement the most favored options prescribed in the March 2008 NESDEC

Report "Long-Range School Facilities Planning"

NESDEC Target V

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
<p style="text-align: center;">1</p> <p>Improve School Facilities</p>	<ul style="list-style-type: none"> <li>Have all Fremont stockholders who are committed to solving the school space problems review the NESDEC report and determine which proposed options they favor</li> </ul>	School Board / Administration	School Year 2012-2013	<p>Development of an agreed upon Facilities Improvement Plan</p> <p>Improvement of the School Facilities</p>
	<ul style="list-style-type: none"> <li>Survey all stakeholders to determine which of the options are favored</li> </ul>	School Board / Administration	Spring 2011	
	<ul style="list-style-type: none"> <li>Develop a Warrant Article to be presented to the town into place</li> </ul>	School Board / Administration		

# FREMONT STRATEGIC PLAN ACTION PLAN WORKSHEET

District Goal(s): The Fremont School District will improve student achievement

NESDEC Target VI Goal 1

10/1/10

GOAL	Strategies and Action Steps	Responsibility	Timeline	Evidence of Effectiveness
To determine what grade levels should be unified under one principal	<ul style="list-style-type: none"> <li>Determine the appropriate staff members to review relevant research on grade level configuration</li> </ul>	Superintendent of Schools	Prior to the 2012 School Year	Development of a pragmatic plan
	<ul style="list-style-type: none"> <li>Determine which option is most favorable</li> </ul>		Spring 2012	Approval of the Plan
	<ul style="list-style-type: none"> <li>Implement a plan as appropriate</li> </ul>		Fall 2012	Communication throughout the School and Community is improved as identified through surveys