

Fremont School District 2015-2020 Strategic Plan



September 2014

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Our Journey to Create the Future

In April 2014, the Fremont School District formed a Strategic Planning Committee to create a five-year Vision and Strategic Plan for the School District. This Committee was made up of members of the school and the community bringing with them multiple perspectives. The first question the Committee set off to answer was, “How can we bring all voices of the community into this process?” A slogan was crafted that set the tone for the Committee’s work.

“Our Community, Our School – What is our Future? Help us plan for it.”

The Committee discussed a variety of methods to solicit Community input and decided on a Community Survey. Surveys were sent out to parents, residents, the Ellis school staff and teachers of Fremont Freshmen at Sanborn Regional High School. The survey questions targeted areas such as current strengths of the school district, challenges facing the school, education spending and the future desires of the community with respect to education.

Based on this input the Committee identified five Focus Areas for the Strategic Plan:

1. Student Learning
2. Curriculum and Instruction
3. Staff
4. Quality Facilities
5. Communication

The Committee had several meetings using a process called S.O.A.R. (Strengths, Opportunities, Aspirations and Results). The strength-based focus of S.O.A.R. provided an important opportunity for the Committee to have meaningful, positive and solution-focused conversations related to the school’s potential. It provided clear direction upon which to create a desired future through the creation of a compelling, shared 2020 Vision of Success statement.

Throughout the planning process the Committee continually considered the following guideposts

- We will base all decisions on the best interest of students.
- We will be fiscally responsible in the development and implementation of the Plan.
- We will serve all students of our community.

This plan details the Goals and Objectives that must be met to achieve the new “2020 Vision of Success for the School District.” We will be using this plan to help direct, manage and allocate our resources in the most responsible manner to ensure that each student receives the best education possible. It is time to come together and put this plan to work for the students of Fremont so that we build a better future for all of us.

Our Aspirations

❖ Our Common Purpose:

"All students we serve will reach their greatest potential to become productive citizens."

❖ Our Core Value:

"We are student-centered."

❖ Our Aspirational Values:

"Caring, Integrity, Honesty"

❖ Our Permission-to-Play Values:

"Responsibility as shown through Respect, Responsibility, and Preparedness on the job"

Our Mission Statement

The mission of the Fremont School District, in partnership with the parents and community, is to ensure that students achieve their full potential through educational excellence in teaching. Students will be able to apply their knowledge to solve problems and think critically, both independently and working cooperatively with others. They will acquire a “thirst to learn”, develop a strong confident character, show empathy for others, value community involvement, and be knowledgeable of the traditions and principles upon which America was founded.

The Vision of Success

A 2020 VISION OF SUCCESS

THE FREMONT SCHOOL DISTRICT WILL BECOME A DYNAMIC SCHOOL DISTRICT WITH CLARITY OF PURPOSE THAT EDUCATES ALL STUDENTS TO THEIR FULL POTENTIAL THROUGH A BROAD CURRICULUM, FROM RESPECTED EDUCATORS, IN QUALITY FACILITIES, AND WITH THE SUPPORT OF THE COMMUNITY.

2015-2020 Strategic Plan Goals and Objectives

Focus Area 1: Student Learning

Focus Area: Student Learning	Goal Statement 1: The Fremont School District will teach students to develop individualized learning and organizational strategies to leverage learning throughout life.
	Goal Owner: <i>Ellis School Principal</i>
	Objective: a. By FY17, a formal K-8 curriculum to improve executive functioning will be developed. This formal curriculum will address organizational skills, study habits, and learning styles among its objectives. This curriculum will be implemented in FY18 and be evaluated annually thereafter.
	Goal Statement 2: The Fremont School District will teach students to become productive citizens of their community, country, and world.
	Goal Owner: <i>Ellis School Principal</i>
	Objective: a. By FY18, a formal K-8 curriculum to teach students to become productive citizen will be developed. The curriculum will be implemented in FY19 and annually evaluated thereafter.

Focus Area 2: Curriculum & Instruction

<p>Focus Area:</p> <p>Curriculum & Instruction</p>	<p>Goal Statement 1:</p> <p>The Fremont School District will offer a curriculum that is a strong foundation on which all students will build their future.</p> <p>Goal Owner: SAU 83 Administrative Team</p> <p>Objectives:</p> <ul style="list-style-type: none">a. By FY15, surveys will be developed and administered to rising sophomores, graduating seniors, and high school graduates at two and four years out. These surveys will be used to determine if the student’s curricula needs were met.b. By FY16, Foreign Language will be budgeted for and, if budget is passed, it will be implemented at Ellis. This effort will be ongoing for the life of this strategic plan.c. By FY17, a formal STEM curriculum will be developed. During FY17, the curriculum will be implemented and annually evaluated thereafter. This effort will be ongoing for the life of this strategic plan.d. By FY18, instrumental music will be budgeted for and, if budget is passed, it will be implemented at Ellis. This effort will be ongoing for the life of this strategic plan.e. During FY15 and FY16, a committee of interested stakeholders will be established to explore the question, “Are we offering the best opportunity for learning at the Ellis school and if not, how might we do better?” The committee will report its findings to the School Board in FY17 with any appropriate recommendations.
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Focus Area 3: Staff

<p>Focus Area:</p> <p>Staff</p>	<p><u>Goal Statement 1:</u> The Fremont School District will strive to pass and maintain ongoing collective bargaining agreements.</p>
	<p><i>Goal Owner: School Board</i></p>
	<p><u>Objectives:</u></p> <p style="padding-left: 40px;">a. The Fremont School Board will strive for passage of collective bargaining agreements during the life of this strategic plan as an ongoing goal.</p>
	<p><u>Goal Statement 2:</u> The Fremont School District will provide high quality professional development opportunities to support the professional growth of instructional staff.</p>
	<p><i>Goal Owner: Ellis School Principal</i></p>
	<p><u>Objectives:</u></p> <p style="padding-left: 40px;">a. In FY16, a permanent document for staff support and evaluation will be approved and in place. Measurement of the effectiveness of the plan will be evinced through data extracted from the software system used to monitor evaluation and professional growth.</p> <p style="padding-left: 40px;">b. In FY17, a draft formal mentoring plan will be created.</p> <p style="padding-left: 40px;">c. In FY18, a plan will be piloted.</p> <p style="padding-left: 40px;">d. In FY19, the plan will be implemented and annually evaluated thereafter.</p>
<p><u>Goal Statement 3:</u> The Fremont School District will develop and implement a program designed to recognize and reward accomplishments.</p>	
<p><i>Goal Owner: SAU 83 Administrative Team</i></p>	
<p><u>Objectives:</u></p> <p style="padding-left: 40px;">a. By FY16, a plan will be created to reward and recognize accomplishments in all areas. The plan will be implemented in FY17 and annually evaluated thereafter.</p>	

Focus Area 4: Quality Facilities

<p><u>Focus Area:</u></p> <p>Quality Facilities</p>	<p><u>Goal Statement 1:</u></p> <p>The Fremont School District will provide quality facilities that support Pre K-8 student learning and safety, in a fiscally responsible manner.</p> <p><i>Goal Owner: Fremont School Board</i></p>
	<p><u>Objectives:</u></p> <ul style="list-style-type: none"> a. During FY15, the School Board will plan and present a budget that includes funding for architectural and engineering studies of Ellis School. An updated demographic study of Fremont will be planned as needed. b. During FY16, architectural, engineering, and demographic studies will be completed. The study findings and options will be presented to the School Board and community. c. The School Board will develop a facilities improvement plan to implement the studies’ findings. Funding will be budgeted to begin the implementation of the plan in FY17. d. Facilities improvement projects will be completed between FY17-FY20.

Focus Area 5: Communication

<p>Focus Area:</p> <p>Communication</p>	<p><u>Goal Statement 1:</u></p> <p>The Fremont School District will expand and improve its communication with the greater Fremont community.</p>
	<p><i>Goal Owner: SAU 83 Administrative Team</i></p>
	<p><u>Objectives:</u></p> <ul style="list-style-type: none"> a. In FY15, the Technology Director will implement a parent portal which will be available by FY16. b. In FY15, SAU 83 administration will work to increase social media communication. This will include providing guidelines for staff related to Social Media to increase communication to parents. c. In FY15, the SAU 83 Administration will improve the existing newsletter. d. By the end of FY16, the Technology Director will implement an option for parents and community members to subscribe to receive “push” communications related to School Board meetings and other information. e. By FY17, School Board meetings will be available on the local cable network (Livestream)
	<p><u>Goal Statement 2:</u></p> <p>The Fremont School District will improve communication with the Sanborn Regional School District.</p>
	<p><i>Goal Owner: SAU 83 Superintendent</i></p>
	<p><u>Objectives:</u></p> <ul style="list-style-type: none"> a. In FY15, the School Board will reinstate and reinvigorate the regular joint School Board Meetings with the Sanborn Regional School Board as outlined in the Tuition Agreement. b. In FY15, parents will be notified of opportunities to engage with the Sanborn Regional School District.

NOTES: