



Freeman 2020

Strategic Plan

Updated August, 2014

**Freeman 2020 Strategic Plan
Committee Members**

Mike Allen
Margie Arnzen
Denise Briggs
Devin Broussard
Tori Burton
Jan Davis
Billie Figler
Laura Hamma
Ellen Hawley
John Hays
Jamie Holt
Josiah Lara
Kirk Lally
LaDonna Kelley

Pat Lyons
Kelly Neely
Kathryn O'Connor
Brian Parisotto
Lisa Phelan
Mindy Poindexter
Randy Primmer
Todd Reed
Randy Russell
Dave Smith
Jim Straw
Brad Van Dyne
Artie Waite

Board of Directors

Travis Campbell
Ed Cashmere
Neil Fuchs
Annie Keebler
John Zingg

Superintendent

Randy Russell, Ph.D.

We are Freeman

The Freeman School District is the center of a unique, rural community which serves students and families in Hangman, Mica, Mt. Hope, Rockford, and Valleyford.

Mission Statement

With pride, commitment and caring, we provide a safe environment for all students to experience meaningful, rigorous learning opportunities that allow them to dream and develop into capable, confident and ethical members of the 21st Century.

To realize our mission, we commit to:

- honoring Freeman's past while keeping an eye to the future.
- balancing a traditional small school feeling with big school offerings.
- building upon a long history of strong relationships among students, staff, parents and the community.
- providing all students with the skills and tools necessary for the 21st Century.
- acting on the belief that all students can learn and deserve our best efforts.

Curriculum, Instruction and Assessment

- 1.0 **As we move toward the 2019- 2020 school year, a comprehensive curriculum, instruction and assessment plan will be developed and implemented, with a focus on ensuring high academic standards and expectations for students at every grade level, to improve student achievement.**
- 1.1 Align district curriculum with [National Common Core State Standards](#), [Washington State K-12 Learning Standards](#), and Grade Level Expectations.
 - 1.1.1 Review all National Common Core State Standards, Washington State Learning Standards, and Grade Level Expectations for all subjects.
 - 1.1.2 Evaluate current Freeman curriculum with National Common Core State Standards and Grade Level Expectations to identify weaknesses and strengths.
 - 1.1.3 Prioritize curriculum needs and develop specific content area committees.
- 1.2 Provide research based instructional strategies, materials, and professional development to ensure high quality instruction is consistently implemented.
 - 1.2.1 Investigate research based instructional strategies which most effectively teach National Common Core State Standards and Grade Level Expectations in each subject area to meet the needs of all students.
 - 1.2.2 Develop and adopt common assessments.
 - 1.2.3 Identify appropriate resources to teach subject area National Common Core State Standards and Grade Level Expectations.
 - 1.2.4 Coach, mentor, and evaluate instruction.
 - 1.2.5 Engage staff members in effective professional development.
- 1.3 Expand program offerings for students to personalize their educational needs and goals.
 - 1.3.1 Administer needs assessment to middle school students, high school students, and parents. Determine what types of classes are desired and what additional learning opportunities should be provided.
 - 1.3.2 Evaluate existing programs and modify to meet the needs of individual students.
 - 1.3.3 Prioritize needed/desired course offerings.
 - 1.3.4 Develop and staff a master schedule which matches results of 1.3.3.
 - 1.3.5 Provide extra-curricular offerings and extra learning opportunities in the arts, academics, and athletics.
 - 1.3.6 Keep learning opportunities for students (i.e. Distance Learning, Supporting Our Alternative Resident Students (SOARS), Math is Cool and Advanced Placement (A.P.) classes, Running Start, Skills Center, and Special Education).

School Safety, Culture and Environment

- 2.0 **As we move toward the 2019-2020 school year, a comprehensive plan will be developed and implemented with a focus on student and staff safety, a positive and nurturing culture, and a supportive learning environment in all Freeman Schools, to improve student achievement.**
- 2.1 Develop and implement the School Emergency Response Plan (SERP).
 - 2.1.1 Update school emergency procedure plans and train all staff members.
 - 2.1.2 Develop and practice safety plans for each building.
 - 2.1.3 Provide annual table top training and discussions.
 - 2.1.4 Train all staff, including substitutes, annually in the areas of blood-borne pathogens, individual care plans and resources for health emergencies.
 - 2.1.5 Provide identification (ID) badges for all staff and visitors.
- 2.2 Provide a positive and nurturing culture.
 - 2.2.1 Conduct a bi-annual district-wide climate survey for students and/or parents, and staff.
- 2.3 Provide a safe and supportive learning environment for students and staff.
 - 2.3.1 Continue training on bullying and harassment for staff, students, parents and continue to promote intolerance of these behaviors.
 - 2.3.2 Support learning opportunities for special populations (i.e. special needs, cultures, diversity).
 - 2.3.3 Support learning for staff through in-service, workshops, educational conferences and continuing education.
 - 2.3.4 Fund educational support staff with permanent funding sources (i.e. counselors, nurses, etc).
 - 2.3.5 Continue operating a Freeman School District Safety Committee.
- 2.4 Develop communication systems which include Instant Alert, the Freeman School District website, Freeman Flyers, and our reader boards.

Partnering with Parents and School/Community

- 3.0 As we move toward the 2019-2020 school year, a comprehensive plan will be developed and implemented with a focus on communication, involvement, and partnering with parents and our Freeman School/Community, to improve student achievement.**
- 3.1 Increase communication between the community and the district.
 - 3.1.1 Provide a continually updated and user friendly Freeman School District website. The website will include building flyers, PTSA newsletters, classroom updates, student activities, and community events.
 - 3.1.2 Provide district information in the Freeman Focus and on school reader boards.
 - 3.1.3 Educate parents and community on how to navigate the website and promote its use as a central source of information.
 - 3.1.4 Update parent and community email database for the distribution of district information.
 - 3.1.5 Develop a system where printed district information will reach community members who do not have access to technology.
 - 3.1.6 Operate the Instant Alert System.
- 3.2 Provide multiple opportunities for members of all Freeman communities to become involved with the Freeman School District.
 - 3.2.1 Continue to offer annual inclusive community gatherings (i.e. Hoe Down, Veterans' Breakfast, Back to School Social, athletic and activity events).
 - 3.2.2 Offer programs which involve the community (i.e. drama-plays, journalism-newsletter, musical concerts).
 - 3.2.3 Conduct informational meetings within the various Freeman communities (i.e. Levy/Bond/Board).
- 3.3 Continue to offer volunteer opportunities for community as well as for our students.
 - 3.3.1 Create a sustainable framework that develops a partnership with local businesses, higher education and community to provide support and mentors for our students (i.e. guest speakers and presenters).
 - 3.3.2 Connect students across the district (i.e. tutoring, lunch buddies) and with the larger community in learning/volunteer opportunities. Implement a well-organized service-learning program.
 - 3.3.3 Create teams to coordinate volunteer efforts. The teams will poll the community to assess needs, develop a database of interested volunteers, presenters, and mentors, and develop a database of service learning opportunities for our students.
 - 3.3.4 Create and implement a system where interested parents and community members receive volunteer training (i.e. district, buildings).
- 3.4 Continue to develop our partnership with post-secondary institutions and agencies.

Fiscal and Legal Accountability

- 4.0 As we move toward the 2019-2020 school year, a comprehensive plan will be developed and implemented with a focus on financial and legal accountability, as well as the maintenance of our facilities, to improve student achievement.**
- 4.1 Operate financially within the rules, regulations, policies and procedures of the federal government, the State of Washington, the Office of the Superintendent of Public Instruction, and the Freeman School District.
 - 4.1.1 Operate a fiscally responsible budget while providing the best possible education for Freeman students.
 - 4.1.2 Strive to meet the school board goal of a five percent fund balance.
 - 4.1.3 Develop a yearly plan and budget for curriculum, capital projects and equipment upgrades.
 - 4.1.4 Monitor school and department budgets closely.
 - 4.1.5 Report to our public the uses of federal, state, local, and tax funds.
 - 4.1.6 Ensure passage of a three-year levy to support funding. By resolution, the Board of Directors has earmarked a portion of each year's levy to be reserved for technology.
- 4.2 Continue compliance with all federal, state, and local legal requirements.
 - 4.2.1 Update Board policies to comply with changing laws.
 - 4.2.2 Continue to have successful audits.
- 4.3 Maintain our facilities in the best possible manner.
 - 4.3.1 Develop a facility maintenance plan.
 - 4.3.2 Develop a facilities use plan for both internal and external groups.
 - 4.3.3 Conduct a maintenance/custodial audit to determine and maintain appropriate staffing levels.
 - 4.3.4 Complete current and future construction projects within budget.
 - 4.3.5 Develop a technology plan.
 - 4.3.6 Develop procedures to improve energy efficiency and promote conservation.