



FREEMAN SCHOOL DISTRICT
BOARD / SUPERINTENDENT GOALS FOR 2022-23
End of Year Report

1. Curriculum, Instruction, and Assessment

Continue focusing on ensuring support, high academic standards and expectations at every grade level to improve student achievement for each and every student we serve.

Continue increasing our support and academic rigor through continuous improvement of our teaching and learning skills, strategies, and techniques.

Successful completion indicators:

- ✓ Focus on observations and walkthroughs in all three buildings – each administrator is committed to be in classrooms a minimum of five (5) hours per week.

Our focus is on continuing to develop Criterion 2 – Demonstrating Effective Teaching Strategies – along with continuing to:

1) provide clear learning goals and targets

2) allow for our students to do the “heavy lifting” for their learning

- ✓ Continue to develop classroom-based assessments, formative assessments, summative assessments, and end-of-course assessments.

Staff across the district continue developing and using benchmark and interim assessments for monitoring student growth, using AIMSWEB at FES and interim assessments at FMS and FHS.

- ✓ Implement the curriculum development and adoption of instructional materials cycle.

Our Instructional Materials Committee (IMC), with parent representatives, met four times this year to review and discuss our current status with curriculum, identify needs, and analyze new materials. In addition, Freeman SD held a Curriculum Night at Fall Conferences for parents and community members to review curriculum materials and ask questions of the Freeman staff.

- ✓ Implement our 2022 Technology Plan.

We successfully completed our safety and security upgrades, as well as our 2022 Technology Plan, updating all monitors, screens, projectors,

and computers across the campus. In addition, we added a FSD Technology Support Specialist position.

- ✓ Research and explore the Balanced Calendar.
Freeman SD applied for, and received an OSPI Balanced Calendar Grant to research and explore the “Balanced Calendar.” This grant allowed us to do site visits to other schools, research opportunities to improve our teaching and learning while focusing on student and staff well-being, and work with Dr. Gene Sharratt.
- ✓ Continue to focus on our Special Education processes.
We continue to look for opportunities to improve our Special Education processes. We successfully passed the 2021-22 OSPI Special Education Audit.

2. School Safety, Culture and Environment

Focus on student and staff safety to improve student achievement.
Continue providing a positive, nurturing culture and supportive learning environment for students and staff.

Successful completion indicators:

- ✓ Practice safety plans for each building.
We review and practice our safety plans regularly, including monthly drills. This spring, we held a Table Top Exercise, with several safety scenarios. We partnered with parents, staff, and community partners, including law enforcement.
- ✓ Continue training on bullying and harassment for students, staff and parents.
We provide ongoing training for students and staff on HIB.
- ✓ Support learning for staff through in-service, workshops, educational conferences and continuing education, specifically focused on Social – Emotional Learning, the Reflective Growth Staff Evaluation process, and Positive Behavior Interventions and Support.
Greg Sommers, from The Core Project, provided training for Freeman staff on Social-Emotional Learning this year. We continue to look for other opportunities to improve our professional development, training, and supports for our staff.

3. Partnering with Parents and School/Community

Focus on communication, involvement, and partnering with parents and our Freeman School/Community to improve student achievement.

Continue developing relationships, building trust, communicating and partnering with our parents and community, which includes a “No Surprises” approach.

Successful completion indicators:

- ✓ Successful communication through The Freeman Focus, district website, school messenger, Friday Flyers, the Scottie Scoop, surveys, etc.
Our communication has focused on the Freeman Friday Update, Freeman SD website, Freeman reader boards, the Freeman Facebook Page, School Messenger Instant Alert system, school board agendas, board work sessions, meetings with community members and community groups, and by being visible through the use of videos, newsletters, building flyers, and conducting the Educational Effectiveness Survey (EES) from The Center for Educational Effectiveness (CEE).
- ✓ Continuous feedback from students, staff, parents, community, and board during the 2022-23 school year.
We continue to ask for feedback from our students, staff, parents, community, and school board members on communication and process. A focus is to ensure both the school board and Leadership Team communicate in a positive, proactive manner with an emphasis on a “No Surprises” approach.
- ✓ Continue improving our community relationships.
Freeman SD has partnered with The Center for Educational Effectiveness (CEE) to develop the Freeman 2025 Strategic Plan. Strategies to increase community relationships included inviting parents and community members to complete the Freeman 2025 Strategic Plan Survey, attend the Parent Engagement nights, and complete the EES Surveys.
We offered additional support to students, staff, and families including self-care supports, team building offerings, and mental health counseling support. We partnered with CareSolace, hired a school psychologist, and brought on campus a mental health counselor. We have engaged board members, the leadership team, staff, parents, and community members and relied on their expertise through focused board work sessions connected to providing additional support to students, staff, and families.
- ✓ Continue to engage our students, staff, parents, and community.
We continue to offer multiple activities/events, including Student-Parent Connection meetings, a survey for parents during conference week, and

we partner with the PTSG and Booster Clubs. At our December Board Work Session, we had an FHS Student Panel that came and met with the school board and superintendent.

4. Fiscal Accountability

Focus on financial and legal accountability, as well as the maintenance of our facilities, to improve student achievement.

Successful completion indicators:

- ✓ 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.
The Freeman School District had another clean audit, for the 2021-2022 fiscal year, from the WA State Auditor's Office.
- ✓ Continue to be excellent stewards of our financial resources and set priorities for the district based on our available resources.
The school board approves all expenditures and purchases every month.
- ✓ Continue with accurate, timely and ongoing communication with board, staff and community regarding accountability.
We continue to send out weekly communication to staff, parents, and the school board. We have regular school board meetings which include a monthly enrollment report and consent agenda. The meeting minutes are posted on our website.
- ✓ Complete construction projects on time and within budget, including the Freeman MS HVAC Project, facilities upgrades, and parking lot upgrades.
Facilities upgrades including renovating the football field and lower field, security upgrades, and parking lot upgrades were completed in the summer/fall of 2022 on time and on budget. The FMS HVAC Project is now complete, the FMS Gym was repainted, and we have begun construction on the FSD Stadium Upgrades – Phase 1.
- ✓ Defend the school board goal of a 5.0% cash reserve while meeting the educational needs of our students.
We continue to monitor our financial situation on a daily basis. This includes state and federal funding, grants, capital projects, utilities, and building budgets. As of June, 2023, our projected year end reserve is - 7.0% in the General Fund.
- ✓ Take any additional funding collected above our projected enrollment of 845 to maintain our fund balance/cash reserve goal.
Our most recent enrollment figure for June, 2023 was 856.93FTE with a ten-month average of 864.03 FTE. Our budget was built on an

enrollment of 845 FTE and we continue to monitor our enrollment monthly.

- ✓ Identify and develop processes to examine our expenditures and look for additional revenue sources, including any applicable grants.

We are consistently looking for new grant opportunities. We closely monitor our grant budgets, building budgets, and department budgets.

5. Personal/Professional Growth for Board and Superintendent

Focus on continuous improvement for the school board and superintendent. Continue developing and growing our School Board, Administration and Leadership Teams.

Successful completion indicators:

- ✓ Strive for continuous improvement, both individually and as a team.

We remain focused, as a board and superintendent, on our continuous improvement.

- ✓ Continue to grow and develop our Administration, Leadership team and School Board.

Virtual professional trainings, workshops, seminars and officer positions designed to enhance the leadership skills of our Admin Team, Leadership Team, and School Board, including the WASA/AWSP Summer Conference, the Washington State School Directors Association Conference, the Washington State Leadership Academy, as well as holding local, state, and national leadership positions.

- ✓ Attend professional training, workshops, and seminars which help with both personal and professional growth.

Virtual Professional trainings, workshops, seminars and meetings include: NEWASA meetings, Spokane County Superintendent meetings, NEWTECH Skills Center meetings, Spokane Valley Tech Skills Center meetings, Spokane Valley Business-Education and North Palouse Chamber of Commerce meetings, our Admin Team and Leadership Team meetings/trainings, and being connected to our mentors and colleagues. In addition, our board work sessions are an invaluable professional growth opportunity.