

Fremont Board of Education
Board of Education Special Meeting
Board Room
130 E 9th St
Fremont, NE 68025
Saturday, January 18, 2025 8:00 AM

AGENDA SUMMARY

1. CALL TO ORDER AND ROLL CALL

INDIVIDUALS WISHING TO ADDRESS THE BOARD WILL BE RECOGNIZED TO SPEAK AT THE BOARD TABLE. WHEN RECOGNIZED BY THE CHAIR, PLEASE STATE YOUR NAME BEFORE PROCEEDING WITH YOUR COMMENTS. A MAXIMUM TIME LIMIT OF 5 MINUTES WILL BE ALLOWED FOR EACH AUDIENCE UNLESS AN EXCEPTION IS GRANTED BY THE CHAIR.

1.1. Open Meetings Act

A copy of the Open Meetings Act is posted in the Board Room. The Board may meet in Closed Session to consider issues including, but not limited to 1) strategy sessions with respect to collective bargaining, real estate purchases, or litigation; 2) discussion regarding deployment of security personnel or devices; 3) investigative proceedings regarding allegations or misconduct; or 4) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person or persons. The vote to hold a Closed Session shall be taken in open session and the subject matter and reason for the session shall be included in the motion. The motion and the vote of each member of the Board and the time when the session commenced and concluded shall be recorded in the minutes. If the motion passes, the President will restate on the record the limitation of the subject matter of the Closed Session.

2. CONSENT SECTION

All matters listed under the Consent Section are considered to be routine and will be enacted by one motion. There will be no separate discussion of these items. If discussion is desired, the item(s) will be considered at the end of the Consent Section.

Motion to approve the consent section as presented passed with a motion by Board Member #1 and a second by Board Member #2.

2.1. Legality of Meeting

Approve that all legal requirements have been met as to advance notice of this meeting to both individual Board Members and to the public.

2.2. Approval of Agenda

Approval of the agenda as published/revised. Note that items can be removed or amended from the published agenda at this time but additions can be made only through an emergency resolution.

3. ACTION ITEMS

3.1. Business/Facility Items

3.1.1. Mini Bus Purchase

The District is in need of two 14 passenger buses for activities. Masters Transportation of Kansas City, MO has vehicles available and has provided pricing. The total cost for each bus as quoted is \$91,826.

Attached is the vehicle quote for the 2024 GMC G3500 Collins SH400 activity buses from Masters Transportation.

Source of Funds: Depreciation Fund

It is the recommendation of the Administration to enter into a contract to purchase two 2024 GMC G3500 Collins buses at a not to exceed total price of \$183,826 from Masters Transportation of Kansas City, MO. The source of funds for this purchase is the Depreciation Fund.

Motion to approve the mini bus purchase as presented passed with a motion by Board Member #1 and a second by Board Member #2.

4. Board of Education Work Session - Review and Update Board Goals

5. CLOSED SESSION

Fremont Public Schools Board of Education is authorized by state statute to hold closed sessions. Closed sessions may be held when clearly necessary for the protection of the public interest or for the prevention of needless injury to the reputation of an individual. Reasons that meet this standard include but are not limited to: (a) strategy sessions with respect to collective bargaining, real estate matters, pending litigation, or litigation which is imminent as evidenced by communication of a claim or threat of litigation to or by the public body; (b) discussion regarding deployment of security personnel or devices; (c) investigative proceedings regarding allegations of criminal misconduct; (d) evaluation of the job performance of a person when necessary to prevent needless injury to the reputation of a person and if such person has not requested a public meeting; and

(e) legal advice. Motion to go into Closed Session passed with a motion by Board Member #1 and a second by Board Member #2.

6. ADJOURNMENT

Motion to adjourn passed with a motion by Board Member #1 and a second by Board Member #2.



Dahl, Brad <brad.dahl@fpsmail.org>

Collins Information

6 messages

Jimmy Dekraai <jdekraai@masterstransportation.com>

Wed, Jan 15, 2025 at 1:02 PM

To: "brad.dahl@fpsmail.org" <brad.dahl@fpsmail.org>

Cc: "jeff.rump@fpsmail.org" <jeff.rump@fpsmail.org>, "chris.tedrow@fpsmail.org" <chris.tedrow@fpsmail.org>

Brad,

Thanks again for taking my call earlier. I have a couple of the Collins on the lot ready to roll down here in Kansas City. Our website is having some technical issues so I cannot put together a packet for these ones.

I will go ahead and paste in a link to both of the units that would be perfect for the school district.

<https://www.masterstransportation.com/inventory/2024-collins-sh400-CB23099>

<https://www.masterstransportation.com/inventory/2024-collins-sh400-CB23098>

If we can get approval this month, I can sell them both for \$91,913 each.

Thanks again and let me know if you have any questions or concerns.

Jimmy DeKraai

Regional Sales Manager

Direct: 816.768.6190

Email: jdekraai@masterstransportation.com

Master's Transportation

[800 Quik Trip Way](#)[Belton, MO 64012](#)www.MastersTransportation.com

MOVING PEOPLE
»»» FORWARD »»»



FREMONT PUBLIC SCHOOLS

Board / District Goals Update

January 18, 2025

Fremont Public Schools Mission



FREMONT PUBLIC SCHOOLS

Belief Statements

- We believe that perpetuation and improvement of our culture is dependent upon education.
- We believe that schools should be student focused on development of responsible, life-long learners through quality education.
- We believe that learning is a lifelong process.
- We believe that all students should be empowered to become productive and contributing members of society.
- We believe that the commitment of students, staff, patrons, and parents determines the quality of education.
- We believe that all persons have equal worth and dignity.
- We believe that every person can learn.
- We believe that effort is the means to consistent achievement.
- We believe that education enables people to control their lives.
- We believe that student achievement is one measure of the effectiveness of an educational institution.
- We believe that educators are role models.



Fremont Public Schools Mission

Mission Statement

The mission of Fremont Public Schools is to produce creative, adaptable, productive citizens committed to lifelong learning.

VISION

In order to develop in all children the essential and core skill sets and ability to successfully compete in a global society and an uncertain future, we envision the need to provide direction to our schools through goals and initiatives that are based on student performance data. This position is not negotiable and is not subject to influence or suppression by special interests or initiatives, designs, or demands that are not validated by superior quality research data.

Board / District Goals

1. **Student Outcomes/Serve All Students**
2. **School and Community Climate / Culture / Engagement**
3. **Recruitment, Development and Retention of Employees**



1. Student Outcomes / Serve All Students

Fremont Public Schools will increase and enhance academic and social-emotional outcomes for all students, encourage and promote future growth by meeting the needs of students, families and our community as well as encouraging and promoting future growth as measured with a minimum of one year growth on NWEA assessments, proficiency on content area summatives, meeting and exceeding ACT achievement expectations, yearly increased graduation rate (4-5-6 year cohorts) and improved student perceptual data on school climate.



Student Outcomes / Serve All Students Objective:

Fremont Public Schools will continue the development, refinement and ongoing evaluation of a systematic, holistic Multi-Tiered System of Support as a part of the continuous improvement process to meet the needs of all students to achieve academic and social-emotional success. Students will be prepared with Life Skills, College and Career Ready knowledge, skills for future education and the world of work as productive citizens of our local, state, regional, national and global society.



Student Outcomes / Serve All Students Action Steps:

- Develop, improve, revise and implement consistent guaranteed and viable content area curriculum aligned to NE standards, social-emotional curriculum and behavioral frameworks, and evidence-based instructional practices for all students.
- Review scheduling for best practices to maximize student achievement/learning Elementary, Middle Level, FHS (TST/Block)
- Develop, improve, revise and implement tiered programming for intervention and enrichment
- Establish and maintain building level and content area Leadership Teams
- Data Based Decision Making implementation
- Evidence based Instructional Practices will be identified and implemented based upon student needs as determined by data (Science of Reading, SIOP)
- Focused and aligned Professional Learning for staff, teachers, and administration.
- Track survey data to determine student feelings toward school



Goal #1 Action Steps Update:

- #1 Social/Emotional
 - Behavioral
 - Cultural
 - Guidance/Counseling
 - Social Workers
- #2 Academics
 - AP courses
 - Dual enrollment
 - Special education
 - Language acquisition
 - Career technical education
 - Alternative programming
- #3 Basic Needs
 - The Hub
 - Urban Tiger
 - Elementary programs
 - Food insecurity programs
- #4 Extracurricular Programs
 - Sports
 - Performance Activities
 - Fine Arts
 - Clubs
 - Vocational Arts
 - Forensics



Student Outcomes / Serve All Students

Update 1.18.2025

2023 Board Meetings:	Update on Board Goal:		
1/9/23	Goal #1 - JAG Presentation	5/8/23	Goal #1 - Learning Center Update
1/9/23	Goal #1 - Clarmar CIP Presentation	5/8/23	Goal #1 - 21st Century Update
1/9/23	Goal #1 - Howard CIP Presentation	5/8/23	Goal #1 - Sixpence Update
2/13/23	Goal #1 - FHS CIP Presentation	7/10/23	Goal #1 - FHS Graduation Survey Results
2/13/23	Goal #1 - Milliken CIP Presentation	10/9/23	Goal #1 - Summer School Update
2/13/23	Goal #1 - Bell Field CIP Presentation	10/9/23	Goal #1 - American Civics Committee of the Whole
3/13/23	Goal #1 - Linden CIP Presentation	11/13/23	Goal #1 - JAG Presentation
3/13/23	Goal #1 - Washington CIP Presentation	12/11/23	Goal #1 - State Assessment Data
3/13/23	Goal #1 - FMS CIP Presentation	12/11/23	Goal # 1 - FHS JAG Presentation
4/10/23	Goal #1 - Grant CIP Presentation		
4/10/23	Goal #1 - JCAC CIP Presentation		



FREMONT PUBLIC SCHOOLS

Student Outcomes / Serve All Students:

Update 1.18.2025

2024 Board Meetings:	Update on Board Goal:			
2/12/24	Goal #1 - Bell Field CIP Presentation	10/14/24	Goal #1 - American Civics Committee Presentation	
2/12/24	Goal #1 - Clarmar CIP Presentation	11/11/24	Goal #1 - Welding Program Presentation	
2/12/24	Goal #1 - JCAC CIP Presentation	12/9/24	Goal #1 - State Assessment Data Presentation	
2/12/24	<h2><u>CIP Goals</u></h2>			
3/11/24				Goal #1 - 21st Century Presentation
3/11/24				Goal #1 - Early Childhood Presentation
3/11/24				Goal #1 - Linden CIP Presentation
3/11/24				Goal #1 - FHS CIP Presentation
4/8/24				Goal #1 - District CIP Process Presentation
7/8/24				Goal #1 - Social Worker Presentation
8/12/24				Goal #1 - FHS Senior Survey Results
10/14/24				Goal #1 - Summer School Presentation
10/14/24	Goal #1 - CTE House Build Presentation			



2. School and Community Climate / Culture / Engagement

The Fremont Public School District will enhance school and community climate, culture, and engagement as demonstrated through analysis of various data points.



School Climate / Culture / Engagement Rationale:

Over the past several years the need to assess and impact our climate and culture has quickly become a priority. Public Education nationwide has been scrutinized and asked to do more than we ever have in our history - at times outside our mission. Parent engagement is not optional and can lead to a better understanding of what we do, how we do it and why we do what we do. Coupling these goals with our Board of Education policy in this regard makes perfect sense. Surveys will be administered to all stakeholder groups, the data will be evaluated and actionable plans will be created in response to the data. Engaged parents and staff that know that we are listening and responding to their concerns will lead to stronger support for our schools - ultimately leading to a higher performing school district.



School Climate / Culture / Engagement Action Steps:

- Each building principal shall recruit a representative group of parents to act as an advisory committee to discuss a variety of topics such as, school goals, activities, policies, student assessments, courses, parent access to student records, budgets, staffing, equity, inclusivity, accessibility, climate, culture and general building operations.
- Each building principal shall annually conduct an assessment of the effectiveness of parent/community involvement in their building.
- The District shall assess staff engagement, develop strategies for improvement and measurements of success.



Goal #2 Action Steps Update:

- Each building principal shall recruit a representative group of parents to act as an advisory committee to discuss a variety of topics such as, school goals, activities, policies, student assessments, courses, parent access to student records, budgets, staffing, equity, inclusivity, accessibility, climate, culture and general building operations.
- Each building principal shall annually conduct an assessment of the effectiveness of parent/community involvement in their building.
- The District shall assess staff engagement, develop strategies for improvement and measurements of success.



Update 1.18.2025

Goal #2 Updates:

- 2023 Board Staff Survey
- 2024 Board Staff Survey
- [Parent Involvement Information](#)
- Climate Survey Information
 - Panorama through ESU2
 - PBIS - 6 years of Data
 - NDE



FREMONT PUBLIC SCHOOLS

School Climate / Culture / Engagement:

Update 1.18.2025

2023 Board Meetings:	Update on Board Goal:		
1/9/23	Goal #1 - Clarmar CIP Presentation	5/8/23	Goal #1 - Learning Center Update
1/9/23	Goal #1 - Howard CIP Presentation	7/10/23	Goal #1 - FHS Graduation Survey Results
2/13/23	Goal #1 - FHS CIP Presentation		
2/13/23	Goal #1 - Milliken CIP Presentation		
2/13/23	Goal #1 - Bell Field CIP Presentation		
3/13/23	Goal #1 - Linden CIP Presentation		
3/13/23	Goal #1 - Washington CIP Presentation		
3/13/23	Goal #1 - FMS CIP Presentation		
4/10/23	Goal #1 - Grant CIP Presentation		
4/10/23	Goal #1 - JCAC CIP Presentation		



School Climate / Culture / Engagement:

Update 1.18.2025

2024 Board Meetings:	Update on Board Goal:
2/12/24	Goal #1 - Bell Field CIP Presentation
2/12/24	Goal #1 - Clarmar CIP Presentation
2/12/24	Goal #1 - JCAC CIP Presentation
3/11/24	Goal #1 - Early Childhood Presentation
3/11/24	Goal #1 - Linden CIP Presentation
3/11/24	Goal #1 - FHS CIP Presentation
4/8/24	Goal #1 - District CIP Process Presentation
7/8/24	Goal #1 - Social Worker Presentation
8/12/24	Goal #1 - FHS Senior Survey Results



FREMONT PUBLIC SCHOOLS

3. Recruitment, Development and Retention of Employees

The Fremont Public Schools will enhance its systematic approach to recruitment, development and retention of employees as seen through tracking of hiring/onboarding data, transition data (transferring positions or exiting employment) and employee engagement analysis.



Recruitment, Development and Retention of Employees Action Steps:

- Analysis and enhancement of Recruitment, Onboarding/Induction, Mentoring, Professional Development, Personal Support and Staff Engagement Strategies.
 - Development of formal new administrator/dean induction/training system
- Continued enhancement / revision of staff evaluation system.
- Analysis and enhancement of a system of Frequent Communication / Feedback Opportunity Strategies for all staff (applicants, new hires, existing staff, exiting staff) - Employee Satisfaction/Engagement Survey
- Continued analysis of employee compensation and benefits
 - By the beginning of the 2023-24 school year the District will develop a plan to increase recruitment and retention of classified hourly employees- increasing hourly wages by \$2.00 per hour.
 - Continuous study with the FEA of certified compensation to maintain competitive salary/benefit package
 - Consider contracting with outside agency for Employee Assistance Program (EAP)
 - Implement student teacher stipends
 - Survey Class A / B and area School Districts
 - Identify which positions warrant stipends
 - Identify when contracts are offered in the student teaching process
- Development of succession plan for key leadership positions
 - Data was collected during the 2022-23 school year
 - As individuals retire/resign the data will be updated
 - Utilize data to create succession plans for key leadership positions
 - Evaluate in-District and recruit out of District potential candidates
 - Update data and succession plans annually



Goal #3 2023 Update:

Update 1.18.2025

2023 Board Meetings:	Update on Board Goal:
2/13/23	Goal #3 - Teacher Eval Project Presentation
8/14/23	Goal #3 - New Certified Staffing
8/14/23	Goal #3 - Teacher Evaluation System Update
10/9/23	Goal #3 - New Teacher Induction
11/13/23	Goal #3 - FPS Mentoring Program

2024 Board Meetings:	Update on Board Goal:
8/12/24	Goal #3 - New Staff Presentation
11/11/24	Goal #3 - Mentoring Program Presentation



FREMONT PUBLIC SCHOOLS

Board / District Goals

3. Recruitment, Development and Retention of Employees

- a. Certified Salary - BA, step 1
- b. Classified Salary
- c. Student Teachers
 - i. 11 student teachers this semester, 10 receiving stipend, 1 through UNK Transition programs
 - ii. 13 total stipends utilized this year
- d. Career Fairs 2nd semester:
 - i. Midland - Jan. 17
 - ii. UNK - Jan. 23
 - iii. WSC - Feb. 5
 - iv. UNO - Feb. 19
 - v. UNL - Feb. 28
 - vi. Peru - March 27
 - vii. Possibly South Dakota
- e. Grow Your Own Para to Teacher Program - FPS/Midland
- f. Grow Your Own Para to Teacher Program - ESU2/Wayne State
- g. Update on Perform and Records



Fremont Public Schools

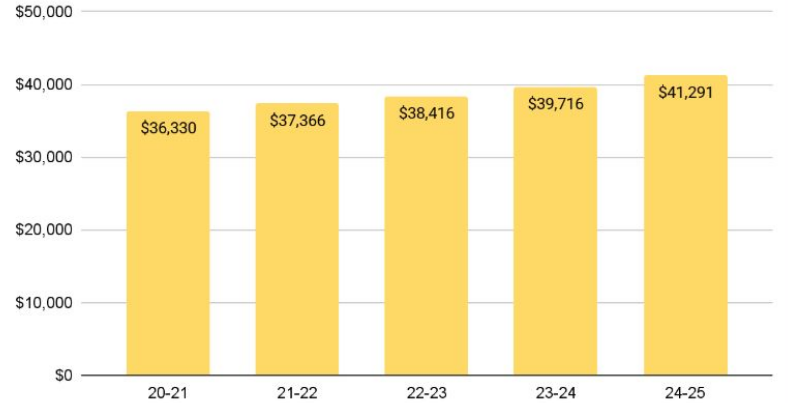
2024-2025 Salary Schedule

4% Package Increase Based on 185 Days/\$8750 Flat Dollar Stipend

Step	BA	BA+9	BA+18	BA+27	BA+36	MA	MA+9	MA+18	MA+27	MA+36/Ed Spec	MA+45	DR
	41291											
1.000	1.000	1.050	1.100	1.150	1.200	1.200	1.250	1.300	1.350	1.400	1.450	1.600
	41291.00	43355.55	45420.10	47484.65	49549.20	49549.20	51613.75	53678.30	55742.85	57807.40	59871.95	66065.60
2.000	1.045	1.095	1.145	1.195	1.245	1.245	1.295	1.345	1.395	1.445	1.495	1.645
	43149.10	45213.65	47278.20	49342.75	51407.30	51407.30	53471.85	55536.40	57600.95	59665.50	61730.05	67923.70
3.000	1.090	1.140	1.190	1.240	1.290	1.290	1.340	1.390	1.440	1.490	1.540	1.690
	45007.19	47071.74	49136.29	51200.84	53265.39	53265.39	55329.94	57394.49	59459.04	61523.59	63588.14	69781.79
4.000	1.135	1.185	1.235	1.285	1.335	1.335	1.385	1.435	1.485	1.535	1.585	1.735
	46865.29	48929.84	50994.39	53058.94	55123.49	55123.49	57188.04	59252.59	61317.14	63381.69	65446.24	71639.89
5.000	1.180	1.230	1.280	1.330	1.380	1.380	1.430	1.480	1.530	1.580	1.630	1.780
	48723.38	50787.93	52852.48	54917.03	56981.58	56981.58	59046.13	61110.68	63175.23	65239.78	67304.33	73497.98
6.000	1.225	1.275	1.325	1.375	1.430	1.430	1.480	1.530	1.580	1.630	1.680	1.830
	50581.48	52646.03	54710.58	56775.13	59046.13	59046.13	61110.68	63175.23	65239.78	67304.33	69368.88	75562.53
7.000	1.270	1.320	1.370	1.420	1.480	1.480	1.530	1.580	1.630	1.680	1.730	1.880
	52439.57	54504.12	56568.67	58633.22	61110.68	61110.68	63175.23	65239.78	67304.33	69368.88	71433.43	77627.08
8.000		1.365	1.415	1.465	1.530	1.530	1.580	1.630	1.680	1.730	1.780	1.930
		56362.22	58426.77	60491.32	63175.23	63175.23	65239.78	67304.33	69368.88	71433.43	73497.98	79691.63
9.000			1.460	1.510	1.580	1.580	1.630	1.680	1.730	1.780	1.830	1.980
			60284.86	62349.41	65239.78	65239.78	67304.33	69368.88	71433.43	73497.98	75562.53	81756.18
10.000				1.555	1.630	1.630	1.680	1.730	1.780	1.830	1.880	2.030
				64207.51	67304.33	67304.33	69368.88	71433.43	73497.98	75562.53	77627.08	83820.73
11.000				1.600	1.680	1.680	1.730	1.780	1.830	1.880	1.930	2.080
				66065.60	69368.88	69368.88	71433.43	73497.98	75562.53	77627.08	79691.63	85885.28
12.000				1.645	1.730	1.730	1.780	1.830	1.880	1.930	1.980	2.130
				67923.70	71433.43	71433.43	73497.98	75562.53	77627.08	79691.63	81756.18	87949.83
13.000						1.780	1.830	1.880	1.930	1.980	2.030	2.180
						73497.98	75562.53	77627.08	79691.63	81756.18	83820.73	90014.38
14.000						1.830	1.880	1.930	1.980	2.030	2.080	2.230
						75562.53	77627.08	79691.63	81756.18	83820.73	85885.28	92078.93
15.000							1.930	1.980	2.030	2.080	2.130	2.280
							79691.63	81756.18	83820.73	85885.28	87949.83	94143.48

Update 1.18.2025

Certified Salaries



9% Above Mid-Point in Array



FREMONT PUBLIC SCHOOLS

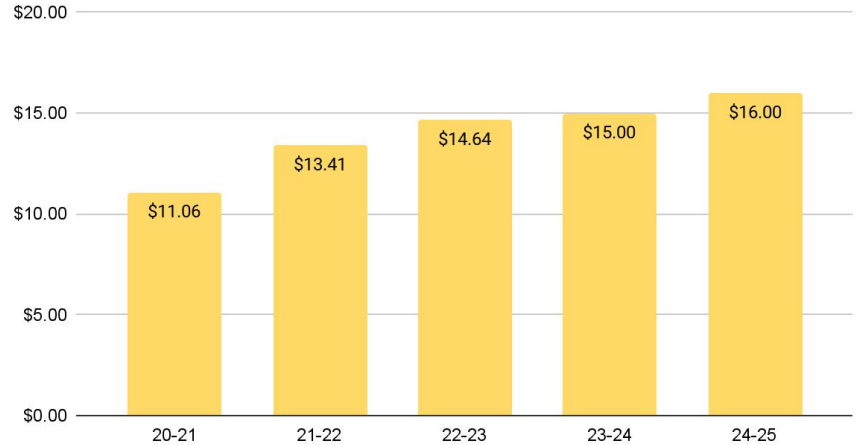
**FREMONT PUBLIC SCHOOLS
PAY RATES
2024-2025 (September 2024)**

Non-Exempt Positions

<u>Step</u>	<u>Rate</u>	<u>Step</u>	<u>Rate</u>
15.00	\$16.16	50.00	\$30.77
16.00	\$16.22	51.00	\$31.42
17.00	\$16.50	52.00	\$32.07
18.00	\$16.79	53.00	\$32.75
19.00	\$17.08	54.00	\$33.45
20.00	\$17.36	55.00	\$34.16
21.00	\$17.67	56.00	\$34.90
22.00	\$17.98	57.00	\$35.65
23.00	\$18.30	58.00	\$36.42
24.00	\$18.63	59.00	\$37.21
25.00	\$18.98	60.00	\$38.02
26.00	\$19.32	61.00	\$38.85
27.00	\$19.68	62.00	\$39.70
28.00	\$20.04	63.00	\$40.57
29.00	\$20.42	64.00	\$41.47
30.00	\$20.80	65.00	\$42.38
31.00	\$21.20	66.00	\$43.32
32.00	\$21.60	67.00	\$44.29
33.00	\$22.01	68.00	\$45.27
34.00	\$22.43	69.00	\$46.29
35.00	\$22.86	70.00	\$47.32
36.00	\$23.30	71.00	\$48.39
37.00	\$23.75	72.00	\$49.48
38.00	\$24.23	73.00	\$50.59
39.00	\$24.70	74.00	\$51.73
40.00	\$25.18	75.00	\$52.90
41.00	\$25.68	76.00	\$54.10
42.00	\$26.20	77.00	\$55.34
43.00	\$26.73	78.00	\$56.59
44.00	\$27.25	79.00	\$57.88
45.00	\$27.80	80.00	\$59.20
46.00	\$28.37	81.00	\$60.55
47.00	\$28.95	82.00	\$61.94
48.00	\$29.55	83.00	\$63.37
49.00	\$30.15		

Update 1.18.2025

Classified Salaries



FREMONT PUBLIC SCHOOLS

Board Goals transitioned into an Operational Mode

1. **Assessment and Improvement of our Learning Environment** - the work leading up to the bond issue and the planning and construction of the prioritized projects in process will meet this goal over the next three years. **COMPLETED**
2. **Career Technical Education Initiatives** - this goal is being folded into the “Student Outcome” goal above. Much work has been done and more is to be completed over the next two years leading up to the opening of our Career Center in the fall of 2024. **COMPLETED**
3. **Budget / Finance Strategies** - this goal, even though not currently identified as a priority, remains a position the District will need to continue to be vigilant with. When the Goal was added in 2014 the finances of the District were in peril. Over the past eight years the District has moved to a more favorable financial position.





FREMONT PUBLIC SCHOOLS

Board / District Review, Discussion, Update

January 18, 2025

Board / District Goals Setting Process Review

Pre 2014 Board Goals-Six Goals Identified

1. Development of Proficiency in Ability to Write
2. Development of Proficiency in Ability to Read
3. Development of Proficiency in Mathematics
4. Participation of All Students in General Education Programs and Curriculum
5. Development of Proficiency in Appropriate Social Skills and Behaviors
6. CIP- Building Goal Setting Interventions and Periodic Evaluation

Fall, 2014 - Goal Setting Process - November 10, 2014 - Nine Goals Adopted

1. Graduation / Dropout Rates
2. Career Technical Education
3. Student Grading Policy Revision
4. Student Achievement
5. Increased Achievement by English Language Learners
6. Budget / Finance Strategies
7. Participation of All Students in General Education Programs and Curriculum
8. Development of Proficiency in Appropriate Social Skills and Behavior
9. Continuous Improvement Process/Building Goals/Interventions/Updates



Board / District Goals Setting Process Review

January 26, 2020 NASB Facilitated Goal Setting Process - Seven Goals Adopted

1. Recruitment, Development and Retainment of Employees
2. Assessment and Improvement of Learning Environments
3. Student Outcomes
4. Career Technical Education Initiatives
5. School and Community Climate/Culture
6. Budget/Finance Strategies
7. Community Engagement

January - July 2022 Dr. Keith Rohwer Facilitated Goal Setting - Three Goals Adopted November 14, 2022

1. Student Outcomes/Serve All Students
2. School and Community Climate / Culture / Engagement
3. Recruitment, Development and Retention of Employees

Operational Goals

1. Assessment and Improvement of Learning Environments - **Completed**
2. Career Technical Education Initiatives - **Completed**
3. Budget / Finance Strategies - Ongoing



Board / District Goals - Board Identified Topics 1.18.2025

1. Student Outcomes/Serve All Students

- a. [Building Enrollment and Programing \(Analysis/Enrollment\)](#)
 - i. [Scatter graph](#) from Ginger - Transfers in/out - Jen
 - ii. [Early Childhood Special Education](#) - Jen/Joel
 - 1. Continuum of Service
 - iii. Birth to 3 Programming - Location - Joel
- b. [Pathfinder Program review](#) / location / - Joel/Brad
- c. Rigor/effective instruction - mainly high school level - Kate
- d. Discipline (keeps showing up on surveys) - Kate/Scott
- e. [Mental Health Referrals](#) - Joel/Brad
- f. Artificial Intelligence - Kate
- g. Block Schedule - Scott

2. School and Community Climate / Culture / Engagement

- a. Communication with the Board on Student and Staff Surveys
 - i. Survey Results - Building CIP Plans - Scott/Jen
- b. School Preparedness - Preparing for potential immigration and supporting students
 - i. Updating Emergency Contact Information - Brad/Scott/Jen
 - ii. CIRA / ACLU Nebraska - School Preparedness Webinar - Brad/Scott/Jen/Kate
 - iii. Perry Law Firm - Reviewed/Updated Guidance - Mark/Brad

3. Recruitment, Development and Retention of Employees



Rigor / Effective Instruction



STANDARDS REVISION TIMELINE FOR ALL CONTENT AREAS

For more information about the implementation of content standards, please see the [Nebraska Content Area Standards Implementation Framework](#).

Content Areas (Assessed by Summative Statewide)

Content Area	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039
English Language Arts	FALL	SSA				SPRING	FALL	FALL	SSA				SPRING	FALL	FALL	SSA		
Mathematics	FALL	FALL	SSA				SPRING	FALL	FALL	SSA				SPRING	FALL	FALL	SSA	
Science		SPRING	FALL	FALL	SSA				SPRING	FALL	FALL	SSA				SPRING	FALL	FALL

Content Areas (Not Assessed by Summative Statewide)

Content Area	2022	2023	2024	2025	2026	2027	2028	2029	2030	2031	2032	2033	2034	2035	2036	2037	2038	2039
Fine Arts				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Physical Education				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Social Studies				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
World Languages				SPRING	FALL	FALL					SPRING	FALL	FALL					SPRING
Ag, Food, & Natural Resources		FALL			FALL	FALL					FALL	FALL			FALL	FALL		
Business, Marketing, & Management		FALL			FALL	FALL					FALL	FALL			FALL	FALL		
Communication & Information Systems		FALL			FALL	FALL					FALL	FALL			FALL	FALL		
Computer Science		FALL	FALL		FALL	FALL					FALL	FALL			FALL	FALL		
Health Sciences		FALL			FALL	FALL					FALL	FALL			FALL	FALL		
Human Sciences & Education		FALL			FALL	FALL					FALL	FALL			FALL	FALL		
Skilled & Technical Sciences		FALL			FALL	FALL					FALL	FALL			FALL	FALL		

All FPS Content Area Standards are reviewed following closely with the Nebraska Department of Education Standards Revision Update in each area.

FPS begins our review and revision process upon the completion of the state process and adoption by the State Board of Education.



FREMONT PUBLIC SCHOOLS

Rigor / Effective Instruction- FPS Process

FPS Content Area Teachers K-12 or applicable Grade Level go through the process over a two year period to:

- Revision teams work with and learn from Content Area Experts including but not limited to: ESU#2 Content Specialists and NDE Content Specialists Review updated standards and instructional implications
- Annual Data Review of Student Growth, Student Performance, and Instructional Implementation (when available)
- Select High Quality Instructional Materials as applicable to the content that meet the needs of our students for differentiation as well as for our teachers with necessary supports
- Revise and update the FPS Curriculum Guides utilizing the current standards and materials
- Engage in Professional Learning to address Instructional Implications / Expectations i.e. Inquiry Based Instruction
- Design / Select Assessment to measure student learning, understanding and skill of the content
- Implementation with refinement is ongoing



Rigor / Effective Instruction- FPS Current Timeline

2024-2025

- Science Revision Year 1
- Math Final updates / assessment refinement Year 3
- CTE continued programming evaluation, creation, and implementation grades 7-12
- Spring 2025 NDE begins Review/Revision of:
 - Core Content: Social Studies
 - Non-Core Contents: Fine Arts, Physical Education, World Languages

Summer 2025

- Science Revision (1 week+)
- Math Finalization
- CTE course work
- World Language Curriculum Audit with NDE

2025-2026

- Science Implementation Year 1, Continued Refinement of both materials and sequencing, Instructional support through continued professional learning
- Social Studies begins standards review process in conjunction with NDE
- Fine Arts, Physical Education, World Languages begins standards review process in conjunction with NDE



Concurrent Enrollment Classes Offered at Fremont High School

Info Tech 1	Info Tech 2	Computer Programming	Anatomy & Physiology
IT Essentials	Web Design	MCC Economics	Construction Trades 1 & 2
Entrepreneurship	Modular Math (Technical Math)	Statistics	Creative Writing
Algebra 3/Trig Honors	Calculus	Music Appreciation	MCC CNA
Composition I / II	Technical Writing	MCC Welding Academy	Intro to Health Careers
World History: Ancient	World History: Modern	Mechatronics	Power Sports/Small Engines
Auto Mechanics 1	Adv Manufacturing/Fabrication	MCC Diesel Tech Academy	

Courses Offered at MCC's Fremont Area Center

MCC Speech	MCC Criminal Justice Academy
Education Academy	MCC Emergency Medical Responder
MCC Intro to Healthcare Academy	MCC Sociology

Dual Credit & Advance Placement

# of Enrollments	2021-2022	2022-2023	2023-2024	2024-2025 (through 1st Semester)
Advanced Placement	263	192	133	75
Dual Credit Courses	598	735	900	787



Fremont Public Schools Discipline 2023-24

Total Student Population	Total Students Disciplined	Percent of Student Population Disciplined	Total Suspensions	Percent of Student Population Suspended	Total Expulsions	Percent of Student Population Expelled
5333	564	10.58%	441	8.27%	26	0.49%

Category Explanation from Nebraska Department of Education / Nebraska Education Profile

Total Student Population: Total Number of Students

Total Students Disciplined: Number of Students who had at least one state-reportable discipline incident

Percent of Student Population Disciplined: Percentage of total student population that had at least one state-reportable discipline incident

Total Suspensions: Number of Students who had at least one discipline incident resulting in an out-of-school suspension

Percent of Student Population Suspended: Percentage of total student population that had at least one out-of-school suspension

Total Expulsions: Number of Students who had at least one discipline incident resulting in an expulsion

Percent of Student Population Expelled: Percentage of total student population that were expelled



FREMONT PUBLIC SCHOOLS

Discipline - Statute / Policy

Pursuant to [§ 79-262.01](#), NDE is required to develop and adopt a model policy on behavioral intervention, behavioral management, classroom management, and the removal of students from the classroom. This legislation mandates that by August 1, 2025, every school district must create and adopt a policy that aligns with or is comparable to NDE's model policy.

[revised draft](#) Policy

FPS is situated very well in meeting 79-262.01 with the work building level and districtwide teams have done over the last several years in creating and putting systems in place



Artificial Intelligence

2023-2024

- [US Department of Education Artificial Intelligence... Insights & Recommendations \(Summer 2023\)](#)
- Working team of department chairs, technology teachers / leaders K-12 to determine current realities & needs
- Awareness Development
- Appropriate, Ethical Usage

Spring / Summer 2024

- Collaboration with ESU#2 for FPS time with Justin Bray, Integrated Technology

2024-2025

- Embedding Artificial Intelligence across all content areas with all teachers through building level Continuous Improvement Plans:
 - Justin Bray & Allie Graham at buildings - working with teachers during Plan times, other identified work times
 - Teaching Tools for Teachers - meeting every teacher where they are in their own understanding / skill set
 - Awareness - students as age appropriate, staff
 - Appropriate, Ethical Usage
 - Implementation
- Embedding Artificial Intelligence into all Content Area Revision work
 - Teacher Usage
 - Student Learning & Usage -



Block Schedule

- Schedule Studied by various Faculty Committees
- Researched Positives and Negatives of different schedules including: *A/B, 7 period, 8 period, hybrid, 0 hour*
 - Instructional minutes, Planning minutes, Passing period frequency and minutes, Credit Opportunities, Sections Offered, Prerequisites, Testing, Sequential timing, Staffing, Transition to another schedule, Travel for Dual Credit, Lab and Career Courses, School to Career, Effects of Absenteeism. Ability to get to highest level courses.
- Information gathered from other Class A Nebraska Schools
- Department Chairs suggested what classes work best in block vs. shortened class
 - Currently only Business/Social Studies/Fine Arts are now offered in 42 minute classes
 - Schedule difficult to match with student availability
- Over the last 3 years FHS has offered PD on best practices for Teaching a Block Schedule

