
END OF SUMMER 2010 PROGRESS REPORT

Fremont Christian School
Continuous School Improvement
Plan for Teaching and Learning

Superintendent Tricia Meyer, Ed.D.
Contact: tmeyer@fremontchristian.com

PLAN INTRODUCTION

A joint Association of Christian Schools International and Western Association of Schools and Colleges visiting team came to FCS in April 2009. FCS has been accredited since 1978 and must renew its accreditation after every term. A recent requirement is that all schools, including FCS, put into writing a plan for addressing teaching and learning goals. The plan is developed by the school and incorporates any suggestions from the visiting team. These suggestions come to a school in the form of something called Major Recommendations. The Continuous School Improvement Plan is that required plan. The CSIP is ongoing, with no end date.

To maintain effective communication with all school stakeholders about the teaching and learning progress at Fremont Christian School, a committee was formed to ensure quarterly review of the progress toward achieving the goals identified in the CSIP.

All goals may not be addressed in a single year but all will be addressed over a five-year period. The list of goals is not ordered by priority. All of the goals are seen as important to the teaching and learning at Fremont Christian School. Some can be addressed more quickly because of the kind of resources required to fulfill the goal; others will take longer for the same reasons.

This progress report notes the CSIP goals and action taken on those goals during the 2009-2010 school year only.

TERMS

Expected Schoolwide Learning Result (ESLR) ESLRs are self-chosen outcomes that a school desires to see in its students by the time they finish the prescribed course of study. ESLRs are a required element of the Western Association of Schools and Colleges (WASC) accreditation standards. When fully implemented, schools assess not only academic content standards but also assess student progress with ESLRs.

REACH is the title of the document that details the standards and rubrics for a joint Association of Christian Schools International (ACSI) and WASC accreditation.

STAKEHOLDER PARTICIPATION IN THE PROCESS – Openings Available!

Committee Formation: The CSIP Committee is made up of representatives from all areas of the school community. The CSI meetings are held quarterly. The following 15 positions are included on the committee:

Position	2009-2010	2010-2011
Chair: Superintendent	Tricia Meyer	Tricia Meyer
K-3 Teacher	Nadine Arionus	OPEN
4-6 Teacher	Angela Liston	Angela Liston
7-8 Teacher	Melanie Williams	Melanie Williams
9-12 Teacher	Jill Mallett	Jill Mallett
United Student Body President	Jon Warren	Kemana Otsi
Support Staff Member	Patti Lucero	Patti Lucero
Elementary Administrator	Lori Brown	Lori Brown
Secondary Administrator	Karen Downing	Terri Romero
Elementary Parent	Deanna Tosh	Deanna Tosh
Secondary Parent	Sandi McCoy	OPEN
Board Member	Dave Miller	Dave Miller
Business Administrator	Sherry Miller	Sherry Miller
Facilities Staff Member	John Eshelman	John Eshelman
Pastoral Staff Member	Mike Brown	Mike Brown

If you are interested in serving on the committee in one of the open spots, please contact Dr. Meyer at tmeyer@fremontchristian.com. Generally, a term is for 2 school years.

GOAL ONE: A comprehensive, centralized professional development program that addresses Christian worldview, equips staff to help students meet ESLRs, technology training and accreditation standards for all employees (REACH Standard 4). (Major Accreditation 2009 Recommendations 5 and 6 incorporated here)

Major Recommendation 5: Section 6, Item 1: The administration and faculty collaboratively improve the curriculum by further developing the understanding of ESLRs and the collection and analysis of evidence to facilitate the ongoing assessment and amelioration of curriculum and instruction and associating the elementary curriculum to the California State Standards.

Major Recommendation 6: Section 7, Item 1: The administration provide staff training so that the Student Store services are in compliance with local and state regulations.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010

- In the past, professional development was handled by department. As of 2009-2010, professional development efforts were unified and are now directed by the Superintendent's Office for the benefit of all Preschool-12 teachers.
- No Child Left Behind funds continued to be used and resulted in 12 teachers receiving Guided Language Acquisition Design (GLAD) training.
- Secondary students have been trained on safe food handling practices in their Student Store.
- Five K-12 teachers completed the State of California's Beginning Teacher Support and Assessment (BTSA) program with an FCS BTSA Support Provider.
- K-12 Teachers participated in Biblical studies professional growth through study of James, Revelation and the Pentateuch.
- K-12 Teachers participated in educational studies professional growth through Learning & The Brain, AP seminars, Santa Clara University Teacher Credentialing Program and more.

GOAL TWO: Consistently apply the school's philosophy so that with every decision, the staff answers this question, "How does this relate to what we are all about?" and uses its philosophy and, more specifically, its ESLRs, as a guiding directive for all decisions. (REACH Standard 1).

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Current situation, Spring 2009: History has shown that within the different campuses and subject areas, and even from classroom to classroom, FCS has often pursued many Biblically inspired visions, but these were separate and usually based upon the initiative of individuals. Our mission statement and the creation of our first set of ESLRs was the first major move toward a schoolwide unification of philosophy. Implementation of these ESLRs was a new challenge that eventually led to a review and re-definition of ESLRs that are currently in place. Our challenge now is integrating our ESLRs in the teaching and learning practices of the school. In this way, we feel that our philosophy will not only unite us and define us but also act as a diagnostic tool for future enterprises so that we can say to ourselves, "That's a great idea, but is it who we are?" In this way, we can stay on track and efficiently spend the resources available to us.

Implementation Activities for 2009-2010

- An outside Christian school curriculum practitioner was identified and hired as an ESLR consultant to FCS so that FCS can follow best practices from well-run schools in our development of diagnostic tools.

GOAL THREE: Hire a full-time college admissions counselor to design and implement a guidance curriculum for grades 7-12 (See REACH Standard 3). A full-time counselor will increase much desired services to our families at early grade levels, increasing our families' confidence in our secondary school as a college preparatory environment.

Major Recommendation #4: Section 3, Item 6: The Administration hire a college admissions counselor to design and implement a guidance curriculum which will strengthen the college advising services of the secondary school thereby increasing the confidence of school families in the secondary school as a college preparatory environment.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of to the 2009 accreditation team visit.

Implementation Progress Activities for 2009-2010

- Hired a part-time staff person to serve the Secondary Campus as College Counselor
- College Counselor completed training courses directly related to student advising:
Attended UC, CSU, and College Board conferences, UCLA's Counseling the College Bound Student and The College Admissions Process
- Completed an in-house SAT prep program with 10 juniors using College Board SAT Prep Book from Feb 2-April 29
- Developed a plan for College Advising Seminars for use with Grade 7 Honors and Grade 8 students and distributed the plan to Grade 7 families
- Identified 8 FCS High School Merit Scholars based on tests scores and GPA for pilot cohort that will receive intensive guidance from Grade 9 through Grade 12 by FCS college counselor.
- Developed detailed, written high school course planning guides that integrate FCS graduation requirements and UC admissions requirements to guide parents and students through the high school course selection process
- Increased the frequency of one-on-one counseling sessions with junior high and high school families to increase awareness about courses at FCS and auxiliary programs for high school students

GOAL FOUR: Review sound strategies for school-wide assessment in a form that appropriately measures state standards, school ESLRs and Biblical worldview that can be easily analyzed, giving information that would be helpful in making curricular and instructional decisions (REACH Standard 5; See Also Major Recommendation).

Major Recommendation 5: Section 5, Item 1: The administration and faculty collaboratively improve the curriculum by further developing the understanding of ESLRs and the collection and analysis of evidence to facilitate the ongoing assessment and [improvement] of curriculum and instruction and associating the elementary curriculum to the California State Standards.

ESTABLISHED by the major recommendations of the 2009 accreditation team.

Implementation Activities for 2009-2010 School Year

- Verified with CA Department of Education that normed, standards based exams are not available to private school students
- All K-12 teachers participated in a webinar by Harcourt/Pearson representative related to SAT10
- Hired Curriculum Director, Terri Romero, to oversee this goal effective July 2010
- Followed news of the adoption of Common Core State Standards in the area of language arts and mathematics by the State of California (August 2) which provides some hope for future standards based tests available to private schools
- Made adoptions in curriculum at Elementary level to meet this goal. Letter sent to Elementary parents at start of 2010-2011 school year.

GOAL FIVE: Define more carefully the minimum admissions requirements for the K-12 program and address how exceptions are made to those minimum requirements (REACH Standard 2). Through this process, improve teacher morale and establish clear systems that contribute to a sense of professionalism. This goal will aid FCS in meeting Major Recommendation 1: that through the admission process the administration communicate accommodations necessary for students with different learning styles to all teachers, and training be provided to teachers to accomplish the accommodations. (Major Recommendation 1)

Major Recommendation 1: Section 2, Item 1: Through the admission process, the administration communicate accommodations necessary for students with different learning styles to all teachers, and training be provided to accomplish the accommodations.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- New kindergarten evaluation process developed by Elementary Principal and Kindergarten teachers. Group observations for all incoming Kindergarten students as well as individual testing as necessary were conducted for the 2010-2011 Kindergarten class.
- Language Arts Placement Test for incoming Grade 7 students was added to the Math Placement Test requirement for all incoming 2010-2011 Grade 7 students.

GOAL SIX: Provide standards-based grade reporting at every grade level that will be accessible through RenWeb for parents and students to have a coherent, visual representation of standards progress.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- Secondary Math instructors reported standards/assignment alignment in an FCS pilot program through PowerSchool and through RenWeb for parent and student viewing
- All K-12 teachers had access to RenWeb as of May 1, 2010 and continue to learn the many facets of the program's reporting abilities.

GOAL SEVEN: Hire teaching and learning development staff in the form of an additional half-time Mentor Teacher, a full-time curriculum director and a half-time curriculum staff member.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- Curriculum Director added to 2010-2011 budget, approved by School Board
- Curriculum Director hired July 2010
- Secondary Campus Mentor Teacher completed training to act as a certified Beginning Teacher Support and Assessment support provider to FCS teachers.

GOAL EIGHT: Develop an annual system for all employees and students to receive training and practice in disaster preparedness (Reach Standard 7).

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- Alumnus volunteered to consult on emergency preparedness
- Documents updated; feedback received from teachers; plans adjusted to meet needs of students and teachers
- Formal Training and Drill on February 1
- Multiple drills conducted to refine exit pathways throughout school year
- Continued use of text/phone notices to parents through Emergency Notification System
- Purchase of RenWeb allows FCS access to easier Emergency Notification through RenWeb to be used 2010-2011

GOAL NINE: Adhere to the Master Plan to develop the campus to its potential with new classroom buildings, fields, labs, library, music room, gymnasium, outdoor amphitheatre as finances allow (REACH Standard 8).

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- Secondary Campus artificial turf mini-stadium completed
- Elementary Campus sports field completed
- 5 units of staff housing under construction
- Secondary Campus 19 classroom building under construction
- Secondary Campus Choral Room under construction

GOAL TEN: Add a program at the secondary level for English Language Learners to broaden the range of International students who can be accommodated at FCS (REACH Standard 5).

Current situation: FCS is I-20 approved. We enroll approximately 12 international students in a given year. We have some inquiries from students who do not speak English. We also find that even our students with English ability could benefit from an ELL program. In addition, many of our traditional students come from homes where English is a second language, and an ELL program could provide teacher support and training.

ESTABLISHED by FCS on the original FCS CSIP submitted in anticipation of the 2009 accreditation team visit.

Implementation Activities for 2009-2010 School Year

- Budgeted for 2 teaching periods for ELL courses
- ELL instruction received by 12 teachers who have attended GLAD
- ELL Program and I-20 availability advertised to area churches
- Reading and Writing course and Speaking and Listening course implemented in 2009-2010
- ELL Placement Flow Chart developed and corresponding testing identified to aid with enrolling ELL students in appropriate classes
- Secondary students completed home language survey and students were tested for ELL identification through Title III
- Title III, through Fremont Unified School District, purchased several hundred dollars worth of ELL materials for use at FCS.

GOAL ELEVEN: The administration will develop goals and strategies to bring a deeper sense of community and better communication between the elementary and secondary campuses in order to promote stronger unity, retention of students, and continuity in the scope and sequence of the curriculum (Major Recommendation 3).

Major Recommendation 3: Section 3, Item 2: The administration develop goals and strategies to bring a deeper sense of community and better communication between the elementary and secondary campuses in order to promote stronger unity, retention of students, and continuity in the scope and sequence and the curriculum.

ESTABLISHED by the major recommendations of the 2009 accreditation team.

Implementation Activities for 2009-2010 School Year

- New Elementary Principal hired 2009
- New Curriculum Director hired 2010
- New Superintendent hired 2010
- Superintendent Coffee Chats budgeted for and planned in 2010-2011 calendar for developing rapport between Superintendent's Office and elementary parents
- California standards-based texts purchased in select grades and subjects including secondary English and grade 4,5 science
- All Staff Preschool-12 meetings and prayer times scheduled for 2010-2011

GOAL TWELVE: The administration will develop a marketing plan to increase word of mouth about Fremont Christian School Grades Preschool through 12.

ESTABLISHED by the CSIP Committee in February 2010.

Implementation Activities for 2009-2010 School Year

- Met with professional “friends of FCS” to gather marketing information on how best to increase the quality and frequency of our “word of mouth” traffic.
- Reviewed limited results of Parent Satisfaction and Referral Survey with administrative staff.
- Developed a more detailed exit survey for parents of K-12 students
- Incoming Superintendent, Principal and K teachers met with preschool families
- Investigated marketing firms
- Began the Virtual Family Discount and the Merit Scholar Program for Grade 8 to Grade 9 students
- Budgeted for added events and new materials
- Purchase of RenWeb allows for school website to work interactively with RenWeb
- RenWeb allows easy email access to all FCS families
- RenWeb allows for more communication of school activities to school families

GOAL THIRTEEN: The administration and faculty will develop an on-going program to address racial diversity with our K-12 students.

As clearly stated in our student handbook, FCS will not tolerate any type of derogatory language or actions, whether based on race, religious creed, color, national origin, ancestry, physical or mental disability, sex, or gender.

ESTABLISHED by the CSIP Committee in May 2010

Implementation Activities for 2009-2010 School Year

- Christ-centered instruction provided to our K-6 students through chapel with Pastor Mike Brown
- Christ-centered instruction provided to our 6-12 students through chapel with Dr. Sam Huddleston
- Christ-centered instruction provided to our Grade 7-8 students with Steve Miller and with ACSI Urban School Ministries Assistant Director Michael Evans
- Small group sessions for Grade 7 and Grade 8 students with Michael Evans
- Reflection sessions for K-12 teachers with Michael Evans
- Clarifications made to Secondary Campus Student Parent Handbook to specifically address issues of racism and cyberbullying
- Development of the McCoy Family Scholarship Fund endowed with \$100,000 to provide for a 10 year program of scholarships for teachers and students as well as program development at FCS. First scholarships to be awarded in June 2012

GOAL FOURTEEN: Institute Ongoing Parent Education Program

Current Situation: Parents are a vital partner in educating FCS students. Parents often interact with their children's friends and, if provided with tools, can be helpful in affecting not only their own child's thought processes and choices but also those of other FCS students. Parents are also the most significant influence on FCS students and bringing education to our parents will increase FCS's ability to be effective.

Established by the CSIP Committee in May 2010

Implementation Activities for 2009-2010 School Year

- Superintendent discussed possibilities for parent presentations with our outside Health Education provider and local Fremont Police Department school resource officer