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## Fremont School District 79

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*“A great organization is one that delivers superior performance and makes a distinctive impact over a long period of time. For a business, financial returns are a perfectly legitimate measure of performance. For a social sector organization, however, performance must be assessed relative to mission, not financial returns. In the social sectors, the critical question is not ‘How much money do we make per dollar of invested capital?’ but ‘How effectively do we deliver on our mission and make a distinctive impact, relative to our resources?’”*

*-- Jim Collins, Good to Great and the Social Sectors*



## Discover, Design, Develop, Connect, Engage, Inspire

### Background

Organizations have strategic business plans that identify their purpose (mission), look to the future (vision), and clarify specific and measurable goals, objectives, and actions to achieve their purpose and attain their desired future state. These plans may be informal or formal, but all organizations have them in one form or another. Design thinking approach focuses on the intent to improve the future by considering both present and future conditions. Design thinking is iterative and allows for alternative paths which make it ideally suited to school-level teaching processes and classroom designs. Whole School Design is a process that includes 5 elements - Strategy, Design, Curriculum & Instruction, Support and Operations. We recognize that these processes will allow us to align systems to our community's vision, mission, purpose and goals of providing an exemplary education to prepare today's child for tomorrow's world.

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## **EXECUTIVE SUMMARY**

In reviewing the Illinois State Board of Education Strategic Goals as well as data from the Illinois School Report Card, Focus Group Information, Internal and External Analysis, Fremont School District 79 has created a Blueprint for Success. Our key priority and number one goal is to increase student achievement through a focus on learning. The four strategic areas that support the goal include: organization, staff, environment and community. Through systemic focus and continuous improvement in all areas, Fremont School District 79 will strive toward its vision of providing an exemplary education through its focus on whole child development, collaborative practice, and fiscal responsibility.

### **Priorities & Outcomes**

As an organization, Fremont School District 79 is focused on learning. Our overarching goal is to provide challenging learning experiences to foster the growth and success of each student.

### **Learning**

Design and implement innovative learning experiences to support whole child development in preparation for career and college readiness, future life success and wellbeing in a global society.

### **Organization**

Leverage human and fiscal resources to ensure the success of all students.

### **Staff**

Value engaged employees who are dedicated to supporting all students.

### **Environment**

Provide a safe, secure, technologically advanced and aesthetically pleasing environment to support optimal student learning.

### **Community**

Engage all stakeholders in the work of our district, to benefit our students and community.

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## Summary

In working with this long range plan, we align our efforts with the Department of Education/Office of EdTech Future Ready Schools, Illinois State Board of Education's agency goals as well as Illinois Vision 20/20 in fulfilling the promise of public education through continuous improvement and focus on 21st century learning, highly effective educators, shared accountability and equitable and adequate funding.

2017-2022

# Blueprint for Success

## Fremont School District 79

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## Introduction

Fremont School District 79 continues to be a learning organization that is highly dynamic and delivers exemplary learning experiences that meet the educational needs of all students today as we anticipate what skills and strategies students will need for future school and work success tomorrow. Fremont is continually constructing and reconstructing what we need to accomplish as we adapt to prepare students to meet the challenges of a changing world. Therefore, we believe that the metaphor of a Blueprint best serves our purpose of presenting our plans for now and the future. A Blueprint means a plan of construction and is a term that will help the organization and community better understand that our focus is on continuous improvement in broad goal areas that impact every aspect of the Fremont Elementary School District 79.



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**Our Vision & Mission:** To provide a quality education that prepares today's child for tomorrow's world.

**Our Values:** Fremont School District 79 will serve its community by providing an exemplary

education focused on whole child development, collaborative practice, and fiscal responsibility.

## Blueprint Priorities and Outcomes

The Fremont 79 Blueprint goal is fostering growth throughout the learning organization.

Learning is the primary focus area with four supports.

Learning | Organization | Staff | Environment | Community



### Focus on Learning

*Fremont provides challenging and innovative learning experiences to foster the growth and success of our students.*

[View Learning Objectives](#)

### Areas that Support our Focus on Learning

#### Organization

*Leverage human and fiscal resources to ensure the success of all students.*

#### Staff

*Value engaged employees who are dedicated to supporting all learners.*

#### Environment

*Provide a safe, secure, technologically advanced and aesthetically pleasing environment to support optimal student learning.*

#### Community

*Engage all stakeholders in the work of our district, to benefit our students and community.*

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## Goals and Objectives

### Learning

**Goal 1: Design and implement innovative learning experiences to support whole child development in preparation for career and college readiness, future life success and wellbeing in a global society.**

**Objective 1: All students will learn in settings where personalized learning strategies are in action (profiles, pathways, proficiencies and partnerships).**

**Objective 2: We will measure learners' progression through standards.**

**Objective 3: We will develop social, emotional and cultural competencies.**

### Organization

**Goal 2: Leverage human and fiscal resources to ensure the success of all students.**

**Objective: We will ensure that overall compensation, benefits and instructional programs are comparable with Illinois districts in a manner that is affordable and supports optimal student learning.**

### Staff

**Goal 3: Value engaged employees who are dedicated to supporting all students.**

**Objective: We will monitor and improve collaboration, leadership, professional learning and employee satisfaction.**

### Environment

**Goal 4: Provide a safe, secure, technologically advanced and aesthetically pleasing environment to support optimal student learning.**

**Objective: We will maintain and enhance the condition of facilities, security and technology.**

### Community

**Goal 5: Engage all stakeholders in the work of our district, to benefit our students and community.**

**Objective: We will increase two-way communication and engagement with all stakeholders.**

## Goals, Objectives and Strategies

<b>Learning</b>	
<b>Goal 1: Design and implement innovative learning experiences to support whole child development in preparation for career and college readiness, future life success and wellbeing in a global society.</b>	
<b>Objective 1: All students will learn in settings where personalized learning strategies are in action (profiles, pathways, proficiencies and partnerships).</b>	
<b>Strategy 1</b>	All students will demonstrate increased engagement and ownership of learning.
<b>Strategy 2</b>	All staff will apply personalized learning strategies in their job role.
<b>Strategy 3</b>	Parents will be able to identify key components of personalized learning (profiles, pathways, proficiencies and partnerships).
<b>Strategy 4</b>	Fremont stakeholders will be informed on innovative learning strategies.
<b>Strategy 5</b>	Fremont will leverage technology for more effective learning and teaching.
<b>Objective 2: We will measure learners' progression through standards.</b>	
<b>Strategy 1</b>	All students will identify specific standards they are learning and their current performance level on them.
<b>Strategy 2</b>	All staff will align learning to standards and levels of progression through the standards.
<b>Strategy 3</b>	Parents will be able to identify specific standards their child is learning and the child's performance level on them.
<b>Strategy 4</b>	Fremont stakeholders will be informed on changing reporting methods.
<b>Objective 3: We will develop social, emotional and cultural competencies.</b>	
<b>Strategy 1</b>	All students will identify and apply key components of social, emotional and cultural competencies.
<b>Strategy 2</b>	All staff will develop increasing awareness of the impact of race, socioeconomic status and other social factors on student experiences.
<b>Strategy 3</b>	Parents will be able to identify key components of social, emotional and cultural competencies.
<b>Strategy 4</b>	Fremont stakeholders will be informed on efforts to develop social, emotional and cultural competencies at Fremont.
<b>Measurement: Successful attainment of Objective 1, 2 and 3 will be measured by the ECRA Local Growth Model. The district growth metric will be "proficient" or higher. Objective 3 will also be measured through the Illinois 5Essentials climate survey and other internal instruments. Fremont school metrics for Illinois 5Essentials will be "average implementation" or higher.</b>	

## Organization

**Goal 2: Leverage human and fiscal resources to ensure the success of all students.**

**Objective 1: We will ensure that overall compensation, benefits and instructional programs are comparable with Illinois districts in a manner that is affordable and supports optimal student learning.**

<b>Strategy 1</b>	<b>Monitor and align the overall compensation and benefits program within the negotiated contract.</b>
<b>Strategy 2</b>	<b>Develop benefits expenditures, packages, and execution aligned with industry norms.</b>
<b>Strategy 3</b>	<b>Create a sustainable financial model that supports optimal student learning.</b>

**Measurement: Successful attainment of this objective will be measured by the annual audit, Regional Office of Education compliance review, internal employee experience survey and PMA Forecast 5 metrics. The annual audit and the Regional Office of Education compliance review will report no findings. Forecast 5 metrics will be similar to comparable districts in the region.**

## Staff

**Goal 3: Value engaged employees who are dedicated to supporting all students.**

**Objective 1: We will monitor and improve collaboration, leadership, professional learning and employee satisfaction.**

<b>Strategy 1</b>	<b>Schedule regular opportunities for collaboration.</b>
<b>Strategy 2</b>	<b>Develop leadership capacity through explicit and implicit leadership training opportunities.</b>
<b>Strategy 3</b>	<b>Provide ongoing, personalized professional learning, centered around strategic plan goals and objectives for licensed and non-licensed staff.</b>
<b>Strategy 4</b>	<b>Support employee wellbeing in order to enhance employee satisfaction.</b>

**Measurement: Successful attainment of this objective will be measured through the Illinois 5Essentials climate survey and other internal instruments. Fremont school metrics for Illinois 5Essentials will be "average implementation" or higher.**

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## Environment

**Goal 4: Provide a safe, secure, technologically advanced and aesthetically pleasing environment to support optimal student learning.**

**Objective 1: We will maintain and enhance the condition of facilities, security and technology.**

<b>Strategy 1</b>	<b>Enhance district facilities to optimize student learning and to support employee wellbeing.</b>
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<b>Strategy 2</b>	<b>Maintain a security footprint that optimizes student and staff safety.</b>
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<b>Strategy 3</b>	<b>Align technology resources to support optimal student learning.</b>
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**Measurement: Successful attainment of this objective will be measured through the Illinois 5Essentials climate survey, BrightBytes survey and other internal instruments. Fremont school metrics for Illinois 5Essentials will be "average implementation" or higher. The BrightBytes district CASE (Classroom, Access, Skills, Environment) score will be 1085 or higher.**

## Community

**Goal 5: Engage all stakeholders in the work of our district, to benefit our students and community.**

**Objective 1: We will increase two-way communication and engagement with all stakeholders.**

<b>Strategy 1</b>	<b>Increase community and business partnerships through recognition programs, grant support and overall participation in community life.</b>
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<b>Strategy 2</b>	<b>Enhance external communication to increase overall community satisfaction rate.</b>
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**Measurement: Successful attainment of this objective will be measured by internal instruments, google metrics and attendance at school events. Baseline values will be established in Fall 2017.**