

# HANOVER SCHOOLS

*"The mission of Hanover Schools is to guide every student to thrive in a global society."*

## SCHOOL IMPROVEMENT PLAN

PAGE 1 of 13

Date: <b>June 2007</b>	School: <b>HHS</b>	Principal: <b>WALSH</b>	School Year: <b>2007 - 2008</b>	School Council Co-Chair: <b>SUSAN HANNIGAN</b>
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**GOAL:** Please check the goal that relates to the objective

Goal #1 **Student Achievement**  
 Goal #2 **Facilities**

Goal #3 **Climate & Culture**  
 Goal #4 **Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
1.1 – To decrease class sizes in ELA and History classes	Hire a Humanities Teacher	School year '08-'09	Principal, Department Heads, School Committee and Superintendent	An approved and appropriate budget

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	District and School	FY '09	Continued step increments per teacher contract
	<b>Total: \$40,000+</b>		<b>Total: \$40,000+</b>

**Signatures**

Principal: \_\_\_\_\_ Date: \_\_\_\_\_

Co-Chair: \_\_\_\_\_ Date: \_\_\_\_\_

**School Committee Presentation**

Date of Presentation: \_\_\_\_\_

Date of Revision(s): \_\_\_\_\_

Date of Approval: \_\_\_\_\_

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PAGE 2 of 13

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Goal #1 **Student Achievement**

Goal #2 **Facilities**

Goal #3 **Climate & Culture**

Goal #4 **Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
1.2 – To address the three New England Association of Schools and Colleges (NEASC) accreditation standards concerning curriculum, instruction and assessment	Appropriately fund the mandated NEASC related activities and programming associated with Curriculum Guide Development & Writing, Curriculum Review Committee and the NEASC Follow-up Committee	School year '07-'08 to school year '11-'12	Principal, Department Heads, NEASC Follow-up Committee and Curriculum Review Committee	Yearly NEASC Special Reports, Curriculum Guide Documents and NEASC Self-Study Documents

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel, Curriculum and Professional Development	Minimum of \$5,000	FY '08 to FY '11	Curriculum writing, Curriculum Review Committee and NEASC Follow-up Committee meetings
	<b>Total: \$5,000</b>		<b>Total: \$5,000 + (more during accreditation visit)</b>

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PAGE 3 of 13

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Goal #1 **Student Achievement**  
Goal #2 **Facilities**

Goal #3 **Climate & Culture**  
Goal #4 **Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
1.3 – To develop detailed benchmark competencies for all courses and grades	Appropriate funding mechanism for Professional Development activities and Coordinated Collegial Discussions (CCDs)	School year '07-'08 and school year '08-'09	Principal, Assistant Principal and Department Heads	Benchmark Competency Documents

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel, Curriculum and Professional Development	Increased Professional Development Funding	FY '08, '09 & '10	
	<b>Total: \$2,000+</b>		<b>Total: \$2,000+</b>

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PAGE 4 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #2 Facilities**

**Goal #3 Climate & Culture**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
1.4 – To establish high academic and behavioral standards for all students	Review and assess the efficacy of level two courses	School year ‘07-‘08	Principal, Assistant Principal, Department Heads, CCD facilitators and faculty	Recommendation documents by department

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel and Professional Development	Forthcoming with recommendation document	FY ‘09	Forthcoming with recommendation document
	<b>Total:</b>		<b>Total:</b>

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PAGE 5 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #2 Facilities**

**Goal #3 Climate & Culture**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
1.5 – To increase summer reading opportunities for students	Develop a summer reading list for all grade levels that includes student reviews of each piece of literature	School year ‘07-‘08	Principal, Assistant Principal, Department Heads, Faculty and CCD facilitators	A summer reading list document

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	To be determined	FY ‘09	Review every 3 – 4 years
	<b>Total:</b>		<b>Total:</b>

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PAGE 6 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #3 Climate & Culture**

**Goal #2 Facilities**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
2.1 – To improve student and building security	Research replacement doors and install video recording cameras	School year '07-'08 and school year '08-'09	Principal, Assistant Principal, Superintendent, Facilities Director and School Committee	Safety recommendations are implemented

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Fixed assets and capital improvement funding mechanisms	To be determined	FY '09	To be determined
	<b>Total:</b>		<b>Total:</b>

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PAGE 7 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #3 Climate & Culture**

**Goal #2 Facilities**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
2.2 – To increase student access to technology and achievement in writing, math and world languages	Research the possibility of installing computer labs within the existing facility or temporary modular units	School year ‘07-‘08	Principal, Superintendent, Technology Director and School Committee	A recommendation document

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Instruction Resources	To be determined	FY ‘09 and beyond	To be determined
	<b>Total:</b>		<b>Total:</b>

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PAGE 8 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #3 Climate & Culture**

**Goal #2 Facilities**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
2.3 – To improve the appearance and comfort of the Auditorium	Replace or refurbish all seats in the Auditorium. Paint and improve lighting.	School year '07-'08	Principal, Facilities Director, Superintendent and School Committee	Anything would be an improvement

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Fixed assets and capital improvement funding mechanisms	To be determined	FY '09	To be determined
	<b>Total:</b>		<b>Total:</b>

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PAGE 9 of 13

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**GOAL:** Please check the goal that relates to the objective

**Goal #1 Student Achievement**

**Goal #2 Facilities**

**Goal #3 Climate & Culture**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
3.1 – To ensure that each student has an adult member of the school community who serves to personalize that student’s educational experience, knows the student well, and assists the student in achieving the school-wide expectations for student learning	3.1.1 – Create and fund a Dean of Students position  3.1.2 – Team Room Pilot Program for school year 07-08  3.1.3 – Develop ISSPs and EPPs	School year ‘07-‘08	Principal, Assistant Principal, Director of Curriculum Instruction and Personnel, Superintendent and School Committee	3.1.1 – Position is funded  3.1.2 – Pre and post student surveys

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Existing Personnel	Per teacher contract	FY ‘09	Per teacher contract
	<b>Total:</b>		<b>Total:</b>

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PAGE 10 of 13

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**Goal #3 Climate & Culture**

**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
3.2 – To ensure that each student has an adult member of the school community who serves to personalize that student’s educational experience, knows the student well, and assists the student in achieving the school-wide expectations for student learning while addressing diversity and tolerance issues	Create and fund a Diversity Club advisor position.	School year ‘07-‘08	Principal, Assistant Principal, Director of Curriculum, Instruction and Personnel, Superintendent and School Committee	Position is funded

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	Per teacher contract	FY ‘09	Per teacher contract
	<b>Total:</b>		<b>Total:</b>

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PAGE 11 of 13

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**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
3.3 – To create and maintain a collegial climate and culture in order to discuss student achievement	Continue scheduling Coordinated Collegial Discussions (CCDs)	School year '07-'08	Principal, Assistant Principal, Department Heads and CCD Facilitators	Product documents

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	2-3 Duty Aides	FY '09	Hourly rate for 2-3 Duty Aides
	<b>Total:</b>		<b>Total:</b>

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PAGE 12 of 13

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**Goal #4 Other:**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
3.4 – To examine the consequences detailed in the Code of Conduct that are associated with Groups 2-5	Study and suggest alternative options to Extended Detentions and Office Detentions	School year '07-'08	Principal, Assistant Principal, Department Heads, CCD Facilitators and Faculty	Recommendation document

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	Hourly rate of \$25 for 2-3 staff	FY '09	To be determined
	<b>Total:</b>		<b>Total:</b>

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PAGE 13 of 13

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**Goal #4 Other**

OBJECTIVE	ACTIVITY	TIMELINE	MONITORING	EVALUATION
3.5 – To seek alternate funding sources to enhance student programming and instruction	Continue active participation in seeking Hanover Foundation for Educational Excellence and Hanover Parent-Teacher Association grants.	School year '07-'08	Principal, Assistant Principal and Department Heads	Successful completion of grant applications

RESOURCES	BUDGET NEEDS	FISCAL YEAR	ANNUAL RECURRING COST
Personnel	None	FY '09	None
	<b>Total:</b>		<b>Total:</b>