



2016-2018 School Improvement Plan Summary Page

Elementary, HMS & HHS:

GOAL #1: To successfully integrate a School Resource Officer (SRO) into all Hanover Public Schools.

Cedar School	Center Sylvester	Hanover Middle School	Hanover High School
<ol style="list-style-type: none"> 1. Seek out opportunities for educational collaboration on safety and security, criminal justice, law, health and wellness, and decision-making. 2. Sustain rotating schedule with each school, allowing for presence at events during and after school hours. 3. Officer John will assist as a trainer for ongoing A.L.I.C.E. school safety training and incorporate classroom visits to review safety plans with students. 4. Continue partnership with SRO through involvement in student meetings, intervention team meetings, and safety meetings. 5. Increase education and awareness of bus, bike, and car safety for students K-12. 6. Monitor, evaluate, and revise the progress of these goals on an ongoing basis. 	<p>SAME</p>	<p>SAME</p>	<p>SAME</p>

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Elementary & HMS:

GOAL #2: To continue to enhance instruction and student learning outcomes in math and science.

HHS:

GOAL #2: To embark on a comprehensive exploration of course opportunities to afford future HHS students focused pathways within selected areas of academic interest (for example - engineering, fine arts, bio-medical, and human services).

Cedar School	Center Sylvester	Hanover Middle School	Hanover High School
<p>Math</p> <ol style="list-style-type: none"> 1. Provide ongoing support to all K-4 teachers in the enVisionMATH 2.0 program. 2. Incorporate the enVisionMATH 2.0 Topic Assessments, Cumulative Assessments, and Math Diagnostics into the district assessment calendar for progress monitoring. 3. Dedicate PLC time to analyze the formative and summative mathematics assessments. 4. Organize peer observations, so teachers can observe their colleagues using enVisionMATH 2.0 program. <p>Science</p> <ol style="list-style-type: none"> 1. To implement the new Massachusetts Science and Technology/Engineering Curriculum Framework as 	<p>SAME</p>	<p>SAME * with the addition of CMP3</p>	<ol style="list-style-type: none"> 1. Define the scope of the evaluation, establish a targeted set of goals and purpose for the work, and set measurable benchmarks for the process (early fall). 2. Recruit volunteers (administrators, staff, students, and parents/guardians) to conduct research, solicit feedback, and to function as an organized “think tank” to explore opportunities unique to Hanover and to potentially develop a plan for recommendation (fall/winter). 3. Explore options for course alignment within the HHS schedule, evaluate opportunities to utilize Virtual High School (VHS) more broadly, seek partnerships with higher education institutions, and participate in due diligence trips (both physical and virtual) to schools successfully utilizing this

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<p>organized by grade level in 2016.</p> <ol style="list-style-type: none">2. Provide ongoing support to all K-4 teachers in the implementation of the new science standards.3. Provide PLC time to explore DESE model units and to create project-based learning units for three strands: Life, Physical, and Earth/Space.			<p>philosophy.</p> <ol style="list-style-type: none">4. Provide a mid-year report to the School Committee, staff, students, and community on progress (mid-year goals report in January).5. Develop and present recommendations for School Committee, staff, students, and community review and feedback.6. If favorable, move forward on a strategy for eventual implementation. If not favorable, then put process on hold for future consideration (January/February).
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Elementary, HMS & HHS:

GOAL #3: To continue to improve student learning through the use of professional learning communities (PLCs), teacher collaboration time, peer visitation, and professional development.

Cedar School	Center Sylvester	Hanover Middle School	Hanover High School
<ol style="list-style-type: none"> 1. Designate topics and protocols for PLC sessions. 2. Teachers will maintain formal PLC agendas that include identified tasks and measurable objectives. 3. Expand Instructional Rounds administrative work from 2015-2016, to include each of our schools. 4. Provide training, scheduling, and support to all staff as Instructional Rounds are established. Communicate a clear understanding of the overall process and goals. 5. Provide in-depth training for a core Instructional Rounds team consisting of cross-curricular and multilevel combined teacher and administrator teams. 6. Beginning in the 2016-2017 school year, PLCs will be utilized to introduce, plan, and implement the Instructional 	<ol style="list-style-type: none"> 1. Utilize and model the established <i>Norms</i> in our daily interactions and work with teachers and each other. 2. Continue work of the leadership team to establish shared decision-making and foster teacher leadership opportunities. 3. Frequently recognize teachers through praise and gratitude. 4. Continue developing the use of the teacher evaluation system with all teachers on the five-step cycle of the evaluation tool and provide PD on how to complete the Self Reflection, Educator Plan, the Student Learning SMART Goal, and the Professional Practice SMART Goal. Move the process onto Google docs as a form of management for all staff. 5. Incorporate language from the Evaluation System Teacher Rubric into the daily culture of the school. 6. Expand Instructional Rounds administrative work from 2015-2016, to include each of our schools. 7. Provide training, scheduling, and 	<ol style="list-style-type: none"> 1. Continue to conduct professional learning communities time once in a six-day cycle. 2. Designate topics and protocols for PLC sessions. 3. Creation of Google folders for PLC time resources. Documents will include Topics, Agendas, Work, and Outcomes. 4. Encourage and support teacher peer observations. 5. Expand Instructional Rounds administrative work from 2015-2016, to include each of our schools. 6. Provide training, scheduling, and support to all staff as Instructional Rounds are established. Communicate a clear understanding of the overall process and goals. 7. Provide in-depth training for a core Instructional Rounds team consisting of cross-curricular and multilevel combined 	<ol style="list-style-type: none"> 1. Continue teacher-led professional development workshops. 2. Expand Instructional Rounds administrative work from 2015-2016, to include each of our schools. 3. Provide training, scheduling, and support to all staff as Instructional Rounds are established. Communicate a clear understanding of the overall process and goals. 4. Provide in-depth training for a core Instructional Rounds team consisting of cross-curricular and multilevel combined teacher and administrator teams. 5. Continue professional learning communities involving our entire faculty. 6. Strengthen peer visitations by developing a sustainable academic and cultural purpose for these visitations. 7. Strengthen teacher-collaboration

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<p>Rounds process.</p> <ol style="list-style-type: none"> 7. Identify topics and facilitators for teacher-led professional development workshops. 8. Encourage and support teacher peer observations. 9. Collect feedback on PLCs, teacher collaboration time, peer visits, and professional development to ensure a quality product and guide future collaborative efforts aimed at improving teaching and learning. 	<p>support to all staff as Instructional Rounds are established.</p> <p>Communicate a clear understanding of the overall process and goals.</p> <ol style="list-style-type: none"> 8. Provide in-depth training for a core Instructional Rounds team consisting of cross-curricular and multilevel combined teacher and administrator teams. 9. Teachers will create and maintain formal PLC agendas for identified tasks and measurable objectives. 10. Beginning in the 2016-2017 school year, PLCs will be utilized to introduce, plan, and implement the Instructional Rounds process. 11. Collect feedback on PLCs, teacher collaboration time, peer visits, and professional development to ensure a quality product and guide future collaborative efforts aimed at improving teaching and learning. 12. Identify topics and facilitators for teacher-led professional development workshops. 13. Teachers will visit colleagues to share strategies and reflect upon practice. 14. Encourage and support teacher peer observations. 	<p>teacher and administrator teams.</p> <ol style="list-style-type: none"> 8. Beginning in the 2016-2017 school year, PLCs will be utilized to introduce, plan, and implement the Instructional Rounds process. 9. Identify topics and facilitators for teacher-led professional development workshops. 10. Provide professional development with an emphasis on technology, new program implementation, inclusion, common assessment, grading, and family engagement. 11. Collect feedback on PLCs, teacher collaboration time, peer visits, and professional development to ensure a quality product and guide future collaborative efforts aimed at improving teaching and learning. 	<p>opportunities by incorporating these efforts with our professional development workshops.</p> <ol style="list-style-type: none"> 8. Collect feedback on PLCs, teacher collaboration time, peer visits, and professional development to ensure a quality product and guide future collaborative efforts aimed at improving teaching and learning.
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Elementary, HMS & HHS:

GOAL #4: To improve student learning through increased teacher training in technology integration and digital literacy in the classroom.

Cedar School	Center Sylvester	Hanover Middle School	Hanover High School
<ol style="list-style-type: none"> 1. Re-organize and refocus the Technology Committee to formally evaluate the capacity of our current human resources dedicated to instructional technology and support systems. Make formal recommendations during the FY'18 budget process for the human resources required to effectively support and advance our staff and students in these areas. 2. Update technology curriculum documentation containing student learning outcomes and teacher expectations for every grade level. 3. Continue to incorporate technology best practices within the classroom by supporting and encouraging teacher-led professional development, peer observations, and teacher collaboration. 4. Continue to embed technology training in PLCs and staff meetings. 5. Further leverage our Google Platform as well as increase the use of Chromebooks and iPads for teaching and learning. 	<p>SAME</p>	<p>SAME</p>	<p>SAME</p>