

Entry Plan Report: Observations, Findings, and Plan for Strategy Development



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Presentation Outline

- Review of Entry Plan Purpose and Process
- Summary of Entry Plan Findings and Themes
- Progress on Abrahams Report Findings
- Identify Next Steps and Immediate Goals
- Timeline for Strategy Development



COMMUNITY

ACCEPTANCE

VISION

COLLABORATION

EXCELLENCE

FAMILIES

PRIDE

RELATIONSHIPS

COMMUNICATION

LEADERSHIP

PERFORMANCE

ACCOUNTABILITY

INNOVATION

COMMITMENT

SUSTAINABILITY

INSPIRATION

COLLEGE

COMPETITIVE

INCLUSION

COMPASSION



Entry Plan Purpose

- **Learn:** Operations, systems, process, policy.
- **Understand:** Values, culture, history.
- **Identify:** Strengths, challenges, opportunities.
- **Build:** Relationships based on communication, trust, and common goals.
- **Evaluate:** Abrahams oversight audit findings and recommendations.
- **Develop:** Preliminary strategies for our school community to reach the next level of academic and cultural performance.



Entry Plan Process: Focus on Collecting Data

Conversations

- Teachers, administrators, and staff members
- Parents and students
- Meet & Greet sessions
- Interviews with community members
- Elected and Town Officials

Observations

- School & classroom visits
- Leadership & Staff Meetings
- Community and school events

Document Analysis

- Abrahams Report
- Operations and financial documents
- Student achievement results
- Policies
- Evaluations



Entry Plan Findings

Core Strengths:

- A community that values education and expects excellent schools.
- Inspirational, talented, and committed faculty and staff.
- Overall high level of student performance and college acceptance.



Entry Plan Findings

Primary Challenges:

- Curriculum alignment and equity (materials, technology, effective PD) at all grade levels.
- Communication and building trust required for a collaborative and innovative culture and climate.
- Budget transparency and sustainable funding.
- Training to support classroom based technology integration at all grade levels.
- Additional supports for special education and counseling staff to ensure effective service delivery to all students.
- Increasing emotional and mental health concerns.



Entry Plan Findings

Key Opportunities:

- Build and sustain collaborative teams to strengthen and improve PD, curriculum, technology, security, and student supports.
- Leadership team additions with expertise in curriculum implementation, Aspen SIS, organizational effectiveness, and program development will greatly strengthen the organization.
- Collaborative budget development identifies short and long range needs to assist with strategic planning and prioritization of requests.



Entry Plan Findings

Key Opportunities Continued:

- The timing of the transportation contract allows for the opportunity to align schedules at elementary and middle schools.
- Community support for full-day Kindergarten.
- Supportive parent and community partners offering financial and participatory support at all levels. Development of FACE office.
- MSBA moving towards approval for Center/Sylvester building project.



Abrahams Report: Summary

(Presented at Public Meeting April 30, 2013 – Slide 28)

- Hanover has a great opportunity to strengthen its school system.
- In order to move forward, Hanover must address some, if not all, of the recommendations in this report.
- Developing a learning community where the district establishes a vision, aligns curriculum, uses data as a source of instructional improvement and professional development and ultimately provides high quality education for all students.



Abrahams Report: Leadership

Key Recommendations:	Action(s):
Establish a District Vision.	Ongoing: Spring/Summer 2014.
Align Job Descriptions with Responsibilities: Clarify roles.	Ongoing: Organized leadership team to maximize effectiveness and accountability in curriculum, technology, finance, and PD. Increased expertise.
Clarify line(s) of Authority with Curricular and Instructional Oversight.	Complete: Director of Teaching and Learning and Grade 7-12 Directors have district level leadership and oversight of curricular issues.
Address Culture and Climate Concerns in the workplace.	Ongoing: Recurring, respectful, and relevant information sharing and communication. Working to foster a collaborative and supportive culture with staff at each level of the HPS, HTA, and with all Town departments. Leadership team that is participatory and present.



Abrahams Report: Finance

Key Recommendations	Action(s)
Evaluate per pupil spending and town financial support for schools v. comparable districts.	Ongoing: Currently analyzing how comparable districts fund and report their operating budgets and overall support of educational costs.
Consolidate technology services with the Town.	Ongoing: Recent hiring of shared Network Admin under supervision of school Tech Director.
Increase communication and transparency regarding budget issues.	Ongoing: A budget subcommittee has been created, all documents presented at SC meetings are posted on our website, the general ledger is presented monthly at SC and posted, and all donations are formally accepted by SC.
Utilize Softright accounting system to increase effectiveness and eliminate redundancy.	Ongoing: Eliminated areas of duplication by using Softright more effectively in some ways. The Budget Development module on Softright is not adequate. FY '15 budget is being developed independently.

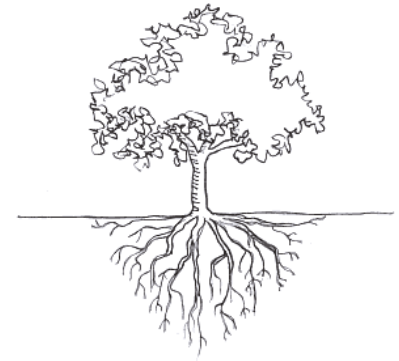


Abrahams Report: Instruction

Recommendations	Action(s)
Increase communication and coordination.	Ongoing: Representative committees have been created to focus on PD, data analysis, technology, and wellness. Leadership team involved in planning, execution, and approval of PD and curriculum issues.
Effective alignment and equity of curriculum: all levels.	Ongoing. Assessing PK-12 alignment via Vision 2020. Discussions, evaluations, and surveys in process to determine what resources are available to teachers and to align PD with CCSS.
Use of both data analysis and peer modeling/observation to improve instruction.	Ongoing: PD for data coaching/analysis is underway. Peer modeling/observation is in development. Directors, principals, math coaches, and teachers are working together to share expertise in these focus areas.



Next Steps



- Root cause analysis of ongoing challenges: Identify multiple options for improvement.
- Continued response to Abrahams findings.
- Collaborative strategy development and long range planning.
- Budget planning to address challenges, and focus on opportunities.



Near Term Goals

- Secure support for a FY 2015 budget that accomplishes near term goals and creates opportunity for sustainable advancement.
- Effectively implement a self sustaining full-day Kindergarten program for FY 2015.
- Structure student transportation so that both elementary school schedules are aligned, and that all grades at HMS are on the same schedule.
- Focused and equitable PD related to curricular alignment, shared resources, and instructional practices aligned to CCSS.
- Increase district wide capacity using Aspen to support and accelerate school-family communication, staff efficiency, and student learning opportunities.



Approximate Timeline

