

2015–2016 School Improvement Plan



Principal: Matthew Paquette

School: **Hanover High School**

Co-Chair Siobhan Horton

Members Tricia Elkhill, Ms. Joanne Powers, Ms. Kathi Thomson, Molly Minnehan '15, Michael Vingneaux '15,
Annika Rowland '16, Sarah Ryan '16
Community Members: Ms. Jen Anderson

Date Submitted to School Committee: **September 25, 2015**

Date Approved by School Committee: **TBA**

Hanover Public Schools

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

2015-2016 SCHOOL IMPROVEMENT PLAN

Date: 9/16/15	School: HHS	Principal: Matthew Paquette	School Year: 15-16	School Council Co-Chair: TBA
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GOAL #1: To successfully integrate a School Resource Officer (SRO) into all Hanover Public Schools.

RATIONALE	ACTIVITIES
<p>The Hanover Public Schools and the Hanover Police Department have researched and planned for a successful implementation of a School Resource Officer model. The Hanover Public Schools SRO will use the “triad approach,” as endorsed by the National Association of School Resource Officers, to accomplish the following:</p> <ul style="list-style-type: none">• Serve the students of Hanover as part teacher, part counselor, and part officer• Enhance the level of safety and security in our schools• Serve as a mentor to the children of Hanover• Be present or available to each Hanover Public School on a daily basis <p>During the 2015-16 school year, Hanover Public Schools and the Hanover Police Department will continually monitor and evaluate the progress of this goal.</p> <p>District Strategic Objective #5: To evaluate every opportunity and take every practical action to increase school safety and to maintain campuses that are secure and prepared for emergencies through the use of current technology, partnerships with law enforcement and public safety agencies, and ongoing staff and student training on emergency and threat response.</p>	<ol style="list-style-type: none">1. Introduce Officer John to all students and faculty and provide opportunities for outreach.2. Establish 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.4. Establish communication protocols between each school and Officer John and the Hanover Police Department.5. Officer John will become a regular participant in student meetings, intervention team meetings, and safety meetings.6. Monitor, evaluate, and revise the rollout of a School Resource Officer on an ongoing basis.

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
2015-2016 School Year	<ol style="list-style-type: none"> 1. Faculty, student, and parent feedback 2. Data collection related to collaboration with SRO 3. Anecdotal evidence of SRO integration 	<p>(To be completed May/June 2016) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)</p>

RESOURCE NEEDS	BUDGET COSTS
<ul style="list-style-type: none"> • No additional resources needed 	<ul style="list-style-type: none"> • No additional budget costs

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GOAL #2: To continue to develop a school-wide general assessment plan that provides a scope and sequence for the implementation of the following initiatives:

- **Take action on targeted NEASC recommendations in the areas of curriculum, instruction, and assessment**
- **Align curriculum with the Common Core State Standards**
- **Implement district-determined measures to gauge student learning, growth, and achievement**

RATIONALE	ACTIVITIES
<p>On June 10, 2013, the New England Association of Schools and Colleges (NEASC) reported its decision to award the high school continued accreditation. In this notification, the committee recognized several commendations and highlighted particular recommendations. The targeted recommendations addressed here read as follows:</p> <ul style="list-style-type: none"> • Develop and fully implement school-wide rubrics aligned with the school’s expectations for student learning • Ensure that the school’s core values, beliefs and 21st century learning expectations are actively reflected in the curriculum, instruction, and assessment within the school • Develop common assessments, aligned with the learning expectations, to be used by all teachers who teach the same course <p>Additionally, the Department of Elementary and Secondary Education (ESE) requires that we identify, develop, and implement student performance measures “for each grade and subject that permit a comparison of student learning gains.” These two mandates are closely related, and their similarities allow for an interchange of ideas and resources. When viewed in light of our present efforts to align our school’s curriculum with the newly adopted standards outlined in the Massachusetts Curriculum Frameworks, we’ve found it best to synthesize these initiatives through the development of a school-wide general assessment plan that provides a scope and sequence for our overall system of assessments.</p> <p>District Strategic Objective #1: To develop and sustain a system-wide environment wherein exceptional instruction and student achievement are at the core of our work, and realized through collaborative action.</p>	<ol style="list-style-type: none"> 1. Continue implementation of school-wide rubrics in reading, writing, and speaking in the subjects of ELA and social studies. 2. Introduce student self-assessment methods using rubrics in reading, writing, and speaking. 3. Integrate reading, writing, and speaking assessments across disciplines. 4. Integrate problem-solving and technology rubrics and create common assessments in the areas of mathematics, business, science, and engineering. 5. Revise the civic and social school-wide rubrics and develop a formal process for student self-assessment in these areas. 6. Begin aligning science curriculum to the new state science standards. 7. Continue to implement and evaluate student-performance measures using school-wide rubrics and other relevant assessment tools to increase student mastery of 21st century learning expectations. 8. Utilize assessment data to establish baselines and goals for all DDMs. 9. Continue to utilize X2 Aspen as a formal process for communicating student progress to students and parents.

District Strategic Objective #2 – Human Capital: To recruit, develop, retain committed, motivated, talented, collaborative administrators, teachers, and support personnel to ensure a culture of teamwork and educational excellence.	10. Continue to review, revise, and expand the scope and sequence of the general assessment plan.
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
2014-2017. Note: Activities will be revised as part of each year's SIP.	<ol style="list-style-type: none"> 1. Finalize School-wide Rubrics 2. Finalize Curriculum Maps 3. Finalize Common Assessments 4. Finalize Student Work and Data Collection Protocol 5. Finalize General Assessment Plan 	(To be completed May/June 2016) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)

RESOURCE NEEDS	BUDGET COSTS
<ul style="list-style-type: none"> • No additional resources needed. 	<ul style="list-style-type: none"> • No additional budget costs.

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

RATIONALE	ACTIVITIES
<p>Professional Learning Communities: PLCs will move from their previously existing format of meetings during the school day to an after-school meeting time once per month. This will replace the time formerly designated as “faculty meeting” time. This change will allow PLC groupings to be flexible by department, grade level, and topics of interest. Building on the progress made during PLCs last year, we will look for opportunities to increase the level of teacher facilitation of PLCs through the use of agendas, norms, and protocols. This will serve as an opportunity to address school-wide issues in a more in-depth fashion, serving as an introduction to future professional development topics.</p> <p>Teacher Collaboration Time: Using time during the school day designated as teacher collaboration time, teachers will identify a group of colleagues to collaborate with and address common topics of interest related to teaching and learning.</p> <p>Peer Visits: Using a designated time during the school day, teachers will visit colleagues to inform their own practice. Teachers can provide valuable feedback to one another and bring learned techniques back to their own classroom.</p> <p>Professional Development: During designated early release days, professional development will begin with a quick overview of building-related issues and updates. This will ensure that information formerly provided during faculty meetings will continue to be shared on a timely basis. The bulk of time will be reserved for professional development topics, which will be teacher led whenever possible. Professional development topics will enrich the discussions generated during PLCs.</p> <p>District Strategic Objective #1: To develop and sustain a system-wide environment wherein exceptional instruction and student achievement are at the core of our work, and realized through collaborative action.</p>	<ol style="list-style-type: none">1. Designate topics and protocols for each PLC session, using the National School Reform Faculty resources.2. Teachers will form groups and identify objectives during teacher collaboration time.3. Teachers will visit colleagues to share strategies and reflect upon practice.4. Invite faculty to participate as a teacher leader through facilitation of PD workshops.5. Identify topics for teacher-lead professional development workshops.6. 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.

District Strategic Objective #2 – Human Capital: To recruit, develop, retain committed, motivated, talented, collaborative administrators, teachers, and support personnel to ensure a culture of teamwork and educational excellence.	
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS <small>(To be completed May/June 2016) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)</small>
2015-2017 School Year	<ol style="list-style-type: none"> 1. Agendas, protocol guides, documentation forms 2. PD evaluation forms 	

RESOURCE NEEDS	BUDGET COSTS
<ul style="list-style-type: none"> • No additional resources needed. 	<ul style="list-style-type: none"> • No additional budget costs.

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

RATIONALE	ACTIVITIES
<p>The vision statement found in Hanover School District’s Technology Plan clearly states: “We believe that technology tools enable diverse approaches for developing and synthesizing concepts, and should be seamlessly integrated into instruction, as an authentic component of how students collaborate, communicate, and problem solve.” The Department of Elementary Secondary Education approved this plan, which includes several key goals.</p> <ul style="list-style-type: none">• All teachers will use technology appropriately with students to improve student learning• All teachers will develop an understanding of the importance and pertinence of technology literacy to further student learning• Technology teams will create plans for technology-rich classrooms that will directly impact student learning and performance• The district will encourage the development and use of innovative strategies for delivering high-quality courses through the use of emerging technology <p>District Strategic Objective #1: To develop and sustain a system-wide environment wherein exceptional instruction and student achievement are at the core of our work, and realized through collaborative action.</p>	<p>Hanover High School will adopt the International Society for Technology in Education’s Standards for students in the following areas:</p> <ul style="list-style-type: none">• Creativity and innovation• Communication and collaboration• Research and information fluency• Critical thinking, problem solving, and decision making• Digital citizenship• Technology operations and concepts <p>To facilitate the adoption of these goals, HHS will move towards an all-Google platform over the next three years, including:</p> <ol style="list-style-type: none">1. Establish student learning outcomes and teacher expectations for technology in the classroom at every grade level.2. Continue to incorporate best practices that highlight the successful use of technology within the classroom by supporting and encouraging teacher-led PD and peer observations.3. Offer professional development for implementation of ISTE standards through the use of Google platforms.4. Technology training will be embedded in PLC’s and staff meetings.5. Transition to teacher use of Google

	<p>Chromebooks to facilitate instruction, communication, and feedback to students.</p> <ol style="list-style-type: none"> Increase representation on the District Technology Committee to include one teacher per grade level. Continue to utilize the District Technology Committee for improvement in technology integration in both instructional and non-instructional areas and to make recommendations for technology purchases. Conduct an analysis of computing resources (Chromebooks, iPads and desktop computers) usage in order to guide purchasing decisions and decisions regarding teaching and learning at HHS School.
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
2015-2016 School Year	<ol style="list-style-type: none"> Agendas from Technology Committee Research finding on Whiteboard Software packages Agendas from PD sessions Schedule of Library Parent Volunteers 	<p>(To be completed May/June 2016) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)</p>

RESOURCE NEEDS	BUDGET COSTS
<ul style="list-style-type: none"> Additional personnel needed. 	<ul style="list-style-type: none"> \$25,000.00