

2014-2015 School Improvement Plan



Principal: **Adam Colantuoni**

School: **Hanover Middle School**

Co-Chair **Mrs. Sandi Leito**

Members **Sue Moore, Linda Buckley, Edward Lee, Taft, Stephanie Murphy, Joan Edgar, Martha Stamper, Shelley Ireland**

Date Submitted to School Committee: **9/18/14**

Date Approved by School Committee: **9/24/14**

Hanover Public Schools

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

HMS Mission Statement

“The mission of HMS is to establish a safe learning environment that fosters respect, responsibility, perseverance and support for all learners.”

2014-2015 SCHOOL IMPROVEMENT PLAN

Date: 9-24-14	School: HMS	Principal: Adam Colantuoni	School Year: 2014-15	School Council Co-Chair: Sandi Leito
---------------	-------------	----------------------------	----------------------	--------------------------------------

GOAL #1: To provide differentiated math instruction to students at all levels resulting in increased student achievement.

RATIONALE	ACTIVITIES
<p>Based on analysis of standardized test scores, summative assessments and district- determined measures, student growth rates need to improve, particularly in special education subgroups.</p> <p>The goal is to better meet the math needs of students at all levels through differentiated instruction within the math curriculum and through remediation and enrichment opportunities. We will identify students who are not mastering concepts and provide re-teaching opportunities and appropriate interventions resulting in mastery of grade level concepts. Math teachers in collaboration with administration and math coaches, have developed pre and post term assessments to measure student growth in all grade levels. These benchmarks are fully aligned with the Common Core Math standards. In addition to benchmark assessments, teachers have a wide range of available data points including but not limited to MCAS scores, classroom assessments, and Symphony Math scores.</p> <p>This goal aligns with HPS District Strategic Objectives: Objective # 1- Teaching & Learning: 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>Objective # 2- Human Capital: To recruit, develop, and retain committed, motivated, talented, collaborative and creative leaders, teachers, and support personnel to ensure a culture of teamwork and educational excellence.</p>	<ol style="list-style-type: none">1.1 In September 2014, teachers and Math Coach will review student data points from previous school year to identify students requiring intervention.1.2 Teachers will administer pre and post benchmark assessments at appropriate pacing intervals.1.3 Symphony Math, a diagnostic tool for basic skills, will be administered to all 5th and 6th grade students in September, facilitated by the Math Coach. (When appropriate administered to grade 7 & 8)1.4 Train staff on the effective use of data to drive instruction.1.5 Academic support blocks will be utilized for tiered intervention/enrichment.1.6 Based on historical data analysis, an additional 5th Grade Math course will be offered to all students to target their skill levels and provide enrichment/remediation.1.7 Progress monitor students receiving remediation. (Monthly)1.8 After school intervention/enrichment will include Math Olympiad and Math Academy.1.9 Selected Math teachers will participate in Vision 20/20 pilot1.10 Math Coach will provide ongoing support and coaching to teachers (including peer observations in Math) to facilitate best practices, monitor appropriate pacing, and support progress monitoring of students by teachers.1.11 Spring transitional meetings with 4th and 9th grade teachers and administrators.1.12 Weekly grade-level math meetings and vertical monthly meetings to discuss curriculum, assessments, and student progress.

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<p>1.1 September 2014- review data of incoming students</p> <p>1.1 October 2014 – identify students to progress monitor</p> <p>1.3 September 2014- administer Symphony Math to grades 5 and 6</p> <p>1.8 Fall – Math Olympiad</p> <p>1.8 Winter – Math Academy</p> <p>1.11 Spring – Transitional meetings between schools</p> <p>1.12 Monthly – vertical math department meetings to analyze data and review student progress</p> <p>1.12 Bi-weekly – grade level PLC’s to discuss and reflect upon student work, curriculum initiatives and assessment</p>	<p>1.2 Benchmark assessments will be administered at appropriate intervals</p> <p>1.3 Symphony Math screenings will be administered in September 2014</p> <p>1.7 Student data collected from intervention groups</p> <p>1.8 Student enrollment in after school math activities</p> <p>1.11 Meeting notes and data analysis from teachers provided to administrators by team</p> <p>1.11 Frequency of peer observations</p>	<p>(To be completed May/June 2015) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)</p>

RESOURCE NEEDS	BUDGET COSTS
<p>1.1 Scantron machine to allow for timely feedback.</p> <p>1.12 Collaboration time to review data points both at grade level and vertically, 5-8</p>	<p>1.1 Scantron Machine and Scoring Sheets</p> <p>1.2 Symphony Math Software</p> <p>1.8 Stipend for a teacher to provide an after-school remediation course</p>

Hanover Public Schools
“The mission of Hanover Schools is to guide every student to thrive in a global society.”
2014- 2015 SCHOOL IMPROVEMENT PLAN

GOAL #2: To strengthen students’ use and understanding of critical writing and reading skills and to foster students’ speaking skills in order to prepare them for high school and beyond.

RATIONALE	ACTIVITIES
<p>The Common Core standards emphasize critical thinking and inference in the areas of writing, reading and speaking. As we continue to implement the Common Core, students need to understand the importance of these higher level thinking skills and how they are used in the 21st century; they benefit from direct instruction in these areas in order to improve and develop as readers, writers, and speakers.</p> <p>Common assessment tools from the high school have been shared with the middle school and will continue to be adapted to meet the needs of the HMS. Continued collaboration with HHS is expected as we move forward.</p> <p>This goal aligns with HPS District Strategic Objectives: Objective # 1- Teaching & Learning: 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>Objective # 2- Human Capital: To recruit, develop, and retain committed, motivated, talented, collaborative and creative leaders, teachers, and support personnel to ensure a culture of teamwork and educational excellence.</p>	<p>2.1 Continuation of collaboration with STEM and Humanities Directors to identify skills and refine common assessment tools.</p> <p>2.2 Collaborate with HHS to align terminology and expectations that assess our 21st century learning expectations to ensure consistency and uniform implementation.</p> <p>2.3 Bi-weekly grade level meetings to develop assessments and ensure implementation of critical skills into curriculum.</p> <p>2.4 Vertical department meetings to assess student artifacts, and develop and review critical skills-based common assessments and curriculum.</p> <p>2.5 Transition meetings with 4th and 9th grade to ensure continuity.</p>

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<p>2.1 September 2014, teachers identify critical skills to be taught</p> <p>2.1 Ongoing development and implementation of assessments</p> <p>2.3 Weekly grade level meetings</p> <p>2.4 Monthly vertical meetings</p> <p>2.5 Spring- Transition meetings between schools</p>	<p>2.1 Improved Common Assessment results</p> <p>2.3 Updated Curriculum Units</p> <p>2.3-4 Meeting Notes/Agendas from weekly and monthly meetings</p> <p>2.3-4 Student artifacts (writing samples, presentations, portfolios, etc.)</p>	<p>(To be completed May/June 2015) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)</p>

RESOURCE NEEDS	BUDGET COSTS
<p>2.1 Professional Development</p> <ul style="list-style-type: none"> • Training on Common Core standards and implementation • Content area specific training <p>2.1 Common Core Curriculum Materials</p> <p>2.1, 2.3-4 Time provided for collaborative meetings</p>	<p>2.1 PD workshops/training</p> <p>2.2 Curriculum materials</p>

Hanover Public Schools
“The mission of Hanover Schools is to guide every student to thrive in a global society.”
2014 – 2015 SCHOOL IMPROVEMENT PLAN

GOAL #3: To increase the effective use of technology into both instructional practices and student assessment and feedback.

RATIONALE	ACTIVITIES
<p>In order to prepare students for high school and beyond, teachers and students should engage in using and integrating technology to create rich opportunities for learning and student growth. Better utilization of available resources while searching out new ways to incorporate technology will strengthen student engagement, motivation and achievement. In order to best support teachers in achieving this goal, effective, consistent and imbedded training and support is essential.</p> <p>This goal aligns with HPS District Strategic Objectives:</p> <p>Objective # 1- Teaching & Learning: 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>Objective # 2- Human Capital: To recruit, develop, and retain committed, motivated, talented, collaborative and creative leaders, teachers, and support personnel to ensure a culture of teamwork and educational excellence.</p> <p>Objective # 3- Sustainable Funding: To consistently support our school system with sustainable funding to ensure the highest level of student achievement supported by exceptional professionals and the most current resources while providing social, cultural, and economic value to our community.</p> <p>Objective # 4- Community Engagement: To actively engage all members of our community through opportunities and partnerships that encourage participation in student activities and enrichment, art, and cultural events, adult/family educational programs, HPS athletics, and community service.</p>	<ul style="list-style-type: none"> 3.1 Training in use of available instructional technology 3.2 Training in modification of lessons to include use of technology 3.3 Research and share best practices for instructional technology 3.4 Offering opportunities for classrooms to pilot structured BYOD learning activities 3.5 Model effective lessons using technology to enhance learning 3.6 Provide coverage for peer observation of exemplar lessons – in district 3.7 Provide opportunities for staff to visit model districts 3.8 Provide timely and specific feedback to students and families using available technology, including Aspen

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
3.1 Oct 2014 Training on ENO and Aspen 3.3 Oct 2014 Staff Survey 3.3 Monthly discussion of technology tips and best practices at faculty meetings 3.7 Nov/Dec 2014 Visit schools using 1:1 programs 3.8 Ongoing use of Aspen for grades and assignments	3.1 Meeting Agendas and Notes 3.1 Staff feedback on training provided 3.3 Staff survey – assess instructional technology practices 3.5 Observational evidence of increased use of technology in lessons 3.7 Site Visit feedback and sharing at faculty meeting	(To be completed May/June 2015) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)

RESOURCE NEEDS	BUDGET COSTS
3.1 Professional Development Time 3.1 Reliable and Consistent Wifi or Internet connectivity 3.1-2 Facilitators- school based, district based, experts 3.4 Technology <ul style="list-style-type: none"> • iPads, Chromebooks, etc. 3.7 Substitutes for coverage	3.1-2 PD workshops 3.4 Technology purchases 3.7 Staff coverage (substitute teachers) during site visits

Hanover Public Schools
“The mission of Hanover Schools is to guide every student to thrive in a global society.”
2014-2015 SCHOOL IMPROVEMENT PLAN

GOAL #4: To improve school safety through the implementation of the A.L.I.C.E active shooter and emergency response protocols.

RATIONALE	ACTIVITIES
<p>The Hanover Public Schools Safety and Security Committee, in collaboration with the Hanover Police Department, spent the 2013-14 school year investigating enhancements to current emergency management and lockdown protocols. As a result of this investigation, the Hanover Public Schools has adopted the A.L.I.C.E program and its armed intruder response strategies. Implementation of this program will accomplish the following:</p> <ul style="list-style-type: none"> • Move away from “lockdown only” as a response to a violent intruder • Empower staff members to make lifesaving decisions for themselves and their students • Train staff and students in all available response options to a violent intruder • Increase the chance of survival in the event of a violent attack on our school <p>This goal aligns with HPS 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> <p>During the 2014-15 school year, Hanover Middle School and the Hanover Police Department will train all school staff and students in the A.L.I.C.E active shooter protocols and fully implement this program as a response to a violent attack.</p>	<ul style="list-style-type: none"> 5.1 Train staff in A.L.I.C.E program through classroom and active drill sessions 5.2 Offer community outreach to parents and families informing them of A.L.I.C.E strategies 5.3 Train student body in A.L.I.C.E program through various violent intruder response scenarios 5.4 Identify teacher leaders to serve as point personnel during drills and emergencies 5.5 Implement regular emergency response drills to enhance currently practiced lockdown drills 5.6 Continue to work with faculty, students, and parents to develop an awareness of all aspects of school safety 5.7 Continue to build relationships with the Hanover Police Department and other law enforcement officials and first responders 5.8 Train new staff in A.L.I.C.E program as necessary

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
5.1-8 2014-2015 School Year	5.1 Presentation and drill materials from staff and students 5.2 Community outreach materials	(To be completed May/June 2015) For each piece of evidence, indicate progress as follows: 1. Completed, 2. Not Completed (explain) or 3. Ongoing (explain)

RESOURCE NEEDS	BUDGET COSTS
5.1, 5.7 Hanover Police Department and trained Hanover Public Schools officials. 5.1 A.L.I.C.E training materials 5.1 Active shooter drill materials	5.1 Per person costs associated with ongoing training from the A.L.I.C.E Training Institute for building based safety personnel.