

2018–2020 School Improvement Plan



Principal: Matthew Paquette

School: Hanover High School

Co-Chair: Ms. Tricia Elkhill

Members: Ms. Tricia Elkhill, Ms. Patti Taylor, Ms. Jan Curley, Ms. Jae Picard, Mr. Steven Rodday, Steve Manolakis '19, Kayla Mullane '19, Nick Colaw '20, Emma Gannon '20
Community Member: Ms. Carol Souza

Date Submitted to School Committee: September 21, 2018

Date Approved by School Committee: _____

Hanover Public Schools
“The mission of Hanover Schools is to guide every student to thrive in a global society.”
2018-2020 SCHOOL IMPROVEMENT PLAN

GOAL #1: The Hanover Public Schools will redesign educational experiences at Hanover High School and enhance curriculum to capitalize on teacher expertise and provide greater student choice.

RATIONALE	ACTIVITIES
<p>Teaching & Learning</p> <p>Over the past two years, we designed and have begun developing a college and career preparatory curriculum that aligns with students’ potential career pathways. Within this curriculum, students are able to draw connections between academic subjects and future career opportunities. As this work progresses, we intend to refine our existing curriculum with students’ college and career interests in mind. We will continue to develop new educational experiences and academic courses with the same focus. Additionally, we will explore and develop educational experiences beyond the classroom that may contribute to a student’s interest in a particular pathway. These experiences will include an increased partnership with local community businesses, local colleges and universities, and local public service providers.</p> <p>This curriculum will continue to offer a more defined relevance to students’ individual career interests while providing the skills students need to succeed in the college and career environments of the 21st century.</p> <p>Goal Summary: To implement a high school experience that affords each student the opportunity to learn and grow in a school community that encourages and supports their individuality.</p>	<p>Teaching & Learning</p> <ol style="list-style-type: none"> 1. Continue to create new semester courses and update existing courses to reflect essential skills and relevance to college and career pathways. 2. Continue to ensure that essential school-wide skills are at the core of existing and any new innovative courses or experiences. 3. Form a Communications and Outreach committee to establish educational relationships with local community businesses, local colleges and universities, and local public service providers. 4. Form a Pathways Program committee to develop a written career/college pathways program outlining all educational experiences available for each pathway.

<ol style="list-style-type: none"> 1. Continue to align the many innovative experiences already offered at the high school to relevant college and career pathways that reflect students' occupational interests. 2. Continue to develop a Program of Studies that gives students an opportunity to concentrate their educational choices on a particular field of study. 3. Continue to ensure that essential school-wide skills are at the core of existing and any new innovative courses or experiences. 4. Foster educational relationships with local community businesses, local colleges and universities, and local public service providers. 	
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<ul style="list-style-type: none"> • 2018–2020 School Years 	<ol style="list-style-type: none"> 1. Completed written college and career pathways program outlining all educational experiences available for each pathway 	<p>(To be completed September 2019) 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"> • Professional development time 	<ul style="list-style-type: none"> • Funds made available for curriculum writing that occurs outside of the school day

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GOAL #2: To continue to improve student learning through the use of Professional Learning Communities (PLCs), teacher collaboration time, and professional development.

RATIONALE	ACTIVITIES
<p>Professional Development</p> <p>Instructional Rounds: Instructional Rounds is a collaborative process where administrators and teachers can learn more about their practice in order to develop a collective understanding of teaching and learning. This research-based practice will directly impact professional growth and student achievement. Instructional Rounds will provide time for observation, reflection, discussion, and action specifically around the teaching and learning of close reading, written communication, problem solving, and collaboration.</p> <p>Professional Learning Communities: We are moving faculty meetings from the mornings to the afternoons, and changing the design of these meetings from administratively led whole group discussions to educator-led small group discussions. Topics will include HHS Connect and data analysis and best practices centering on standardized tests and relevant student performance in the areas of close reading, written communication, and problem solving.</p> <p>Teacher Collaboration Time: We will continue to use time during the school day designated as teacher collaboration time, and allow teachers to identify a group of colleagues to collaborate with and address common</p>	<p>Professional Development</p> <ol style="list-style-type: none"> 1. Continue educator-led professional development workshops. 2. Expand Instructional Rounds administrative work from 2017-2018, to build on previous year’s focal points. 3. Provide in-depth training for a new core Instructional Rounds team consisting of cross-curricular and multilevel combined teacher and administrator teams. 4. Continue Professional Learning Communities involving our entire faculty. 5. Strengthen teacher-collaboration opportunities by incorporating these efforts with our professional development workshops. 6. Collect feedback on PLCs, teacher collaboration time, and professional development to ensure a quality product and guide future collaborative efforts aimed at improving teaching and learning.

<p>topics of interest related to teaching and learning, specifically close reading, written communication, and problem solving.</p> <p>Professional Development: During designated early release days, professional development will begin with a quick overview of building-related issues and updates. The bulk of time, however, will be reserved for professional development topics similar to those addressed in Rounds, PLCs, and teacher collaboration time. Workshops will be educator-led whenever possible.</p>	
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<ul style="list-style-type: none"> 2018–2020 School Years 	<ol style="list-style-type: none"> Documented trainings and feedback Teacher feedback on implementation 	<p>(To be completed September 2019) 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 at this time 	<ul style="list-style-type: none"> No additional budget costs at this time

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GOAL #3: To develop procedures and processes to document the HHS Connect college and career pathway initiative as well as effectively communicate it with all stakeholders in the educational community.

RATIONALE	ACTIVITIES
<p>Community Engagement and HHS Connect Operations</p> <p>The HHS Connect initiative aims to increase engagement and provide more relevance for the students throughout the entire curriculum. As indicated in goal 1, students will have more opportunities to engage in relevant and meaningful experiences both in and outside of the classroom that will be aligned to one of four pathways. By enrolling in particular courses and engaging in certain community experiences or internships, students may choose to graduate and be recognized as concentrating in a particular pathway.</p> <p>To that end, the mechanics, procedures, and processes need to be developed and documented so that the entire school community is aware of the increased opportunities, as well as how to track and report progress.</p>	<p>Community Engagement and HHS Connect Operations</p> <ol style="list-style-type: none">1. Reconvene Innovation Committee and set a meeting schedule.2. Establish and document the criteria, including specific courses, number of credits, as well as the number of hours of outside of school experiences required to be recognized in a particular pathway.3. Develop the mechanics within Aspen and Google Classroom to share and track the data relevant to student progress within HHS Connect.4. Increase internships as well as business and community engagement opportunities for all high school students to have authentic experiences in areas relevant to their college and career aspirations.

TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<ul style="list-style-type: none"> 2018–2020 School Years 	<ol style="list-style-type: none"> Completed documentation outlining mechanics and logistics 	<p>(To be completed September 2019) For each piece of evidence, indicate progress as follows. 1. Completed 2. Not completed (explain) 3. Ongoing (explain)</p>

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

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GOAL #4: To evaluate every opportunity and take every practical action to increase school safety and to maintain secure campuses prepared for emergencies.

RATIONALE	ACTIVITIES
<p>Safety and Security</p> <p>The Hanover Public Schools and the Hanover Police Department have successfully implemented the School Resource Officer (SRO) model. The Hanover Public Schools SRO continues to use the “triad approach,” as endorsed by the National Association of School Resource Officers, to accomplish the following:</p> <ol style="list-style-type: none"> 1. Serve the students of Hanover as part teacher, part counselor, and part officer 2. Enhance the level of safety and security in our schools 3. Serve as a mentor to the children of Hanover 4. Be present or available to each Hanover Public School on a daily basis <p>Hanover Public Schools and the Hanover Police Department will focus on phase two of the integration of the SRO in all Hanover Public Schools, with a strategic focus on building the educational component of the partnership. Both parties will continually monitor and evaluate the progress of this goal.</p> <p>As part of their continued mission to increase school safety, the Hanover Police Department has committed to increasing the visibility of day shift officers in all schools.</p>	<p>Safety and Security</p> <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. Continue the work of the SRO as a trainer for ongoing ALICE 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, bicycle, and car safety for students K-12. 6. Monitor, evaluate, and revise the progress of these goals on an ongoing basis. 7. Increase presence of the day shift officers in every school in the district, supported by the HPD. 8. Install and update security camera systems in

	<p>all buildings.</p> <p>9. Train designated building representatives to successfully operate the new security camera system.</p>
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TIMELINE	EVIDENCE OF COMPLETION	REVIEW STATUS
<ul style="list-style-type: none"> 2018–2020 School Years 	<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 September 2019) 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 at this time 	<ul style="list-style-type: none"> No additional budget costs at this time