

# Center School

## School Improvement Plan, 2022 – 2024



Principal:	Jane DeGrenier
School:	Center School
School Council Co-Chair:	Michelle Cavallaro, Parent/Guardian Representative
School Council Members:	Faculty Representative: Valerie Haley Faculty Representative: Steve Lovell Faculty Representative: Lori McKenna Faculty Representative: Russ Wilson, Assistant Principal, ex-officio Parent/Guardian Representative: Kristen Connolly Parent/Guardian Representative: Michelle Hill Parent/Guardian Representative: Karolyn Klepper Community Representative. TBD
Date Submitted to School Committee:	December 7, 2022

***Hanover Hawks Will Soar and Succeed Without Limits.***

**Hanover Public Schools**  
**2022-2024 CENTER SCHOOL IMPROVEMENT PLAN**

**GOAL #1: Teaching and Learning:** To improve literacy scores for all students by 10% as determined through the DIBELS 8/iReady assessment tools by developing and sustaining a system-wide environment wherein exceptional instruction and student achievement are at the core of our work and realized through collaborative action.

<b>Actions</b>
<ul style="list-style-type: none"> <li>• Receive, organize, and distribute WONDERS instructional resources to all grade 2-4 teachers in reading, special education, ELL, and general education.</li> <li>• Provide teachers and administrators with varied embedded and ongoing professional learning to build capacity in implementing our new literacy program.</li> <li>• Continue a partnership with the Landmark Consultant focusing on developing best practices in our substantially separate program for students with dyslexia.</li> <li>• Continue training and certification of teachers to provide Orton Gillingham approach through IMSE by providing time, practicum hours, and ongoing professional learning.</li> <li>• Continue meetings for grade 4 staff with Charley Haynes as part of the work with MGH and the WELL Initiative focusing on writing.</li> <li>• Provide planning and collaboration time for all faculty throughout the year by scheduling weekly PLCs, monthly after-school meetings, and teacher-identified professional development opportunities.</li> <li>• Institute office hours for our reading specialists to be available to support staff in each phase of the <i>WONDERS</i> rollout.</li> <li>• Use Fall, Winter, and Spring student literacy data and data meetings to identify trends and provide support at both the school and classroom levels. Regularly review comparative data to show growth and identify focus areas for strategic intervention.</li> </ul>

<b>Resource Needs</b>	<b>Budget Impact</b>
<ul style="list-style-type: none"> <li>• Landmark Consultant time 3-4X annually.</li> <li>• Orton Gillingham (OG) training, supervision, materials.</li> <li>• <i>WONDERS</i> professional development and resources.</li> </ul>	<ul style="list-style-type: none"> <li>• No anticipated budget impact at this time.</li> </ul>

<b>Evaluation Plan</b>	<b>Progress Review</b>
<ul style="list-style-type: none"> <li>• Comparative results of i-Ready reading and math 3X annually.</li> <li>• Comparative results of DIBELS 8 3X annually.</li> <li>• MCAS results grades 3-4.</li> <li>• <i>WONDERS</i> assessments for reading and writing each term.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan will be reviewed and a progress update on action items will be developed in September 2023.</li> <li>• Analysis of student academic data with adjustments to the plan made as needed.</li> </ul>

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**GOAL #2: Human Capital:** To recruit, develop, and retain diverse, committed, motivated, talented, collaborative and creative administrators, teachers, and support personnel to ensure a culture of teamwork and educational excellence.

<b>Actions</b>
<ul style="list-style-type: none"> <li>● Create a robust coaching and teacher leadership program within each school. <ul style="list-style-type: none"> <li>○ Evaluate specialized positions to ensure depth of support and training for all staff members.</li> <li>○ Increase coaching and math/reading specialist positions to provide district-wide support for educators.</li> </ul> </li> <li>● Evaluate all personnel issues and staffing requirements to adequately support district-wide initiatives, special education and support services.</li> <li>● Provide professional development to all special education staff on the development of Individual Education Plan (IEP), goals, objectives, and a comprehensive understanding of the transition to a new IEP to be developed and rolled-out by DESE.</li> </ul>

<b>Resource Needs</b>	<b>Budget Impact</b>
<ul style="list-style-type: none"> <li>● Alan Blume, professional development, consultation and resource.</li> </ul>	<ul style="list-style-type: none"> <li>● No anticipated budget impact at this time.</li> </ul>

  

<b>Evaluation Plan</b>	<b>Progress Review</b>
<ul style="list-style-type: none"> <li>● Implementation of IEP strategies and plan development.</li> </ul>	<ul style="list-style-type: none"> <li>● Plan will be reviewed and a progress update on action items will be developed in September 2023.</li> </ul>

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**GOAL #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.

<b>Actions</b>	
<ul style="list-style-type: none"> <li>• Evaluate and increase the capacity for wi-fi throughout the building to sustain all learning and instructional needs.</li> <li>• Assess a sustainable hardware plan that meets the needs of students and staff and is able to be supported within our infrastructure.</li> <li>• Utilize an interactive/automated finance and personnel management system to improve employee services and budget planning strategy. <ul style="list-style-type: none"> <li>○ Personnel Action Forms (PAF) system for employment.</li> <li>○ Automated purchase order system.</li> <li>○ Employee coding system.</li> </ul> </li> </ul>	
<b>Resource Needs</b>	<b>Budget Impact</b>
<ul style="list-style-type: none"> <li>• Training with human resources and Brian Converse for building-based office staff.</li> <li>• Full technology assessment of system performance and hardware replacement.</li> </ul>	<ul style="list-style-type: none"> <li>• Hardware/software required to meet current and evolving instructional technology needs.</li> </ul>
<b>Evaluation Plan</b>	<b>Progress Review</b>
<ul style="list-style-type: none"> <li>• Implementation of new finance and personnel management systems.</li> <li>• Action plan for improving wi-fi, hardware needs, and connectivity.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan will be reviewed and a progress update on action items will be developed in September 2023.</li> </ul>

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**GOAL #4: Community and Communication:** To provide exceptional communication of all events, programs, and initiatives throughout the community.

<b>Actions</b>	
<ul style="list-style-type: none"> <li>• Encourage parent/guardian and student participation in online registration and offerings.</li> <li>• Utilize a sustainable online platform that communicates availability of fields and buildings</li> <li>• Utilize the newly developed data-based management system that provides streamlined registration processes, financial integration for paying for school-based events and fees.</li> <li>• Consistent communication with families around progress monitoring student progress.</li> <li>• Weekly and monthly messages from teachers and administration to parent(s)/guardian(s) regarding curriculum updates, classroom happenings, assessments, and school events using a consistent platform for communication throughout Center School.</li> <li>• Monthly calendar that includes as much detail available for each grade level for upcoming events (ie: spirit days, field trips, etc).</li> </ul>	
<b>Resource Needs</b>	<b>Budget Impact</b>
<ul style="list-style-type: none"> <li>• None needed at this time.</li> </ul>	<ul style="list-style-type: none"> <li>• No anticipated budget impact at this time.</li> </ul>
<b>Evaluation Plan</b>	<b>Progress Review</b>
<ul style="list-style-type: none"> <li>• Weekly and monthly school messages.</li> <li>• F.A.C.E. postings for enrichment activities and summer.</li> <li>• School calendar.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan will be reviewed and a progress update on action items will be developed in September 2023.</li> </ul>

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**GOAL #5: Safety and Security:** To evaluate opportunities and take practical actions to increase school safety and to maintain a campus that is secure, prepared for emergencies through the use of technology, partnerships with law enforcement and public safety agencies, and ongoing staff and student training on emergency and threat response.

<b>Actions</b>	
<ol style="list-style-type: none"> <li>1. Collaborate with HPD and Director of Safety to educate Center School faculty and community on Alert, Lockdown, Inform, Counter, and Evacuate (A.L.I.C.E.) drills with a focus on independent decision capacity.</li> <li>2. Continue to provide practice on safety drills with faculty and students during the school year including fire drills, bus evacuation drills, and A.L.I.C.E.</li> <li>3. Offer CPR and First Aid Training to all Center School Faculty.</li> <li>4. Faculty representation working with district-wide Wellness Committee to pool resources and expertise targeting high-needs cohorts including ESL, homeless, bullied, and chronically absent students.</li> </ol>	

<b>Resource Needs</b>	<b>Budget Impact</b>
<ul style="list-style-type: none"> <li>• Collaboration with district Director of Safety, HFD, and HPD.</li> </ul>	<ul style="list-style-type: none"> <li>• No anticipated budget impact at this time.</li> </ul>

<b>Evaluation Plan</b>	<b>Progress Review</b>
<ul style="list-style-type: none"> <li>• Fire drills 4X annually with feedback from HPD.</li> <li>• A.L.I.C.E drills 2X annually with feedback from Director of Safety and HPD.</li> <li>• Bus Evacuation 1X annually with feedback from bus company personnel and HPD.</li> <li>• Daily communication with School Resource Officer.</li> </ul>	<ul style="list-style-type: none"> <li>• Plan will be reviewed and a progress update on action items will be developed in September 2023.</li> </ul>