

Hanover High School

School Improvement Plan, 2022 – 2024



Principal:	Matthew Mattos
School:	Hanover High School
School Council Co-Chair:	Brian Gill, Parent/Guardian Representative
School Council Members:	Faculty Representative: Jaclyn Rooney, Assistant Principal for Academics, ex-officio Faculty Representative: Jan Curley Faculty Representative: Brian Ciccolo Parent/Guardian Representative: Julia Leone Parent/Guardian Representative: John Geary Students Representative: Mary Elliott Students Representative: Declan King Students Representative: Ashley Stracco Students Representative: Matthew Jenkins Community Representative: Jeffrey Blanchard
Date Submitted to School Committee:	December 7, 2022

Hanover Hawks Will Soar and Succeed Without Limits.

Hanover Public Schools
2022-2024 HANOVER HIGH SCHOOL IMPROVEMENT PLAN

GOAL #1 Teaching and Learning: To develop and sustain a school-wide environment wherein exceptional instruction and student achievement are at the core of our work and realized through collaborative action.

HHS Goal: To improve student outcomes by 10% for at-risk students by proactively providing targeted support for HHS students identified through the Massachusetts Department of Elementary and Secondary Education (DESE) Early Warning Indicator System (EWIS) data alongside local data and context. If at-risk students are identified and specific interventions and targeted supports are put in place, then student outcomes will improve and the number of at-risk students will decrease.

Actions	
<ul style="list-style-type: none"> • Conduct an annual analysis of all existing EWIS & VOCAL data (inclusive of PD for staff) • Review all internal student data, including local assessments, grades, and attendance • Create alerts in Aspen, which are only visible to key stakeholders • Schedule conversations with counselors and support staff regarding at-risk students • Implement time-based interventions in classes as well as academic support settings • Evaluate the effectiveness of the interventions and adjust accordingly 	
Resource Needs	Budget Impact
<ul style="list-style-type: none"> • EWIS, VOCAL, and local data • Increased user-friendly Aspen development & training for teachers • Training video for parent(s)/guardian(s) on Aspen portal usage • Improved Internet access within the building 	<ul style="list-style-type: none"> • No anticipated budget impact at this time
Evaluation Plan	Progress Review
<ul style="list-style-type: none"> • Administrators, Guidance Counselors, and Department Heads will review the effectiveness of the interventions and supports by reviewing EWIS, VOCAL, and local data annually • Utilize comparative data from non-COVID years (2017-2018) 	<ul style="list-style-type: none"> • Comparison of student academic achievement data from prior years • Plan will be reviewed and adjusted as necessary in September 2023 to support focus areas identified by analysis

Hanover Public Schools
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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.

HHS Goal: To review HHS Special Education programming, with emphasis on staffing, structured professional development, mentoring, and evaluation to improve learning environment of all students. This goal will primarily be measured by the implementation of several professional development trainings for our school staff specific to Special Education law, compliance, and service delivery.

HHS continues to seek diversity amongst its programming and staff. We are constantly seeking to hire energetic, well-informed, experienced educators who embody a value in education as a craft in all of our program offerings. Our intent is to hire the best candidates who will serve to make our students the best they can be, fully prepared for college or career readiness. We will continue to offer support, such as quality mentoring and structured Professional Development, to ensure that our staff stays committed to all of our students at HHS. A special focus this upcoming year will be on our Special Education programming.

Actions	
<ul style="list-style-type: none"> ● To fill vacancy postings with the best possible candidates to ensure elevated teaching and learning of all students at HHS ● To continue to offer sound mentoring to all staff, so they adjust accordingly and confidently within our faculty ● To offer Professional Development to Special Education Teachers to ensure that they are current and up to date with current teaching strategies and instructional methodologies. Training will specifically target multisensory reading instruction as well as IEP writing strategies ● To provide structured Professional Development to all Special Education Teachers to create consistency and transparency in the development and implementation of Individualized Educational Programs ● To provide structured Professional Development to all HHS staff specific to Special Education law, Special Education compliance, IEP implementation, and IEP team process ● To work constantly on the climate and culture of HHS, so that all staff members feel a sense of teamwork and camaraderie 	
Resource Needs	Budget Impact
<ul style="list-style-type: none"> ● Human Resources assistance ● RCC Candidate Screening Committees ● Mentor Programs ● High-quality Professional Development 	<ul style="list-style-type: none"> ● If applicable, the salary of hired employees ● The cost of professional development providers
Evaluation Plan	Progress Review
<ul style="list-style-type: none"> ● All newly hired staff will be subject to the HPS Teacher Evaluation process ● Hires, and the new hire process will be reviewed annually as always 	<ul style="list-style-type: none"> ● Plan will be reviewed and adjusted as necessary in September 2023 to support focus areas identified by data analysis

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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.

HHS Goal: Continue to provide the best College and Career Planning (CCP) for our students and families. HHS realizes the financial burden that post-secondary pursuits pose to our families so we will continue to harness our resources in the best interests of our students and families. This goal will be measured through an expected increase (10%) in the number of students participating in our Dual Enrollment and Early College programs, informational guidance events and college admission seminars, and attendees at our college and career fairs.

The HHS Guidance Department is dedicated to providing comprehensive services that encourage all students to be actively involved in achieving their college and career goals. Services are delivered through individual meetings, small group workshops, classroom lessons, and web-based technology to provide a strong foundation for our students. The HHS Guidance Department encourages all students to be engaged and participatory in the college and career process. Guidance Counselors will be scheduling check-in meetings with all students in their respective caseloads to monitor CCP.

Actions
<p>Dual Enrollment and Early College</p> <ul style="list-style-type: none"> ● Increase dual enrollment course options and early college opportunities for all students ● Remain an active member of the South Shore Early College Consortium to engage colleges/universities in our region on early college courses and programs ● Develop relationships with colleges, community colleges & 2-year colleges that have early college and dual enrollment programs ● Elevate student enrollment in existing AP courses, as well as in current dual enrollment and early college courses ● Seek input from students, parent(s)/guardian, staff, and community members on interest level, cost/affordability, etc. ● Obtain data from local colleges and universities on transfer credit policies for dual enrollment and early college courses ● Improve communication to students, parent(s)/guardian(s), staff, and the community on dual enrollment and early college opportunities <p>College Preparation</p> <ul style="list-style-type: none"> ● Continue to provide students with small group, classroom, and individual instruction on college and career planning ● Increase the student usage of the college and career planning program, SCOIR ● Help students to build upon data received from SCOIR assessments (You Science) ● Provide more opportunities for students to add information and materials to their career and college profile in SCOIR ● Increased scholarship search opportunities ● Continue to offer informative events, such as webinars, college admission counselor panels, college & career fairs, etc. ● Info-sessions for parent(s)/guardian(s) to best navigate the college process ● Return of the College Boot Camp <p>Career Planning</p> <ul style="list-style-type: none"> ● Develop closer relationships with outside agencies and schools (Mass Hire, South Shore Vocational High School, Trade Programs) ● Provide more opportunities for networking with possible employers and companies ● Offer more opportunities for guest speakers and information sessions

Resource Needs	Budget Impact
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<ul style="list-style-type: none"> • SCOIR platform: Web-based computer program • HHS Graduates as student speakers during Guidance events • Continued affiliation with College Board and FAFSA (trainings, etc.) 	<ul style="list-style-type: none"> • Approximately \$3500 every 3 years • Additional funding for the return of the College Boot Camp
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Evaluation Plan	Progress Review
<ul style="list-style-type: none"> • Term by term 	<ul style="list-style-type: none"> • Plan will be reviewed and adjusted as necessary in September 2023 to support focus areas identified by analysis

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GOAL #4 COMMUNICATION & COMMUNITY ENGAGEMENT: To provide exceptional communication of all school events, programs, and initiatives throughout our school community.

HHS Goal: To increase awareness of the curriculum content covered in HHS classes by posting curriculum guides (forward-facing curriculum documents) on the school website for all parent(s)/guardian(s) to view.

If HHS curriculum guides are clear, comprehensive, and available for members of the school community to review, then parent(s)/guardian(s), and students will be more aware of the learning objectives of each course to make informed decisions about course selection, student expectations, and course content.

Actions	
<ul style="list-style-type: none"> • Department Heads and Curriculum Directors will complete an evaluation of each individual course with the teacher(s) to ensure state standards are covered and that courses are reviewed for content, pacing, resources, and assessment • Curriculum guide documents will be prepared in a clear and comprehensive format that will be understandable for all users • Final drafts will be prepared for School Committee review, evaluation, and approval during public School Committee meetings prior to Thanksgiving • In collaboration with teachers, Department Heads and Curriculum Directors will evaluate courses to ensure the curriculum guides stay current • Provide continued support for teachers, and create systems for reviewing and updating the online content in future years • To measure success, software upgrades are being considered for our website to measure viewership of the documents with a focus on the time period for course selection at the secondary level 	
Resource Needs	Budget Impact
<ul style="list-style-type: none"> • Time 	<ul style="list-style-type: none"> • No anticipated budget impact at this time.; however, this process may include curriculum revision
Evaluation Plan	Progress Review
<ul style="list-style-type: none"> • Administrators, Guidance Counselors, and Department Heads will review the use of the forward-facing curriculum guides • Survey members of the school community regarding the helpfulness of the curriculum guides • Website analytics may be used to understand the viewership of the curriculum guides 	<ul style="list-style-type: none"> • Curriculum guides are expected to be living documents so that content (resources, activities, etc.) can be added in real-time • Plan will be reviewed and adjusted as necessary in September 2023 to support focus areas identified by analysis

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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 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.

HHS Goal: To work in conjunction with Hanover Public Schools and the Town of Hanover Public Services to increase school safety and to maintain secure campuses prepared for emergencies. HHS Administration, specifically our new Dean of Students position, will work in conjunction with the aforementioned agencies to provide the best training and preparedness that we can for the students and staff of HHS.

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:

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

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.

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.

Actions	
<ul style="list-style-type: none"> ● Seek out opportunities for educational collaboration on safety and security, criminal justice, law, health and wellness, and decision-making ● Sustain a rotating schedule with each school, allowing for presence at events during and after school hours ● Continue the work of the SRO for ongoing ALICE school safety training and incorporate classroom visits to review safety plans with students ● Continue partnership with SRO through involvement in student meetings, intervention team meetings, and safety meetings ● Weekly meetings with Student Assistance Team and student support staff (adjustment counselors) to identify and support at-risk students ● Increase education and awareness of bus, bicycle, and car safety for students K-12 ● Continue to monitor the school setting for vaping (which affects not only restroom usage for students, but classroom settings with residual smell) <ul style="list-style-type: none"> ○ Vaping (and other forms of unwanted school activity) may have lingering negative effects on students involved, unnecessary drama and conflict ● Monitor, evaluate, and revise the progress of these goals on an ongoing basis 	

Resource Needs	Budget Impact
<ul style="list-style-type: none"> ● No additional resources needed at this time 	<ul style="list-style-type: none"> ● No anticipated budget impact at this time

Evaluation Plan	Progress Review
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<ul style="list-style-type: none"> • Faculty, student, and parent.\guardian feedback • Data collection related to collaboration with SRO • Anecdotal evidence of SRO integration 	<ul style="list-style-type: none"> • Plan will be reviewed and adjusted as necessary in September 2023 to support focus areas identified by data analysis
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