

Center School Improvement Plan 2022-2024

Progress Review

GOAL #1: Teaching and Learning: To improve literacy scores for all students by 10% as determined through the DIBELS 8/i-Ready 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.	
Action Items	Progress Review
1. Receive, organize, and distribute <i>Wonders</i> instructional resources to all grade 2-4 teachers in reading, Special Education, ELL, and general education	<ul style="list-style-type: none"> 09/1/22: 2-4 classroom and Special Education Staff received program materials 10/8/22: <i>Wonderworks</i> materials ordered and received for substantially separate programs
2. Provide teachers and administrators with varied embedded and ongoing professional learning to build capacity in implementing our new literacy program	<ul style="list-style-type: none"> Center School representation on the district-wide PD Committee 09/1/22: 3-workshop on <i>Wonders</i> 10/4/22: 3-hour workshop on <i>Wonders</i> 11/1/22: 2-hour grade level planning for <i>Wonders</i> writing and assessments 12/6/22: 3-hour grade level planning for <i>Wonders</i> Tier II and online resources
3. Continue a partnership with the Landmark Consultant, focusing on developing best practices in our substantially separate program for students with dyslexia	<ul style="list-style-type: none"> 10/26/22: Consult and observation (grades 2-4) with Adam Hickey 11/29/22: Consult (grades 2-8) with Adam Hickey 1/19/22: Consult Adam Hickey
4. Continue training and certification of teachers to provide Orton Gillingham approach through IMSE by providing time, practicum hours, and ongoing professional learning	<ul style="list-style-type: none"> 2022-2023 10 classroom teachers (grades 2 and 3) completed OG training in May and June 2023 10 teachers have full OG certification (Special Education/reading) 2 tutors trained and currently completing practicum during the 2023-2024 school year (independently sought this opportunity)
5. 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	<ul style="list-style-type: none"> Special Education: Mondays 2:40-3:20 Grade 2: Fridays 8:00-8:40 Specialists: Tuesdays 2:40-3:20 Grade 3: Tuesdays 8:00-8:40 Grade 4: Wednesdays 8:00-8:40 Afterschool staff meetings: 9/13, 10/4, 11/1, 12/6, 1/10, 1/24,

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	<p>2/7, 3/7, 4/4, 5/9, 5/23, 6/6 (2022-2023), Meetings scheduled for 2023-2024</p> <p>Additional consultation:</p> <ul style="list-style-type: none"> • Fall 2022: Lauren Parker • Fall 2022: Spring 2023 Adam Hickey • 1/9/23-6/16/23: Consult with MGH/Tiffany Hogan, Timothy DeLuca • 8/31/23: Team consult with Timothy DeLuca • 8/31/23: Full staff and district-wide specialists professional development on Language-Based Learning Disabilities with Timothy DeLuca
6. Institute Office Hours for our reading specialists to be available to support staff in each phase of the <i>Wonders</i> rollout	<ul style="list-style-type: none"> • Office hours posted for Tuesdays 11:45-1:45 (3X month) through June 2023
7. 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	<ul style="list-style-type: none"> • October 10-14, 2022: Data meetings held • November 8, 2022: MCAS item analysis and writing review • Focus area: Writing
Evaluation Plan <ul style="list-style-type: none"> • Comparative results of i-Ready reading and math 3X annually • Comparative results of DIBELS 8 3X annually • MCAS results in grades 3-4 • <i>Wonders</i> assessments for reading and writing each term 	<ul style="list-style-type: none"> • Evaluation plan was administered as outlined

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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.	
Action Items	Progress Review
1. Create a robust coaching and teacher leadership program within each school <ul style="list-style-type: none"> Evaluate specialized positions to ensure depth of support and training for all staff members Increase coaching and math/reading specialist positions to provide district-wide support for educators 	<ul style="list-style-type: none"> The Reading Specialist offers Weekly Office Hours (other than their IST meeting week). Ended June 2023
2. Evaluate all personnel issues and staffing requirements to adequately support district-wide initiatives, Special Education, and support services	<ul style="list-style-type: none"> Instituted a second Adjustment Counselor position for the 2022-2023 school year three days a week Special Education Administrators attend meetings for grades 1-2 students and grades 4-5 students to assist in the transition process
3. Provide professional development to all Special Education Staff on developing an 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	<ul style="list-style-type: none"> August 23, 2022: Administrators attended Allan Blume Training in person September 27, 2022: Special Education Staff attended Allan Blume Training in person October 14, 2022: Special Education Staff attended Allan Blume Training in person January 24, 2023: Special Education Staff will be attending the next session of the Allan Blume Training online March 23, 2023: Special Education Staff attended Allan Blume Training online Weekly PLC agenda item for Special Education Staff (Mondays 2:40-3:20) Standardization of multiSensory instruction across providers
Evaluation Plan <ul style="list-style-type: none"> Implementation of IEP strategies and plan development 	<ul style="list-style-type: none"> Evaluation plan was administered as outlined

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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.	
Action Items	Progress Review
1. Evaluate and increase the capacity for Wi-Fi throughout the building to sustain all learning and instructional needs	<ul style="list-style-type: none"> Technology assessed connectivity (2022) and implemented Apple TV (2023)
2. Assess a sustainable hardware plan that meets the needs of students and staff and can be supported within our infrastructure	<ul style="list-style-type: none"> Assessing and updating Chromebooks as needed. Mice provided for non-working trackpads
3. Utilize an interactive/automated finance and personnel management system to improve employee services and budget planning strategy <ul style="list-style-type: none"> Personnel Action Forms (PAF) system for employment Automated purchase order system Employee coding system 	<ul style="list-style-type: none"> All three new interactive/automated systems included training and began implementation in 2022-2023
Evaluation Plan <ul style="list-style-type: none"> Implementation of new finance and personnel management systems Action plan for improving Wi-Fi, hardware needs, and connectivity 	<ul style="list-style-type: none"> Evaluation plan was administered as outlined

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GOAL #4: Community and Communication: To provide exceptional communication of all community events, programs, and initiatives.	
Action Items	Progress Review
1. Encourage parent and student participation in online registration and offerings	<ul style="list-style-type: none"> Working with F.A.C.E. Office
2. Utilize a sustainable online platform that communicates the availability of fields and buildings	<ul style="list-style-type: none"> Working with F.A.C.E. Office
3. Utilize the newly developed data-based management system that provides streamlined registration processes and financial integration for paying for school-based events and fees	<ul style="list-style-type: none"> Working with F.A.C.E. Office and Business Office
4. Consistent communication with families around progress monitoring student progress	<ul style="list-style-type: none"> Fall, Winter, and Spring benchmark results provided digitally to all families Progress monitoring is done on individual students and shared for students on IEPs bi-weekly, annual reviews, and as needed. DIBELS 8 progress monitoring is used, and results are available to families Multisensory reading materials Fry word lists are kept for each student receiving services and provide ongoing monitoring of student progress at each level
5. 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	<ul style="list-style-type: none"> Weekly Center School messenger using School Messenger Items posted to school website and calendar Classroom teachers send weekly/monthly messages through Dojo and/or email
6. Monthly calendar that includes as much detail available for each grade level for upcoming events (i.e., spirit days, field trips, etc.)	<ul style="list-style-type: none"> In progress
Evaluation Plan <ul style="list-style-type: none"> Weekly and monthly school messages, F.A.C.E. postings for enrichment activities and summer, School calendar 	<ul style="list-style-type: none"> Evaluation plan was administered as outlined

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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 technology, partnerships with law enforcement and public safety agencies, and ongoing staff and student training on emergency and threat response.	
Action Items	Progress Review
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, focusing on independent decision capacity	<ul style="list-style-type: none"> September 19, 2022: Communicated with families re: A.L.I.C.E. Drill September 20, 2022: Conducted A.L.I.C.E. Drill October 3, 2023: Conducted Faculty A.L.I.C.E. Training September 14, 2023: Met with HPD, HFD, Joel Barrett, School Resource Officer (SRO), Facilities, School Admin to test alarms, key-swipe capabilities, and communication protocols
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.	<ul style="list-style-type: none"> September 20, 2022: A.L.I.C.E. Drill October 17, 2022: Bus Evacuation Drill December 6, 2022: Asst. Principal met with Ingle Bus personnel regarding bus safety Fire drills: Sept, Oct, and Nov 2023 Fire drill: 09/07/23 September 13, 2023: Joel Barrett, SRO, HPD, HFD, and DPW met to test alarms and A.L.I.C.E. scenarios
3. Offer CPR and First Aid Training to all Center School Faculty	<ul style="list-style-type: none"> Conducted: November 1, 2022 August 30, 2023: Health and Safety Training
4. Faculty representation working with district-wide Wellness Committee to pool resources and expertise targeting high-needs cohorts, including ESL, homeless, bullying, and chronically absent students	<ul style="list-style-type: none"> CARES team meets weekly on Tuesday mornings to review student needs and consults with district Wellness Committee as needed (Carol Krall) Currently, the committee is working on developing the Wellness Committee policy and putting together a representative group for the committee, a rebuilding year
Evaluation Plan <ul style="list-style-type: none"> Fire drills 4X annually with feedback from HPD A.L.I.C.E. drills 2X annually with feedback from the Director of Safety and HPD Bus Evacuation 1X annually with feedback from bus company personnel and HPD Daily communication with the School Resource Officer 	<ul style="list-style-type: none"> Fire Drill: September 6, 2023 October 2022: All students participated in a bus evacuation drill Evaluation plan was administered as outlined