

Hanover Middle School Improvement Plan 2022-2024

Progress Review

GOAL #1: Teaching and Learning: To improve scores of at-risk students by 10% as determined through the i-Ready assessment tool 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. Improve outcomes for students receiving Special Education services	<ul style="list-style-type: none"> • HMS reviewed student needs and schedules • HMS (District) staff had multiple training in writing comprehensive IEP plans with Allan Blume • This work is supported in staff meetings and Professional Learning Communities (PLCs) • HMS Special Education Administrator attends 4th-grade IEP meetings at Center School and works collaboratively with Center School staff in the development of IEPs • Landmark School's Adam Hickey has met with HMS staff periodically throughout the 2022-2023 school year to discuss programming and to observe lessons/provide feedback • Special Education Staff trained in language-based methodology and HMS Speech/Language Pathologist work with both general education and Special Education staff to observe lessons/students, answer questions, and provide strategies and feedback regarding instruction • Many HMS Special Education staff have been trained in Orton Gillingham (OG) and continued the certification process • Reading Specialists work to instruct students in multisensory reading and consult with Special Education staff who either provide multisensory reading or are looking for strategies to utilize within the classroom • The NECC Partner Classroom has made a seamless transition to HMS. Students and staff are fully integrated into the school community. Students participate in homeroom, lunch, recess, general education classes, and school field trips and functions • Onsite BCBA meets with students and staff weekly. Attends IEP meetings, observes students, and develops behavioral tracking devices

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<p>2. Implement evidence-based literacy instruction to advance student outcomes</p>	<ul style="list-style-type: none"> • Teachers participated in training presented by McGraw Hill • Teachers participated in training presented by the Literacy Coach • Teachers are supported through ongoing department meetings and PLCs with Department Heads (pacing and curriculum) • Teachers participated in training presented by Dr. Charles Haynes (MGH) - WELL Initiative • Landmark School's Adam Hickey has met with HMS staff periodically throughout the 2022-2023 school year to discuss programming and to observe lessons/provide feedback • Megawords is incorporated into the students' day as needed • Framing Your Thoughts is incorporated into the students' day as needed • Many HMS Special Education staff have been trained in OG and continued through the certification process
<p>3. Enhance teacher leadership opportunities through personalized mentoring and differentiated support focused on curricular development</p>	<ul style="list-style-type: none"> • Department Heads and coaches are instrumental in working with staff and curriculum to improve student outcomes <ul style="list-style-type: none"> ◦ Department meetings ◦ Provide professional development ◦ Plan and support PLCs ◦ Collect, evaluate, and use data to inform instruction ◦ All have a common focus on writing in the content area. • HMS staff and administration participate in monthly IST, PLC, grade level, and department meetings
<p>4. Provide structured programs and training to enhance kindness, inclusion, diversity awareness, equity, and belonging opportunities for all students and staff</p>	<ul style="list-style-type: none"> • HMS adjustment counselors provide social-emotional curriculum to students across all domains: classroom, small group, and 1:1 • HMS students and staff celebrate Inclusive Schools Week by participating in lessons and activities, creating bulletin boards, and watching videos and daily morning messages from Principal Birolini • Evaluation of inclusivity within our curriculum and resources is ongoing as instructional materials are reviewed and implemented
<p>5. Provide a contemporary approach to focused professional development and coaching for all staff</p>	<ul style="list-style-type: none"> • HMS staff participate in meaningful PLCs, professional development, and IST meetings
<p>6. Improve student performance using analytics to strategically inform each level's instruction, curriculum, and experiences</p>	<ul style="list-style-type: none"> • HMS staff participate in ongoing analysis of i-Ready, DIBELS-8, and MCAS open responses and scores (released question-by-question

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	data). Data is discussed by team, grade level, and vertically by content area. This data informs instructional decisions for students
Evaluation Plan <ul style="list-style-type: none">• Comparative results of i-Ready reading and math 3X annually• MCAS results in grades 5-8• Literacy program assessments	<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 	<ul style="list-style-type: none"> Department Heads and coaches have been instrumental in working with staff and curriculum to benefit students Department meetings Provide Professional Development calendar implementation Plan and support PLCs Collect, evaluate, and use data to inform instruction
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"> The HMS team carefully evaluates and plans for the personnel needs to match the support needs of our students and district-wide initiatives We have staff that are trained mentors to support new teachers. 2 new teachers trained this year as mentors 2023-2024 We currently have one teacher enrolled in the MSAA Leadership Licensure Program HMS continues to make Multisensory Reading a priority <ul style="list-style-type: none"> OG Trained (9 trained) OG Certified (5 certified, 2 more finishing practicum in the fall of 2023)
Evaluation Plan <ul style="list-style-type: none"> Implementation of IEP strategies and plan development and supports 	<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. Strategically utilize Federal funding to support academic recovery for all students and budget	<ul style="list-style-type: none">• The Department Heads have continued in their work of curriculum review and updating the Forward-Facing Documents• Year 1 implementation of our <i>Wonders</i> ELA program in grade 5 and StudySync in grades 6-8
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. To actively engage all community members through opportunities and partnerships that encourage participation in student activities and enrichment, art and cultural events, adult/family educational programs and events, HPS athletics, and community service	<ul style="list-style-type: none"> • The school has embraced our Safety, Wellness, and Be Better Together teams at HMS to support safety, health, and wellness <ul style="list-style-type: none"> ○ We have partnered with Care Solace to support our students and families with emotional and medical needs ○ The district provides Impact testing
2. Support school-based committees (Safety, Wellness, Better Together) that support services to address health and wellness issues	<ul style="list-style-type: none"> • Wellness and Social-Emotional welfare remain a priority for our students and families • The HMS staff has representatives on each committee
3. Utilize a multi-dimensional communication strategy that delivers content to multiple audiences using a variety of platforms	<ul style="list-style-type: none"> • HMS communicates to multiple audiences using a variety of platforms <ul style="list-style-type: none"> ○ Google Classroom is universally used at the middle school for coursework ○ The Middle School calendar is published and is kept up to date on the school website ○ Aspen portal is utilized for student information, progress reports, report cards, and diagnostic assessments ○ There are weekly communications on Fridays to make families aware of events and happenings ○ The Monthly Letter from the Principal is communicated with all families
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. Provide enhanced safety training for staff, students, and community	<ul style="list-style-type: none"> • Incorporated A.L.I.C.E. strategies in new teacher/employee orientation as well as the substitute teacher training manual • Continued district-wide emergency response drills, inclusive of before and after school activities and programs and staff • The Hanover Schools Emergency Operations Plan (SEOP) to ensure current information, policies, and protocols are incorporated to be inclusive of both before and after school activities and programs
2. Maintain partnerships developed by the Health and Safety Committee to address district-wide staff and student needs	<ul style="list-style-type: none"> • HMS continues to collaborate with HPD to educate the HPS community on Alert, Lockdown, Inform, Counter, and Evacuate (A.L.I.C.E.) drills to support more independent decision-making capacity • HMS continues to include our School Resource Officer (SRO) in all pertinent school events and activities • The Student Support Team (SST) continues to meet weekly to ensure HMS students' safety and overall well-being
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"> • Evaluation plan was administered as outlined