

Lt. Peter M. Hansen School School Improvement Plan, 2019-20

CANTON PUBLIC SCHOOLS



Submitted to the Canton School Committee
May 23, 2019

2019-20 School Council		
Name	Position	Term End Date
David Brauninger	Principal	Permanent
Christine Giglio	Teacher	June, 2020
Lisa Hansen	Teacher	June, 2020
Corinne Coates	Parent	June, 2020
Joshua Layne	Parent	June, 2020
Jen Rudnick	Parent	June, 2020
Stacey Drew	Community Rep.	June, 2020
School Council elections to be held fall 2019.		

School Improvement Priorities for 2019-20

Upon review of the school community survey, along with review of our progress toward 2018-19 goals, we have chosen to focus for the coming school year on transforming teaching and learning through growing teacher instructional capacity and repertoire, achieving educational excellence and ensuring equity, and cultivating school climate and culture.

Specifically, our teaching and learning goal is to focus on providing high quality professional development to our teachers and educational support staff in standards based literacy, writing, and math. In addition, this goal will guide our focus with grade level team leaders, as they continue to increase their capacity to support the purpose and practice of collaborative work. Our goal related to educational excellence and equity is to grow our relationships and partnerships with community families and resources, to ensure a safe, welcoming, and equitable school experience for all of our students. Finally, our goal related to cultivating school climate and culture is to continue developing social and emotional competencies and behavior intervention strategies that both support all students and enrich our school's climate and culture. In addition, through this goal, we aim to create the conditions and opportunities for both students and staff to contribute as positive forces and important voices in building and sustaining a strong climate and culture at the Hansen School.

2019-20 Hansen Elementary School Priority #1: Transforming Teaching & Learning

Develop capacity to support opportunities for innovative teaching and learning along with educator capacity to deliver high quality, standards based instruction so that all students meet year end expectations

Rationale: It is essential that we instruct in grade specific standards in the Massachusetts Curriculum Frameworks and that educators have opportunities to participate in professional learning to further enhance their instructional practice.

Strategic Areas of Focus:

1.2 Educational Excellence and Continuous Improvement; 1.3 Excellent Educators for Every Student, Every Day

1.4 Equitable Access to High Quality Instruction; 3.1 Designed Student Learning & Growth

3.2 Students' Ownership of Learning and Demonstration of Learning and Growth; 3.3 Educators' Creativity & Innovation

Key Action	Person(s) Responsible	Timeline	Resources Needed	Indicators of Progress and Success
<ul style="list-style-type: none"> Increase educators' understanding, skill-set and instructional abilities related to end-of-year grade-level standards across the content areas through the receipt of high quality professional development 	<ul style="list-style-type: none"> Dir. T&L PreK-8 Principals PD Providers and Consultants Classroom Educators 	Ongoing 2019-20	<ul style="list-style-type: none"> Time PD funding PD Providers and Consultants Staff leaders in district 	<ul style="list-style-type: none"> Teacher Feedback from PD Observations of practice
<ul style="list-style-type: none"> Ensure ongoing staff reflection of instructional practice to best meet the diverse learning needs of all students 	<ul style="list-style-type: none"> Principal and Administration Classroom Educators 	Ongoing 2019-20	<ul style="list-style-type: none"> Time Scheduled opportunities (Common Planning and Post-Observation Conferences) to discuss teaching and learning 	<ul style="list-style-type: none"> Observations of practice Teacher Feedback Growth in educators trying new, research and standards based instructional practices (workshop models, literacy approaches etc.)
<ul style="list-style-type: none"> Increase the capacity of Grade-Level Team Leaders to serve as the catalysts for the advancement of teaching and learning 	<ul style="list-style-type: none"> District and School Admin. Consultant Grade-Level Team Leaders 	Ongoing 2019-20	<ul style="list-style-type: none"> Consultant Funding Time 	<ul style="list-style-type: none"> Feedback from Team Leaders and teachers Observations of classroom practice Observations of teacher teams using common planning time to hold instructional conversations and analyze student work

2019-20 Hansen School Priority #2: Achieving Educational Excellence & Ensuring Equity

Promote an equitable school experience for all students by creating the structures and capacity for all families to feel welcomed and included while having opportunities to provide feedback in safe and comfortable forums.

Rationale: The connection between school and home is critical, and therefore it is imperative that all families feel welcomed, included, and comfortable in sharing feedback. When these conditions exist for all, it will ensure equal access and opportunity and an equitable school experience for students and families.

Strategic Areas of Focus:

- 1.1 Educational Equity
- 1.2 Educational Excellence and Continuous Improvement
- 2.3 Professional Culture

Key Action	Person(s) Responsible	Timeline	Resources Needed	Indicators of Progress and Success
<ul style="list-style-type: none"> • Create a new 'welcoming procedure' as a means to share school and community information and resources with new families 	<ul style="list-style-type: none"> • School Admin. • Office Staff • Hansen CAPT 	<p>Summer of 2019 and ongoing 2019-20</p>	<ul style="list-style-type: none"> • Time • Community partnerships 	<ul style="list-style-type: none"> • Creation of resource pamphlet with key school/community information • Feedback from families/evidence that resources being utilized • Increased participation from new families in school events and groups
<ul style="list-style-type: none"> • Create ongoing opportunities for new families to provide feedback on their experiences during their first year. 	<ul style="list-style-type: none"> • School Admin. • Office Staff • School Council 	<p>Ongoing 2019-20</p>	<ul style="list-style-type: none"> • Time 	<ul style="list-style-type: none"> • Creation of feedback survey • School Council Agendas
<ul style="list-style-type: none"> • Hold ongoing community forums to engage families around topics such as culture, equity, and bias 	<ul style="list-style-type: none"> • Principal • Hansen Staff 	<p>Ongoing 2019-20 (approx. one meeting per month)</p>	<ul style="list-style-type: none"> • Time • Volunteers for childcare 	<ul style="list-style-type: none"> • Community Forum Agendas • Steady participation from staff and community members each month • Emergence of a clear vision and purpose i.e. how do these conversations translate to our work with students at the Hansen?

2019-20 Hansen School Priority #3: Cultivating School Climate and Culture

Grow and enrich our professional climate and culture so that we are able to meet the social, emotional, and behavioral needs of all students.

Rationale: Because student learning is inextricably linked to a school's social environment, we must pay careful attention to and provide explicit instruction in social-emotional skills and positive behavior reinforcement strategies. Both contribute to a healthy climate and culture and support overall student well-being and success.

Strategic Areas of Focus:

1.1 Educational Equity; 1.2 Educational Excellence and Continuous Improvement; 1.4 Equitable Access to High Quality Instruction;
2.1 Social and Emotional Learning; 2.2 Behavioral Intervention; 2.3 Professional Culture

Key Action	Person(s) Responsible	Timeline	Resources Needed	Indicators of Progress and Success
<ul style="list-style-type: none"> • Increase # staff providing proactive, targeted instruction in social, emotional, and behavioral regulation and skill-building 	<ul style="list-style-type: none"> • School Admin. • Student Support Staff • Classroom teachers • Support staff 	Ongoing 2019-20	<ul style="list-style-type: none"> • Time • PD/Training opportunities 	<ul style="list-style-type: none"> • Additional staff enrolling in PD/trainings/courses to support student social, emotional, and/or behavioral development • Decrease in discipline referrals • Observation of practice
<ul style="list-style-type: none"> • Continue collaboration amongst Hansen staff part of the Climate and Culture Committee 	<ul style="list-style-type: none"> • School Admin. • Student Support Staff • Teachers 	Ongoing 2019-20	<ul style="list-style-type: none"> • Time 	<ul style="list-style-type: none"> • Climate/Culture Committee Agendas • Faculty Meeting Agendas • Feedback from staff regarding professional climate and culture at Hansen
<ul style="list-style-type: none"> • Create and implement Hansen Student Ambassador/Leadership program 	<ul style="list-style-type: none"> • Principal • School Admin. • Hansen Staff 	Summer of 2019 and ongoing 2019-20	<ul style="list-style-type: none"> • Time • Training resources for elem. student leaders • Staff/Community Volunteers 	<ul style="list-style-type: none"> • Roles and responsibilities of leaders clarified • Structures created and implemented for leaders to 'mentor' younger students • Observation of student leaders participating in extracurricular events (parent nights, conferences etc.)