

INDIAN HEAD ELEMENTARY SCHOOL

School Improvement Plan

2023-2024



School Improvement Council Members

Dr. Joel Jocelyn, Principal

Ms. Barbara Phinney, Teacher

Ms. Kathleen Woodward, Teacher

Mr. Dan Mulhall, Community Representative

Mr. Bryan Kienke, Parent

Ms. Courtney Matos, Parent

Ms. Jamie Escalera, Parent

School Council Meeting Dates

Thursday, November 3, 2022

Thursday, January 12, 2023

Thursday, April 13, 2023

Thursday, May 11, 2023



Whitman-Hanson Regional Public Schools
Strategic Plan 2023-2028

Equity Statement

Whitman-Hanson Regional School District strives to provide an inclusive environment for students, employees, and families by respecting the race, ethnicity, national origin, languages, gender identity, gender expression, sexual orientation, religion, ability, family composition, and socioeconomic status of each community member. The district is committed to providing all students with meaningful opportunities to explore interests and safely engage in learning.

Vision

The Whitman-Hanson Regional School District is committed to providing each student with a high-quality education that promotes student success and responsible citizenship.

Vision of Whitman-Hanson Student

Every Whitman-Hanson student will be equipped with the skills to choose their own path and contribute to an ever-changing community in a healthy, vibrant way.

Mission

The Whitman-Hanson Regional School District provides a safe learning environment and comprehensive student-centered learning opportunities that are relevant and challenging. In supportive partnership with all stakeholders, our district is committed to developing an academic foundation that emphasizes social-emotional learning, critical thinking, creativity, and communication skills.

Each student, as a life-long learner, is prepared to face the opportunities of the future with the skills needed to become a responsible citizen.

Core Values

We believe our schools:

- Make all decisions in the best interest of students.
- Are committed to providing a safe, secure, and healthy environment.
- Set high academic standards that provide an opportunity for all students to reach their full potential.
- Model personal responsibility and an understanding and respect for others.
- Provide student-centered learning environments where successes and mistakes are valued as part of the learning process.
- Support staff initiative, innovation, and professional development.
- Share the responsibility for education with students, family, and community.
- Promote broad-based communication and school-family-community partnerships.
- Utilize technology as an essential part of teaching and learning.

Theory of Action

If we...

- *Commit to developing and sustaining a culture of inclusivity and belonging to meet the diverse needs of all students;*
- *Increase the district and school teams' capacity to collaborate, learn and design sustainable systems that positively transform learning in a fiscally responsible manner;*
- *Promote professional dialogue that allows people to explicitly articulate, appreciate and extend their understanding of teaching and learning practices;*
- *Expand the district's focus on social emotional learning as a means of supporting the well-being of all individuals in the school community;*
- *Develop practices and culture that promote the recruitment, development and retention of a highly qualified, diverse staff;*
- *Enhance communication with member towns that stresses the educational needs of Whitman-Hanson students and promotes consistent, fiscally sustainable resource allocation;*

Then...

Each school will be able to provide all students with access to high quality, appropriate learning experiences as well as the supports they need to succeed;

So that...

Every Whitman-Hanson student will be equipped with the skills to choose their own path and contribute to an ever-changing community in a healthy, vibrant way.

District Strategic Objects

2023-2028

Strategic Objective 1 – Student Access

Provide students with a comprehensive learning experience through equitable access to tiered support.

Strategic Objective 2- Communication

Develop effective communication strategies that increase mutual understanding, engagement, and empowerment.

Strategic Objective 3 - Curriculum

Provide a comprehensive, innovative, and culturally responsive curriculum that fosters engaged and adaptable students who have foundational skills that can be universally applied in an ever-changing world.

Strategic Objective 4 - Community/Culture

Provide a welcoming and affirming school environment that removes barriers, one where students, staff, families, and community members feel valued and have a sense of belonging.

Strategic Objective 5 - Staff (Recruitment, Development, Retention)

Provide a comprehensive, innovative, and culturally responsive curriculum that fosters engaged and adaptable students who have foundational skills that can be universally applied in an ever-changing world.

Strategic Objective 6 - Resources (Fiscal, Human, Physical)

Commit to efficient planning, acquisition, and allocation of fiscal, human, and physical resources to achieve the mission and vision of the district.

Indian Head Elementary School

Impact Initiatives

Strategic Objective 1 – Student Access

Provide students with a comprehensive learning experience through equitable access to tiered support.

1. Promote a balanced, inclusive experience for Special Education students at all levels.
2. Increase the sense of belonging for Whitman-Hanson students by providing them formal opportunities to share their thoughts and voice about their educational experience.
 - a. Continue with Responsive Classroom practices, including daily Morning Meetings to build community and students' sense of belonging.
 - b. Continue with a vibrant and active student council to build students' leadership skills and expand their involvement and voice at the school level.
3. Continue with weekly Intervention Blocks, four days per week, to meet the students' tiered academic needs in homogeneous groups based on assessment data.

Strategic Objective 2- Communication

Develop effective communication strategies that increase mutual understanding, engagement, and empowerment.

1. Establish expectations and methods of effective communication amongst the school district and community.
2. Continue with monthly updates letter to families
3. Continue with Kindergarten information night for incoming K families.

Strategic Objective 3 - Curriculum

Provide a comprehensive, innovative, and culturally responsive curriculum that fosters engaged and adaptable students who have foundational skills that can be universally applied in an ever-changing world.

1. In alignment with the District's MTSS framework, institutionalize the use of data in decision-making regarding instructional and learning practices.
2. Use PLCs to regularly review student data, compare and assess student work, address pacing, and develop interventions.
3. Implement instructional practices that promote social-emotional health and are culturally responsive.
4. Continue with Power Block as part of our MTSS (Multi-Tiered System of Support) program.
5. Review and refine intervention schedules and targeted/intentional interventions in MTSS, including EL support.
6. Implement a new research-based "UFLI" phonics program to promote students' acquisition of phonics skills, reading fluency, and automaticity.

Strategic Objective 4 - Community/Culture

Provide a welcoming and affirming school environment that removes barriers, one where students, staff, families, and community members feel valued and have a sense of belonging.

1. Build systems necessary to foster and nurture relationships among students and staff so that every student has at least one staff member to whom they feel connected.
 - a. Identify and work with select students to bridge the gap in SEL skills.
 - b. Continue implementing the “Second Step” program in Kindergarten, 1st, and 2nd Grades.
 - c. Provide SEL strategies for Classroom Teachers as presented and modeled by Adjustment Counselor, School Psychologist, and Board-Certified Behavior Analyst.
2. Design systems and processes to engage community members in varied and meaningful two-way dialogues to share insights, thoughts and feelings.
 - a. Continue collaborative work with PTO to enhance communication and mutual support.
 - b. Continue with Principal Advisory Group monthly meetings to surface staff areas of satisfaction and needs.
 - c. Continue with Academic and curriculum showcase events for families annually at every grade.
 - d. Renew community partnerships - Foodbank and the Senior Center.