

INDIAN HEAD ELEMENTARY SCHOOL

School Improvement Plan

2021-2022



School Improvement Council Members

Garry Pelletier, Interim Principal
Barbara Phinney
Julie Riley
Kathleen Woodward

Jennifer Costa, Assistant Principal
John McElroy
Meredith Wigmore
Tara Head

School Council Dates 2020-2021

Thursday, November 12, 2020

Thursday, January 14, 2021

Thursday, March 18, 2021

Thursday, May 13, 2021



Whitman-Hanson Regional Public Schools

Strategic Plan 2020-2023

Adopted 6/15/20 by Admin Team – Adopted by School Committee – 1/13/21

Mission				
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				
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				
The Whitman Hanson School Community supports an inclusive environment that: <ul style="list-style-type: none"> • makes all decisions in the best interest of students. • is committed to providing a safe, secure, and healthy environment. • sets high standards that provide an opportunity for each student to achieve personal success. • model’s responsible citizenship based on equity, diversity and inclusion. • provides student-centered learning environments where successes and mistakes are valued as part of the learning process. • supports the continual professional growth of staff. • shares the responsibility for education with students, families and community. • recognizes technology as an essential part of teaching and learning. 				
Theory of Action				
<p><i>If we...</i></p> <p style="text-align: center;">Continue to foster a learning environment that provides social, emotional and academic growth for all students, Establish and maintain a cohesive curriculum, Enhance instruction to improve student learning for all, Establish a safe and secure learning environment, and Focus on engagement and communication in all forms</p> <p><i>Then...</i></p> <p style="text-align: center;">Each student, will be prepared to face the opportunities of the future with the skills needed to become a responsible citizen.</p>				
Hallmarks of Success				
exSEL (Excellence in Social Emotional Learning)	A PreK-12 System of Teaching and Learning	Safe and Secure School Environments (Operations)	Community Engagement	
Strategic Objectives				
1. Foster a learning environment that centers on social, emotional, and academic growth for all	2. Implement a PK-12 curriculum that is aligned and fosters student learning for all	3. Establish an evidence based 3-year plan to address persistent disparities in achievement among student subgroups (SOA)	4. Establish a safe and secure learning environment both physically and online	5. Increase engagement and communication with towns and community as it relates to activities and operations WH

Strategic Initiatives				
1.1. Continue the district and school based exSEL teams	2.1. Conduct ongoing curriculum review to evaluate effectiveness for every learning structure we have-hybrid, remote and in person	3.1. In establishing plan, input from SEPAC and ELL parents, SIC and educators	4.1 Establish and implement a 1 to 1 Chromebook initiative for all students for SY 21-22	5.1. Develop communication flow chart between town office and school departments
1.2. Work to design a system to evaluate age/grade appropriate milestones for CASEL development	2.2. Provide ongoing professional development that supports curriculum and instructional practices	3.2. Establish targets and outcomes measures to address persistent academic disparities	4.2. Update site-specific floor plans to utilize spaces for maximum efficiency	5.2. Maintain and review how the District uses social media for information sharing on an annual basis or as needed
1.3. Provide professional development in areas of SEL and positive relationships	2.3. Utilize interim assessments, in real time, at three points during the year to measure progress in math and Ela for students in k-8	3.3. Identify and implement evidence-based programs to reduce disparities	4.3. Continue the MSBA Feasibility Study for a new Whitman Middle School	5.3. Revise for effectiveness the district and public safety on call team as needed
1.4. Continue to work with community partners for wraparound services and DCF for foster placements within district	2.4. Utilize student data to evaluate and adapt curriculum and instructional practices to ensure equity for all students including the adoption of universal full day kindergarten	3.4. Outline how Ch. 70 as well as all other funds will be used in implementation	4.4. Include safety, security, technology needs and protocols, and training for personnel in established budget	5.4 Engage families in school activities, especially families of subgroups
1.5 Look to establish a uniform start time that is appropriate for all students	2.5. Continuously review budget in relation to effective class size especially at lower levels	3.5. Specify ongoing plans to engage and measure family engagement especially families of subgroups	4.5. Create an Operations flowchart with updated job descriptions to reflect industry changes and staffing levels	5.5. Engage the public officials in a plan to increase communication about the mutual needs of towns and schools
1.6 Establish and execute a training program that focus on Equity, Diversity and Inclusion	2.6. Establish a budgetary cycle for ongoing renewal of curricula resources	3.6. Continue the implementation of our SOA initiatives	4.6. Establish a technology matrix to address end of life programs and a replacement cycle	
	2.7 Reestablish a middle school foreign language / reading support program		4.1. Revise (CEMP) for clarity and accessibility	
Outcomes for 2021 (created Oct-Dec 2020)				
Outcome 1A. SEL within District Continue membership in the Transforming Ed, Rennie Center exSEL coalition for Year 5 (SY 20-21) to focus and develop a plan for training in areas of Equity, Diversity and Inclusion.				

Outcome 1B. SEL for Staff Mental Wellness

Further the work of the exSEL team to include best practices for staff mental health in dealing with the Coronavirus pandemic and its impact on education.

Outcome 1C. Budgetary Impact

Continue to utilize existing Federal Funds (Title II and Title IV) to implement Outcomes.

Outcome 2A. Curriculum

Due to the pandemic, PD and PLC will focus on adjusting the curriculum to identify potential gaps from SY 19-20 as well as modifying curriculum for SY 20-21 to ensure that all students have the ability to access information and learn.

Outcome 2B. Instruction

The establishment and implementation of an interim assessment schedule for both math and ELA in order to establish baseline data and monitor student growth, in real time, for grades k-8.

Outcome 2C. Budgetary Impact

Establish Curriculum Review cycle for Instructional Materials in order to have LEA funds available for continual renewal.

Outcome 3A. S.O.A. 3 Year Evidence Based Plan

With submitted plan to DESE for approval on hold due to pandemic, we continue with current objectives to reach our neediest students.

Outcome 3B. Community Input Needs

Seek and use input from SEPAC, ELL families, SIC and teaching staff to refine, alter practices outlined in SOA if needed.

Outcome 3C. Budgetary Impact

By using a combination of LEA funds and portions of Federal funds, monitor the practices of interim assessments and adjustments to practice to help close the gaps with our most vulnerable student populations as it relates to ethnicity, special education and socioeconomic status.

Outcome 4A. Operations - Safety

The district will review and update the CEMP plan as needed by June of 2021. The goal will be to develop a plan that all stakeholders are able to understand and access.

Outcome 4B. Operations - Facilities

According to the timeline set forth from the MSBA, the requirements of the potential WMS building project will be implemented and the building committee team will meet regularly to enact said requirements.

Outcome 4C. Operations - Facilities

Develop an updated Capital Matrix plan to assist the schools and towns in planning for the allocation of funds to complete prioritized projects.

Outcome 4D. Operations – Technology

A comprehensive technology needs assessment with replacement solutions and costs will be completed by December and forwarded to the Capital Committee for possible action at annual town meetings.

Outcome 4E. Operations – Technology

As a result of CARES ACT funding, students and staff will have mobile technology devices to carry out education in both a physical and remote state. The creation of a replacement/renewal program will also be developed to maximize learning in the future years.

Outcome 5A. Engagement – Towns

Create, in conjunction with the administration of both towns, a flowchart of communication that can be adhered to so that effective dialogue with key officials can take place and be disseminated clearly to all departments.

Indian Head Elementary School

Hallmarks of Success

Hallmark 1 *exSEL (Excellence in Social Emotional Learning)*

Foster a learning environment that centers on social, emotional, and academic growth for all

- Develop and implement student survey 3x a year for social emotional health
- exSEL – monthly school wide community meetings including “safety” as a topic
- Develop a common language across school – Zones of Regulation, Responsive Classroom
- Open Circle with the adjustment counselor
 - Social skills / problem solving course work for each grade level
 - Preventative groups – meetings with Adjustment Counselor long
- Health Block – grade level dependent
 - Gr. 1 + 2 social skills and problem solving
 - Gr. 3 + 4 health topics
- Resource Officer – Meet with students to role play and teach other students safety strategies

Hallmark 2. *A PreK-12 System of Teaching and Learning*

Implement a PK – 12 curriculum that is aligned and fosters student learning for all

- 1:1 Technology
 - Update Technology
- Reading and Math Specialists/Interventionists
 - Clear picture of interventions to classroom teachers
 - Extension/enrichment (middle school model)
- Menu of skill specific intervention options - DCAP
- Cohesive planning across grade levels – equity
- Inter grade level activities – buddy classes
- Learning Walks
- RTI - Intervention block – develop and implement
 - 3-5 times a week 30 min
 - Math Intervention
 - Skill specific grouping
- Join PLCs with other grade levels
- Establish expectations for google classroom by grade level
- Utilize HS Honor students for After School Programs
- PD Days and Grade Level meetings
 - Grouped PD works best
- Establish plan for PD with in PLC, using online platforms of PD (simpleK12)
- Goggle Classroom – determine and implement appropriate skills per grade level

Hallmark 3. *Safe and Secure School Environments (Operations)*

Establish a safe and secure learning environment both physically and online

- School Wide PD for Trauma and Behavior
 - PBIS
 - Responsive Classroom
- Online Safety for students
- Establish plan for PD in PLC
- Digital safety training for students
 - Developmentally appropriate for grade level
 - Students and staff
 - What is a digital citizen?
- Safety/Security - Alice Protocols
 - Alice PD for teachers
 - Online safety training for both students and parents
 -

Hallmark 4. *Community Engagement*

Increase engagement and communication with towns and community as it relates to activities and operations at Whitman Hanson

- Support students/families post Covid 19 (trauma)
- Parent nights with speakers
- Student Council – helping students become aware in what they can do for the community
- Social Media to display talents of students
- Before and After school clubs for kids
- School play
- Community Engagement
 - Guest speakers for parents about online safety
 - Math Nights, ELA nights, Paint night, One Book, One School
 - PTO After School clubs
- Coffee with Principal