



HANSCOM

MIDDLE SCHOOL

School Improvement Plan

2017-2018

2017-2018 School Council

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Assessment of School Strengths and Areas of Focus

In accordance with the Massachusetts Education Reform Law, Chapter 71 of the Acts of 1993, the Hanscom Middle School Council is pleased to share our School Improvement Plan for the 2017-2018 school year.

The Hanscom Schools are part of the Lincoln Public Schools and educate military dependents that reside on Hanscom Air Force Base. As a school that services a military community, our student population changes by at least one third each year. Servicing our military community is one of the most recognizable strengths of the Hanscom Schools. We provide numerous supports to our students and families. We have systems in place to respond to a wide range of our students' individual academic needs. We also offer a range of supports to respond to the ever-changing social and emotional needs of families in transition. We have worked hard to create a welcoming environment that is the cornerstone of the base community. As a result, we have been gratified by the positive statements our new families have heard, at bases throughout the United States, about our schools.

The foundation of our collaborative practice work is strong due to the work we have done over the past two years. As a result, the instructional practice at Hanscom Middle School is truly beginning to transform to become more project based and student centered. As we progress we need to continue to monitor how our work is impacting student learning. We began that process last year by going beyond just creating new units of study, earning experiences and collecting anecdotal evidence. We now have some hard evidence of how our work is impacting learning.

As we look at the District Strategic Vision most of our collaborative practices work has been under Educator Growth. We need to continue to move deeper into the area of Curriculum so we can ensure that we are developing instructional units that engage students and provide appropriate levels of cognitive demand, differentiation and student ownership of their learning experiences.

We will also continue to measure the impact our work is having on student growth. This year we will expand our use learning targets and the formative learning cycle to include the recent work we did with Research for Better Teaching by incorporating elements of the FAR Cycle and FIRME into our instructional practice. Using these strategies will allow us to further demonstrate the impact our work is having on student growth.

Our second goal was chosen based on the following theory of action:

***IF**, as a staff, we commit to refining and truly living our shared vision **THEN** we will strengthen our professional culture/community creating a stronger more nurturing environment for both our students and faculty.*

Over the last year and half we've been trying to realize the shared vision we created for our new building. It is now time to take a "look back" and see if adjustments to our shared vision are needed now that we've had a year and a half to live it.

One of the essential questions for our shared vision is, "How do staff feel like they belong?" One of our indicators for this question in our vision is that staff will foster feelings of mutual trust and respect. For a variety of reasons our staff has had to deal with a tremendous amount of change over the past two years. Some of these changes have made it challenging to fully meet this indicator. As a result, this particular indicator will be an area of focus as we refine our shared vision.

Section 1: District Strategic Objectives

Strategic Objectives			
Educator Growth and Innovation: Educators demonstrate continual growth, professional collaboration, innovation, and risk-taking built on a shared vision of effective teaching	Curriculum: Curriculum is engaging, provides high cognitive demand, and supports the creative, social and emotional development, and academic growth of all students.	Instruction: Instruction is student centered and focused on the Engagement, achievement, and social and emotional development of all learners	Assessment and Data: Assessments and data are used in purposeful, meaningful ways to effectively promote and monitor growth

Section 2: Goal Detail and Action Plans

District Strategic Objective: Educator Growth

A1. Continue to develop, demonstrate, and expand team-based collaborative practices, Facilitative Leadership, and coaching capacity.

School Based Goal #1: Faculty will continue to develop and refine engaging units of study and instructional pedagogy to provide students appropriate levels of cognitive demand and differentiation. Faculty will also incorporate elements of the FAR Cycle and FIRME into their practice to better monitor and measure student growth.

Goal 1 Action Plan

Action	Outputs;Measures	Resources	Individuals Involved	Timeframe
Educators will participate in 5 Collaborative Practice sessions	<p>Teams will refine or create new units of instruction with a focus on how the instruction impacts student learning.</p> <p>Teams will identify what assessments will be used throughout the unit in order to identify:</p> <p><i>Students who need additional support for learning.</i></p> <p><i>Students who would benefit from enriched or extended learning.</i></p> <p><i>Specific strengths and/or weaknesses in teaching based on the evidence in student learning. areas where none of the team members</i></p>	<p>Professional Development time Principal Team Leaders</p> <p>RBT Coaching High-Impact Teams</p>	All HMS 4-8 Educators	October 11 December 6 January 10 March 7 and May 9

	<p><i>were able to bring students to the desired level of proficiency.</i></p> <p><i>Create a system of interventions that guarantees that students who struggle receive additional time and support in ways that do not remove them from new direct instruction, regardless of the teacher to whom they have been assigned.</i></p> <p><i>Prepare a presentation of the work completed highlighting impact on student learning</i></p>			
Principal and Teacher leaders will increase use of RBT training	<p>Principal and Team Leaders will Introduce collaborative practice teams to the FAR Cycle and make connections to the Formative Learning Cycle</p> <p>Teacher leaders and administrators will begin to take FIRME action to assess student need and monitor growth as evidenced by shared artifacts including unit plans, student work, common assessments and data collection</p>	Professional Development time Principal Team Leaders	All HMS 4-8 Educators	Ongoing September 2017 - June 2018

Faculty Presentations	Presentation of Collaborative Practices work and its impact on student learning	Collaborative Practice Teams	All HMS 4-8 Educators	October 11, 2017 June 2018
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District Strategic Objective: Educator Growth

A1. Continue to develop, demonstrate, and expand team-based collaborative practices, Facilitative Leadership, and coaching capacity.

School Based Goal #2: Faculty will review and recommend changes to the Hanscom Middle School Shared Vision.

Goal 2 Action Plan

Action	Outputs;Measures	Resources	Individuals Involved	Timeframe
Review and refinement of the Hanscom Middle School Shared Vision	Updated shared vision	Professional Development time Erich Ledebuhr Jon Wortmann	All HMS 4-8 Educators	September through April Building Based Wednesdays: September 27 November 15 January 24 April 25
Educators will participate in professional development and team building activities to build on the part of our shared vision that speaks to staff fostering feelings of trust and	Evidence of higher functioning teams Evidence of more staff wide events to increase our Esprit de Corps Teachers using each other as resources to increase student	Professional Development time Erich Ledebuhr Jon Wortmann	All HMS 4-8 Educators	September through April Building Based Wednesdays: September 27 November 15 January 24 April 25

appreciation for each other	learning Teachers learning how to connect their collaborative practice goals across grade levels			
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Goal 2 - Effective Change Model

Theory of Action:

IF, as a staff, we commit to refining and truly living our shared vision **THEN** we will strengthen our professional culture/community creating a stronger more nurturing environment for both our students and faculty.

Vision	Skills	Incentives	Resources
<ul style="list-style-type: none"> <u>Hanscom Middle School Shared Vision</u> 	<ul style="list-style-type: none"> Trust Appreciation Professionalism Communication 	<ul style="list-style-type: none"> Stronger professional culture Less stress A happier more enjoyable workplace Even stronger student experience 	<ul style="list-style-type: none"> Faculty meeting time Professional Development Money Jon Wortmann

Action Plan

8/30

Opening Day

- Welcome and bringing new staff into the fold
- Sharing of New Year's aspirations

<p>9/11 Back to the Future (BttF) - A review of our work together</p>
<p>9/27 - Wednesday PD Collaborative Practice Sharing 2016-2017</p>
<p>10/16 BttF - Shared Vision Look Back - What is working? What have we accomplished? Report out on results from the Shared Vision Look Back - for information only not action</p>
<p>11/13 BttF - Shared Vision Look Back (cont.) - What is working? What have we accomplished? Report out on results from the Shared Vision Look Back - for information only not action</p>
<p>11/15 - Wednesday PD Shared Vision revisioning work based on feedback from 9/27 meeting Time to recommit to Learning Targets and Criteria for Success - possible chance for staff to share current examples with each other. Look for individual lesson, project and unit exemplars</p>
<p>1/24 - Wednesday PD Jon Wortmann - <i>What are you contributing to the HMS community?</i> How to foster feelings of trust and appreciation</p>
<p>2/12 Shared Vision - refinement</p>
<p>3/12 Collaborative Practices follow up</p>
<p>4/9 Guest presentation, collaborative practice groups outside of school</p>
<p>4/25 - Wednesday PD Faculty group project.</p>
<p>6/11 Recommend updated Shared Vision</p>
<p>Ongoing</p> <ul style="list-style-type: none"> • Sunshine Committee revival and rebranding • Emphasis on team building in faculty meetings • Emphasis on trust and appreciation through Faculty Notes • Creation of opportunities to recognize staff members • Creation of opportunities for staff members to share best practices