

Hanscom Middle School



School Improvement Plan 2015-2016

Erich Ledebuhr, Principal

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 2015-2016 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.

Over the last few years we have worked to increase the K-8 collaborative discourse of our faculty and staff, and as a result, we are becoming a more united culture of learners who are open to new ideas and more willing to take risks. This collaborative work has been a valuable experience helping us to provide a more consistent academic experience for our students.

This year we eagerly anticipate moving into our new building. The design of the building will bring new challenges and opportunities. The building is designed to meet the framework of 21st Century learning. This is accomplished mostly through the use of instructional space. The design puts an emphasis on the use of technology along with collaboration, creativity and STEAM (Science, Technology, Engineering, Art and Math).

Our faculty worked hard to incorporate the use of technology into our instruction over the last three years. This year our goals are to increase our ability to effectively collaborate and utilize space to enhance our instruction.

Identifying these focus areas and selecting a path consistent with the District's Strategic Plan has helped us to focus our goals for this year's School Improvement Plan.

Section 1: District Strategic Objectives

Strategic Objectives			
Educator Growth: Educators demonstrate continual growth and professional collaboration built on a shared vision of effective teaching	Curriculum: Curriculum is engaging, provides appropriate cognitive demand, and supports the academic, creative, social, and emotional development of all students	Instruction: Instruction is student centered and focused on the engagement, achievement, and 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

Educators demonstrate continual growth and professional collaboration built on a shared vision of effective teaching.

School Based Goal #1: Faculty will develop a shared understanding of high-quality, school-based collaborative practices.

Goal 1 Action Plan

Action What is going to be done to address this goal?	Outputs; Measures What will be the evidence of completion of the action? How will effectiveness of the actions be measured?	Resources	Individuals Involved	Timeframe
Educators will participate in a 3 session district module, <i>Collaborative Practice</i>	Workshops will grow leaders' capacity to facilitate meaningful, student-centered meetings	Principals Superintendent	Action Leaders: Superintendent Action Implementers: All 4-8 Hanscom Educators	October-November 2015
Principal and Teacher leaders will participate in SRI training	Workshops will grow leaders' capacity to facilitate meaningful, student-centered meetings	Gene Thompson-Grove	Action Leaders: Principals Action Implementers: All K-8 Hanscom Educators	
Educators will apply their professional learning to practice.	Teams will review and update norms Teams will begin working together to plan a unit of instruction and commit to using flexible grouping of students throughout the unit Teacher leaders and administrators will begin to use meeting protocols to assist them in planning for collaborative discussion Faculty will share the outcomes of their collaborative work with the principal	SRI protocols Substitute coverage for peer partnerships	Action Leaders: Principal Action Implementers: Curriculum leaders, team leaders, literacy and math specialists, participants in peer partnerships	September 2014-June 2015

District Strategic Objective: Instruction

Instruction is student centered and focused on the engagement, achievement, and development of all learners

School Based Goal #2: Faculty will develop a shared vision of how we will utilize the 21st Century design of our new facility to enhance the educational experience of our students.

Goal 2 Action Plan

Action What is going to be done to address this goal?	Outputs; Measures What will be the evidence of completion of the action? How will effectiveness of the actions be measured?	Resources	Individuals Involved	Timeframe
Participate in a 3 session district module: Collaborative Practices.	Workshops will grow leaders' capacity to facilitate meaningful, student-centered meetings	Principals Superintendent	Action Leaders: Superintendent Action Implementers: All 4-8 Hanscom Educators	October- November 2015
Faculty will participate in reflective study of our current practices as they relate to space, identify where we would like to make changes in our practice, and develop a shared vision of how our innovations will enhance the educational experience of our students in our new facility.	Educators will develop a shared vision of how to enhance the educational experience of our students in our new facility	Principal Team Leaders	Action Leader: Principal Action Implementers: All 4-8 Hanscom Educators	3-4 faculty meetings November 2015 - January 2016
Faculty will begin collaborative work to implement the practices defined in the shared vision (in the existing facility).	Educators will incorporate aspects of our new shared vision into their instructional practice	Principal Team Leaders	Action Leader: Principal Action Implementers: All 4-8 Hanscom Educators Implementers: All 4-8 Hanscom Educators	2-3 faculty meetings January-March 2016
Move into the new facility and begin to communicate and implement the practices defined in the shared vision	Educators will incorporate aspects of our new shared vision into their instructional practice Faculty will share the outcomes of their collaborative work with the principal	All 4-8 Hanscom Educators	Action Leader: Principal Action Implementers: All 4-8 Hanscom Educators	April 2016