

**Lincoln Public Schools Strategic Maps 2022-2023**  
**Hanscom Middle School**

**CULTURE**

**Strategic Priority**

Establish a culture that is built upon the intersectionality of social and emotional learning, Antiracism, Inclusion, Diversity, and Equity (AIDE), student and adult learning, and fostering strong connections.

Build a culture of trust, engagement, and pride in our schools through:

- reinvesting in the relationships among and between students and caregivers, staff, administrators, partner organizations, and community members
- creating spaces where feedback is welcomed and used to facilitate transformative change
- developing our awareness, ability, skills, desire, and stamina to navigate and work through barriers that arise

**Rationale and Goals:** Create a partnership between home and school where all stakeholders feel empowered and a sense of belonging.

**Outcomes:**

- Communicating consistently, timely, and openly, with the goal of building trust and positive home/school relationships
- Committing to asking for, giving/receiving authentic, meaningful feedback, and building the capacity for difficult conversations with students, caregivers, and fellow staff members
- Communicating clear and consistent expectations about the school community and opportunities to engage in students' learning in a variety of ways

**Tools and Methods for Achieving Outcomes:**

- Revamped beginning of the school year communications
- Schoolwide “Getting to Know You” survey/form
- Consistent Grade Level Google Sites (updated weekly)
- Curriculum Night “How to Navigate X Grade” guides/materials
- Parent Conference Protocol
- Professional Development for building the capacity for difficult conversations with students, caregivers, and fellow staff members
- Train/retrain all teachers, ESPs, and school-based administrators and secretaries in Responsive Classroom.
- School-based Wednesdays are used for supporting the Responsive Classroom training.
- Grade level teams evaluate progress on AIDE/SEL/Connections lessons and create a plan for continuation of this work
- Conduct learning walks that incorporate looking at classroom culture and response to behavior to understand strengths and needs.
- Updated Learning Walk tool is also used for daily Principal walk-throughs with increased feedback to teachers. Data is tracked weekly.

**Tools and Methods for Measuring Progress:**

- Monthly Pulse Check data
- Mid Year Student Survey
- Mid Year Faculty Survey

- Mid Year Parent Survey
- Walk-through data
- Incident Data Collection
- Attendance data

## STUDENT OUTCOMES

### Strategic Priority

Improve student investment, academic outcomes, and sense of belonging by providing engaging learning experiences, culturally responsive instruction that builds upon and embraces students' identities, and safe, nurturing, collaborative learning environments

**Rationale:** Establish a culture that is built upon the intersectionality of staff and students who work together to build a community that values, respects and responds to student and staff identities, and develops the social and emotional well-being of all

**Goals:**

- Reinvest in the relationships among and between students and staff by developing our awareness, ability, skills, desire, and stamina to navigate and work through barriers.
- Improve student and staff sense of belonging by embracing identities and creating safe, nurturing, collaborative educational environments.

**Outcomes:**

- Developing a shared living practiced Code of Conduct that everyone is invested in
- Developing a sense of belonging amongst students and staff by having windows, mirrors, and doors in our community and curriculum
- Developing a greater sense of belonging amongst staff
- Developing clarity of expectations around an academic culture
- Developing the use of student and staff voices, ownership over their learning, value of autonomy, and growth mindset.

**Tools and Methods for Achieving Outcomes:**

- Beginning of the year file review
- Establish Code of Conduct
- All school assembly to review the Code of Conduct
- Standards based grading review
- Create grade level social contracts
- Beginning of the school year grade level team building
- Parent outreach-- Welcome phone call for each student in each connections group- after Meet and Greet but before Open House
- Seat a Student Council for grades 6-8 and grades 4-5
- Seat Principal Advisory Council
- How to navigate barriers workshop

**Tools and Methods for Measuring Progress:**

- Mid Year Student Survey
- Mid Year Faculty Survey
- Review and sharing of advisory council input
- Literacy and math assessments
- Incident Data Collection
- Learning Walk data