



HANSCOM

MIDDLE SCHOOL

School Improvement Plan

2016-2017

2016-2017 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 2016-2017 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 about our schools at bases throughout the United States.

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.

Our K-8 collaborative work was a great segway into last year. We were fortunate enough to move into our new, state-of-the-art 21st century learning facility last April. Upon moving in, we put our collaborative work into practice. Each team delivered a newly-designed unit that would take advantage of the new teaching spaces the building

provided. This year we will work towards refining and expanding our collaborative practices to examine the impact our work has had on student learning.

It has been a number of years since we last reviewed our school’s schedule. Last year, we developed a shared vision for our school. The vision draws heavily on collaborative work and use of space. We are finding that our current schedule can act as a barrier to fully realizing our new, shared vision.

There are many parameters guiding a schedule for a school day. We look forward to examining our current schedule, getting creative and recommending changes to better meet the academic and social emotional needs of our students.

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 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 development of all learners	Assessment and Data: Assessments and data are used in purposeful, meaningful ways to effectively promote

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 expand a shared understanding of high quality, school-based collaborative Practices.

Goal 1 Action Plan

Action	Outputs; Measures	Resources	Individuals Involved	Timeframe
<p>Educators will participate in five Collaborative Practice sessions</p>	<p>Teams will refine the units of instruction they created last year focusing on how the unit of 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</i></p> <p><i>Areas where none of the team members were able to bring students to the desired level of proficiency</i></p>	<p>Professional Development time Principal Team Leaders</p>	<p>All HMS 4-8 Educators</p>	<p>September 28, 2016 October 11, 2016 November 16, 2016 January 25, 2017 March 1, 2017</p>

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Goal 1 Action Plan, Continued

Action	Outputs; Measures	Resources	Individuals Involved	Timeframe
	<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>Principal and Teacher leaders will increase use of SRI training</p>	<p>Updated team norms</p> <p>Teacher leaders and administrators will deepen their use of meeting protocols to assist them in planning for collaborative discussion</p> <p>Teacher leaders and administrators will deepen their use of protocols to assess student work</p> <p>Creation of action plans based on results of assessing student work</p>	<p>Professional Development time</p> <p>Principal</p> <p>Team Leaders</p>	<p>All HMS 4-8 Educators</p>	<p>Ongoing</p> <p>September 2016 - June 2017</p>

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Goal Action Plan 1, Continued

Action	Outputs; Measures	Resources	Individuals Involved	Timeframe
Educators will participate in a training session: <i>Hijacked by Your Brain: How to Free Yourself When Stress Takes Over</i>	Workshop will grow teacher's capacity to deal with the cyclical stressors that happen during a school year.	Professional Development time Principal School Social Worker School Psychologist Jon Wortmann	All HMS 4-8 Educators	School Safety Summit October 6, 2016 February 1, 2017 February 13, 2017

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 review and recommend changes in our schedule to better meet the instructional needs of our students and shared vision.

Goal 2 Action Plan

Action	Outputs; Measures	Resources	Individuals Involved	Timeframe
Review and analysis of current bell schedule	Discovery of: <i>What works well in the current schedule</i> <i>What is blocking us from better meeting the needs of our students</i> <i>What is blocking us from reaching our shared vision</i>	Professional Development time NELMS Scheduling Workshop information Site visits and /or scheduling research	All HMS 4-8 Educators	October 24, 2016 November 14, 2016

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Goal 2 Action Plan, Continued

Action	Outputs; Measures	Resources	Individuals Involved	Timeframe
Creation of guiding questions for new schedule development	Guiding Questions	Professional Development time NELMS Scheduling Workshop information Current research and articles	All HMS 4-8 Educators	December 7, 2016 March 6, 2017
Recommendation for schedule changes	Updated HMS schedule	Professional Development time		April 10, 2017 May 10, 2017