

HINGHAM PUBLIC SCHOOLS

**FOSTER ELEMENTARY SCHOOL**

**SCHOOL IMPROVEMENT PLAN  
2019-2020**

**CORE VALUES**

At Foster Elementary School our students will:

- Enjoy the process of learning, constantly strive to meet their potential and become lifelong learners
- Be responsible and demonstrate respect for self, others, and property
- Practice critical thinking skills to solve problems
- Have a sense of community both in and outside of school

**THEME**

I am a Masterpiece

**SCHOOL COUNCIL MEMBERS**

Elizabeth Wilcox, Principal

Debbie Hall, Teacher Representative

Erin McGrath, Teacher Representative

Liza O'Reilly, School Committee Liaison

Emily Dowal, Parent Representative

Ben Greenbowe, Parent Representative

Cindy Boschetto, Parent Representative

Denise Lundin, Community Representative

**SCHOOL IMPROVEMENT PLAN DEVELOPMENT PROCESS**

The Foster Elementary School Council has employed a reflective and collaborative process to develop this school improvement plan. This plan has been developed consistent with the educational goals and standards, including student performance standards, as adopted by the Massachusetts Board of Elementary and Secondary Education and by the Hingham School Committee. The Foster Elementary School Council has completed a needs assessment of the school in light of our proposed goals. This plan addresses student performance, the professional development needs of the building's professional staff, as well as the enhancement of parent/guardian involvement in the life of the school, safety, discipline, and means for meeting the diverse learning needs of every child.

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Sources of evidence used to develop this school improvement plan include the district's strategic plan, the district's professional development plan, school enrollment and class size reports, student achievement results from local and statewide assessments, as well as parent and community feedback.

### **FOSTER ELEMENTARY SCHOOL GOALS FOR 2019-2020**

1. Increase individual instruction, integrating disciplines while utilizing a multi-modal and inclusive practices approach to develop critical thinking and creativity
2. Develop and refine instruction and independent application of social-emotional strategies within academic and social settings
3. Expand and continue to integrate District computer science initiative into all classrooms, Kindergarten through Grade Five
4. Utilize data decision making process to provide feedback for instructional planning and instruction
5. Focus on collaboration and communication from school to community through service learning, outreach, as well as in-house programming

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**Goal 1:** Increase individual instruction, integrating disciplines and utilizing a multi-modal approach to develop critical thinking and creativity

Status	Action Steps	Person(s) Involved and/or Responsible	Resources Needed	Success Measurements
	Create schedule to maximize student learning time in classrooms	Administrators, Staff	Time Schedule	Implementation of schedule
	Effectively schedule support staff to maximize small group instruction	Administrators, Staff	Time Schedule	Implementation of schedule
	Utilize data driven process to identify students' strengths and areas of growth	Administrators, Grade level data teams	Data Collaboration time	Student engagement in <i>What I Need</i> (W.I.N.) time
	Collaboration in bi-weekly Professional Learning Communities	Administrators, classroom teachers, support staff	Classroom coverage Dedicated PLC time	Professional Learning Community participation
	Participate in professional development focused on inclusive practices	Administrators, classroom teachers, support staff	Professional development	PD opportunities / participation by staff
	Identify common instructional language throughout grade levels	Reading Specialists, Math Specialists, Special Education Staff, Title I Staff	PLC Time	Identified common language throughout grade levels

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	Inventory intervention programs, instruction used in addition to core curriculum	Reading Specialist, Math Specialist, Special Education Staff, Title I Staff	Early release time, PLC	Intervention Programs list
Status Code for June Report:    1 / Completed    2 / In Progress    3 / Planned for Next Year    4 / Cancelled				

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**Goal 2:** Develop and refine instruction and independent application of social-emotional strategies within academic and social settings

Status	Action Steps	Person(s) Involved and/or Responsible	Resources Needed	Success Measurements
	Create monthly focus of individual tools	Administrators, Adjustment Counselor, Social-Emotional Team	Toolbox Materials – Administrator’s Guide / Online Resources	Monthly Celebrations Classroom Lessons
	Conduct Student Risk Screening Scale (SRSS)	Adjustment Counselor, Classroom Teachers	Student Risk Screening Materials	Student Risk Screening Results Morning check-in group identification
	Utilize data from SRSS to create intervention groups	Adjustment Counselor, Classroom Teacher	SRSS results Collaboration time	HTSS tiered support groups
	Provide training to all new staff, additional training to para-educators	Assistant Principal, Adjustment Counselor	Toolbox Materials Para-educator Orientation time	Welcome back training during August orientation day
	Create communication plan to families	Administrators, Adjustment Counselor	Toolbox Materials / Communication Outlets	Outreach efforts
	Highlight monthly tools and Zones Strategies at All-School Celebrations	Foster Staff	All-School Celebration Time	All-School Celebrations
	Second Step Lessons	Adjustment Counselor	Second Step Materials, Time	Lesson Plans, Lesson Implementation

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**Goal 3:** Expand and continue to integrate District computer science initiative into all classrooms, Kindergarten through Grade Five

Status	Action Steps	Person(s) Involved and/or Responsible	Resources Needed	Success Measurements
	First year cohort continue training	Cohort teachers, specialists	Time, technology	Trainings
	Create Foster School equipment sign-out	Computer Science Teacher, Classroom Teachers	Google docs	Sign out system
	Inventory and create list of current whole school available technology resources	Computer Science Teacher, Classroom Teachers	Technology	Inventory
	Tech Night Open House for families	Administrators, CS Teacher, Classroom Teachers	Time	Open House
	Paint Green Screen Wall	Maintenance	Paint	Use of Green Screen Wall

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<b>Goal 4:</b>	Utilize common data decision making process to provide feedback for instructional planning and instruction			
<b>Status</b>	<b>Action Steps</b>	<b>Person(s) Involved and/or Responsible</b>	<b>Resources Needed</b>	<b>Success Measurements</b>
	Identify assessments that provide instruction informing data	Classroom teachers, support staff	Assessments	Data driven decisions
	Administer appropriate assessments at beginning of year, middle of year, end of year	Classroom teachers, support staff	Assessments	Data results
	Create data sheets to document student growth, strengths and needs	School Staff	Data Sheets	Completed documents
	Create time for beginning of year, middle of year, end of year grade level data meetings	Administration, Grade level classroom teachers, specialists, support staff	Time Substitutes Data	Data meeting decisions
	Instruction in WIN based on students' needs as aligned to curriculum	School staff	PLC time	Lesson plans, aligned instruction
	Provide professional development to staff in data driven dialogue	Administration, staff	Staff Time	Implementation of Data Meetings

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<b>Goal 5:</b>	Focus on collaboration and communication from school to community through service learning, outreach, as well as in-house programming			
Status	Action Steps	Person(s) Involved and/or Responsible	Resources Needed	Success Measurements
	Enhance Curriculum Night Format	Administration, Specialists	Curriculum Night	Information provided regarding related curriculum and programs
	Provide annual calendar of events including service learning opportunities, family evenings, PTO events	Administration	X2, SMORE, Living Tree	Calendar shared with Foster Community
	Create a streamlined partnership local media outlets	Administration, School Staff	Connections to various outlets	Foster presence in local media outlets
	Literacy Night	Title I staff, Reading Specialists	Title I Funds, Literacy Games	Literacy Night
	Math & Technology Night	Math and Computer Science Specialist, Volunteers	Technology, Math Games	Math Night
	Highlight new programming / instruction in weekly updates to families	Administration, Foster Staff	SMORE Subscription, Family Emails, Living Tree	Foster Family Facts
	Invite community to participate in All-School Celebrations	All-School Celebration Committee, Foster Staff	Veteran's – November, Math Olympics Families – January, etc.	All-School Celebrations

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