

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

Vision				
<ul style="list-style-type: none"> ○ <i>Vision Statement:</i> All students will embark on a lifelong journey to flourish with empathy and confidence. ○ <i>Mission Statement:</i> Together with students, staff, families, and community, we cultivate an equitable, inclusive, innovative learning environment that empowers all students to contribute to their local and global community. 				
Theory of Action				
Through effective collaboration, two-way communication to ensure an inclusive culture and a sense of belonging, aligned, high-quality PK-12+ curriculum, innovative research-based practices, data-informed instruction, and strong leadership, equitable and inclusive environments, funding to provide effective, safe, and modern facilities, and a system of resources and support to ensure consistency in leadership, and a diverse staff that reflects the student, we will cultivate an equitable, inclusive, innovative learning environment that empowers all students to contribute to their local and global community.				
Strategic Objectives				
Culture of Collaboration and Community: Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.	Culturally Responsive Teaching and Learning: Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.	Healthy, Equitable, and Inclusive Communities: Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.	Capital and Finance: Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.	Human Resources and Leadership: Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.
Strategic Initiatives				
<p>Develop a district-wide communication community engagement plan.</p> <p>In September, a communication plan with 4 goals was outlined to the school committee.</p> <p>In September, a chain of communication was posted online and shared with the community.</p> <p>All elementary schools sent out comprehensive Back to School Information and have followed up with weekly newsletters to</p>	<p>Develop innovative pathways to enhance student learning.</p> <p>HHS is working to develop "Pathway" programs in the Arts and Technology Education for students. Ms. Bellis (Fine Arts Director) and Dr. Pawlowski (Industrial Technology Coordinator) will spearhead teams that develop the framework for these programs, which will be piloted during the 2023-2024 school year.</p> <p>All elementary math students took the iReady Diagnostic Assessment. Gr. 3-5 students took the iReady ELA diagnostic.</p>	<p>Establish a system to support and respond to the social emotional needs of all.</p> <p>District wide efforts to document the implementation of tiered systems of supports.</p> <p>Responsive classroom training was offered for elementary teachers this summer.</p> <p>Elementary guidance counselors are providing SEL support for every classroom using Toolbox lessons and strategies throughout the six day cycle.</p>	<p>Support implementation of the Foster School building project.</p> <p>The Conservation and Planning Boards have both voted to provide permits for the new elementary school projects.</p> <p>Bids for the project have been advertised and the vote to accept the bids will occur in November. The project work will begin on November 29th.</p>	<p>Recruit and retain a diverse workforce.</p> <p>A district team will participate with DESE's Teacher Diversification Professional Learning Community for professional development on hiring and interviewing practices.</p>

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<p>families for new procedures and how we created and implemented the new schedule to support time on learning town-wide</p> <p>All elementary schools also created and shared School Fast Facts with families as a quick reference for school procedures</p> <p>In person Back to School/Curriculum Nights took place at all elementary schools</p> <p>Monthly PTO Meetings; constant email exchange with PTO have occurred in each of the schools.</p> <p>Frequent communication with school community; some on individual basis</p> <p>Administrators are present on a daily basis (classroom walkthroughs, community events, arrival/dismissal</p> <p>Frequent social media updates from elementary school sites.</p> <p>HHS has established a new weekly newsletter: <i>Hingham Highway</i>.</p> <p>HMS publishes HMS Connection weekly, with</p>	<p>Elementary reading and math specialists and interventionists held their first quarterly data meetings to determine the needs of all learners and how to support students within the MTSS model.</p> <p>Elementary and middle school math teachers are implementing MyPath digital instructional tools. Gr. 3-5 teachers are also implementing myPath in ELA.</p> <p>All elementary classroom teachers are receiving PD to support both Tier 1 math block instruction as well as the math intervention block.</p> <p>Analytic Vue data analytics tool is being piloted to synthesize and integrate data from various sources such as attendance and academic data (X2, iReady, MCAS, etc.)</p> <p>PTO Curriculum/ Cultural Enrichment plans have been aligned to science/social studies curriculum at the elementary level.</p> <p>Special education teachers were trained with Goalbook to support alignment of goals in IEP to the standards and the identification of progress monitoring tools.</p> <p>Let's Go Learn is being implemented to support data</p>	<p>HMSI held handbook assemblies at the beginning of the year. Assistant Principal, school counselor, and school adjustment counselor met with classes to discuss bullying and being an ally with students.</p> <p>HMS has scheduled a variety of school-wide assemblies to support social-emotional learning objectives, Examples include One Book, One School Day, guest speaker identified by Amy Jackson*, MARC presentations.</p> <p>Beginning in the second quarter, HMS counselors will be implementing portions of Second Step lessons with students.</p> <p>HHS has implemented the new comfort dog program.</p> <p>The clinician for HPD attends weekly counselor/administrative meetings at HHS.</p> <p>HHS has established an Equity Team that includes approximately 20 faculty members; the group meets monthly.</p> <p>HHS has multiple PD opportunities for inclusive Book Groups including "Disability Visibility", and multiple titles related to equity.</p>		
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<p>input from faculty, PTO, and community organizations. The Student Services Department meets monthly with SEPAC.</p> <p>The Student Services Department sends out a newsletter to the community.</p> <p>The Superintendent meets monthly with Town-wide PTO to share information and gather feedback for areas of collaboration.</p>	<p>progress monitoring in reading and math for special education in grades K-12.</p> <p>East and Plymouth River are participating in the DESE Inclusive Practices Institute. The institute will support both schools in implementing UDL practices to support all students in accessing core instruction.</p> <p>An elementary strings program after school will be piloted beginning in January to determine interest and develop structure to broaden the program.</p> <p>The district will begin the planning process to develop a Spanish immersion PreK classroom as part of Kids in Action for the 2023-24 school year.</p> <p>HMS hosted author Varsha Bajaj who spoke with students about her own journey as a writer as well as the inclusive theme of this year's One Book One School selection, <i>Count Me In</i>.</p> <p>Orton Gillingham training offered to the special education faculty over the summer.</p>	<p>The district is partnering with the Brookline Center to develop a proposal to adopt the Bryt Program, a system designed to strengthen mental health support for students transitioning back to school. The final recommendations for improvement of the program at the HMS and HHSI will come in the spring.</p> <p>HHS began participation in the S3 Systems of Support Academy meant to create a systematic approach to supporting struggling students.</p> <p>NAN Project staff will be partnering with HHS staff to provide training on supporting mental health needs of students.</p> <p>Guidance counselors received training on Tier I restorative practices.</p> <p>Safety Care training was provided for every school's crisis team up to 8 to 10 staff per building.</p> <p>The METCO director has begun the process of building connections to support the elementary family host program. Even planned in January to kick off the effort.</p>		
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<p>Align procedures for the recently updated policy manual.</p> <p>The bullying investigation process has been updated with steps to follow and template letters to use to communicate with families.</p> <p>In August, all members received training on requirements for meeting Bullying, Title IV, and Title IX requirements in schools.</p>	<p>Explore and implement research-based innovative instructional practices.</p> <p>All elementary teachers participated in literacy and math data meetings to review fall beginning of year data.</p> <p>All elementary staff are working on professional development with the math workshop model with a UDL approach to reach all learners.</p> <p>HMS Science teachers are piloting a new curriculum (OpenSciEd).</p> <p>HPS social studies curriculum continues to be updated to reflect innovative, culturally responsive teaching and diverse perspectives. Grade 3 and 4 teachers engaged in PD on the new curriculum and partnered with the Hingham Historical Society and Harvard Peabody Museum, respectively.</p> <p>Through a DESE Civics Teaching & Learning grant, HPS hosted Democratic Knowledge Project PD for 35 South Shore social studies educators (including five from Hingham).</p> <p>Elementary special education teachers are using Big Ideas Math and Moving with Math as supplemental programs.</p>	<p>Provide all staff, including athletic coaches, professional development training in diversity, equity, and inclusion practices.</p> <p>The Leadership Team participated in training with Safe Schools to discuss how it might support LGBTQ+ youth and families.</p> <p>All high school and middle school staff participated in a two hour training with Safe Schools on supporting LGBTQ+ youth.</p> <p>District leaders are participating in the Culturally Responsive Practices Leadership Academy, to build capacity to weave culturally responsive practices and a racial equity lens throughout pedagogy, policies, structures, and systems.</p> <p>HMS has established a Diversity, Equity, and Inclusion task force, which meets regularly throughout the year.</p>	<p>Identify a benchmark for appropriate per pupil expenditure.</p> <p>A staffing audit was completed using the FY23 budget. Audit presented to the school committee and budget sustainability committee. Information will be used to support FY24 budget discussions.</p>	<p>Design a mentoring program to support leaders and establish an internal leadership program for aspiring leaders.</p>
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	Secondary math staff receiving PD on the Mathematical Practices with a focus on growth mindset and perseverance.			
<p>Align district documents to reflect strategic initiatives and common district-wide practices.</p> <p>HHS updated the student handbook to highlight restorative practices and will continue to look at policy and procedures through an equity lens.</p> <p>Professional development catalog and offerings were aligned to the district's strategic initiatives.</p> <p>The district began work to collect previous procedures to align newly revised policies.</p> <p>School improvement plans are aligned with strategic plans.</p> <p>Leadership team's professional practice and student learning goals are aligned with the strategic plan.</p>	Engage in a district-wide process to create a Portrait of a Graduate, PK-12+.	<p>Update the current Bullying Prevention Plan.</p> <p>The Bullying Reporting Form was updated to allow for anonymous submission.</p> <p>HMS students will participate in instruction through Massachusetts Partnership for Youth on the topic of bullying.</p> <p>HMS Second Step curriculum includes lessons on bullying and harassment.</p> <p>All staff receive training on bullying and harassment policies during comprehensive annual training.</p>	<p>Develop a technology plan to address technology infrastructure vision and needs.</p> <p>A Technology Committee has been formed. The committee is currently drafting surveys and focus group questions as it continues its needs assessment and data collection stage.</p> <p>The Technology Committee is piloting a software system that monitors implementation of technology software and websites. The information will inform the budget and the district's final technology plan.</p> <p>Technology for special education was updated to include ViewSonic boards to allow for presentation and interaction with content.</p>	<p>Explore ways to provide collaborative preparation time for staff.</p> <p>Data meetings have been held at the elementary level to help support review of literacy and math data as teams to identify how to support reading and math instruction.</p> <p>Early release content professional development for 2022-2023 has been organized in school-based and department-based teams to allow for subject-specific collaboration.</p>

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<p>Improve communication between home and school during critical transition years.</p>	<p>Identify and implement a new elementary reading program.</p> <p>Pilot teachers are currently assessing two programs and have been meeting every two weeks to discuss implementation progress. Reading specialists at each school have worked closely with pilot teachers to support implementation.</p>	<p>Establish procedures to report incidents of bias.</p> <p>Safe Schools training for HMS and HHS faculty during the October PD</p> <p>MYP professional development for HMS and HHS on bullying prevention.</p> <p>Members of the HHS Equity Team are leading book groups that consider a variety of texts related to equity and inclusion (e.g., <i>Grading for Equity</i>, <i>Disability Visibility</i>, etc.).</p> <p>All staff receive training on bias policies during comprehensive annual training.</p>	<p>Address various needs related to facilities and space.</p> <p>HHS is examining available space to determine the most effective use for students and staff.</p> <p>The final Facilities Improvement Plan is underway and a draft is expected in a few months.</p>	<p>Expand recruitment opportunities.</p> <p>The district has used social media platforms more to extend outreach to find candidates for positions throughout the summer into the fall.</p>
	<p>Fully fund and engage in a multi-year curriculum review adoption cycle process.</p> <p>Currently, a team of elementary teachers are piloting new reading programs. The team meets every two weeks to plan and determine best practices for implementation of the reading program.</p> <p>HMS Science teachers are piloting a new curriculum (OpenSciEd).</p> <p>HMS math department piloting math curriculum materials.</p>	<p>Complete an equity audit, including auditing current curriculum content.</p> <p>The district DEI Task Force is meeting to support the implementation of an equity audit. The Equity Process has been engaged to support the district in completion of the audit. The audit has begun with a review of past data collection, current policies, and practices.</p>		

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