

Hingham Public Schools

Strategic Plan Update #1



**By Margaret Adams, Superintendent of Schools
Katie Roberts Assistant Superintendent**

November 28, 2022



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.

- Develop and presented a communication plan for the year.
- All schools are using SMORE as a weekly newsletter.
- Began efforts to revise and update district procedures. For example, all administrators received training on bullying/harassment, Title VI, and Title IX requirements.
- School improvement plans and professional development offerings aligned to strategic plan.
- Increased use of social media platforms to highlight district and school happenings and accomplishments.



Culture Responsive Teaching and Learning

Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.

- 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.
- All elementary classroom teachers are receiving PD to support both Tier 1 math block instruction as well as the math intervention block.
- Special education teachers were trained with Goalbook to support alignment of goals in IEP to the standards and the identification of progress monitoring tools.
- 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.
- HMS Science teachers are piloting a new, inquiry hands on curriculum (OpenSciEd).



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.

- District wide efforts to document the implementation of tiered systems of supports.
- HHS began participation in the S3 Systems of Support Academy meant to create a systematic approach to supporting struggling students.
- 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.
- 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.



Capital and Finance

Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.

- The Conservation and Planning Boards have both voted to provide permits for the new elementary school projects.
- Bids for the new elementary project have been advertised and the vote to accept the bids will occur in November. The project work will begin on November 29th.
- 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.
- 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.



Human Resources and Leadership

Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.

- A district team will participate with DESE's Teacher Diversification Professional Learning Community for professional development on hiring and interviewing practices.
- 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.
- Early release content professional development for 2022-2023 has been organized in school-based and department-based teams to allow for subject-specific collaboration.