

# HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

Vision				
<ul style="list-style-type: none"> <li>○ <i>Vision Statement:</i> All students will embark on a lifelong journey to flourish with empathy and confidence.</li> <li>○ <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.</li> </ul>				
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				
<b><u>Culture of Collaboration and Community:</u></b> Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.	<b><u>Culturally Responsive Teaching and Learning:</u></b> Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.	<b><u>Healthy, Equitable, and Inclusive Communities:</u></b> Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.	<b><u>Capital and Finance:</u></b> Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.	<b><u>Human Resources and Leadership:</u></b> 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 four goals was outlined to the school committee.</p> <p>In September, a communication chain 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</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</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 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>Human Resources has run 110 criminal background checks on Foster contractors and</p>	<p>Recruit and retain a diverse workforce.</p> <p>A district team participates with DESE’s Teacher Diversification Professional Learning Community for professional development on hiring and interviewing practices.</p> <p>The district has been accepted for membership with MPDE (Mass. Partnership for Diversity in Education) and has participated in MPDE workshop presentations.</p>

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<p>weekly newsletters to 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>Assessment. Gr. 3-5 students took the iReady ELA diagnostic.</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>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, a guest speakers, and MARC presentations.</p> <p>Beginning in the second quarter, HMS counselors will implement 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 of 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> <p>The district is partnering with the Brookline Center to develop a proposal to adopt the Bryt</p>	<p>continues to run checks as the project progresses.</p> <p>Foster Project new parking lot built. A temporary playground in the front is supported by Facilities and Hingham Police Department to establish a safe temporary playground. The new playground will open shortly after a safety inspection</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>The Special Education Continuous Improvement Task Force launches in February 2023.</p> <p>An updated Special Education Program Manual was published.</p> <p>“Middle of Middle School” celebration was held, marking the halfway point of HMS, parents invited in to celebrate</p> <p>“Dealing with Anxiety and Depression in Your Child” presentation by Dr. Nadja Reilly was presented in collaboration with PTOs and SEPAC.</p> <p>All schools use SMORE to send weekly newsletters every week and provide a unified look.</p>	<p>Let's Go Learn is being implemented to support data 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>Elementary after-school strings Kids in Action program was filled and started January 31st.</p>	<p>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 participating in the S3 Systems of Support Academy to create a systematic approach to supporting struggling students.</p> <p>NAN Project staff will partner with HHS staff to provide training on supporting the 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.</p> <p>HHS 2nd Annual Unity Week, February 2023, is planned with several new additions to the programs available to the students. “Get Out of Your Bubble” HHS presentation to promote diversity awareness during Unity Week.</p>		
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<p>Budget presentations are being held with transparency about the budget to all stakeholders.</p> <p>Implemented a unified communication with Communication Director to get information about the Foster Project, FY24 Budget, KIA Strings, KIA PreK Spanish Immersion, and various school events.</p> <p>Continue to collaborate with PTOs for posting on social media.</p> <p>The ASPEN Family Portal is planned to be open this February so parents can check. Procedures are being established to allow for the automation of beginning-of-year tasks via Aspen.</p>	<p>District reading and math specialists and interventionists held their middle-of-year assessments and data meetings to assess students' progress, identify new intervention groupings, and adjust instructional practices to meet students' needs.</p> <p>Follow-up professional development was offered with Let's Go Learn.</p> <p>Presentations for interested families in the Pre-K Spanish immersion program were held. Registration was opened. There is sufficient interest in the program to move it forward.</p> <p>The new Hingham High School English course, Disabilities in Life and Literature, will be developed for the English course for SY 23-24.</p> <p>Hingham Middle School will begin mid-year data meetings in mathematics and ELA/reading.</p> <p>Hingham High School is exploring a partnership with Quincy College to offer dual enrollment in some upper-level courses, thereby allowing them to earn college credit for their work in high school classes.</p> <p>Inclusive concurrent enrolment programs with local universities</p>	<p>HHS has partnered with Hingham CARES to promote healthy alternatives to teen drug use throughout the year in May 2023. HHS will celebrate its second annual Hingham CARES Day with four grade-level assemblies.</p> <p>Care Solace partnership began in December to connect the HPS community with mental health support.</p> <p>HHS implemented a new monthly "Opry Award," which celebrates a student who has made exceptional contributions to the school climate by promoting inclusivity.</p> <p>HMS "Act of Honor" Awards continue to celebrate exemplary middle school students.</p> <p>Nurses updated Growth and Development lessons for Grade 5 students to be gender-inclusive.</p> <p>Administer YRBS survey in March to Grades 7, 9, and 11 to inform SEL programming and SEL curricular focus.</p> <p>HMS developing and expanding 6th and 7th-grade teaming activities to increase student connection: e.g., Kahoot Trivia Championship.</p>		
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	<p>support for post-grad college options for neurodiverse learners.</p> <p>A meeting in early January was held with students and Technology Engineering/Fine Arts teachers to draft a proposed mission statement.</p> <p>A grant was successfully acquired to fund a site visit to Casco Bay high school to research innovative pathways models and research cross-curricular integration.</p> <p>The subscriptions to Learning Ally and Read Naturally were renewed.</p> <p>ASE training with paraprofessionals in RISE I provided by New England Center for Children (NECC).</p>	<p>Breathe Out peer leaders implement SEL lessons in Grade 9 classrooms and sponsor Breathe Out events to support mental health.</p> <p>Co-sponsored parent programming featuring Dr. Nadja Reilly's presentation on Anxiety and Depression.</p> <p>HMS counselors trained in crisis response by Aspire Health Alliance.</p> <p>Cyber Safety/ Student Wellness Night for parents was planned for middle and high school.</p> <p>A Cyber Safety presentation for students in grades 3-5 was led by the School Resource Officer.</p> <p>Paraprofessionals participated in Safety Care training with a specific focus on de-escalation techniques in February.</p>		
<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 communicate with families.</p> <p>In August, all members received training on requirements for meeting</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>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</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> <p>School and district leaders participated in two days of training on how to provide effective feedback to teachers.</p>

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<p>Bullying, Title IV, and Title IX requirements in schools.</p> <p>Elementary principals are creating common procedures for attendance, including letters to families to notify them of unexcused absences.</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 &amp; 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 use Big Ideas Math and Moving with Math as supplemental programs.</p> <p>Secondary math staff receiving PD on the Mathematical Practices with a focus on growth mindset and perseverance.</p> <p>The district was able to support visiting artists using via Mass Cultural Council grants.</p> <p>The World Language Department was awarded a DESE grant to support curriculum alignment.</p>	<p>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>Training through DESE's Teacher Diversification Professional Learning Community for professional development on hiring and interviewing practices and MPDE (Mass. Partnership for Diversity in Education) will be shared with district leaders in hiring roles.</p> <p>School building leaders participated in an Equity Walk to collect classroom-level data for the equity audit. The same protocol is being used in February and March for learning walkthroughs for district and school leaders.</p> <p>Safe Schools Program for LGBTQ presentation was provided for elementary teachers.</p>		
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	<p>HHS will implement this spring a Credit for Life supported via a DESE Financial Literacy grant.</p> <p>Grades 6-12 social studies teachers will participate in professional development as funded by a DESE Genocide Education grant.</p> <p>HHS awarded a Career Connecting Activities grant.</p> <p>World Language dual enrollment was established with UMass Boston for Latin IV for the next school year at HHS.</p> <p>Elementary Winter Data Meetings were held for staff to analyze the results of MOY assessments.</p> <p>Secondary reading specialists presented to HMS faculty on two-column note-taking strategy. They also provided examples for staff to help in implementing the strategy with students.</p> <p>Math specialists and interventionists were trained in the foundations of fractional understanding.</p> <p>HMS getting WPI StoryLine (Open SciEd) training</p> <p>District team attended METCO conference.</p>	<p>World Cultures Night is planned for 3/16/23 at Hingham Middle School as an extension of the One Book One School year-long project.</p>		
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	Learning Ally, accessible audio books, are available for all students.			
<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>The leadership team's professional practice and student learning goals are aligned with the strategic plan.</p> <p>Hiring documents standardized across the district (applications, recommendations to hire, personnel action forms).</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 receives 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 the 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>The Technology Committee has implemented and analyzed the data from family, student, and staff surveys. The next step is to conduct smaller focus groups with stakeholders. Several groups have used a visioning protocol to help in the drafting of a vision for the technology plan.</p> <p>Implementation of improved technology within the Special Education Department.</p> <p>Purchased and provided initial</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 the review of literacy and math data as teams 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> <p>The elementary writing coach has been leading smaller PLCs by grade level to continue to support the implementation of the writing curriculum.</p> <p>A Professional Development Committee has been meeting since the beginning of the school year. The Committee drafted, administered, and analyzed surveys from staff to identify their needs in professional development. The committee will draft a plan to present to the School Committee by the end of the school year.</p>



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Kindergarten Forum for the incoming class was held, and also partnered with Harbor Media videotaped the session.			training and continued professional development with Viewsonic Boards. Purchased Chromebooks and iPads specific to the Special Education Department.	
<p>Improve communication between home and school during critical transition years.</p> <p>HMS is outreaching out to Elementary PTOs for the transition of grade 5 students to middle school.</p> <p>Grade 5 Parent Information Night is planned this spring for HMS.</p> <p>In-person Program of Studies Nights were restored at HMS and HHS, introducing tours of HHS.</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 has 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 receives 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>Building meetings for Plymouth River's windows project consist of going through the punch list and constant updates on the project.</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>The district will continue to participate in job fairs.</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>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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	<p>HMS Science teachers are piloting a new curriculum (OpenSciEd).</p> <p>HMS math department piloting math curriculum materials.</p> <p>HMS Science teachers have attended a two-day overview of OpenSciEd supported by funding received via a grant.</p>	<p>All district libraries are auditing their collections through a diverse lens. Outdated and problematic titles are being weeded. When possible, titles that depict characters of more diverse backgrounds are being added.</p> <p>Elementary librarians are manually processing Scholastic Diversity titles purchased by the district for each grade level for inclusion in school library collections.</p>		
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