

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN UPDATE #3 2022-2023

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				
<u>Culture of Collaboration and Community:</u> Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.	<u>Culturally Responsive Teaching and Learning:</u> Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.	<u>Healthy, Equitable, and Inclusive Communities:</u> Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.	<u>Capital and Finance:</u> Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.	<u>Human Resources and Leadership:</u> Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.
Strategic Initiatives				

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<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 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>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>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</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>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 speaker, 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>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 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> <p>The Foster School Building Project is well underway into the first phase of work.</p> <p>The temporary playground at Foster was open in February, and the school staff is using it for recess, physical education, and after-school programs.</p> <p>The building excavation and backfilling is completed. The next step is to continue the work</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> <p>The district has begun participating MPDE (Mass. Partnership for Diversity in Education) monthly meetings. Positions for next year will be posted on the website.</p>
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<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 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>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 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</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 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>on the retaining walls along the bottom of Otis Hill.</p> <p>The School Building Committee, the school, and district leaders continue to work with the architect on the interior design, including floor patterns and color schemes for the interior spaces. The team also reviewed and discussed various designs and equipment options for the playgrounds of the new school building.</p> <p>The School Building Committee has begun the process of bidding on the second phase of the project and expects to award the bid later this spring.</p>	
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<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>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</p>	<p>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>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</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> <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>		
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<p>February so parents can check. Procedures are being established to allow for the automation of beginning-of-year tasks via Aspen.</p> <p>Our new contract with Lexikeet allows us to offer translation and interpretation services to families in multiple languages.</p> <p>Due to the overwhelmingly positive response to “Dealing with Anxiety and Depression in Your Child” presentation by Dr. Nadja Reilly held at the high school for K-12 families with PTOs and SEPAC, she will be returning on 5/15 to present specifically for parents of elementary students.</p> <p>Each school is providing student showcase presentations to the School Committee, highlighting something students have worked towards or achieved.</p> <p>Developed graphics, videos, testimonials, and resources to provide transparency around HPS needs relative to the upcoming budget cycle.</p>	<p>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 enrollment programs with local universities 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>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> <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 programming for secondary (HMS/HHS) parents 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>		
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<p>Initial meetings with the Senior Center director with the goal of establishing partnerships with schools and school departments.</p> <p>Broadly communicating Arts initiatives, including Art Shows, concerts, and district-wide Arts-related happenings through social media and partnering with other local arts organizations.</p> <p>Elementary schools collaborate with PTOs to provide broad social media exposure and cross-posting for school events, school information, and highlights.</p> <p>An update on the goals of the communication plan will be presented to the school committee on 5/22.</p> <p>The Family Portal for Aspen was opened on May 3rd. Continue to plan for the use of Aspen to automate processes for schools and families.</p> <p>Supported the community in understanding the impact of budget scenarios ahead of town meeting and ballot vote.</p>	<p>A team visited Casco Bay High School to explore and learn about innovative pathways models and research cross-curricular integration. Findings have been presented to HHS Leadership team and will be presented to faculty in fall 2023</p> <p>A grant was secured through Hingham Arts Alliance to fund 3 teacher stipends to pilot an Arts Pathway program for students during the 2023-2024 school year.</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>Co-sponsored programming for elementary parents featuring Dr. Nadja Reilly's presentation on Anxiety and Depression.</p> <p>Special Education Admins and Director of School Counseling to create a draft protocol for special education, school counseling, and adjustment counselors focused on initial and reevaluation counseling service recommendations.</p> <p>HHS will implement a new "Move Up Day" for rising ninth graders in June.</p> <p>A wide range of school events (e.g., art shows, concerts, plays, etc.) have been widely promoted in the community.</p> <p>Math awards (e.g., CMLs, Math Plus, etc.) are presented to elementary students in a celebratory manner.</p> <p>The district-wide newsletter actively promotes and celebrates a wide range of school events.</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 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>Elementary principals are creating common procedures for attendance, including letters to families to notify them of unexcused absences.</p> <p>Principals are updating the student/school handbooks for the 2023-24 school year to incorporate updated procedures for attendance, dismissals, and tardies.</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 use 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>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>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>Our school community successfully supported operational override to maintain a level service budget.</p> <p>.</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> <p>School and district leaders participated in an additional half day of training to support providing feedback to educators.</p> <p>School and district leaders participated in one equity walk this spring.</p>
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	<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>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</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 presentations was provided for elementary teachers.</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> <p>The One Book One School has been meeting to review titles for 2023-2024 and will announce the final title in May 2023.</p> <p>Secondary assistant principals participated in professional development related to restorative discipline practices.</p> <p>Participation of leadership team in the Women Educational Leadership Network conference <i>Creating A Culture of Belonging</i>.</p> <p>Participation of the leadership team at METCO Advocacy Day at the State House.</p> <p>Site visit of leadership team to METCO Inc in Nubian Square in Boston for presentation on the</p>		
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<p>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>Learning Ally, accessible audio books, are available for all students.</p> <p>All HMS grades have piloted two OpenSciEd units. SY24 will pilot two additional units</p> <p>Pursuing DESE OpenSciEd grant to fund additional Open SciEd curriculum kits and professional development</p> <p>Pursuing DESE Investigating History grant to pilot in Grade 5 in FY24</p> <p>All elementary math students took the iReady MOY diagnostic and will soon complete EOY.</p> <p>The district has initiated a process to offer Quincy College dual enrollment courses for HHS students.</p> <p>Elementary reading and math specialists have held second</p>	<p>history of METCO and role of METCO in Boston.</p> <p>Representatives from East and PRS participated in the Inclusive Academy (monthly meetings) and brought what they learned to faculty meetings to share with all staff.</p> <p>Storyteller Len Cabral visited all elementary schools with support from a METCO grant.</p> <p>The Hingham Unity Council and Hingham METCO collaborated on a scavenger hunt of Main Street to bring both communities together.</p> <p>The HHS Unity Project sponsored a third annual “42 Games of Catch” event in April in honor of Jackie Robinson Day.</p> <p>All elementary schools celebrated inclusivity throughout the year. For example, PRS recognized Autism Month, and South School honored World Down’s Syndrome Day.</p> <p>HHS will host a Best Buddies Prom in May.</p> <p>The high school principal, director of athletics, and superintendent participated in two day training on ending hate in school athletic program through the MIAA.</p>		
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	<p>and third quarter data meetings to determine the needs of all learners and how to support students within the MTSS model</p> <p>New course AP Environmental Science to be implemented next year.</p> <p>Grade 3 piloting a new unit in evolution in conjunction with Boston University.</p> <p>HPS social studies director has taught model lessons for new Grades 3 and 4 social studies curriculum.</p> <p>Elementary reading and math specialists and interventionists held their second quarterly data meetings to determine the needs of all learners and how to support students within the MTSS model. There is a plan for end of year data analysis in order to create intervention groups for 23-24.</p> <p>All elementary classroom teachers have received multiple PD to support both Tier 1 math block instruction as well as the math intervention block with a UDL focus.</p> <p>Elementary teachers piloted “Into Reading” which was selected for full adoption for the 23-24 year.</p>			
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	<p>All elementary teachers are being introduced to the new reading program, Into Reading, which will be fully implemented in 23-24.</p> <p>HMS held middle of year data meetings with math teachers, math specialists, math tutors, ELA teachers, literacy specialists, and reading teachers and interventionists in order to analyze data and assess effectiveness of interventions and plan to do the same at the end of the year.</p> <p>HMS has piloted the Open SciEd science curriculum at all grade levels.</p> <p>Many culminating projects at all levels reflect innovative research based practices used across the curriculum. For example, grade 8 students are engaged in community-based civics projects which will be showcased for the school committee. Grade five exit projects such as Independent Learning Projects.</p> <p>The data provided by MCAS results and School Report Card were analyzed and used to inform instructional processes.</p>			
Align district documents to reflect strategic initiatives and common district-wide practices.	Engage in a district-wide process to create a Portrait of a Graduate, PK-12+.	Update the current Bullying Prevention Plan.	Develop a technology plan to address technology infrastructure vision and needs.	Explore ways to provide collaborative preparation time for staff.

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<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> <p>Kindergarten Forum for the incoming class was held, and also partnered with Harbor Media videotaped the session.</p> <p>District will work with a retired HR director beginning in May through</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>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. Purchased and provided initial training and continued professional development with Viewsonic Boards. Purchased Chromebooks and iPads specific to the Special Education Department.</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> <p>Reviewing 2023-24 elementary schedules to install opportunities for PLCs or common planning (a focus on Math Workshop, Reading Pilots, K/1 Writing, UDL, etc) at the elementary level.</p>
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next year to develop common procedures for leaves, onboarding, and separation of employees.			The Technology Plan is completed and being presented on 5/22 to the full school committee.	
<p>Improve communication between home and school during critical transition years.</p> <p>HMS is reaching 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>Expanded eighth to ninth grade transition to HHS activities with the addition of a June move-up activity. The transition activities have included course selection presentation and meetings, the 8th grade parent night in May, and the 9th grade orientation in August.</p> <p>Sixth grade school counselors met with fifth grade school counselors to support transition to middle school.</p> <p>Meetings with special education administration</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>Selected Into Reading program and began professional development module training for K-5 staff. First session was held in May to introduce the program to staff.</p> <p>Alignment of reading program to writing also occurred. Scope and sequence for K-5 writing will continue into the summer. Grades K and 1 teachers will participate in some professional development this May to support writing implementation next year.</p> <p>The district applied for and was awarded a DESE grant for partial funding of year one of the reading program.</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>The Technology Plan is completed and being presented on 5/22 to the full school committee.</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>Building meetings for Plymouth River's windows project continue to review items on the punch list. Some work planned for this summer.</p> <p>South playground was made accessible so students with mobility differences could access spaces with their peers.</p> <p>As part of the budget process, the district was able to remove a portion of the technology budget from the capital budget, freeing up additional funds to address immediate capital needs.</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>The district will be consulting with a retired HR Director to develop an outline plan for strengthening current procedures and processes that also supports expanded recruitment and retention.</p>

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and SEPAC parents to support transition of students with disabilities from elementary to middle and middle to high school.				
	<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>HPS Social Studies and Business departments will present Year 1 program review progress to the school committee on June 12th.</p> <p>HPS elementary math specialists and HPS math director have begun reviewing elementary math curriculum programs for potential future adoption</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> <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> <p>Equity surveys were administered for staff, students, and families. The equity consultant hosted focus groups for school and community</p>		

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		<p>subgroups. Building walkthroughs were conducted by the equity audit.</p> <p>Administrators conducted RECI Learning Walks to explore inclusive practices.</p> <p>Results of the equity audit and related equity plan will be presented in summer 2023.</p> <p>Administrators visited other schools in the district as part of evaluation training with Dave Castelline. Classroom visits focused on providing for equity.</p> <p>HHS administrators will attend a two-day "Addressing Hate in School Sports" workshop sponsored by the MIAA in May.</p>		
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