

**HINGHAM SCHOOL COMMITTEE
November 27, 2023 at 5:30 PM
Central Meeting Room, 2nd Floor
Town Hall
210 Central Street
Hingham, MA 02043**

**or Remote via Zoom
Dial-in number: 1-929-205-6099
Meeting ID: 853 5122 2901
Passcode: 974415
Website: <https://zoom.us/join>**

MEETING AGENDA

1. Call to Order
2. Enter into Executive Session and to reconvene in Open Session at 6:30 PM, pursuant to M.G.L. c. 30A, s. 21(a)(3) for the purposes of:

To approve minutes from the Executive Session held on November 13, 2023 as an open meeting may have detrimental effect on the bargaining position of the public body and the chair so declares

To provide an update on negotiations with HEA Unit A, B, C, and D as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

3. Return to Open Session at 6:30 PM
4. Approval of minutes
 - 4.1 Minutes of the School Committee meeting held on November 13, 2023
5. To receive an update on the Wellness Center from the Hingham Sports Partnership at HHS
6. To discuss the naming of the Wellness Center at HHS and act as appropriate
7. Questions and Comments

The Hingham School Committee encourages community engagement and welcomes questions and comments as agenda items are discussed at the meeting. In addition, we have set aside up to fifteen minutes at the beginning of this meeting for comments or questions that fall under the purview of the School Committee and are not already on tonight's agenda. If any guests wish to speak, please raise your hand, state your name and address, and address your comments to the Chairperson. Comments will be limited to 3 minutes per speaker and must relate to topics within the scope of responsibility of the School Committee. As established by the Massachusetts General Laws, the responsibilities of the School Committee are to (1) select and to evaluate the Superintendent, (2) review and approve budgets for public education in the district, and (3) establish educational goals and policies for the schools in the district. Speakers are encouraged to present their remarks in a respectful manner and to consider the

privacy interests of others. The public comment period is not a time for debate or response to comments by the School Committee. The School Committee is not adopting or endorsing any of the comments made during the public comment period.

In addition to this public comment period, the School Committee practice provides time for questions and comments from the public on new business items on the agenda.

8. Superintendent's Report
9. Communications
 - 9.1 Communications Received by the Superintendent
 - 9.2 Student Communications
 - 9.3 Other Communications
10. Unfinished Business
11. New Business
 - 11.1 To receive an update on the Hingham High School Improvement Plan and act as appropriate
 - 11.2 To receive an update on the Hingham Middle School Improvement Plan and act as appropriate
 - 11.3 To receive an update on Student Services
 - 11.4 Strategic Plan Update #1
 - 11.5 To receive an update from Salary and Negotiations
 - 11.6 To discuss grants and donations and act as appropriate
 - 11.7 To review surplus materials and act as appropriate
12. Subcommittee and Project Reports
Warrants Signed
13. Other items as may not reasonably be known 48 hours in advance of the meeting
14. Adjourn

Next School Committee Meetings:
Monday, December 11, 2023 at 6:30 PM
Monday, January 8, 2024 at 6:30 PM

This meeting is being held in person and/or remotely as an alternate means of public access pursuant to Chapter 2 of the Acts of 2023 and all other applicable laws temporarily amending certain provisions of the Open Meeting Law. You are hereby advised that this meeting and all communications during this meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. If any participant wishes to record this meeting, please notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording.

HINGHAM SCHOOL COMMITTEE
November 13, 2023

MEETING MINUTES

Called to order: 5PM

Present: Chair Nes Correnti, Vice-Chair Michelle Ayer, Secretary Jen Benham, Kerry Ni, Tim Dempsey, Alyson Anderson, and Matt Cosman and Superintendent Dr. Margaret Adams

Adjourn to Executive Session pursuant to M.G.L. c. 30A, s. 21(a)(3) for the purposes of:

To approve minutes from the Executive Session held on October 30, 2023 as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

To provide an update on negotiations with HEA Unit A, B, C, and D as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

To discuss strategy with respect to Interventionists/Tutors negotiations as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

Called to Order at 6:40 PM

School Committee Chair Nes Correnti called the meeting to order at 6:40 PM, and began by reading the following statement for those participating by zoom:

This meeting is being held in person and/or remotely as an alternate means of public access pursuant to Chapter 2 of the Acts of 2023 and all other applicable laws temporarily amending certain provisions of the Open Meeting Law. You are hereby advised that this meeting and all communications during this meeting may be recorded by the Town of Hingham in accordance with the Open Meeting Law. If any participant wishes to record this meeting, please notify the chair at the start of the meeting in accordance with M.G.L. c. 30A, § 20(f) so that the chair may inform all other participants of said recording.

School Committee members present: Chair Nes Correnti, Vice-Chair Michelle Ayer, Secretary Jen Benham, Kerry Ni, Tim Dempsey, Alyson Anderson, and Matt Cosman

School Committee members participating remotely: none

School Committee members absent: none

Central Office Members present: Superintendent Dr. Margaret Adams, Assistant Superintendent Kathryn Roberts, and Director of Business and Support Services Aisha Oppong
Also present: Executive Assistant Sherry Robertson, Student Advisory Committee members Alex Doggett and Anthony Cicerone.

This meeting incorporated the use of the OWL camera to broadcast the meeting via Zoom.

Harbormedia was also present and recorded the meeting.

Visitors present: East Elementary School Principal Mary Eastwood and Assistant Principal Lori Jacobs, Plymouth River Elementary School Principal Greg Lamothe and Assistant Principal Melissa Smith, HEA President Jacqueline Beaupre, Athletic Director Jim Quatromoni, Eugene Buczynski, Ben Louchheim.

Remote visitors: There were approximately 39 remote attendees on Zoom.

Approval of minutes:

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee meeting held on October 16, 2023

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the minutes of the School Committee joint meeting with Student Advisory Committee held on November 1, 2023

The Committee agreed to table the minute of the School Committee meeting held on 10/30/23

Questions and Comments:

Ben Louchheim, Hingham Educator and parent, asked about communications sent to families about the ongoing contract negotiations. Chair Nes Correnti stated that the committee will take note of the questions and put them on the next agenda.

Superintendent's Report

Dr. Adams mentioned the office hours meeting from the previous week which was held to address an incident of a substitute teacher being arrested on school property. She stated that while proper procedure had been followed, the district is conducting an HR review of hiring processes. Dr. Adams also stated that there is a memo in the packet about the Foster School building project.

Student Communications: Student Advisory Committee members Alex Doggett and Anthony Cicerone were present. They stated that in the previous week, students honored veterans for Veterans' Day. They also congratulated the High School teams that are currently competing in state tournaments.

Unfinished Business

Policy Subcommittee Chair Alyson Anderson discussed the proposed changes to Policy JBB, Educational Equity.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the updates as discussed to Policy JBB- Educational Equity

New Business

Plymouth River Elementary School Improvement Plan

Principal Greg Lamothe and Assistant Principal Melissa Smith gave a presentation reviewing goals and action items.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the update of the School Improvement Plan for Plymouth River Elementary School, as presented

South Elementary School Improvement Plan

Principal Mary Eastwood and Assistant Principal Lori Jacobs gave a presentation reviewing goals and action items.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the update of the School Improvement Plan for South Elementary School, as presented

Beginning of the Year Assessment Data

Assistant Superintendent Kathryn Roberts, ELA Director Mary Andrews, and Math Director Dave Jewitt presented findings related to assessment data in specific grade levels.

Update on Student Services

This update was postponed to the next meeting.

Fee for the Esports program at HHS

Athletic Director Jim Quatromoni explained a proposal to develop an Esports program at the High School.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the fee of \$187 per student for the Esports program

Overnight and Out-of-state Athletic Trips

Athletic Director Jim Quatromoni asked for the Committee's permission for both the Girls' and Boys' Hockey Teams to attend overnight out-of-state competitions and for the Boys' and Girls' Ski Teams to attend a series of out-of-state day trip competitions.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the Girls' Hockey team to attend a competition in Vermont on December 8th and 9th

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the Boys' Hockey to attend a competition in Vermont on December 9th and 10th

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve the Boys' and Girls' ski teams to attend day competitions in New Hampshire on 12/16, 1/6, 1/21, 1/27, 2/4, and 2/10.

Athletic Waivers for Fall and Winter Sports

Athletic Director Jim Quatromoni explained that in the fall season this year there were no waivers, and that this winter, there are two waivers being requested which are renewals of waivers that have been previously approved.

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve a co-operative team waiver partnering with Hull for the Gymnastics team

On a motion by Michelle Ayer and seconded by Jen Benham

- It was **voted** to approve a waiver to allow 8th graders in girls' ice hockey on the junior varsity level

Naming of New Elementary School

The Committee discussed survey results and decided that a second survey would be helpful to get more feedback from the community.

Grants and Donations

none

Declaration of Surplus

none

Subcommittee and Project Reports/Warrants Signed

- Matt Cosman reported that the HEF Spelling Bee will be held on November 25, and that HEF has an upcoming meeting on November 15th. He also reported that the East School Council met on November 6th.
- Alyson Anderson reported that the Hingham Arts Alliance has a board meeting on November 14th. She also reported to the Committee the results of the votes taken on each MASC resolution and the recent conference, and also noted there would be a meeting of the Policy Subcommittee on November 28th.
- Tim Dempsey reported that the Educational Programming Subcommittee met on November 1st.
- Kerry Ni reported the status of ongoing Salary & Negotiations meetings with each of the bargaining units.
- Jen Benham reported that the Finance/Capital & Facilities will be meeting in December, and also noted that there are financial warrants in the packet.
- Nes Correnti reported that there will be upcoming office hours and that the public discussion of the elementary school naming process will take place at the next meeting on November 27th.

Other items as may not reasonable be known 48 hours in advance of the meeting


none



On a motion by Michelle Ayer and seconded by Jen Benham



- It was **voted** to adjourn at 9:16 PM



Respectfully Submitted By: Jen Benham

Name ↑



 warrants



 Item 4.3 Minutes of the School Committee joint meeting with the Student Advisory Committee on November 1, 2023.pdf 



 11.13.2023 Agenda.pdf 

 Item 4.1 Minutes of the School Committee meeting held on October 16, 2023.pdf 


 Item 6.0 November 13, 2023 Superintendent's Report.pdf 



 Item 8.1 JBB - EDUCATIONAL EQUITY POLICY DRAFT.pdf 



 Item 9.1 PRS School Improvement Plan Year 2 update.pdf 



 Item 9.2 South Elementary School School Improvement Plan Update Year Two.pdf 



 Item 9.3 FINAL--BOY Data Presentation-November 2023.pdf 

 Item 9.5 ESportsFeeMemo.pdf 

 Item 9.6 out of stateovernight athletic competitions.pdf 

 Item 9.7 WaiverMemo.pdf 

 Item 9.8 Naming of the New Elementary School Survey.pdf 

 Item 9.8 School Renaming Survey Results Presentation.pptx.pdf 



The DOCK at Hingham High School Naming and Donor Recognition

November 27, 2023

The DOCK at HHS Naming and Donor Recognition

Naming:

- Honors our seaside location where Harbormen and Harborwomen gather to socialize and work together
- Is in keeping with Hingham's traditional and currently held values and sensibilities

Donor recognition and signage:

- Recommend naming building "The DOCK"
- As discussed with largest private donor, exterior signage would read: "Powered by New Balance" with New Balance logo to the side
- Recommend donor recognition for gifts \$500 and over



THE DOCK PROJECT UPDATE; NOVEMBER 27, 2023

Project Summary

As you know, HSP's vision for the DOCK was born out of a long-standing and universally acknowledged need to improve the HHS health and wellness facilities. HSP's approach to help fulfill that need focused on providing a space for all students to congregate and enjoy fitness and wellness activities, regardless of age, gender, or physical, intellectual, or athletic ability. The concept of an all-inclusive and welcoming space was a key cornerstone as early discussions turned to action steps to realize that vision. Our plan has shifted from the original idea of renovating the existing outbuilding to constructing a new facility complete with all basic mechanical systems and required bathroom facilities on the same footprint, which will be a 2500 sf modern facility built to house whatever fitness, wellness, exercise, and other programming the HHS administration wishes to pursue.

Proposed Timeline

We began developing this concept over two years ago. Understanding that school operating and capital budget dollars are limited, in September 2022 HSP began soliciting private donations to support the effort. We have already expended nearly \$25,000 on architectural and engineering fees. With the OPM and architect RFP processes underway, we would hope to see refined architectural plans by late spring 2024 that could allow construction to commence as early as summer 2024. A completed project could be ready by January 2025, if not earlier. We are eager to seek opportunities to expedite the project schedule to the extent possible and will assist the School Department in any way we can during the process. Our donors are friends, neighbors, parents, businesses, and other community members who are following the project progress closely and have expectations to see this come to fruition soon.

Architectural and Engineering Work Performed

In 2022, HSP enlisted the services of Hingham resident and Foster project architect Gene Raymond of Raymond Design Associates, who offered pro bono architectural services and helped to develop the early schematic drawings. Wozny Barbar and Associates was engaged to perform an engineering review of the existing building to provide structural and mechanical substance for the early architectural plans. Following that effort, the focus then shifted to a new structure rather than a renovation of the existing one due to anticipated costs and other challenges. Through a local contractor, J. Calnan & Associates, we obtained a cost estimate. It became clear that to move forward in a timelier manner, we needed to seek the help of a new architect. In March 2023, HSP agreed to pay Golemme Architecture and Design to prepare new schematic drawings incorporating mechanical and engineering narratives. With a revised design and new renderings in hand, HSP began to implement a fundraising plan.

Fundraising Efforts to Date

As of November 2023, HSP has solicited and collected over \$1 million in cash gifts and pledges, including HSP's own pledge of \$300,000, of which \$100,000 has already been delivered to the School Department. Now several weeks into the community phase of its fundraising plan, HSP is seeking to raise the remaining +/- \$500,000 by no later than June 1, 2024.

The Name and Donor Recognition

An HSP Board member came up with "The DOCK" to name the building with reference to the seaside location where Harbormen and Harborwomen gather to socialize and work together. As a harborside community, HSP feels that naming this proposed facility "The DOCK" is appropriate and in keeping with Hingham's traditional and currently held values and sensibilities. During our fundraising campaign, HSP learned that a well-known Massachusetts athletic apparel company had taken an interest in the project and discussions led to a donation in the amount of \$150,000 in exchange for the opportunity to include the company's name on the outside of the building. While not part of the building's name, inclusion of the company name on the building façade is also in the School Committee's purview. We would recommend that the name of the building be named "The DOCK" and that under that name the following language be included:

"Powered by _____ (donor name)"

We understand that, pursuant to the naming policy adopted by the Select Board, a standard agreement relative to this donation and its relationship with the inclusion of the company name on the building façade will be prepared by Town Counsel.

Next Steps

We will continue to work closely with the School Committee and Administration to coordinate the necessary processes of hiring an OPM and Architect. HSP hopes to continue to have input in the facility design to realize its vision for the project. HSP will also continue its fundraising efforts to achieve the anticipated \$1.5 million project cost in time to hire a contractor to perform the building construction as soon as possible.

We look forward to answering any questions you may have.



The DOCK at Hingham High School

November 27, 2023



HSP MISSION:

Inspire, Educate & Advocate
for the positive values and benefits
achieved through broad-based
community supported athletic
programs.

HSP is a nonprofit 501(c)(3) organization

Current Building





Intended Design

Schedule





Design RFP can be run concurrent to Secondary Funding

We would have to have Architect selected by Dec 1 to complete project by Jan 1 2025

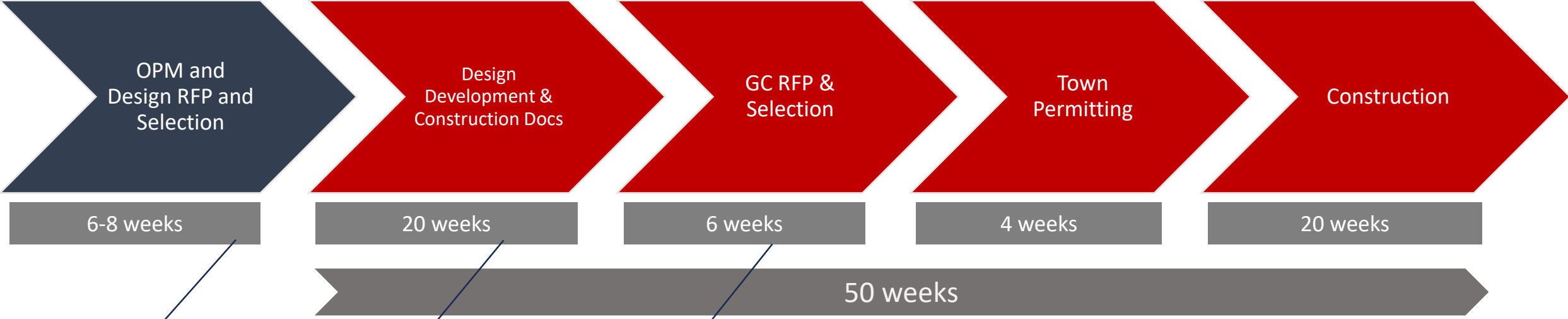
TARGET
January 1, 2025
Completion

 Complete

 In Process

 To be Completed

Construction Process



Design RFP can be run concurrent to Secondary Funding

Architectural & engineering drawings required for accurate cost estimate & construction bid docs

School Committee will need to meet to select Builder

Fundraising Update

- Secured over \$1 million (cash gifts and pledges) to date
 - Includes HSP pledge of \$300,000 (\$100,000 delivered to School Dept.)
- Secured \$150,000 from anonymous family to inspire Community Challenge Match fundraising phase
- Launched Community Challenge in September to raise remaining +/- \$500,000 by no later than June 1, 2024
- **Aim to complete fundraising by spring 2024 with goal to finish construction by January 2025**



THANK YOU!



HINGHAM PUBLIC SCHOOLS

220 Central Street • Hingham, Massachusetts 02043

781-741-1500 VOICE • 781-749-7457 FAX

madams@hinghamschools.org

www.hinghamschools.com

Margaret Adams, Ed.D.
Superintendent of Schools

To: Margaret Adams, Superintendent of Schools
From: Kelly Larkin, Human Resources Coordinator
Cc: Aisha Oppong, Director of Finance and Operations
Subject: Personnel Report
Date: November 27, 2023

The following report represents changes in personnel during the period of October 31, 2023 to November 27, 2023.

Appointments

Name	Position	Location
Erin Grover	Paraeducator	South
Erika Craciun	Paraeducator	Foster
Tanya Jaramillo	KIA Teacher Assistant	KIA
Yanling Lin	KIA Teacher	KIA
Melissa Lawson	Food Service Tech	HMS
Samantha Landers	Nurse	HMS

Resignations

Name	Position	Location
Sheila Duclos	Paraeducator	HHS
Raymond Jenkins	Paraeducator	HMS

Transfers

Name	Position	Location

Open Positions

- We are still in need of three paraprofessionals at East Elementary
- We are still in need of three paraprofessionals at Hingham Middle School
- We need two custodial/facilities staff.



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madams@hinghamschools.org

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Margaret Adams, Ed.D.
Superintendent of Schools

To: School Committee

From: Margaret Adams, Superintendent of Schools

Subject: Superintendent's Report

Date: November 27, 2023

The following are some updates for the school committee on happenings in the district.

Budget FY25 Preparations

Central office staff continued to meet with departments and principals to assist in developing the FY25 budget. We met with Athletics and Technology to review their needs and requests. We also met again with the elementary principals to study special education needs and the impact on the budget. We also met with the town manager and assistant manager to discuss increased special education and utility costs.

Second Survey for Naming of New Elementary School

We will begin sharing the [second survey](https://www.surveymonkey.com/r/NCV3VYS) (<https://www.surveymonkey.com/r/NCV3VYS>) for the new elementary school that will replace the current Foster School this coming week. We will share the survey results in January with the school committee to help support drafting a warrant article for the Selectboard.

Hingham High School Drama

We wish all our students the best who are participating in the upcoming Hingham High School Drama production of Little Shop of Horrors on November 30, December 1st-2nd at 7:00 pm at Hingham Middle School. Tickets are currently on sale.

Wellness Committee

The Wellness Committee continues to meet monthly. The committee has reviewed the Youth Risk Behavior Survey and last year's Wellness Committee report. In addition, the Hingham High School Leadership Team, including curriculum directors, has reviewed the data. The discussion focused on strategies for planning the next steps.

Human Resources

The district has contracted with Pam Gould, retired superintendent and Human Resource professional, to audit the incident at the middle school with the arrest by the Hingham Police Department. She has completed her interview with the principals and the Chief of Police. We expect that she will be able to present a final report to the full school committee at the December meeting.

Preschool Planning

A team was able to visit the Wayland Public Schools preschool program to learn more about the structure of their curriculum, program model, and special education services. School and district leaders also met with the current preschool and pre-kindergarten teachers and related service providers to get additional feedback on program structure.

Arts Programming

Last year, we piloted the return of the elementary strings program through Kids in Action. This fall, we have 47 students participating in Kids in Action string classes. The following is the enrollment by school.

SCHOOL	ENROLLMENT
East	13
South	6
PRS	16
Foster	3 (attend lessons at East)
Advanced (all schools)	9
ENROLLMENT TOTAL	47

In addition, we have 55 students who have expressed interest in the Arts Pathway at the high school. The following are the numbers of students per grade who either submitted an application form or attended a meeting.

YOG	Number of Students
Class of 2024	14
Class of 2025	12
Class of 2026	18
Class of 2027	11
TOTAL:	55

Thirty-nine students submitted applications for the certificate program, while the remainder are participating in the club. Freshmen were encouraged to join only the club and apply for the certificate track at the end of their freshman year. Anecdotally, students seem eager to have their work in the arts recognized formally, especially since arts courses are not counted toward

GPA. Currently, students are organizing a combined BSO/MFA field trip. The Arts Alliance is organizing an alumni panel to connect students with recent grads for a question and answer session about arts participation after graduation. Students are using Google Classroom to stay organized, and the student officers are working on a website for students.

In addition, there are several opportunities for the community to enjoy our middle and high school musicians, including chorus, band, and orchestra performances. The calendar for upcoming musical performances is on the website.

Date	Event	Location	Time	Grades
Tues. 12/5	HHS Chorus Concert	HHS Auditorium	7:00 PM	9-12
Thurs. 12/7	HHS Band Concert	HHS Auditorium	7:00 PM	9-12
Mon-Fri. 12/11-12/15	HHS Selected Art on display in room 103	HHS Room 103	all week	9-12
Tues. 12/12	HHS Orchestra Concert	HHS Auditorium	7:00 PM	9-12
Thurs. 12/14	HMS Band Concert	HMS Auditorium	7:00 PM	6-8
Tues. 12/19	HMS Chorus Concert	HMS Auditorium	7:00 PM	6-8
Wed. 12/20	HMS Orchestra Concert	HMS Auditorium	7:00 PM	6-8

Congratulations to the HHS Boys' Soccer Team

The Hingham High School Boys' Soccer Team Captains (L-R / SCPO Jermyn, -#9 Mason Lemieux, #1 Jacob Riker, #11 Nick Oravitz) made a conscious decision to fundraise at this year's homecoming to support veterans in need.

They provided close to \$1,200 to the Town of Hingham Director of Veterans Services and Senior Chief Jermy. Funding will be used to support local veterans through food store gift cards.

School Building Committee

At the School Building Committee last week, we received an update on the progress of the new elementary school building. The retaining walls are complete for phase one, while the tree and other plantings are finished for the season. The paving of the access road is scheduled for Saturday, 11/25.

For the second phase, the steel erection was completed on 11/7/2023. Decking and detailing in area A will continue until the end of November. The concrete slabs are 100% on Building B on level 2 and level 3, while 50% of the concrete slabs are completed on level 1.

Exterior framing is ongoing in Building B. Geothermal drilling is complete. Lateral piping work is scheduled to begin on 11/27. All roofing material was delivered on 11/10, and roofing began on 11/17. The next delivery of importance is the windows, which will allow construction to continue on schedule.



November 1, 2023 ENROLLMENT

	PreK	Kindergarten	Grade 1	Grade 2	Grade 3	Grade 4	Grade 5	Total K-5
East	80	3 sections 21;21;21 Total= 63	4 sections 21;21;22;21 Total= 85	4 sections 20;19;20;21 Total= 79	3 sections 24;23;23 Total= 70	4 sections 19;20;19;19 Total= 77	4 sections 18;18;17;19 Total= 72	446
Foster	*	3 sections 21;21;22 Total = 64	3 sections 22;22;22 Total= 66	3 sections 18;18;18 Total= 54	3 sections 22;23;22 Total= 67	4 sections 19;19;19;20 Total= 77	3 sections 21;22;21 Total= 64	392
Plymouth River	*	3 sections 15;15;14 Total= 44	4 sections 17;18;18;18 Total= 71	3 sections 19;19;19 Total= 57	3 sections 20;19;20 Total= 59	3 sections 22;22;22 Total= 66	3 sections 21;21;20 Total= 62	359
South	*	4 sections 19;18;17;19 Total= 73	4 sections 21;21;21;21 Total= 84	4 sections 23;24;24;23 Total= 94	4 sections 19;19;19;20 Total= 77	4 sections 20;20;20;19 Total= 79	4 sections 22;22;22;21 Total= 87	494
Total - By Grade K-5	80	244	306	284	273	299	285	1691

Hingham Middle School	Grade 6	Grade 7	Grade 8	Total HMS
	293	274	279	846

Hingham High School	Grade 9	Grade 10	Grade 11	Grade 12	Post Grad	Total HHS
	262	282	272	284	1	1101

Group	Total
PreK	80
K-5	1691
6-8	846
9-12 (Plus Post Grad)	1101
Total	3718

Other:	
Out of District	46
Homeschool	3
Vo-tech/Agricultural	3

Hingham High School 2022-2024 School Improvement Goals



Onward and Upward... Even in the Rain!





1. Promote civic engagement
for HHS students.

Status: “In Progress”

Civics Action Projects



In and Out of School





2. Expand community service opportunities for HHS students.

Status: “In Progress”

Building on a Strong Foundation



In and Out of School





3. Explore the creation of new
“Pathways” for HHS students.

Status: “In Progress”

Inspired by GCP



Developed Collaboratively



Technology Engineering Pathway



Informational Meeting



October 12 @ 7:30 AM

Auto Shop Rm 159



Do you have an interest in how things work? Or maybe design? Construction? Or the world of computer controlled robotics?

Introducing the **Technology Engineering Pathways Program** here at Hingham High School.

Explore classes that will prepare you for the future.

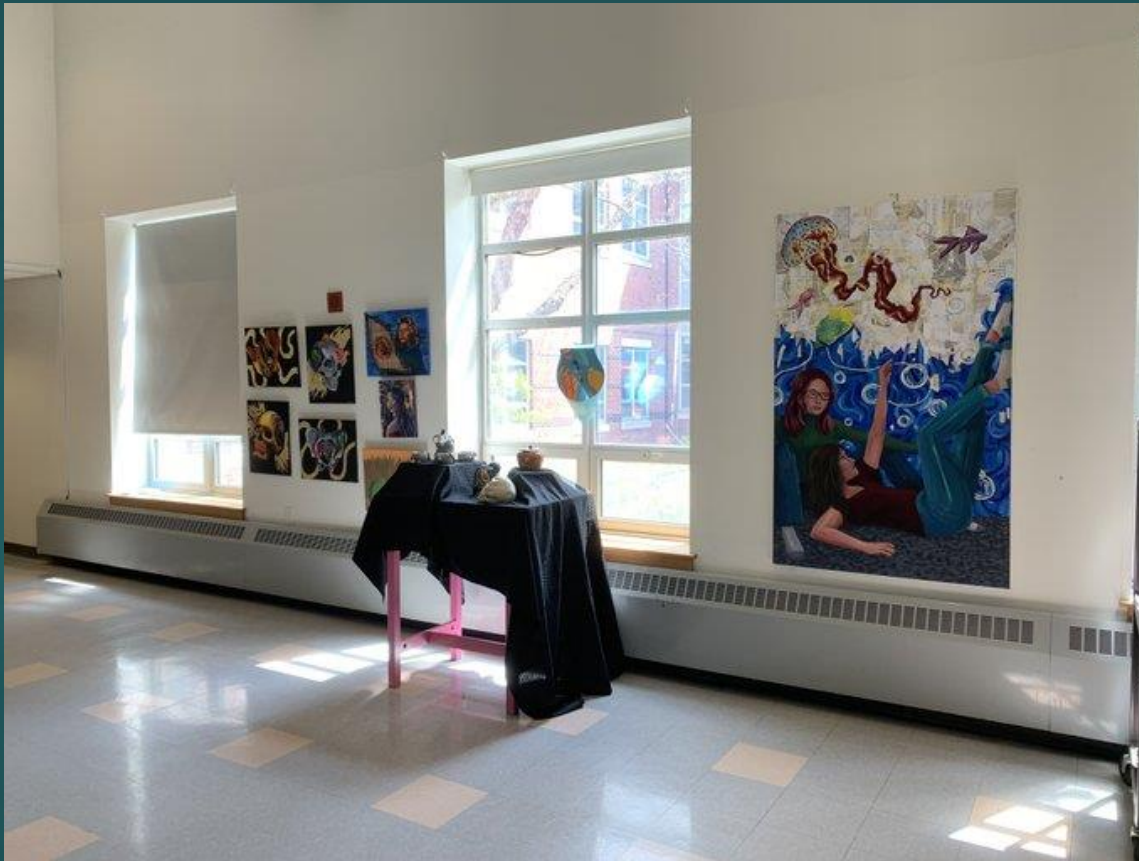
Community & Opportunity



Arts Pathway




Inspiring Even Greater Achievement



Inspiring Even Greater Passion for the Arts





4. Bolster the school's
commitment to and practice
of “environmental
stewardship” as a Core Value.

Status: “In Progress”

Outdoor Learning



Adopt An Island



Green Team Remains Active



“Slash the Trash”



America Recycles Day




Rick Swanson @rswansonhingham · Nov 16



Occasions like [#AmericaRecyclesDay](#) should always get extra attention at a [#GreenRibbonSchool](#) like ours.





5. Build community and strengthen school culture in ways that promote a genuine “sense of belonging” for all members.

Status: “In Progress”

All Students Should Feel Connected



All Students Should Feel at Home on These Bleachers...



And at our Cafeteria Tables



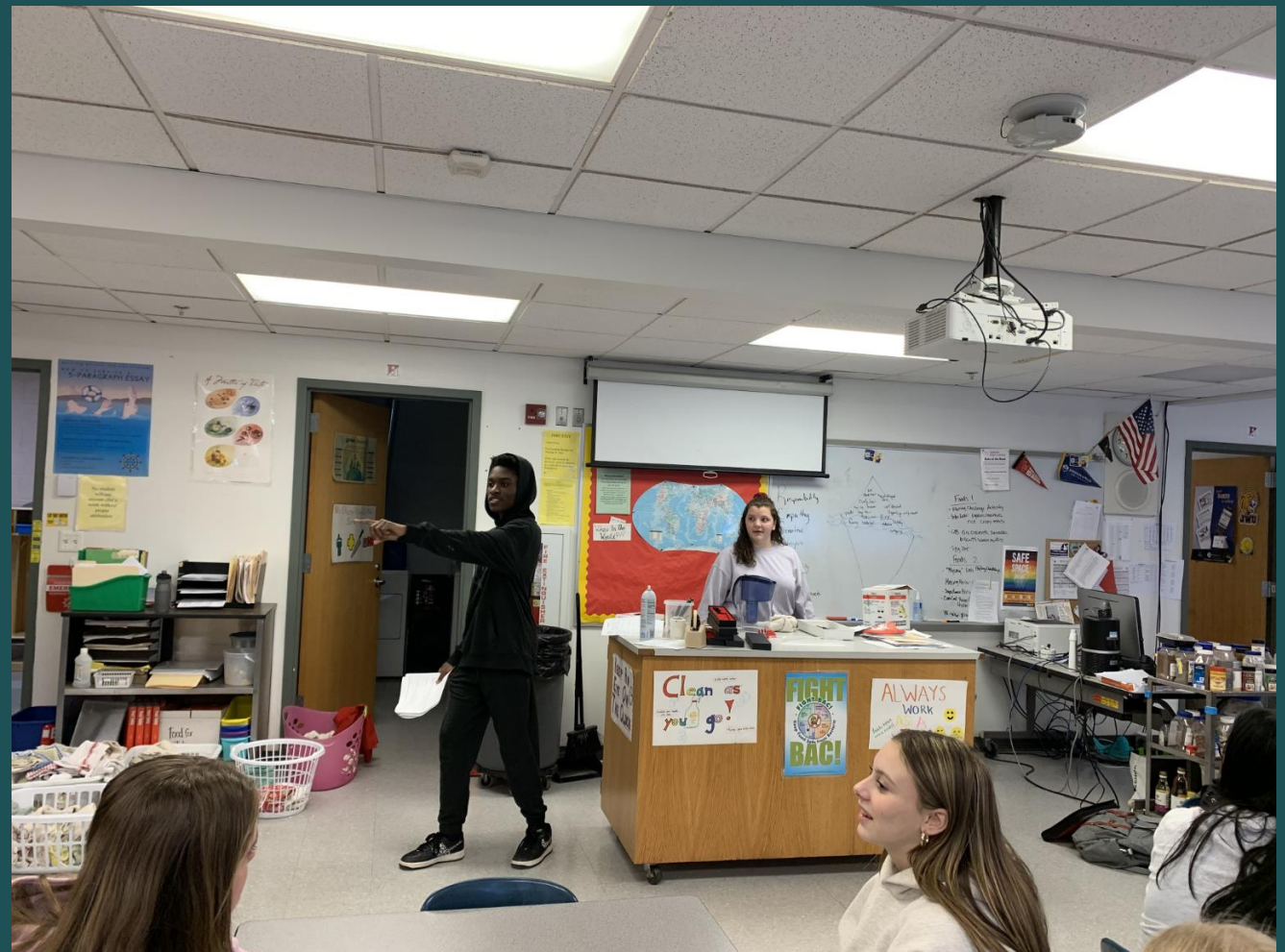
More Than 50 Clubs



Unity Week II



Some Familiar Notes



Some New Twists



The Unity Project Fulfills its Mission



**42 GAMES
OF CATCH**

Wednesday, April 5.
Come at **11:45** after school at
the softball field!

**ALL STUDENTS
AND STAFF ARE
INVITED TO JOIN!**

Bring a baseball/softball glove if you have one!
Extras will be available if you don't.

BROUGHT TO YOU BY THE HHS UNITY PROJECT

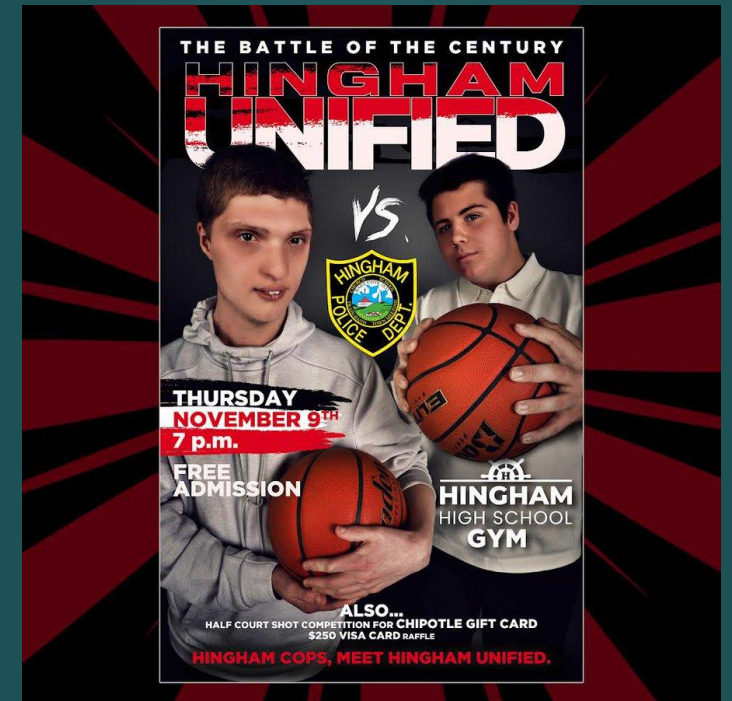
First “Transition Day” for 8th Graders



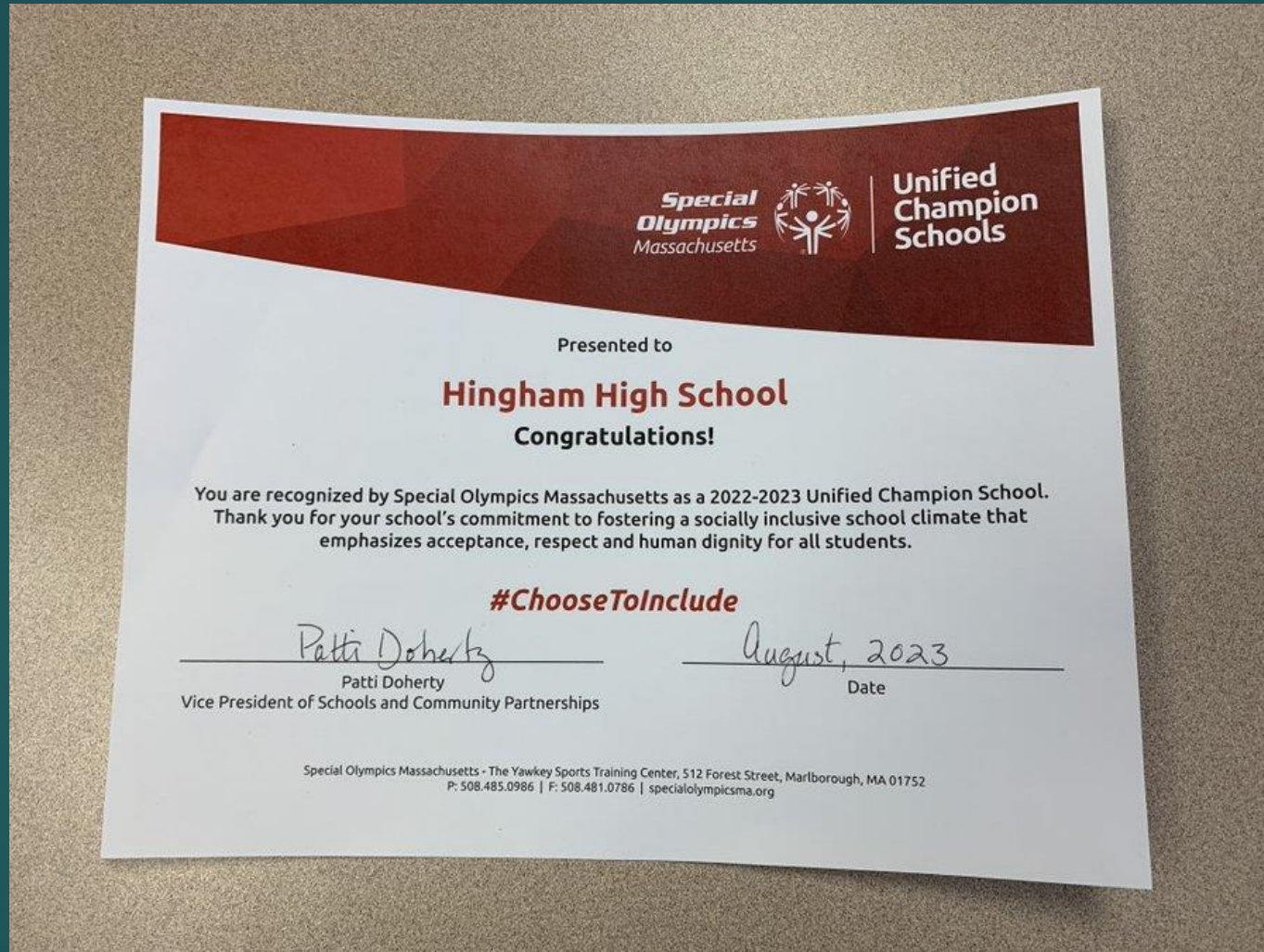
Unified Sports Achieves New Heights



And Becomes More Fully Established as a Pillar of the HHS Community



The Most Important Recognition



New Ways to Promote Inclusivity and Belonging



HHS as Host School for Inclusion



The Vision of School as Family



Spirit of Welcome



School as Home



Moving HHS Closer to Reaching its Full Potential



HINGHAM PUBLIC SCHOOLS
School Improvement Plan
2022-2024

The School Council at Hingham High School (HHS) has approved a School Improvement Plan that includes five goals:

1. Promote civic engagement for HHS students.
2. Expand community service opportunities for HHS students.
3. Explore the creation of “Pathways” for HHS students.
4. Bolster the school’s commitment to and practice of “Environmental Stewardship” as a Core Value.
5. Build community and strengthen school culture in ways that promote a genuine “sense of belonging” for all members.

<u>Culture of Collaboration and Community</u>				
HHS School Improvement Goal #2: “Expand community service opportunities for HHS students.”				
HHS School Improvement Goal #5: “Build community and strengthen school culture in ways that promote a genuine ‘sense of belonging’ for all members.”				
Aligned with Hingham Public Schools Strategic Plan Strategic Objective: Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.				
Targets for student performance improvement: Establishment of a new community service graduation requirement for all HHS students (G2) and data that demonstrates growth in “sense of belonging” for HHS students.				
Status	Action Steps	Person(s) Involved and Responsible	Resources Needed	Success Measurement(s)
1	G2 - Research community service (CS) programs at other high schools and develop a proposal for a CS requirement at HHS	Student Advisory Council (SAC)	Time	Proposal shared with the HHS School Council
1	G2 - Review SAC proposal and develop a final proposal for School Committee consideration	HHS School Council	Time	Proposal shared with the School Committee
2	G2 - Develop program summary and protocols for inclusion in the Student Handbook	HHS Administration	Time	New section in the HHS Student Handbook
2	G2 - Introduce new graduation requirement for the HHS Class of 2027	HHS Administration	Time	Announcement of new program
3	G2 - Monitor progress for ninth-grade students during the 2023-2024 school year	Program Supervisor	Stipend for supervisor	Establishment of a system for progress monitoring
1	G5 - Establish new weekly newsletter	R. Swanson	Time	Delivery of weekly newsletters
2	G5 - Plan and implement a series of community-building events	HHS Administration HHS Faculty & Staff	Time Funding	Delivery of events
2	G5 - Assess and track “sense of belonging” for HHS students. Include questions in YRBS.	HHS Administration	Time	Improvement in survey data

Status Code for June Report:	1 / Completed	2 / In Progress	3 / Planned for Next Year	4 / Canceled
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Update Year One: See slides.

Update Year Two:

Culturally Responsive Teaching and Learning				
HHS School Improvement Goal #3: “Explore the creation of ‘Pathways’ for HHS students.”				
Aligned with Hingham Public Schools Strategic Plan Strategic Objective: Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.				
Targets for student performance improvement: Student enrollment in new “Pathway” programs and attainment of benchmarks.				
Status	Action Steps	Person(s) Involved and Responsible	Resources Needed	Success Measurement(s)
1	G3 - Form teams to spearhead the creation of “Pathway” programs in the Arts and Technology Education	R. Swanson, J. Bellis, and P. Pawlowski	Time	Establishment of teams
2	G3 - Gather input from stakeholders and create a full description of the program	R. Swanson, J. Bellis, and P. Pawlowski	Time	New section in the HHS Program of Studies
1	G3 - Recruit the first cohort of participants	J. Bellis and P. Pawlowski	Time	Establishment of cohorts
2	G3 - Implement new “Pathway” programs in the Arts and Technology Education	J. Bellis and P. Pawlowski	Time	Student participation and attainment of certificates
Status Code for June Report: 1 / Completed 2 / In Progress 3 / Planned for Next Year 4 / Canceled				

Update Year One: See slides.

Update Year Two:

Healthy, Equitable, and Inclusive Communities				
HHS School Improvement Goal #1: “Promote civic engagement for HHS students.”				
HHS School Improvement Goal #4: “Bolster the school’s commitment to and practice of ‘Environmental Stewardship’ as a Core Value.”				
Aligned with Hingham Public Schools Strategic Plan Strategic Objective: Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.				
Targets for student performance improvement:				
Status	Action Steps	Person(s) Involved and Responsible	Resources Needed	Success Measurement(s)
1	G1 - Promote student participation in Town Meeting	School Council	Time	Student participation in Town Meeting
2	G1 - Review and Continue Implementation of Student-Led Civics Projects	A. Hoey	Time	Student participation in projects
2	G4 - Identify and implement strategies to reduce waste in the HHS cafeteria	School Council, Green Team, and HHS Administration	Time	Waste reduction in the HHS cafeteria

2	G4 - Identify and implement strategies to reduce energy consumption	School Council, Green Team, and HHS Administration	Time	Reduction in energy use
2	G4 -Strengthen the school's environmental initiatives	School Council, Green Team, and HHS Administration	Time	Implementation of initiatives (e.g., Green Week, etc.)
Status Code for June Report: 1 / Completed 2 / In Progress 3 / Planned for Next Year 4 / Canceled				

Update Year One: See slides.

Update Year Two:

Hingham Middle School School Council Update

November 27, 2023

Hingham Middle School's Mission

The mission of the Hingham Middle School is to provide all children with a positive learning atmosphere which:

- Offers students an opportunity to be challenged to their utmost ability.
- Fosters understanding between diverse people.
- Promotes service to others.
- Instills a feeling of self-worth.

Contributions from all members of the Hingham Middle School community are necessary and welcome.

School Council Members

2022 - 2023

- Derek Smith, Building Principal, Co-Chair
- Laura Accetella, Parent Representative, Co-Chair
- Katie Carolan, Parent Representative
- Scott McDaniel, Parent Representative
- Brett Johnson, Teacher Representative
- Jennifer Driscoll, Teacher Representative
- Meghan McCusker, Community Representative

With additional support and input from David Riordan, Assistant Principal, Alison Janulewicz, Assistant Principal, and Kerry Ni, School Committee Liaison

School Council Members

2023 - 2024

- Derek Smith, Building Principal, Co-Chair
- Katie Carolan, Parent Representative, Co-Chair
- Scott McDaniel, Parent Representative
- Dawn Murray, Parent Representative
- Brett Johnson, Teacher Representative
- Jennifer Driscoll, Teacher Representative
- Meghan McCusker, Community Representative

With additional support and input from David Riordan, Assistant Principal, Alison Janulewicz, Assistant Principal, and Kerry Ni, School Committee Liaison

Hingham Middle School Goals for 2022 - 2024

Goal 1: HMS will create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging as measured by student and parent surveys to be administered in the spring, as well as data collected in the SDQ.

Aligns with Strategic Plan Spoke 1

Goal 2: HMS will ensure student success and work to close the achievement gap for students with disabilities and students in the high-need subgroup through aligned, high-quality curriculum, innovative research-based practices, and data-informed instruction as measured by state and local assessments with a target of 70% of students meeting or exceeding expectations on mathematics MCAS assessments.

Aligns with Strategic Plan Spoke 2

Goal 3: HMS will cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness as measured by data collected using the fall and spring administration of the SDQ in grades 6 through 8 and the YRBS administered in the spring for grade seven students.

Aligns with Strategic Plan, Spoke 3

Goal 1: HMS will create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging as measured by student and parent surveys to be administered in the spring, as well as data collected in the SDQ.

Progress Update

Expanded membership of HMS School Council by one parent member and one faculty member

Administrators consistently use the S'more digital platform to produce and deliver the HMS Connection and collaborate with HPS director of communications on expanded use of the platform as well as other useful resources, with regular contributions from the faculty. HMS Connection shared weekly.

Administrative Assistants monitor and update the HMS web page regularly. Participated in a district-wide update in August of 2023.

In-Progress

HMS School Council will develop a tool to gather input from students, faculty and parents.

Evaluate and update the HMS Student Handbook on a monthly basis, reviewing a portion each month. Input from students and faculty will help inform this process.

Goal 2: HMS will ensure student success and work to close the achievement gap for students with disabilities and students in the high-need subgroup through aligned, high-quality curriculum, innovative research-based practices, and data-informed instruction as measured by state and local assessments with a target of 70% of students meeting or exceeding expectations on mathematics MCAS assessments.

Progress Update

Review MCAS data with department director and mathematics teachers in order to evaluate current instructional sequence.

Examine student performance on local and state standardized assessments as well as iReady data where available in order to assist in the identification of students in need of additional mathematics instruction, and make student schedule adjustments as appropriate.

Revise and restructure the student study team to make it a more effective tool for identifying students in need of support.

Analyze performance on state and local assessments of students currently enrolled in Math Lab (grade 6), Math Prep (grades 7 and 8) and Math Enrichment (grade 6) courses in order to provide appropriate instructional opportunities and target instruction to areas of need.

Goal 3: HMS will cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness as measured by data collected using the fall and spring administration of the SDQ in grades 6 through 8 and the YRBS administered in the spring for grade seven students.

Progress Update

Establish goals and benchmarks to guide the HMS EIC work over SY 22-23
Restructured as a Diversity, Equity, and Inclusion Professional Learning Community

Solicit volunteers to serve on the HMS Equity and Inclusion Committee.

Involve members of the student body on this committee.
Planned for Spring 2024

Update wording for the HMS Handbook regarding equity and inclusion.
On-going

Develop Tier I Social-Emotional Learning program through the implementation of the Second Step curriculum, school assemblies that support the social-emotional needs of students, and the development of consistent SEL language to be used by all staff with students.
Expanded for the 2023 - 2024 school year

Engage families by providing regular updates regarding SEL activities through the HMS Connection and hosting monthly parent meetings with SEL themes.
On-going



HINGHAM PUBLIC SCHOOLS

220 Central Street • Hingham, Massachusetts 02043

781-741-1500 VOICE • 781-749-7457 FAX

bcataldo@hinghamschools.org

www.hinghamschools.com

Barbara J. Cataldo, Ed.D.

Interim Executive Director of
Student Services

Student Services Goals Update

November 27, 2023

Support Program Review

The Team of Robert McArdle, Sandra Einsel, and Marlene Dodyk was chosen to complete the independent evaluation for the Student Services department. They came to the district October 23rd-25th. They examined our documentation around IEPs, programs, resources, and professional development for one day. The second day was devoted to visiting all the schools and observing the programs. The third day involved interviewing personnel from across the district and board members from SEPAC.

Since their departure, they have continued to work behind the scenes. They are still gathering data and meeting to analyze the information. We look forward to the recognition of our current programming and the suggestions to improve upon what already exists.

Along with the review, I am looking at the operations and frameworks of all programs. The work has continued this fall, although at a different pace than originally desired. The review outcomes will compliment our understanding of how we operate our programs.

In the area of curriculum and materials, literacy has been the primary focus. The Assistant Superintendent and I have worked closely this year. Additionally, Katie Roberts will present to SEPAC next week on the district's literacy programs and data collection.

Strengthen Communication

There is a continual discussion with administrators and educators on customer service and how we communicate with parents. We have begun to make some changes in what information

needs to be presented and how best to do so. Some of this messaging is communicated through the Monday message sent to the entire staff and “cc’d” to all principals each Monday morning. Further, much of the information is discussed with the Special Education Coordinators before dispersal so that what is discussed on Monday morning can be utilized that week moving forward.

I am now attending meetings in the individual schools. I am working to set examples of how to conduct meetings and offering new approaches to meeting student’s needs. I speak regularly with the principals and respond to their needs when called upon.

Collaborate with Hingham Families and Community

The SEPAC board and I meet monthly to discuss family communication, programming, and the district’s needs. The Special Education Coordinators join us as well. I attend all meetings set up by the SEPAC and bring forward information.

Dr. Adams and I meet bi-monthly with families through morning coffees. There is increased participation by our families. Our next coffee will take place on January 12th.

Training for New IEP

The calendar and training program will be established in the next several weeks. The district has been waiting for the DESE grant to support the program. It has now arrived, and the grant will be submitted by December 4th.

Respectfully submitted,
Barbara J. Cataldo, Ed.D.
Interim Executive Director of Student Services

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

Vision

- *Vision Statement:* All students will embark on a lifelong journey to flourish with empathy and confidence.
- *Mission Statement:* 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 practical, 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

<p>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.</p>	<p>Culturally Responsive Teaching and Learning: Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.</p>	<p>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.</p>	<p>Capital and Finance: Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.</p>	<p>Human Resources and Leadership: Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.</p>
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Strategic Initiatives

<p>Develop a district-wide communication community engagement plan.</p> <p>A district-wide communication plan was presented to the school committee in the fall of 2023 for the second year of goals.</p> <p>This year, the superintendent and interim executive director for student services have had several breakfasts with families with students with disabilities.</p> <p>The principal at HMS held coffee hour.</p>	<p>Develop innovative pathways to enhance student learning.</p> <p>HHS launched the initial Advanced Manufacturing Pathway cohort. The program attended a conference and visited MASSA. In addition, the pathway is building business partnerships/internship opportunities for students.</p> <p>The initial HHS Arts Pathway was launched with the first group underway.</p> <p>The initial exploration of an additional HHS Business and Finance Pathway as part of the</p>	<p>Establish a system to support and respond to the social-emotional needs of all.</p> <p>Elementary paraprofessionals received training in Toolbox.</p> <p>HMS is expanding Second Step implementation to include additional modules.</p> <p>The HHS team is participating in DESE S3 Academy, which supports taking whole child support to tiered support.</p> <p>The Wellness Committee has reviewed the YRBS data and report from last year's Wellness Committee. The Wellness</p>	<p>Support implementation of the Foster School building project.</p> <p>The new elementary school building project continues. Phase one is mostly complete. The erection of steel for the building is completed. In the next few weeks, we should see the walls of the building erected.</p> <p>In December, furniture samples will be brought to the school for staff, administrators, and the School Building Committee feedback.</p> <p>The School Committee has begun collecting feedback on naming the new elementary</p>	<p>Recruit and retain a diverse workforce.</p> <p>The Hingham Public Schools is strengthening its collaboration with the Massachusetts Partnership for Diversity in Education. We plan to participate actively in upcoming recruitment events.</p> <p>A Hiring Task Force has been established to develop standard procedures and processes for hiring, recruiting, and retaining staff.</p> <p>The Substitute Handbook was revised. New training materials were developed. Two sessions</p>
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HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<p>Regular communication continues through newsletters at the school and district levels. Principals continue weekly emails to families.</p> <p>The district arranged for translators and interpreters for open house/back-to-school nights.</p> <p>Nurses had health forms translated.</p> <p>A series of videos with different members of the Leadership Team were created in collaboration with Habor Media.</p> <p>Leadership for Student Services is meeting monthly with the SEPAC Board.</p> <p>The School Committee held a meeting at METCO Inc. in Boston in October. The School Committee also had an opportunity to meet with METCO families.</p>	<p>program review process has begun.</p> <p>Hingham High School has piloted and implemented dual enrollment courses in Science, Math, and World Language, expanding access to college-level courses.</p> <p>The addition of AP Environmental Science expands access to college-level courses at HHS.</p> <p>GCP at Hingham High School continues.</p> <p>HHS continues its partnership with Mass Hire for career and workshop opportunities.</p> <p>HHS is implementing a new Spanish Culture Class to promote an inclusive world language environment.</p> <p>A new class of PreK KIA using a partial Spanish immersion model at the Foster School is in its first year of implementation.</p> <p>A team of parents, educators, and leaders are meeting to explore the development of an elementary structured immersion program.</p> <p>A team of educators is exploring models for the expansion of Preschool and PreK programs</p>	<p>Committee has broadened the group members to include partnering with community groups to develop action steps.</p> <p>The IST team is being refined to processes, expanding communication among levels and a dedicated process throughout the high school as students move through the levels so that prior IST information is accessible.</p> <p>Student Services Leadership Team attended a training to support trainers in implementing the new IEP. Student Services will apply for DESE grant funding to support the new IEP implementation in the district. The district also expanded its access to Aspen tools that will help support staff training in the new IEP.</p> <p>The District Curriculum Accommodation Plan is being revised to outline best practices to support all students.</p>	<p>school building. A second survey will be conducted in December.</p>	<p>to support the orientation of new substitutes. Two sessions have been implemented so far. The goal is to implement the training monthly.</p> <p>The district is conducting an audit of Human Resources processes and procedures.</p>
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HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>using additional available spaces in the new elementary school.</p>			
<p>Align procedures for the recently updated policy manual.</p> <p>A team is developing a Faculty Handbook outlining procedures and practices for multiple areas.</p> <p>School and district leaders meet monthly with town safety officials, including School Resource Officers, to review safety and emergency procedures.</p>	<p>Explore and implement research-based innovative instructional practices.</p> <p>OpenSciEd at HMS is being fully implemented in grades 6-8.</p> <p>East and PRS continue into the second year of the DESE Inclusive Practices Academy, which will support further knowledge building of UDL practices.</p> <p>All ninth graders this year are enrolled in Biology. In the past, some students would have taken a transition course, Integrated Science.</p> <p>The Leadership Team continued in the summer with further training on UDL.</p> <p>Viewsonic Boards were installed at Hingham High School. Staff have had professional development to support integrating the new technology into their instructional practice.</p> <p>Grade 5 social studies is piloting Investigating History this spring. Teachers will attend professional development via DESE grant.</p> <p>Elementary MTSS programs in literacy and math is being further refined through scheduling and expanded use of personnel.</p>	<p>Provide all staff, including athletic coaches, professional development training in diversity, equity, and inclusion practices.</p> <p>Middle School has developed a partnership with the Anti-Defamation League. Staff participated in training in identifying identity-based bullying.</p> <p>HMS and HHS applied to participate in ADL's "No Place to Hate" campaign.</p> <p>HMS collaborated with various groups to implement one book, one school using the book <i>Linked</i>.</p> <p>The school and district equity teams will focus this year on building reflective practices for equity and inclusion through</p> <p>DESE Safe School resources have supported students who have self-identified at the elementary level. Safe Schools will provide additional training to food services, transportation, administrative assistants, and custodians in the winter.</p> <p>The district continues participating in the DESE Institute for Culturally Responsive Practices Leadership Academy to provide</p>	<p>Identify a benchmark for appropriate per-pupil expenditure.</p> <p>Average class sizes at all grade spans were shared with the school committee and will inform budget preparations.</p>	<p>Design a mentoring program to support leaders and establish an internal leadership program for aspiring leaders.</p> <p>District Leadership met with Salem State to learn about teacher leadership programs. The district is exploring strategies for funding such programs.</p>

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>UDL and Technology Teacher Fellows attended professional development and are working on examples of lessons and work that can be shared districtwide.</p> <p>In grades K-5, literacy and math data use continues into the second year through Acadience (DIBELS), iReady, Reflex, and Lexia.</p> <p>A new <i>Kid Writing</i> program in Kindergarten is being implemented. New <i>Empowering Writers</i> units in K and 1 are being implemented this year. The implementation of these curriculums supports a stronger K-5 pathway for writing.</p> <p>Increased opportunities for K-5 teachers to regularly meet with literacy, math, and writing specialists were created in the building schedules.</p> <p>Collaboration continues among K-5 and HMS administrators iReady to identify students needing additional supports.</p>	<p>coaching in implementing equity goals.</p> <p>The Leadership Team meets monthly in small groups to discuss how to lead equity and inclusion in their schools. The team has used several case studies to discuss problems of practice.</p> <p>The district will have a team participate in METCO Director Conference.</p> <p>Equity-themed book studies led by teachers continue district-wide.</p> <p>The district continues its partnership with Primary Source to provide professional development to staff.</p> <p>The Inclusive Practices fellows partnered with HEF to facilitate this venture.</p> <p>The Athletic Director added a component to training of all coaches at the beginning of each season on bullying, Title VI, and Title IX.</p>		
<p>Align district documents to reflect strategic initiatives and common district-wide practices.</p>	<p>Engage in a district-wide process to create a Portrait of a Graduate, PK-12+.</p> <p>Student Services is developing a shared vision of what a HPS learner looks like.</p>	<p>Update the current Bullying Prevention Plan.</p> <p>All of the Leadership Team attended a half-day review of legal requirements, including bullying, Title VI, and Title IX.</p>	<p>Develop a technology plan to address technology infrastructure vision and needs.</p> <p>The district technology plan was shared with the School Committee last spring. The district technology committee</p>	<p>Explore ways to provide collaborative preparation time for staff.</p> <p>In grades K-5, principals have embedded regular data meetings into the schedule to</p>

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

		<p>Elementary guidance counselors underwent training in a bullying module from Second Step.</p> <p>A Task Force for the revision of the Bullying Prevention Plan will begin meeting next month to update the current plan.</p>	<p>will be monitoring our progress towards the objectives listed in the first year of the three year plan.</p> <p>Viewboards have been installed at HHS as first part of the refresh of SMART Boards. Staff training has supported their instructional use.</p>	<p>support reading, math, and writing curriculum.</p>
<p>Improve communication between home and school during critical transition years.</p> <p>HMS held an open house to the community in November.</p> <p>HHS will begin sharing some of its weekly emails with 8th grade parents to help support transition to the high school.</p>	<p>Identify and implement a new elementary reading program.</p> <p>Year-long professional development will support K-5 teachers in the implementation of the new <i>Into Reading</i> program.</p> <p>Science has begun the process of re-aligning the elementary curriculum to fit with new reading program.</p> <p>A preliminary exploration of updated, innovative K-5 math program for future use has begun.</p>	<p>Establish procedures to report incidents of bias.</p> <p>A review of bullying, Title VI, and Title IX policies were conducted at the beginning of the year with all staff.</p> <p>The district plans quarterly revisiting of bullying/anti-harassment procedures and reporting.</p>	<p>Address various needs related to facilities and space.</p> <p>Master Facilities Plan draft has been completed and reviewed by Finance/Capital and Facilities Subcommittee. The final plan will be presented this winter to the school committee.</p> <p>In addition, the School Building Committee monitors the completion of the PRS Windows and Doors project, which includes painting of the front area. In addition, the SBC is considering how to best address the repairs of the columns.</p> <p>The Business Office is monitoring the opening of grant funding from MSBA for repairs of school buildings.</p>	<p>Expand recruitment opportunities. .</p> <p>The district has increased its use of additional platforms beyond SchoolSpring for the posting of positions including more frequent use of Indeed and Handshake.</p> <p>The district has implemented two hiring fairs to support the recruitment of staff.</p>
	<p>Fully fund and engage in a multi-year curriculum review adoption cycle process.</p> <p>Year two of the program review for Social Studies and Business</p>	<p>Complete an equity audit, including auditing current curriculum content.</p> <p>One year equity plan was presented to the school</p>		

HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>Departments, including hosting area districts for a site visit, implementation of surveys, and other departmental visioning work is underway. Final Program Review will be presented in spring 2024.</p> <p>Year one of the program review for the World Language Department has begun. An update on the program review process will be presented in spring 2024.</p> <p>A special education program evaluation was begun in October 2023. A final report will be shared in the spring of 2023.</p>	<p>committee in June 2023. The district equity task force is monitoring the implementation of the plan.</p> <p>The school library continues collection development for the addition of more diverse texts.</p> <p>School nurses collaborated with the DESE Safe Schools program to develop further resources to support students understanding of puberty with gender inclusive lens. In addition, pronouns in new health forms were revised so that they are non-gender specific.</p> <p>Curriculum directors are developing a tool for the review of instructional materials for bias. The goal is to share the tool in the spring with staff.</p>		
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Hingham Public Schools

FY24 Strategic Plan

Update #1



By Margaret Adams, Superintendent of Schools

November 27, 2023



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.

- A team is developing a Faculty Handbook outlining procedures and practices for multiple areas.
- School and district leaders meet monthly with town safety officials, including School Resource Officers, to review safety and emergency procedures.
- Regular communication continues through newsletters at the school and district levels. Principals continue weekly emails to families.
- A district-wide communication plan was presented to the school committee in the fall of 2023 for the second year of goals.





Culture Responsive Teaching and Learning

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

- Year two of the program review for Social Studies and Business Departments, including hosting area districts for a site visit, implementation of surveys, and other departmental visioning work is underway. Final Program Review will be presented in spring 2024.
- Year one of the program review for the World Language Department has begun. An update on the program review process will be presented in spring 2024.
- A special education program evaluation was begun in October 2023. A final report will be shared in the spring of 2023.
- Year-long professional development will support K-5 teachers in the implementation of the new *Into Reading* program.
- UDL and Technology Teacher Fellows attended professional development and are working on examples of lessons and work that can be shared districtwide.
- HHS launched the initial Advanced Manufacturing and Arts Pathway cohort.
- Hingham High School has piloted and implemented dual enrollment courses in Science, Math, and World Language, expanding access to college-level courses.





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.

- Student Services Leadership Team attended a training to support trainers in implementing the new IEP. Student Services will apply for DESE grant funding to support the new IEP implementation in the district.
- The District Curriculum Accommodation Plan is being revised to outline best practices to support all students.
- The district continues participating in the DESE Institute for Culturally Responsive Practices Leadership Academy to provide coaching in implementing equity goals.
- The Leadership Team meets monthly in small groups to discuss how to lead equity and inclusion in their schools. The team has used several case studies to discuss problems of practice.
- A Task Force for the revision of the Bullying Prevention Plan will begin meeting next month to update the current plan.
- One year equity plan was presented to the school committee in June 2023. The district equity task force is monitoring the implementation of the plan.



Capital and Finance



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

- The new elementary school building project continues. Phase one is mostly complete. The erection of steel for the building is completed. In the next few weeks, we should see the walls of the building erected.
- The district technology plan was shared with the School Committee last spring. The district technology committee will be monitoring our progress towards the objectives listed in the first year of the three year plan.
- View Boards have been installed at HHS as first part of the refresh of SMART Boards. Staff training has supported their instructional use.
- Master Facilities Plan draft has been completed and reviewed by Finance/Capital and Facilities Subcommittee. The final plan will be presented this winter to the school committee.



Human Resources and Leadership

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

- The Hingham Public Schools is strengthening its collaboration with the Massachusetts Partnership for Diversity in Education. We plan to participate actively in upcoming recruitment events.
- A Hiring Task Force has been established to develop standard procedures and processes for hiring, recruiting, and retaining staff.
- The district has increased its use of additional platforms beyond SchoolSpring for the posting of positions including more frequent use of Indeed and Handshake.
- The district is conducting an audit of Human Resources processes and procedures.
- In grades K-5, principals have embedded regular data meetings into the schedule to support reading, math, and writing curriculum.



Declaration of Surplus of Maintenance Equipment

Details of Items to Declare as surplus: Attached below

Attached is a list of surplus items from the Maintenance Department. They were removed due to age and damage or because the items are irreparable and can be regarded as surplus.

Motion: To declare as surplus the maintenance equipment listed below that are damaged and irreparable and to authorize the Director of Business and Support Service to dispose of them at the least cost to Hingham.

Surplus Items

4 Tractor tires - We replaced the turf tires (Tires made only for grass) and put on winter tires.

5 Trailer Tires - Old bald tires from the enclosed trailer.

2 Floor Machines - These floor machines are 30 years old and we can no longer find parts to repair these machines.

Wet floor Vac - Broken and no parts available

3 side by side machines - Machines are old and do not have safeties. These machines were made before safeties were installed on this style machine.

3 Chromebook charging carts - which are obsolete for the current chromebooks.

1 Chromebook tabletop charger which is obsolete for the current chromebooks.

13 Ceiling Fans - These fans cannot be used in the schools. These are residential style fans and they were bought over 20 years ago.

2 Copy Machines - No longer working or fixable

1 Paper drilling machines - Came from the High School and it is no longer needed

1 Kiln - This was a Kiln that was donated and used for about three years. It was a Raku Kiln. Raku pottery is not practiced at the Schools.

2 Golf Carts - Golf Carts are 25 years old and will cost more to fix than worth. Replacement carts for Athletics were bought in 2022 and 2021

1 Tractor attachment - We no longer have any equipment to use this attachment.

1 Paint Machine - Pump is no good and they no longer make this style of machine or pump.

2005 Ford Van VIN# 1FTNE24W85HB17058 192,175 Miles

Floor has rotted out, steps to get into the van have fallen off. Engine recently started smoking and has been parked since transportation gave us a "new to Maintenance van"

2003 Chevy Dump Truck VIN# 1GBJK34163E331308 103,000 Miles

Entire body is rotted out and will no longer pass inspection. Major electrical wiring failures. Truck has had the body, frame and bed welded many times to keep the truck together. They can no longer repair this for our operations.