

**HINGHAM SCHOOL COMMITTEE**  
**June 3, 2024 at 6:30 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: 886 6973 1809 Passcode: 123082**  
**Website: <https://zoom.us/join>**

**MEETING AGENDA**

1. Call to Order
  
2. Approval of minutes
  - 2.1 Minutes of the School Committee meeting held on May 6, 2024
  - 2.2 Minutes of the School Committee meeting held on May 20, 2024

3. 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.

4. Superintendent's Report
  
5. Communications
  - 5.1 Communications Received by the Superintendent
  - 5.2 Student Communications
  - 5.3 Other Communications
  
6. Unfinished Business

7. New Business
  - 7.1 To provide an update on the Strategic Plan
  - 7.2 To review recommendations from the Chair on new subcommittee assignments, and to act as appropriate
  - 7.3 To identify dates for summer meetings of the school committee and act as appropriate
  - 7.4 To discuss Policy BG- School Committee Policy Development (first read)
  - 7.5 To discuss Policy BGC- Policy Revision and Review (first read)
  - 7.6 To discuss Policy BIBA- School Committee Conferences, Conventions, and Workshops (first read)
  - 7.7 To discuss Policy BJ- School Committee Legislative Program (first read)
  - 7.8 To discuss the removal of Policy BEDB-E – Agenda Format and act as appropriate
  - 7.9 To discuss the removal of Policy BK- School Committee Memberships and act as appropriate
  - 7.10 To discuss Policy KDC – Community Use of Digital Resources (first read)
  - 7.11 To approve grants and donations and act as appropriate
  - 7.12 To approve surplus and act as appropriate

8. Subcommittee and Project Reports/Warrants Signed

9. Other items as may not reasonably be known 48 hours in advance of the meeting

10. Adjourn to Executive Session not to return to Open 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 May 20, 2024 as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.

To hear a grievance from the Hingham Education Association 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 as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares

**Next School Committee Meetings:**

Monday, June 17, 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

May 20, 2024

### MEETING MINUTES

#### **Called to Order at 6:30 PM**

School Committee Chair Nes Correnti called the meeting to order at 6:30 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 Jen Benham, Michelle Ayer, Kerry Ni, and Matt Cosman

**School Committee members participating remotely:** none

**School Committee members absent:** Secretary Alyson Anderson and Tim Dempsey (arrived late)

**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 and Student Advisory Committee Representative Slater Fairfield

This meeting incorporated the use of the OWL camera to broadcast the meeting via Zoom. Harbormedia was also present and recording the meeting.

**Visitors present:** There were students and families from Hingham Middle School as well as Principal Derek Smith and several other guests.

**Remote visitors:** There were approximately 22 remote attendees on Zoom.

## **Approval of Minutes**

On a motion by Jen Benham and seconded by Michelle Ayer

- It was **voted** to approve the minutes of the School Committee meeting held on April 24, 2024 (Town Meeting)

On a motion by Jen Benham and seconded by Michelle Ayer

- It was **voted** to approve the minutes of the School Committee meeting held on April 25, 2024 (Town Meeting)

On a motion by Jen Benham and seconded by Michelle Ayer

- It was **voted** to approve the minutes of the Salary and Negotiations Subcommittee with participation of the full School Committee meeting held on May 7, 2024

The Committee agreed to table the minutes of the School Committee meeting held on May 6, 2024 until the next meeting.

## **School Showcase: Hingham Middle School**

Principal Derek Smith welcomed a group of students who gave a demonstration of their work as part of the Ambassador's Club at Hingham Middle School.

## **US Department of State Medallion Certificate**

Hingham High School Student Sophie Salihen who is from Malaysia spoke about her experience attending the High School through the YES program and presented the Committee with a Medallion Award from the US Department of State.

## **Questions and Comments**

none

## **Superintendent's Report**

Dr. Adams provided an update to the School Committee on happenings in the district. Topics mentioned included: Middle School teacher Jen Driscoll has accepted the Assistant Principal position at South Elementary; Global Citizenship Symposium; an update on Director of Facilities search; an update on HHS Scholarship Committee; HPS attendance data; and an update on the new Foster School building.

## **Student Communications**

Student Advisory Committee Representative Slater Fairfield updated the Committee of recent events.

## **Policy Updates**

On a motion by Jen Benham and seconded by Kerry Ni

- It was **voted** to approve the revisions to Policy AC - Non-Discrimination including Harassment and Retaliation

On a motion by Jen Benham and seconded by Kerry Ni

- It was **voted** to approve the revisions to Policy GBA - Equal Employment Opportunity

On a motion by Jen Benham and seconded by Kerry Ni

- It was **voted** to approve the revisions to Policy GCF - Professional Staff Hiring

On a motion by Jen Benham and seconded by Kerry Ni

- It was **voted** to approve the revisions to Policy IJ - Instructional Materials

### **Technology Plan**

Assistant Superintendent Kathryn Roberts gave an update on the district's technology plan.

School Committee member Tim Dempsey arrived at this time (7:09 PM).

### **Executive Director of Student Services**

Dr. Adams and the Committee discussed that the search for a new Executive Director of Student Services has been unsuccessful and Dr. Adams recommended that the Committee appoints Dr. Cataldo, who is currently serving as interim in the position, for another year.

On a motion by Jen Benham and seconded by Michelle Ayer

- It was **voted** to appoint Dr. Barbara Cataldo as the Interim Executive Director of Student Services for the 2024-2025 school year

### **Pay Rate Increase Non-CBA**

Executive Director of Business and Support Services Aisha Oppong discussed with the Committee her recommendation of wage rates for Kids in Action, student interns, substitutes, summer teachers, and driver's education employees

On a motion by Jen Benham and seconded by Michelle Ayer

- It was voted to approve the non-CBA rates for FY 2025 as listed in the summary pay rate schedule

### **Grants and Donations**

None

### **Declaration of Surplus**

Executive Director of Business and Support Services Aisha Oppong listed the items of surplus from the Foster Elementary playground that are no longer in use, are old and damaged, or are out of service

On a motion by Jen Benham and seconded by Michelle Ayer

- It was voted to declare as surplus items discussed and to authorize the Executive Director of Business and Support Services to dispose of them at the least cost to Hingham

## Subcommittee Reports/Warrants Signed

- Matt Cosman reported that the East School Council met on May 20th and discussed the School Improvement Plan
- Tim Dempsey reported that the Special Education Subcommittee met to discuss the Special Education program evaluation; the Hingham Education Foundation held their final meeting of the year on May 14th; The Educational Programming Committee will meet the week of June 10th; The Human Rights Committee met on May 20th; and that the South Shore SNAP board met last week
- Kerry Ni reported that the School Committee reached a tentative agreement on a new contract with HEA Unit D (Administrative Assistants)
- Michelle Ayer reported that the Hingham High School Council met and reported that the PTO generously agreed to fund a stipend for the advisor of the pilot community service program

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

On a motion by Jen Benham and seconded by Tim Dempsey

- It was **voted** to approve of naming the garden at East School the Case Teaching Garden in honor of former Assistant Principal Becky Case

On a motion by Jen Benham and seconded by Michelle Ayer

- It was **voted** to adjourn to Executive Session at 7:40 PM, not to return to Open Session pursuant to M.G.L. c. 30A, s. 21(a)(3) not to return to Open Session for the purposes of:

To approve minutes from the Executive Session held on May 6, 2024 as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.









































To approve minutes of the Salary & Negotiations Subcommittee with participation of the full School Committee Executive Session held on May 7, 2024 as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares. To hear a grievance from the Hingham Administrators Association 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, 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 individual contracts of non-union administrators, Executive Director of Student Services, as an open meeting may have a detrimental effect on the bargaining position of the public body and the chair so declares.

Respectfully Submitted By: Alyson Anderson

Documents Included:

Name	↑
 Agenda May 20, 2024.pdf 	
 Item 2.1 4.24.2024 Minutes of the School Committee Town Meeting night 1.pdf 	
 Item 2.2 4.25.2024 Minutes of the School Committee Town Meeting Night 2.pdf 	
 Item 2.4 5.7.24 SS&N w_ Full SC Minutes (Mediation A & B).pdf 	
 Item 3.0 HMS Ambassador Club SC Presentation.pdf 	
 Item 6.0 Hingham High School Principal 2024-2025.docx.pdf 	
 Item 6.0 Hingham High School Principal Timeline Memo (Updated).pdf 	
 Item 6.0 May 20, 2024 Superintendent Report.pdf 	
 Item 8.1 AC - NON-DISCRIMINATION POLICY INCLUDING HARASSMENT AND RETALIATION - DRAFT.docx.pdf 	
 Item 8.2 GBA - EQUAL EMPLOYMENT OPPORTUNITY - DRAFT.docx.pdf 	
 Item 8.3 GCF - PROFESSIONAL STAFF HIRING - DRAFT.docx.pdf 	
 Item 8.4 IJ - INSTRUCTIONAL MATERIALS - DRAFT.docx.pdf 	
 Item 9.1 2023-2026 Technology Plan (Updated May 2024).docx.pdf 	
 Item 9.1 FY24 Technology Plan Update #1.pdf 	
 Item 9.1 2023-2026 District Technology Plan Update--5-20-24.pdf 	
 Item 9.2 Recommendation of Appointment Barbara Cataldo.pdf 	
 Item 9.3 Non-CBA Rates_ - Google Docs.pdf 	
 Item 9.3 Non-CBA Rates.pdf 	
 Item 9.5 Declaration of Surplus Materials - May 20 2024.docx - Google Docs.pdf 	
 Item 11 Memo_ RE Case Teaching Garden .pdf 	



# HINGHAM PUBLIC SCHOOLS

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**Margaret Adams**  
Superintendent

To: School Committee

From: Margaret Adams, Superintendent of Schools

Subject: Superintendent's Report

Date: June 3, 2024

The following are some updates for the school committee on what is happening in the district.

## **Last Day of School**

The last day of school for students is June 14th, which is also a half-day. The last day for teachers is June 17th.

## **Math Elementary Awards Night**

We were excited to honor several students in grades 3-5 last week. The night honored students who participated in various elementary math contests, including the New England Math League and the Continental Mathematics League.

The New England Math League (NEML) contest includes 30 challenging mathematics problems. In the spring, all grade 4 and grade 5 Math Plus students are given the opportunity to participate. A district-created version of the contest is used for all grade 3 students.

All students in grades 3-5 can participate in the Continental Mathematics League (CML). The CML contests include six challenging mathematics problems. They are administered three times a year in grades three and five times a year in grades 4 and 5. Students in 4th and 5th grade Math Plus participate in the Pythagorean division of the contest.

## **K-5 Math Program Research**

In order to support the additional time for the implementation of the Into Reading implementation, in grades K-5, we will begin the research phase of a potential elementary math program next year. We have begun the process of seeking teachers, both general educators and special education teachers, to participate in program research (including site visits) during the 2024-2025 school year. The proposed is a potential timeline:



- September 2024 kick-off meeting that includes investigating provided program materials
- October 2024 full-day research meeting that includes listening to program representatives
- Site Visits during November 2024-February 2025
- March 2025 program selection

### **Upcoming Town Workshop**

The Hingham Health Department will host an important workshop on 'Talk Saves Lives' at the Hingham Public Library on Thursday, June 6, 2024, from 6:00 PM to 7:30 PM. This event, offered by the American Foundation for Suicide Prevention, offers vital insights on suicide prevention and how to take action in your community.

For more information about this training, please contact Hingham's Health Department at (781) 741-1466 or email [healthdirector@hingham-ma.gov](mailto:healthdirector@hingham-ma.gov). You can also visit [afsp.org](http://afsp.org).

### **Third Grade Town Meeting**

This coming week, our third graders will hold their second annual mock town meeting at the Old Ship Meeting House, a National Historic Landmark built in 1681. Third graders selected their own article topic and development arguments both for and against the warrant articles. The event supports our implementation of civics and learning about local government, which is part of the Massachusetts Social Studies Curriculum Frameworks. Students also incorporated their writing, listening, and speaking skills in preparation for the event. Thank you to the Hingham Historical Society, League of Women Voters of Hingham, and the Friends of the Old Ship Meeting House for their support of the event. We are also grateful to Michael Puzo, who will serve as the moderator for the event.

### **Eighth Grade Civics Projects**

Our eighth-grade students have launched their civics action projects. Last Wednesday, eighth graders invited members of the community to Community Expert Day to hear more about how to get civically engaged. These experts also shared their stories, answered questions, and offered guidance on student projects. They emphasized the importance of fulfilling our civic duty.

Thank you to the community members who took the time out of their busy lives to support our eighth graders. The project will culminate on June 13 from 9:30-10:30 AM at the HMS Civics Day Assembly and student-led showcase.

### **5th Grade Move Up Day**

On Friday, May 24th, current fifth graders visited Hingham Middle School for 5th Grade Move Up Day. Our rising 6th graders had the opportunity to tour their future school and begin to acclimate to their new school.

The all-school read for 2024-2025 One Book, One School program was announced during the event. This initiative fosters a sense of community by uniting students and staff through a shared reading experience. This year's book is "A Wish in the Dark" by Christina Soontornvat. This captivating story illustrates how a person can use compassion and inner strength to stand up for what is morally right and just regardless of their circumstances. Its themes resonate with our goal of creating a supportive and unified learning environment.

### **Hingham Juneteenth Celebration**

Join the Hingham Community at the Bandstand at the Hingham Harbor to celebrate Juneteenth Freedom Day with free family fun. The celebration will include live musical performances, a kids'

bounce house and bounce obstacle course, relay races, face painting, balloon art, a sensory station, delicious food for purchase, and more. For more details on the festivities, including a list of vendors, schedule of events, and sponsorship information, please visit the Hingham Unity Council's website.

### **Dual Enrollment**

We heard this past week that the Accounting and Marketing courses offered at the high school were approved by Quincy College for dual enrollment. This will bring a total of 7 courses that offer dual enrollment through Quincy College, including the following:

- Biotechnology
- Precalculus
- Anatomy & Physiology
- Psychology
- Sociology
- Accounting
- Marketing

In addition, we offer dual enrollment in French V and Latin IV.



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PRESS RELEASE

# Massachusetts School Districts Win \$42 Million in Federal Funding for Clean School Buses

FOR IMMEDIATE RELEASE:

5/31/2024

Governor Maura Healey and Lt. Governor Kim Driscoll

Executive Office of Energy and Environmental Affairs

Office of Climate Innovation and Resilience

Federal Funds & Infrastructure Office

MEDIA CONTACT

**Karissa Hand, Press Secretary**

**Phone**

[617-725-4025](tel:6177254025) (tel:6177254025)

**BOSTON** — The Healey-Driscoll Administration is celebrating the award of \$42 million from the U.S. EPA's Clean School Bus program to 17 Massachusetts school districts. The program enables school districts to replace fossil-fueled

school buses with cleaner electric models, helping communities reduce climate pollution and the resulting health risks for children.

In addition to strong advocacy from the Massachusetts federal delegation, with leadership from Senator Elizabeth Warren, the awards reflect the Healey-Driscoll administration's aggressive strategy to pursue federal funding. The Clean School Buses program was the subject of the inaugural Federal Funds Partnership Meeting, a new initiative of the Federal Funds and Infrastructure Office (FFIO) to convene hundreds of municipal and tribal leaders across the state to share information about federal funding opportunities. During the meeting, FFIO highlighted the Clean School Buses program and encouraged municipalities to apply.

Massachusetts has also supported municipal school bus fleet conversions through the Massachusetts Clean Energy Center (MassCEC). MassCEC has helped municipalities across the state, including several selected for awards in this funding cycle, through grant assistance and technical assistance via the Fleet Advisory Program, the Fleet Deployment Program, the ACTNow Program, as well as guidance through ACT School Bus Open Office Hours.

The Massachusetts awardees include urban and rural communities, Gateway Cities, and vocational schools. The municipalities include many census tracts with environmental justice populations, highlighting the Healey Driscoll and the Biden administration's focus on advancing climate and equity initiatives.

The funding will be used to replace 166 fossil fuel-powered school buses with electric vehicles.

"Every Massachusetts student deserves to breathe clean air, but diesel school buses are a major source of air pollution and can be harmful to young people's health," said **Governor Healey**. "We're thrilled to see so many Massachusetts communities win federal funding to make the switch to cleaner electric school buses. We're grateful to the Biden-Harris Administration for making this funding

available and to Senator Warren and our Congressional delegation for their partnership and leadership.”

“This is just the latest example of how Team Massachusetts is competing hard to bring home federal dollars to our communities,” said **Lieutenant Governor Kim Driscoll**. “From improving our roads and bridges, to increasing accessibility on public transit, to transitioning to cleaner, healthier school buses – the Biden-Harris administration is making available transformative levels of federal funding, and we’re proud that Massachusetts is winning so much of it.”

“These new electric school buses from the Biden administration are bright yellow symbols of how Massachusetts is fighting climate change,” said **Senator Elizabeth Warren**. “I wrote a bill to invest in cleaner transit options and fought for federal funding in the Bipartisan Infrastructure Law, and now these electric school buses will help Massachusetts students breathe cleaner air.”

“From the cities of Witches, Fish, and Paper to the shores of Cape Cod, the Southcoast and Fitchburg, the Biden administration's new investments in more than 160 clean school buses will deliver a cleaner, greener future for Massachusetts children, on and off the bus.” said **Senator Ed Markey**. “We fought hard to include this funding in the historic Inflation Reduction Act and the Bipartisan Infrastructure Law. I thank the Healey-Driscoll administration for their leadership in putting it to work for the Commonwealth, and I thank the EPA for driving us all towards a future with cleaner air.”

“This funding from the EPA ensures that thousands of students in Massachusetts will soon be able to get to and from school on clean, electric-powered buses that don’t pollute the air they breathe,” said **Energy and Environmental Affairs Secretary Rebecca Tepper**. “It’s time that we move away from gas-powered school buses and this investment from the Biden-Harris Administration will empower 17 school districts to make that switch.”

“These municipalities are the leading edge of a Massachusetts clean energy transformation to reduce emissions and improve public health,” said **Climate**

**Chief Melissa Hoffer.** “Time is short. The Healey-Driscoll administration is laser-focused on working with municipalities to accelerate the adoption of clean vehicles to protect our communities from climate pollution.”

“This funding is a critical step forward in our efforts to improve air quality for our children and reduce greenhouse gas emissions,” said **Director of Federal Funds and Infrastructure Quentin Palfrey.** “We are grateful to the Biden Administration and Commissioner Regan for these awards that will help Massachusetts continue its leadership on the transition to a clean energy future.”

“This is another major clean energy win for Massachusetts, and it’s one that will benefit students and neighborhoods for years to come,” said **Massachusetts Clean Energy Center CEO Dr. Emily Reichert.** “MassCEC’s clean transportation program has supported two-thirds of the electric school buses in Massachusetts, and these funds from the Biden-Harris Administration will bring the Commonwealth one step closer to electrifying school bus fleets in all of our communities.”

The Clean Schools Bus program was created by the Bipartisan Infrastructure Law in 2021. The most recent funding represents the third round of \$5 billion that the EPA will disburse over a five-year period.

**Massachusetts school district awardees include:**

Acton-Boxborough - \$200,000

Advanced Math and Science Academy Charter - \$290,000

Amherst - \$600,000

Andover - \$5,000,000

Arlington - \$200,000

Beverly - \$1,455,000

Cape Cod Regional Vocational Technical District – \$3,490,000

Essex North Shore Agricultural and Technical School District - \$1,380,000

Fall River - \$3,450,000

Fitchburg - \$6,210,000

Gloucester - \$1,200,000

Hingham - \$600,000

Holyoke - \$7,245,000

Ipswich - \$5,000,000

Marblehead - \$200,000

Newburyport - \$3,000,000

Salem - \$2,600,000

For more information on these grant awards click

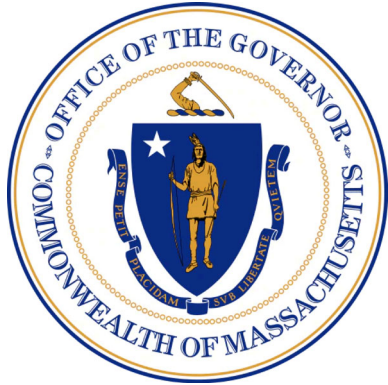
[here](https://www.epa.gov/cleanschoolbus/clean-school-bus-program-awards) (<https://www.epa.gov/cleanschoolbus/clean-school-bus-program-awards>).

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## Media Contact

**Karissa Hand, Press Secretary**

**Phone**



## **Governor Maura Healey and Lt. Governor Kim Driscoll**

Since taking office, Governor Healey and Lieutenant Governor Driscoll's top priority has been building a Massachusetts that's competitive, equitable, and affordable for every family, worker, and business.

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## **Executive Office of Energy and Environmental Affairs**

EEA seeks to protect, preserve, and enhance the Commonwealth's environmental resources while ensuring a clean energy future for the state's residents. Through the stewardship of open space, protection of environmental resources, and enhancement of clean energy, the Executive Office of Energy and Environmental Affairs works tirelessly to make Massachusetts a wonderful place to live, work, and raise a family.



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## Office of Climate Innovation and Resilience

On the first full day of her administration, Governor Maura Healey signed an Executive Order establishing the position of Climate Chief and creating an Office of Climate Innovation and Resilience within the Governor's Office.

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## Federal Funds & Infrastructure Office

The Federal Funds & Infrastructure Office is the lead agency within the Healey-Driscoll Administration tasked with implementing a whole of government approach to ensuring the Commonwealth of Massachusetts can leverage the historic opportunities available for federal funding.



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# HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<b>Vision</b>				
<ul style="list-style-type: none"> <li>○ <i>Vision Statement:</i> All students will embark on a lifelong journey to flourish with empathy and confidence.</li> <li>○ <i>Mission Statement:</i> Together with students, staff, families, and community, we cultivate an equitable, inclusive, innovative learning environment that empowers all students to contribute to their local and global community.</li> </ul>				
<b>Theory of Action</b>				
<p>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.</p>				
<b>Strategic Objectives</b>				
<p><b>Culture of Collaboration and Community:</b> Create partnerships between home, school, and community through effective two-way communication to ensure an inclusive culture and a sense of belonging.</p>	<p><b>Culturally Responsive Teaching and Learning:</b> Ensure student success through aligned, high-quality PK-12+ curriculum, innovative research-based practices, and data-informed instruction.</p>	<p><b>Healthy, Equitable, and Inclusive Communities:</b> Cultivate equitable and inclusive environments that promote a sense of belonging to allow for social, emotional, physical, and academic wellness.</p>	<p><b>Capital and Finance:</b> Allocate funding to provide effective, safe, and modern facilities and adequate resources to enhance the student experience.</p>	<p><b>Human Resources and Leadership:</b> Recruit, develop and empower a diverse staff to lead courageously in teaching and learning.</p>
<b>Strategic Initiatives</b>				
<p>Develop a district-wide communication community engagement plan.</p> <p>A district-wide communication plan for the second year of goals was presented to the school committee in the fall of 2023.</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>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 style="color: red;">Additional focus on incoming 9th graders in order to promote a strong foundation and support them in a solid transition to HHS.</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.</p>

# HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<p>The principal at HMS held coffee hour.</p> <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>HMS continued the "Middle of Middle School" tradition of inviting 7th-grade parents in to celebrate students.</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 approach to world language.</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>The Wellness Committee has reviewed the YRBS data report from the current and previous years. The Wellness 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 applied and received 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>A SEL/Behavioral Health Task Force is being formed to examine needs and determine program development. The team has outlined a draft timeline, identified data sources to collect, and contacted other local programs to visit.</p>	<p>school building. A second survey will be conducted in December.</p> <p>The School Committee voted to submit a warrant article for naming the new elementary school.</p> <p>The district will process purchase orders for furniture and technology for the new elementary school building in March.</p> <p>We informed the community that the new elementary school building would likely not open in the fall for the beginning of the school year. We made arrangements to accommodate the new preschool classrooms.</p>	<p>Two sessions 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> <p>A draft of a Hiring Handbook has been completed. The team will seek feedback from other hiring managers to help further improve the document.</p> <p>Materials to support improved onboarding of paraprofessionals are being curated with the goal of implementing a strengthened process for the fall of 2024.</p> <p>Additional substitute training was held in February to support onboarding new staff.</p> <p>Two additional training sessions for new substitutes were held, to onboard new substitutes.</p> <p>Meetings are planned for June with the new HR Coordinator and all hiring managers to review the Hiring Guidelines for the coming hiring season.</p> <p>With new HR coordinator, plan a series of hiring events</p>
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## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<p>The communications committee is presently evaluating unified communications platforms (e.g., Apptegy, ParentSquare, Finalsite) in consideration of providing the District a unified messaging system to streamline communications among District stakeholders through an improved website, simplified access to various social media outlets, and, potentially, a dedicated mobile application.</p> <p>A new website platform (Apptegy) has been selected. The district has begun designing the new menu and curating the content to transfer to the new site.</p>	<p>using additional available spaces in the new elementary school.</p> <p>The KIA and Integrated Preschool/PreKindergarten held their lotteries for new classrooms for next school year. Integrated Program forms were updated to mirror the Kindergarten registration forms.</p> <p>The high school continues its implementation of two pathways this school year to support students' interests, i.e., Arts and Technology Engineering Pathways.</p> <p>The High School will implement course selection assemblies to support students in understanding new and broad elective options.</p> <p>A new French Culture course, modeled on this year's Spanish Culture course, will be piloted to provide World Language education to students with disabilities.</p> <p>Hingham High School has received approval for Psychology, Sociology, Marketing, and Accounting courses to be offered as dual enrollment through Quincy College. This brings a total of 7 courses offered through dual enrollment through Quincy College and two additional World Language courses, French V</p>	<p>Continue to strengthen transition between middle and high school through an 8th grade move up day to promote an early sense of belonging at HHS.</p> <p>HHS created an infographic of systems of support available. It will continue distributing the information to students.</p> <p>Student Support Team, including increasing amount of data to ensure comprehensive identification of students in need of wrap-around supports extending to HS faculty meetings as well.</p> <p>Elementary level collaboration with METCO interventionists in order to build bridges between families and the school and community resources.</p> <p>Secondary level, METCO director collaborating with Hingham Unity Council and PTOs to create a spring event in Boston to connect families.</p> <p>3rd Annual Unity Week at HHS included a presentation called "Allyship 101" which promoted how to be an ally with the LGBTQ+ community.</p> <p>HHS recognition for the AFS USA Global School of the Year</p>		<p>for the summer to support hiring for educational support personnel.</p>
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## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>and Latin IV that offer dual enrollment.</p>	<p>Unity Week reflects the overarching vision of HHS's unity project which strives to ensure that our school community is characterized by it's core values of respect, inclusion, safety, and equity for everybody.</p> <p>District will add two additional trainers for Safety Care to help support future training needs.</p> <p>The SEL Task Force has visited programs in Norton, Scituate, and Marshfield. We analyzed YRBS spring data and researched partnerships with McLean, Jessica Minahan, and James Levine.</p> <p>Jessica Minahan began consulting to support staff in meeting the needs of identified students with social-emotional learning needs.</p> <p>Safety Care training is planned for program-specific paraprofessionals and the Leadership Team this summer.</p> <p>Through METCO, the first parent support group meeting that will help connect METCO and Hingham families will be held in May. The goal is to hold the group multiple times next year.</p> <p>Through METCO funding, HHS has held an affinity group for students of color, giving students a chance to speak about their</p>		
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# HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

		<p>experience of being students of color in the larger Hingham and HHS community.</p> <p>The Counseling Department created an Instagram account for mental and emotional wellness to share relevant posts with families and other followers.</p> <p>The Wellness Committee completed an initial review of the 2024 YRBS data and discussed some future goals for the coming school year.</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>Draft of the Faculty Handbook is nearing completion. The team will seek feedback on the document this spring.</p> <p>A draft of the Hiring Handbook has been completed. This spring, we will seek feedback on the</p>	<p>Explore and implement research-based innovative instructional practices.</p> <p>OpenSciEd at HMS is being fully implemented in grades 6-8, supported by on-going professional development and site visits.</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. This will enable students to access higher-level courses in upper grades.</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>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>Salary comparisons were shared with the School Committee and Advisory.</p> <p>Additional class size projections for grades K 12 for next year were shared with the School Committee to help understand the impact of layoffs on course offerings and students.</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> <p>To support teams at the middle school, establish a team leader role to support the leadership in developing a cohesive vision for MTSS and student support.</p>

## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<p>document from various groups.</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 are being further refined through scheduling and expanded use of personnel.</p> <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>monthly meetings and review of student data.</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 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>		
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## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<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>A new senior English semester course called Disability Voices in Life and Literature is being implemented this year.</p> <p>HHS was awarded AFS Global School of the Year based on curriculum, professional development, and school culture HHS was named a Medallion School according to the U.S. State Department as a result of exchange student programs.</p> <p>PRS and South were named Schools of Recognition by DESE.</p> <p>KIA PreKindergarten and Integrated Program have collaborated to discuss best practices for writing with young children.</p> <p>Landmark consultant has been supporting the language based classrooms at all levels.</p> <p>NESCA consultant has been supporting best practices in the</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>HPS team participating in METCO 2.0 PLC through METCO Inc., which is focused on building equitable outcomes within the district.</p> <p>All coaches, 25 total participated, were invited to training with Northeastern University Center for the Study of Sports in Society as part of the statewide initiative Addressing Hate in School Sports.</p> <p>Administrative assistant, custodians, and food services personnel participated in a training with Safe Schools on how they can support the LGBTQ+ students in their roles.</p> <p>The district will be offering PD for teaching staff (K-12) from Jessica Minaihan on her behavior response and interventions in the 24-25 school year.</p> <p>The Leadership Team participated in a second training to review bullying, discipline, and restraint training.</p>		
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## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p><b>RISE program at the elementary level.</b></p> <p><b>Draft of the DCAP has been completed. Feedback on the revision of the document will be collected from various groups this spring.</b></p> <p>With input from various stakeholders, we developed a tool to help teachers analyze instructional materials for bias. This spring, we introduced the tool to K-5 educators.</p> <p>East and PRS completed second year of participated in the Inclusive Practices Academy which including coaching support for implementation of UDL practices at the school.</p> <p>Foster in the spring enlisted UDL Inclusive practices coach to help support the implementation of literacy block. The support will continue into next year. The Foster submitted an application to participate in the Tiered Literacy DESE Academy.</p>	<p>Next year, the TEAM chairpersons will meet monthly with district counsel for student services to review compliance and legal requirements for special education and develop case studies for meetings.</p>		
<p>Align district documents to reflect strategic initiatives and common district-wide practices.</p> <p><b>The district has begun the process of drafting the Student Opportunity Act Plan to align with the district's goals of continued</b></p>	<p>Engage in a district-wide process to create a Portrait of a Graduate, PK-12+.</p> <p><b>Student Services is developing a shared vision of what a HPS learner looks like.</b></p> <p><b>Portrait of a Graduate work will commence at HHS in the spring.</b></p>	<p>Update the current Bullying Prevention Plan.</p> <p><b>All of the Leadership Team attended a half-day review of legal requirements, including bullying, Title VI, and Title IX.</b></p>	<p>Develop a technology plan to address technology infrastructure vision and needs.</p> <p><b>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</b></p>	<p>Explore ways to provide collaborative preparation time for staff.</p> <p><b>In grades K-5, principals have embedded regular data meetings into the schedule to support reading, math, and writing curriculum.</b></p>

## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<p>strengthening of MTSS, planning to support SEL/behaviorial health needs of students, and strengthening programming for students with disabilities.</p> <p>All K-12 curriculum guides have been updated according to a common format and integrate district initiatives.</p> <p>The Student Opportunity Act Plan was updated with a new plan to focus on supporting SEL and wellness efforts.</p>	<p>Planning for the implementation for a new IEP is in progress. Teachers will begin training in March to be provided an overview of the new IEP. Continued training will continue into the summer.</p> <p>Work on the Portrait of a Graduate has been postponed for next year.</p>	<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>Bullying Task Force is in the process of conducting a needs assessment surveying existing data such as the YRBS. A climate survey has been drafted to seek feedback from families on school culture and climate to help support the needs assessment.</p> <p>The Bullying Task Force will plan to meet one last time to finalize the plan.</p>	<p>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>Unit Digital Literacy and Computer Science guides are being completed to outline standards and common assessments.</p> <p>The district technology department is implementing Spiceworks Helpdesk, which will help collect data on the technology needs of the buildings and each level.</p> <p>Review of the current website provider has begun to consider other possible options that provide more functionality and are more cost-effective.</p> <p>The Technology Plan was recently updated and presented to the School Committee.</p> <p>The district chose a new provider for an overhaul of the website. Design of the new menu has begun, including identifying content to move over. Training is planned for the summer of users.</p>	<p>Elementary professional learning communities continued implementation into winter to support regular review of literacy and math data to support MTSS implementation.</p> <p>Middle school schedule development for next year has begun with consideration of how to provide common planning time for staff.</p> <p>The middle school schedule for next year will include opportunities for the team to meet 6-8 and for special education teachers to collaborate.</p>
<p>Improve communication between home and school during critical transition years.</p>	<p>Identify and implement a new elementary reading program.</p>	<p>Establish procedures to report incidents of bias.</p>	<p>Address various needs related to facilities and space.</p>	<p>Expand recruitment opportunities.</p>

## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

<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>HPS hosted the first Multilingual Family Network dinner in collaboration with the Hingham Unity Council. More events will be planned for the spring.</p> <p>The Department of Student Services will be planning for its annual transition to secondary (5 to 6; 8 to 9) evening for parents of students in special education. Date: TBD</p> <p>5th Grade Parent night to be held at HMS this spring (traditional).</p> <p>KIA and the World Language Department conducted a survey to gauge interest in after-school language programming.</p> <p>The School Committee approved a plan to offer enrichment World Language Spanish class as part of KIA next year.</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>Each elementary school has implemented a cycle of professional learning communities which includes meeting at least once monthly to continue to analyze literacy assessment data.</p> <p>K-5 Reading specialists and the pilot team continue to refine pacing guides and curate program resources.</p> <p>Analysis of MOY 2024 MTSS literacy data demonstrated significant growth for several grade levels over MOY 2023.</p> <p>Planning is underway for summer PD offerings in multi-sensory reading instruction, including IMSE OG+Comprehensive 30 hour course.</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>The district completed a review of the bullying procedures with the high school administration in the spring.</p> <p>Training on legal requirements for bullying, Title VI, and Title IX are planned for next year for all Leadership beginning in the summer and then ever two months.</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>SBC received report on the columns at PRS and is determining the best course of action.</p> <p>The district has sent out bids for the PRS columns, which will begin this summer.</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>Human Resources will attend upcoming spring job fairs including the Massachusetts Partnership for Diversity in Education job fair and Bridgewater State University.</p> <p>Human Resources has made use of social media to recruit staff.</p> <p>A draft of a Hiring Handbook has been completed. Hiring managers will review over the next few months to then implement this coming hiring season.</p> <p>Small group meetings with hiring managers are planned for June to review the Hiring Handbook and best practices for hiring for the summer.</p> <p>Hingham sent representatives to three recruiting fairs in the area this spring. The collected resumes were shared with the Leadership Team. Planning is underway to hold various</p>
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## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>Elementary pacing guides are being edited based on feedback from teachers. Science and social studies are working on cross-curricular connections to the new reading program.</p>			<p>recruiting events this summer to help fill any hiring needs.</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 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>The final report for the special education program evaluation is completed and will be shared with the whole school committee in the spring and with the larger school community. The plan will inform some short term and long-term goals.</p>	<p>Complete an equity audit, including auditing current curriculum content.</p> <p>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.</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 through a 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> <p>The superintendent updated the Human Rights Commission on the equity audit and planned how</p>		

## HINGHAM PUBLIC SCHOOLS STRATEGIC PLAN

	<p>Progress continues on the Social Studies Program Review (Year 2) and World Language Program Review (Year 1).</p> <p>The World Language Program Review Year I update will be provided to the School Committee.</p> <p>The Social Studies Program Review will also present its final report.</p> <p>Work has begun on drafting of an action plan to address the special education program evaluation.</p>	<p>we might work together toward common goals.</p> <p>A draft of a tool for the review of curriculum materials has been shared with various groups for feedback.</p> <p>Elementary schools ensured the most recent book fair included books representing all.</p> <p>A team participated in METCO 2.0 professional development sessions to help support the district's vision for equity. The district applied for and received funding for an additional grant to support continued professional development next year.</p> <p>Darnissa Armante Jackson presented to the Leadership Team to support a definition of equity that included how MTSS, SEL, and UDI work in conjunction to support equity and inclusion.</p>		
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Hingham Public Schools

# FY24 Strategic Plan

## Update #3



**By Margaret Adams, Superintendent of Schools**

**June 3, 2024**

# Hingham Together

Navigating Our Future

## Our Mission

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

## Our Vision

All students will embark on a lifelong learning journey to flourish with empathy and confidence

## Our Core Values

## Strategic Objectives



**Spoke #1:** Culture of Collaboration and Community



**Spoke #2:** Culturally Responsive Teaching and Learning



**Spoke #3:** Healthy, Equitable, and Inclusive Communities



**Spoke #4:** Capital and Finance



**Spoke #5:** Human Resources and Leadership



**Community  
Well-being**



**Student  
Centered**



**Innovative  
Learning**



**Inclusivity  
and  
Belonging**



**Lifelong  
Learning**



**Personal  
Excellence**



**Civic  
and Global  
Responsibility**





# 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 new website platform (Apptegy) has been selected. The district has begun designing the new menu and curating the content to transfer to the new site. The new platform will provide a unified messaging system to streamline communications among stakeholders through an improved website, simplified access to various social media outlets, and, potentially, a dedicated mobile application.
- All K-12 curriculum guides have been updated according to a common format and integrate district initiatives.
- The Student Opportunity Act Plan was updated with a new plan to focus on supporting SEL and wellness efforts. It also outlined efforts to continue to strengthen MTSS and strengthen programming for students with disabilities.
- A pilot of a fifth to sixth grade summer transition program is planned and will be implemented this summer.
- The School Committee approved a plan to offer enrichment World Language Spanish class as part of KIA next year.







# Culture Responsive Teaching and Learning

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

- With input from various stakeholders, we developed a tool to help teachers analyze instructional materials for bias. This spring, we introduced the tool to K-5 educators.
- East and PRS completed their second year of participating in the Inclusive Practices Academy, which included coaching support for implementing UDL practices at the school.
- Foster enlisted the UDL Inclusive Practices coach in the spring to help support the implementation of literacy block. The support will continue into next year. Foster submitted an application to participate in the Tiered Literacy DESE Academy.
- The World Language Program Review Year I update will be provided to the School Committee.
- The Social Studies Program Review will also present its final report.
- Work has begun on drafting of an action plan to address the special education program evaluation.





# 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.**

- A team participated in METCO 2.0 professional development sessions to help support the district's vision for equity. The district applied for and received funding for an additional grant to support continued professional development next year.
- Darnissa Armante Jackson presented to the Leadership Team to support a definition of equity that included how MTSS, SEL, and UDI work in conjunction to support equity and inclusion.
- The Bullying Task Force will plan to meet one last time to finalize the plan.
- The district will be offering PD for teaching staff (K-12) from Jessica Minahan on her behavior response and interventions in the 24-25 school year.
- The SEL Task Force has visited programs in Norton, Scituate, and Marshfield. We analyzed YRBS spring data and researched partnerships with McLean Hospital, Walker, Jessica Minahan, and James Levine.



# Capital and Finance



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

- We informed the community that the new elementary school building would likely not open in the fall for the beginning of the school year. We made arrangements to accommodate the new preschool classrooms.
- The Technology Plan was recently updated and presented to the School Committee.
- The district has sent out bids for the PRS columns, which will begin this summer.
- The district also began the process of planning for the Wellness Center at Hingham High School including securing an architect and OPM.





# Human Resources and Leadership

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

- Small group meetings with hiring managers are planned for June to review the Hiring Handbook and best practices for hiring for the summer.
- Hingham sent representatives to three recruiting fairs in the area this spring. The collected resumes were shared with the Leadership Team. This summer, planning is underway to hold various recruiting events to help fill any hiring needs.
- The middle school schedule for next year will include opportunities for the team to meet 6-8 and for special education teachers to collaborate.
- We continued efforts to support the hiring of substitutes including holding two additional orientation sessions.



## **HINGHAM SCHOOL COMMITTEE**

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Nes Correnti, Chair  
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Tim Miller-Dempsey  
Matt Cosman

### **2024-2025 School Committee Subcommittees:**

#### **Educational Programming**

Tim Miller-Dempsey, Chair  
Nes Correnti  
Kerry Ni

#### **Finance / Capital & Facilities**

Jen Benham, Chair  
Nes Correnti  
Matt Cosman

#### **Policy**

Alyson Anderson, Chair  
Jen Benham  
Kerry Ni

#### **Salary and Negotiations - 1**

Kerry Ni, Chair  
Michelle Ayer  
Tim Miller-Dempsey

#### **Salary and Negotiations - 2**

Kerry Ni, Chair  
Michelle Ayer  
Alyson Anderson

#### **Special Education**

Matt Cosman, Chair  
Michelle Ayer  
Tim Miller-Dempsey

**HINGHAM SCHOOL COMMITTEE**

220 Central Street  
Hingham, MA 02043-2745  
Telephone: 781-741-1500  
Fax: 781-749-7457

[www.hinghamschools.org](http://www.hinghamschools.org)



Nes Correnti, Chair  
Jen Benham, Vice Chair  
Alyson Anderson, Secretary  
Michelle Ayer  
Kerry Ni  
Tim Miller-Dempsey  
Matt Cosman

**2024 Summer Schedule**

July 15

August 5

August 26

## **File: BG - SCHOOL COMMITTEE POLICY DEVELOPMENT**

The School Committee will develop policies and put them in writing so that they may serve as guides for the discretionary action of those to whom it delegates authority.

The formulation and adoption of these written policies will constitute the basic method by which the Committee will exercise its leadership in providing for the successful and efficient functioning of the HPS District. Through the study and evaluation of reports concerning the execution of its policies, the Committee will exercise its control over school operation.

The Committee accepts the definition of policy set forth by the National School Boards Association:

"Policies are principles adopted by a School Committee to chart a course of action. They tell what is wanted; they may include why and how much. Policies should be broad enough to indicate a line of action to be followed by the administration in meeting day-to-day problems, yet be specific enough to give clear guidance."

The policies of the Committee are framed, and are meant to be interpreted in terms of state law, regulations of the Massachusetts Board of Elementary and Secondary Education, and other regulatory agencies of the various levels of government.

**File: BGC - POLICY REVISION AND REVIEW**

In an effort to keep its written policies up to date so that they can be used consistently as a basis for School Committee action and administrative decision, the Committee will review its policies on a regular basis.

The Committee will evaluate how the policies have been executed by the school staff and will weigh the results. It will rely on the school staff, students, and the community for providing evidence of the effect of the policies it has adopted.

The Superintendent is given the continuing commission of calling to the Committee's attention all policies that are out of date or appear to need revision.

The Committee directs the Superintendent to periodically recall all policy and regulations manuals for administrative updating and Committee review.



## **File: BIBA - SCHOOL COMMITTEE CONFERENCES, CONVENTIONS, AND WORKSHOPS**

To provide continuing in-service training and development for its members, the School Committee encourages the participation of all members at appropriate Committee conferences, workshops and conventions. However, in order to control both the investment of time and funds necessary to implement this policy, the Committee establishes these principles and procedures for its guidance:

1. The Committee shall be made aware of Committee conferences, conventions and workshops. The Committee will periodically decide which meetings appear to be most promising in terms of producing direct and indirect benefits to the HPS District.
2. Funds for participation at such meetings will be budgeted for on an annual basis. When funds are limited, the Committee will designate which of its members would be the most appropriate to participate at a given meeting.
3. Reimbursement to Committee members for their travel expenses will be in accordance with the Expense Reimbursement Policy.
4. When a conference, convention, or workshop is not attended by the full Committee, those who do participate will be requested to share information, recommendations and materials acquired at the meeting.

LEGAL REF.: M.G.L. [40:5](#)

CROSS REFS.: [BID](#), School Committee Member Compensation and Expenses

[DKC](#), Expense Reimbursements

## **File: BJ - SCHOOL COMMITTEE LEGISLATIVE PROGRAM**

The School Committee, as an agent of the state, must operate within the bounds of state and federal laws affecting public education. If the Committee is to meet its responsibilities to the residents and students of Hingham, it must work vigorously for the passage of new laws designed to advance the cause of good schools and for the repeal or modification of existing laws that impede this cause.

To this end:

1. The Committee will keep itself informed of pending legislation and actively communicate its concerns and make its position known to elected representatives at both the state and national level.
2. The Committee will work with its legislative representatives (both state and federal), with the Massachusetts Association of School Committees, and other concerned groups in developing an annual, as well as a long-range, legislative program. One of the major objectives of the Committee's legislative program will be to seek full funding for all state and federally mandated programs.
3. The Committee will annually designate a person--who may or may not be a member of the Committee--to serve as its legislative representative. This person will be authorized to speak on the Committee's behalf with respect to legislation being considered by the Massachusetts Legislature or the United States Congress or their respective committees. In all dealings with individual elected representatives, the Legislature or Congress, the Committee's representative will be bound by the official positions taken by the Committee.



**File: BEDB-E - AGENDA FORMAT**

At regular meetings, the following will be the customary order of business:

1. Call to order
2. Approval of minutes
3. Questions and Comments
4. Superintendent's Report
5. Communications
6. Unfinished business
7. New business
8. Other items as may not reasonably be known within 48 hours in advance of the meeting
9. Subcommittee and Project Reports
10. Adjournment



**File: BK - SCHOOL COMMITTEE MEMBERSHIPS**

The Committee may maintain memberships in the national, state and regional School Committees (boards) associations and take an active part in the activities of these groups.

It may also maintain institutional memberships in other educational organizations, which the Chair and Committee find to be of benefit to members and staff.

The materials and benefits of institutional memberships will be distributed and used to the best advantage of the Committee and the staff.

## **COMMUNITY USE OF DIGITAL RESOURCES**

On recommendation of the Superintendent in conjunction with the Director of Technology, the district shall determine when and which computer equipment, software, and information access, including the use of wireless internet access, systems will be available to the community.

Those using the district systems as a member of the community must abide by the district's procedures regarding responsible use.

All guests will be prompted to, and must accept the district's digital use form before accessing the district network.

The Superintendent or designee may revoke such access at any time.

SOURCE: MASC 2023

CROSS REF: INJD ACCESS TO DIGITAL RESOURCES  
INJDC INTERNET PUBLICATION



# HINGHAM PUBLIC SCHOOLS

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**Kathryn M. Roberts**

Assistant Superintendent of Schools

TO: Dr. Margaret Adams, Superintendent

FROM: Kathryn Roberts, Assistant Superintendent

DATE: May 30, 2024

RE: FY24 HEF Grant– Building Thinking Classrooms in Mathematics

We have received notification that the Hingham Public Schools is eligible for FY 24 grant funds in the amount of \$35,026.96 from HEF for the Pilot Program of Building Thinking Classrooms. The purpose of this grant is to support innovative educational initiatives that demonstrate potential for significant impact on student learning and assist in the acquisition of improved resources and classroom materials.

The funds will be used for professional development and the outfitting of two classrooms at Hingham High School.

Respectfully submitted,

Kathryn Roberts



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Tim Miller-Dempsey  
Matt Cosman

### **2024-2025 School Committee Liaisons:**

#### **Liaisons:**

East Elementary - Matt Cosman  
Foster Elementary - Nes Correnti  
Plymouth River Elementary - Alyson Anderson  
South Elementary - Jen Benham  
Hingham Middle School - Kerry Ni  
Hingham High School - Michelle Ayer

Center for Active Living - Jen Benham  
Equity Task Force - Michelle Ayer  
Forecast Committee - Nes Correnti or Jen Benham, Michelle Ayer  
Full-Day Kindergarten Coalition - Michelle Ayer  
Hingham Arts Alliance - Alyson Anderson  
Hingham Climate Committee - Alyson Anderson  
Hingham Education Foundation - Matt Cosman  
Human Rights Commission - Tim Miller-Dempsey  
Legislative Liaison - Jen Benham  
METCO - Michelle Ayer  
School Building Committee - Michelle Ayer  
Select Board / Advisory Committee - Nes Correnti, Jen Benham, Alyson Anderson  
SEPAC - Matt Cosman  
SNAP - Tim Miller-Dempsey  
Student Advisory Committee - Michelle Ayer  
Sustainable Budget Task Force - Nes Correnti