

**Hastings Elementary School
School Improvement Plan
2017-2018**

DRAFT

Site Council Members:

TBA, Parent

TBA, Parent

Rachel Harrington, Parent

Lance Conrad, Parent

Louise Lipsitz , Principal/Co Chair

Lisa Contre,Teacher

Brenda Rich,Teacher

Susan Campbell,Teacher

Anne Knight, Assistant Principal, recorder: non-voting member

Jane Kalinsky, Community Member

Bettina McGimsey, Community Member

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Goal 1: Improve Academic Performance for All Students

Action	Implementation Steps	Completed	Ongoing	No Action
Promote Professional Learning and Growth	<ol style="list-style-type: none"> 1. Host Teachers College professional learning at Hastings with and LPS partner school 2. Implement coaching model with literacy and math departments, including increased participation 3. Establish Labsite classroom sessions in Reading Workshop 4. Pilot Benchmark Assessment System in reading for LPS 5. Continue Professional Learning Communities (PLC) focus on Reading Workshop (new teachers in grade 1, 4, 5) 6. Implement new Science Practices and content units through curriculum review process 7. Explore Project Based Learning opportunities through work of Administrative Council and subsequent staff input 			
Commit to Use of Data to Inform Instruction	<ol style="list-style-type: none"> 1. Conduct RtI Meetings across the year to refine and provide targeted interventions that are consistent and coherent for all tiers, in both academic and prosocial domains. 2. Utilize Supervision and Evaluation model to focus on student data in developing goals and professional learning 			

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Goal 2: Improve Social and Emotional Program Supports for All Students

Action	Implementation Steps	Completed	Ongoing	No Action
Refine and Improve Social/Emotional Learning	<ol style="list-style-type: none"> 1. Meet weekly with Mental Health Team 2. Continue to refine model for social worker at elementary level: new staff member for 2017-18 3. Continue to provide Positive Behavior Intervention Supports (PBIS) on school-wide level with Hastings Hero initiative 4. Develop processes for fifth grade involvement in PBIS initiative and/or Project Based Learning 5. Devote faculty meeting and professional afternoons to developing strategies to deepen understanding of race, racism and the many cultures in the school community 			
Continue Training of Support Staff	<ol style="list-style-type: none"> 1. Continue weekly meetings with School Support Personnel to promote consistent language, increased understanding of student population, enhanced communication with teachers 2. Maintain use of PBIS principles in all areas of the school, recess, lunch, hallways, classrooms 			
Expand Parent Engagement	<ol style="list-style-type: none"> 1. Ensure outreach and welcome to new families assigned to Hastings from other school neighborhoods 2. Work with PTA, Site Council, Room Parents, Central Office staff to ensure that families are welcome, registration is smooth and students are placed appropriately at Hastings 			

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Goal 3: Improve Safety for All Students and Staff

Action	Implementation Steps	Completed	Ongoing	No Action
Ensure School Safety	<ol style="list-style-type: none"> 1. Implement the REMS training and “ALICE” protocol (<u>R</u>eadiness and <u>E</u>mergency <u>M</u>anagement <u>S</u>ystems for Schools – “<u>A</u>lert, <u>L</u>ockdown, <u>I</u>nform, <u>C</u>ounter, <u>E</u>vacuate” 2. Review by the school-based incident management team of “ALICE” protocol 3. Develop a timeline for continued school training, community information and practice 4. Utilize Estabrook ALICE planning work for students 5. Conduct practice evacuation drill for teachers and students 6. Communicate with families the ALICE initiative 7. Continue informal visits by Lexington Police officers 			

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Goal 4: Continue MSBA Process to Design Hastings School

Action	Implementation Steps	Completed	Ongoing	No Action
Complete Next Steps for New Hastings School	<ol style="list-style-type: none">1. Work with MSBA liaison to successfully fulfill all deadlines and processes2. Complete Design Development documents3. Bring design to community and Town committees for feedback and approval4. Collaborate with Town of Lexington and all stakeholders in planning Hastings project5. Support Town-wide conversation regarding facility needs to respond to growing student enrollment6. Continue to involve Hastings community as the design and subsequent construction logistics should the project receive funding from the Town			