

**Hastings Elementary School  
School Improvement Plan  
2016-2017**

**Site Council Members:**

Curt Barrentine , Parent/Co Chair

Courtney Apgar , 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

**Hastings Elementary School Improvement Plan 2016-2017**

**Goal 1: Improve Academic Performance for All Students**

Action	Implementation Steps	Completed	Ongoing	No Action
Promote Adult Learning and Professional Growth	<ol style="list-style-type: none"> <li>1. Host Teachers College professional learning at Hastings with and LPS partner school</li> <li>2. Enhance coaching model at Hastings with literacy department staffing changes</li> <li>3. Establish Labsite classroom sessions in Reading Workshop</li> <li>4. Develop Professional Learning Communities (PLC) focus on Reading Workshop</li> <li>5. Implement Math coaching model with embedded professional learning in classrooms</li> <li>6. Continue “Unconference” professional learning at the school level, increasing collaboration and sharing of best practices by Hastings staff</li> <li>7. Establish Literacy/ELL collaboration as personnel overlap begins</li> <li>8. Continue refining math coaching model with new department head</li> </ol>			
Commit to Use of Data to Inform Instruction	<ol style="list-style-type: none"> <li>1. Promote teacher involvement in decision-making through PLC Leadership Team</li> <li>2. Integrate district Response to Intervention (RtI) Task Force outcomes, review documentation, coordinate resources for interventions at Hastings, consider those to be adopted</li> </ol>			

	<p>during Summer Planning session</p> <ol style="list-style-type: none"><li>3. Conduct RtI Meetings across the year to refine and provide targeted interventions that are consistent and coherent for all tiers, in both academic and pro-social domains.</li><li>4. Continue Mental Health Team meetings and process continues to develop model in second year with use of student behavior data</li><li>5. Monthly data analysis with PBIS team to assess Positive Behavior Intervention Supports (PBIS) impact on student behavior and office referrals.</li><li>6. Utilize Supervision and Evaluation model to focus on student data in developing teacher goals and professional learning</li></ol>			
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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"> <li>1. Meet monthly with Department Head to review implementation and support staff</li> <li>2. Refine model for social worker at elementary level</li> <li>3. Continue to provide PBIS on school-wide level with Hastings Hero initiative</li> <li>4. Include fifth grade students in planning and decision-making for PBIS initiative</li> <li>5. Devote faculty meeting and professional afternoons time to developing strategies to deepen understanding of cultures honored by Hastings families</li> </ol>			
Continue Training of Support Staff	<ol style="list-style-type: none"> <li>1. Continue weekly meetings with School Support Personnel to promote consistent language, increased understanding of student population, enhanced communication with teachers</li> <li>2. Utilize PBIS principles in all areas of the school, recess, lunch, hallways, classrooms</li> </ol>			
Expand Parent Engagement	<ol style="list-style-type: none"> <li>1. Ensure outreach and welcome to new families assigned to Hastings from other school neighborhoods</li> <li>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</li> </ol>			

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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"> <li>1. Implement the REMS training and “ALICE” protocol (Readiness and Emergency Management Systems for Schools – “Alert, Lockdown, Inform, Counter, Evacuate”</li> <li>2. Review by the school-based incident management team of “ALICE” protocol</li> <li>3. Develop a timeline for continued school training, community information and practice</li> <li>4. Educate all staff in ALICE protocol</li> <li>5. Utilize Estabrook ALICE planning work for students</li> <li>6. Conduct practice a drill during the year for students and teachers</li> <li>7. Communicate with families the ALICE initiative</li> <li>8. Implement regular, informal visits to Hastings by Lexington Police officers</li> </ol>			

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**Goal 4: Continue MSBA Process to Design Hastings School**

Action	Implementation Steps	Completed	Ongoing	No Action
Complete Next Steps for Hastings Facility	<ol style="list-style-type: none"> <li>1. Work with MSBA liaison to successfully fulfill all deadlines and processes</li> <li>2. Assist in hiring Owner's Project Manager</li> <li>3. Complete Feasibility Process with support and approval of MSBA</li> <li>4. Support design of a new 30 section elementary school</li> <li>5. Bring design to community and Town committees for feedback and approval</li> <li>6. Collaborate with Town of Lexington and all stakeholders in planning Hastings project</li> <li>7. Continue to involve Hastings community as the design and various funding possibilities are explored, discussed and presented to the larger Lexington community</li> <li>8. Educate the Lexington community at large regarding the Hastings School and its role in meeting district enrollment needs at the elementary level</li> </ol>			