

Scituate Public Schools



ACCOUNTABILITY PLAN II

2008 – 2013

Adopted by School Committee on _____

Purpose

This accountability plan presents a vision of where the Scituate Public Schools plans to be in five years. The plan builds upon the solid foundation established by Accountability Plan I, which was in place from 2003-2008 and accomplished many significant objectives. Accountability Plan II outlines in one document both the district's vision and its highest priorities both for budgeting and decision making. This plan was initiated by our School Committee and developed through an extensive dialogue with representatives from all school constituencies, including students, teachers, parents, community members and administrators. As such, it reflects a community consensus on the school's roadmap to continuous improvement during the coming years. The Superintendent of Schools will ensure the completion of all objectives, working with key personnel to establish benchmarks and set annual professional goals based on these objectives.

Mission Statement

The mission of the Scituate Public Schools District is to provide the opportunity for a comprehensive education for all students which focuses on cognitive, emotional, physical and social development. The educational program fosters students' reading, writing, calculating, problem solving, critical thinking skills, and creative expression. The school environment nurtures self-confidence, independence, cooperation, and the physical well-being of all students. The schools encourage students to develop a sense of values and responsibilities which enables them to be contributing members of their community and of a multicultural, global society. In partnership with the family, the schools guide students toward becoming lifelong learners with a positive outlook on the world.

Accountability Plan II

GOAL 1:

Commit to inquiry-based learning and a high level of rigor throughout our educational program; maintain our commitment to the five-year curriculum review cycle.

GOAL 2:

Strengthen our caring environment that supports the wellness, health and safety of all Scituate Public Schools stakeholders.

GOAL 3:

Develop and support innovative programs in our schools and build technology skills for life and work in the 21st century.

GOAL 4:

Increase and improve communication and collaboration with colleagues, students, parents and community members.

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GOAL 1:

Commit to inquiry-based learning and a high level of rigor throughout our educational program; maintain our commitment to the five-year curriculum review cycle.

Essential Question:

How do we support and strengthen the commitment of our teachers and administrators to a rigorous, inquiry-based curriculum? How do we support students in challenging themselves at increasingly greater levels? How do we infuse inquiry-based discussion into all areas of our curriculum?

Personnel Responsible:

Superintendent of Schools, Assistant Superintendent, Principals, Department Chairs, Teachers, Professional Development Council.

<p><u>Objective 1.1</u></p> <p>Continue to develop innovative curricula and instructional approaches in each discipline that is aligned to the Frameworks and supports student inquiry and hands-on experiences.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Complete the implementation of the inquiry-based science pilot. • Focus on hands-on learning experiences at all levels, with the appropriate teacher training and availability of supplies. • Continue to support grade level meetings at the elementary level and department meetings at the secondary level with an emphasis on increased opportunities for cross-grade level sharing. • Attempt to personalize instruction to individualize the learning experience. • Continue to monitor MCAS goals, particularly our progress toward Composite Performance Indexes in key subgroups, utilizing Performance Improvement Mapping (PIM) methodology. • Ensure alignment with state Curriculum Frameworks by convening annual curriculum frameworks to identify gaps and overlaps. • Develop PreK-12+ programming that allows students to pursue internships, new career options while still in school. • Continue to develop innovative curricula and scheduling at Scituate High School in line with New England Association of Schools and Colleges (NEASC) recommendations. • Increase Advanced Placement offerings at Scituate High School. • Support best practices in differentiating instruction in each discipline K-12. 	<p><u>Objective 1.2</u></p> <p>Further develop written curricula and benchmarks to support teachers in meeting high standards on a consistent basis.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Develop benchmark documents that summarize key expectations for student learning at each grade level. The benchmark documents will be child-friendly and appropriate for dissemination to parents each year. • Increase academic expectations and rigor at all levels of the curriculum. • Finalize a Literacy Plan to summarize a vision for literacy in the district and summarize under one heading literacy beliefs and practices in the Scituate Schools. • Continue to refine and update all curriculum documents, particularly with respect to unique instructional strategies and tools to incorporate technology. • Support additional teacher training on guiding students to respond skillfully to open response questions. • Support innovative curricula and common benchmarks for technology learning K-12. 	<p><u>Objective 1.3</u></p> <p>Use data to drive decisionmaking in crafting plans for students as well as the decisions teachers make.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Continue to implement Response to Intervention (RTI). • Implement new assessment instruments, particularly benchmark testing by grade level in English Language Arts and Math, as well as external assessments that support RTI. • Maintain commitment to Scituate K-12 Comprehensive Assessment Plan. • Introduce new assessment instruments to complement our comprehensive assessment plan (e.g. additional emphasis on comprehension at the elementary level); monitor closely to avoid redundancy. • Provide ongoing training in interpreting test results and strategies for developing improvement plans. • Continue to implement Testwiz to support MCAS analysis and goal-setting. • Explore software and other options to reduce redundancy in storage of data (e.g. data for different assessments housed in different places). 	<p><u>Objective 1.4</u></p> <p>Utilize available research and best practices to craft innovative programs for remediation.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Further implement a systemwide approach to academic interventions both during and outside the traditional school day. • Continue to implement MCAS Success clubs, along with the Study Island program, and explore additional options for supporting all students in achieving high MCAS scores. • Consider how the school schedule may be reconfigured to provide more flexibility for scheduling remediation, specials, and other classes.
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GOAL 2:**

Strengthen our caring environment that supports the wellness, health and safety of all Scituate Public Schools stakeholders.

Essential Question:

Do our students make healthy decisions? Do our students understand health concepts and do they have tools to make decisions in support of their own wellness? How can we ensure the safety of learning and activity spaces safe for our students? How do we balance safety with openness?

Personnel Responsible:

Superintendent of Schools, Assistant Superintendent, Department Chairs, METCO Director, Principals, Teachers, Early Childhood Coordinator, Nurse Leader.

<p><u>Objective 2.1</u></p> <p>Develop and implement a sound, comprehensive Coordinated School Health Program.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Support the implementation of the five-year, Essential Health Services grant from the Massachusetts Department of Public Health, which nurse leader position and the School Health Advisory Committee. • Review and update the district's current wellness policy. • Continue and expand character education programs, particularly with respect to grades 6-8. • Support and encourage physical education and movement for all students as often as possible in a typical week. • Support innovative programming such as Project Adventure (which embodies team-building and cooperative challenges at all levels) at the elementary level and the climbing wall at SHS. • Support a deeper understanding of internet safety, particularly training for staff on cyber-bullying and other internet safety concerns. • Support continued discussion and community awareness of substance abuse issues. 	<p><u>Objective 2.2</u></p> <p>Continue to support and ensure wellness and safety of all students and educators.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Support nutritious choices in the school lunch program as well as creativity in developing new options. • Consider options for additional athletic programs, particularly at the middle school level. • Work to ensure security at each of the six buildings in the district. • Ensure that students in the Scituate schools feel secure and inspired to learn and are able to access stable, on-going relationships with teachers and mentors in their school. • Build a culture that supports staff members making healthy decisions, with staff sharing responsibility for both their students' and their own wellness and academic achievements. • Continue to work with local police and fire departments to ensure student safety, with special attention to the Greenbush MBTA train. Continue to provide information to parents and students on train safety. 	<p><u>Objective 2.3</u></p> <p>Provide a caring environment for students to grow as young people and young adults.</p> <p><u>Strategies</u></p> <ul style="list-style-type: none"> • Support families and students during special transitions, as they transition from one grade level or building to another. • Provide physically and emotionally safe learning environments where students have access to caring adults. • Address students' psychosocial and academic needs with integrated, research-based programs and social services. • Employ wrap-around services where necessary to provide services that extend beyond the school day. • Explore the need for additional nursing staff at SHS in line with NEASC recommendations.
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GOAL 3:

Develop and support innovative programs in our schools and build technology skills for life and work in the 21st century.

Essential Question:

Does a Scituate Public Schools education prepare students sufficiently for life in a global economy? What skills and technology experiences should Scituate students have to prepare themselves for life in the 21st century?

Personnel Responsible:

Superintendent of Schools, Assistant Superintendent, Principals, Department Chairs, Teachers, Director of Special Education, Technology Coordinator, METCO Director, Early Childhood Coordinator.

Objective 3.1

Support technology innovation and students' understanding of technology that is integrated into their learning experiences

Strategies

- Support the continued implementation of Smartboards, data video projectors and other technological instructional tools into the curriculum.
- Utilize grade level meetings and faculty meetings to share best practices.
- Update the Technology Plan to reflect recent advances in technology and also outline a plan to catch up in areas where technology cuts have had an impact in recent years.
- Evaluate current technology staffing patterns with an eye toward increasing staffing to meet our needs more efficiently.
- Continue to build and strengthen district technology infrastructure, including intranets, better database structures for providing comprehensive information on student assessment.

Objective 3.2

Develop new programming to support work and life in the 21st century.

Strategies

- Develop better consistency and coordination among existing programs offered through PTOs and other forums, along with after school clubs at each school.
- Restructure the SCAMPS after-school program to provide a more comprehensive after-school program that synchronizes itself more effectively with town and other programs.
- Continue to build upon and implement a districtwide robotics program.
- Support robotics teams participating in challenge events and competitions both locally and at the regional and national levels.
- Develop stronger connections with post-secondary schools. Continue to explore programming options with Massasoit Community College.
- Pilot gifted and talented programs with a focus on opportunities to ramp up to a larger scale.
- Explore new programs with a focus on K-14 education.
- Reconsider foreign language at the elementary level.
- Develop and strengthen programs with the Mossing Museum, Stellwagen Bank, Town Recreation, and colleges in the area.

Objective 3.3

Support inclusive classrooms and programming that help all students to be successful.

Strategies

- Continue to develop programs that enable students to remain in the SPS from Kindergarten on and also receive a variety of needed services.
- Continue to support the programming of CORSE and other foundations.
- Support initiatives in study skills, social skills for students and training for general education teachers in behavior support.
- Continue to provide training and support to teachers in implementing Sheltered English Immersion with identified ELL students.
- Explore options for full-day Kindergarten for all Scituate students.

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GOAL 4:

**Increase and improve communication
and collaboration with colleagues, students, parents and community members.**

Essential Question:

How do we maintain open, ongoing communication with the many stakeholders in the Scituate Schools? What policies and practices can we implement to ensure that we are constantly reviewing and updating our approach to keeping parents informed about our goals and objectives?

Personnel Responsible:

Superintendent of Schools, Director of Business and Finance, Principals, Department Chairs, Director of Special Education, Technology Coordinator, METCO Director, Early Childhood Coordinator, Outreach Assistant.

Objective 4.1

Continue to develop and strengthen relationships with all families, particularly families of students in the METCO program, families of students in our Special Education program, and families from diverse backgrounds and experiences.

Strategies

- Continue to share with the community our goals, progress toward those goals, and real challenges.
- Strengthen and develop further connections with community organizations that provide services to our students and their families.
- Endeavor to continue further the implementation of Ed-Line and Connect-Ed to convey information to parents in a timely manner.
- Continue to solicit parent input on district and school initiatives.
- Support the continued success of students in our METCO program.
- Support staff professional development on diversity issues through vehicles such as the Diversity Dialogues.
- Continue strong leadership in the METCO program with a transition in the Coordinator position.
- Ensure the reflection of under-represented minorities within the curriculum.
- Increase use of e-mail and seek to reduce hard copies of memos, newsletters, etc.
- Make the Scituate Public Schools website the primary source for updated informational on school events and goals.
- Consider new vehicles for reporting to parents students' achievement on a wider range of assessment tools.

Objective 4.2

Support ongoing growth and renewal of teachers and leaders in the Scituate Schools

Strategies

- Strengthen the current mentor system, with programming extending beyond the first year of teaching in the district.
- Provide ongoing support to new administrators.
- Continue to provide job-embedded professional learning experiences, with research and theory presented to educators in a dynamic way that is accessible to them.
- Develop a professional teaching culture in which teachers have structured time on a regular basis for collaboration and communication.
- Distribute school leadership, with an effective leadership team in place at each building.
- Explore options for innovative practices such as peer coaching and online learning.

Objective 4.3

Continue to develop practices in the Central Office that support effective communication and operation overall.

Strategies

- Refine and update the current district website. Remove outdated information and set up a plan to keep updating it regularly.
- Continue to build a strong relationship with the Town Library, particularly with regard to summer reading, school field trips and research projects.
- Continue to work with community organizations such as the Rotary Club.
- In the business office, institute Plan-versus-Actuals on a quarterly basis. Implement new Time and Attendance Program.
- Review and update job descriptions to reflect current job expectations.
- Generate Accounts Payable warrant once every two weeks if not weekly.
- Update Scituate Public Schools 403(b) Plan Document to be in compliance with new IRS regulations.
- Continue to monitor fluctuations in enrollments with an eye towards possible redistricting at the elementary level.
- Proceed according to MSBA guidelines in the timeline for the renovation of the Gates Intermediate School.
- Develop an evaluation instrument for support personnel.

APPENDIX

Scituate Public Schools
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 Five-Year Curriculum Cycle

	Sept. '08 - <u>June '09</u>	Sept. '09 - <u>June '10</u>	Sept. '10 - <u>June '11</u>	Sept. '11- <u>June '12</u>	Sept. '12- <u>June '13</u>
Year 1 <u>Exploration and Analysis</u> . Examine the literature and research of the discipline . Create a philosophy statement to guide curriculum review . Determine local curriculum strengths and problem areas . Determine learning concepts and expected outcomes for learning at each grade . Create a total K-12 curriculum design using common unit format . Pilot, and select essential methods, strategies, and materials - including technology, enrichment, differentiation, higher order thinking skills	Math	History/ Soc. Sci.	English Lang. Arts	Science Art/Music For. Lang.	PE/ FACS/ Health
Year 2 <u>Preparation</u> . Continue pilot, and selection of appropriate methods and materials . Develop types of assessment measures for student and district analysis based on grade level standards and learning outcomes . Approve the curriculum . Request funding for: - supervisory personnel - additional course recommendations - textbooks/supplies . Purchase new textbooks and supplies after July 1 st (of following year) . Consider professional development opportunities	PE/FACS/ Health For. Lang.	Math	History/ Soc. Sci.	English Lang. Arts	Science Art/Music
Year 3 <u>Practice and Documentation</u> . Monitor implementation of curriculum . Initiate professional development and in-service programming . Collect samples of student work and measures of achievement . Maintain journal of observations and class notes	Science Art/Music	PE/FACS/ Health For. Lang.	Math	History/ Soc. Sci.	English Lang. Arts
Year 4 <u>Reflection and Revision</u> . Monitor implementation of curriculum . Refine units based on teacher experiences . Continue necessary professional development . Collect assessment documentation data . Identify from program evaluation areas in need of revision . Implement revisions to curriculum to meet learning goals	English Lang. Arts	Science Art/Music	PE/FACS/ Health For. Lang.	Math	History/ Soc. Sci.
Year 5 <u>Creation of a Framework</u> . Monitor implementation of curriculum and revisions . Continue analysis of student assessment data . Determine needs for formal curriculum review cycle . Designate Curriculum Task Force for formal review	History/ Soc. Sci.	English Lang. Arts	Science Art/Music	PE/FACS/ Health For. Lang.	Math

Approved by School Committee _____.