

DEER HILL SCHOOL IMPROVEMENT PLAN

2021-2022



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The Cohasset Public Schools policy of nondiscrimination shall apply to the District's students, staff, and families, and shall extend to the District's dealings with the general public and those with whom it does business, in accordance with applicable law. No individual shall be discriminated against in admission, employment, or access to educational opportunities, courses of study, programs, activities, or facilities of the Cohasset Public Schools on the basis of actual or perceived race, color, ethnicity, national origin, ancestry, immigration status, religion, creed, sex, sexual orientation, gender, gender identity or expression, genetic information, veteran status, U.S. uniformed military service member status, disability, age (student age eligibility requirements excepted), homelessness, marital or parental status, pregnancy or pregnancy related condition, or any status or characteristic protected under applicable federal, state or local law. Cohasset Public Schools is an equal opportunity employer. Any complaint of a violation of the District's nondiscrimination policy should be directed to the Superintendent of Schools or to the relevant District Officer or Coordinator.

Cohasset Public Schools Mission

Cohasset Public Schools places students first. We provide an optimal teaching and learning environment by cultivating empathy, global citizenship, agency, inclusivity, and community engagement to empower students to realize continuous personal growth and achievement.

Cohasset Public Schools Vision

Empower students to improve communities.

Cohasset Public Schools Core Values

Placing Students First

- Create and maintain an environment that places students first and is focused.

Continuous Personal Growth and Achievement

- Encourage students to achieve their full potential socially, emotionally, and academically.
- Empower students to embody equity, cultural responsiveness, inclusivity, empathy, and global citizenship.
- Support students in developing agency (to act independently and make their own free choices) with an innovative and creative mindset.

Creating an Optimum Teaching & Learning Environment

- Provide personalized learning experiences that foster student voice, advocacy, and real-world application.
- Create a safe, compassionate, and empathetic learning environment to ensure every student feels included, valued, and respected in the school.

Strong School - Community Engagement

- Cultivate an environment of open communication, engagement, and collaborative learning opportunities among home, school, and community.

Utilization of Resources to Support the Teaching, Learning, & Leading

- Support optimal teaching, learning, and leading through responsible funding that provides academic excellence, appropriate staffing, state of the art facilities, and quality instructional materials.

Cohasset Public Schools Equity Vision Statement

We believe that educational equity means that every child receives what she/he/they need to develop her/his/their full academic and social potential in order to thrive in a global community. We are committed to ensuring that every individual who enters Cohasset Public Schools feels included, valued, and respected.

School Council Mission Statement

Our mission as the School Council is to responsibly assess all factors affecting the educational needs of the children in Deer Hill School. Based upon this assessment, the Deer Hill School Council will review and develop goals annually that address our educational policies that maximize students' academic performance, encourage the talents and creativity of educators, and provide consistency throughout the Cohasset School System. In addition, the School Council assists the principal in the following:

1. Reviewing the annual school budget
2. Identifying the educational, social, and emotional needs of the students
3. Adopting educational goals for the school
4. Promoting an awareness of state and local initiatives
5. Developing and formulating a school improvement plan for Deer Hill School.

Alignment to Cohasset Public Schools Strategic Plan

Our school improvement plan goals are aligned to the Cohasset Public Schools Strategic Plan and are based upon current performance levels, data analysis, and feedback from staff and parents.

School Improvement Plan Elements

The school improvement plan (SIP), as described in the legislation (MGL Ch 71, Sec. 59C) has the following elements:

1. An assessment of:
 - a. The impact of class size on student performance
 - b. Student-to-teacher ratios
 - c. Ratios of students to other supportive adult resources
2. A scheduled plan for reducing class size, if deemed necessary
3. Professional development for the school's staff and the allocation of any professional development funds in the school budget
4. Enhancement of parental involvement in the life of the school
5. School safety and discipline
6. Establishment of a school environment characterized by tolerance and respect for all groups
7. Extra-curricular activities
8. Means for meeting, within the regular education programs at the school, the diverse learning needs of as many children as possible, including children with special needs currently assigned to separate programs
9. Any further subjects the principal, in consultation with the school council, shall consider appropriate

School Data

2021-22 Student Enrollment	
Grade 3	102
Grade 4	100
Grade 5	112
Total	314

2021-22 Average Class Size	
Grade 3	20.4
Grade 4	20
Grade 5	18.7
Total	19.6

2021-22 Student-Teacher Ratio (includes classroom teachers, SPED teachers, specialists, and curriculum specialists)	
11.2:1	

Spring 2021 MCAS Data

ELA (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
School	68%	11%	58%	30%	1%
Grade 3	70% (51%)	15% (9%)	55% (41%)	29% (39%)	1% (10%)
Grade 4	71% (49%)	5% (6%)	66% (43%)	27% (38%)	2% (13%)
Grade 5	64% (47%)	13% (8%)	51% (39%)	35% (41%)	1% (12%)

Math (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
School	44%	1%	43%	47%	9%
Grade 3	42% (33%)	2% (5%)	40% (28%)	51% (40%)	7% (26%)
Grade 4	43% (33%)	0% (4%)	43% (29%)	47% (43%)	10% (24%)
Grade 5	48% (33%)	2% (4%)	46% (29%)	43% (47%)	9% (20%)

Science (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
Grade 5	58% (42%)	9% (7%)	49% (36%)	37% (39%)	4% (19%)

2021-2022 Deer Hill School Improvement Plan SMART Goals

SMART Goals are:

S: Specific and Strategic

M: Measurable

A: Action Oriented

R: Rigorous, Realistic, and Results-Focused

T: Timed and Tracked

SMART Goal #1: During the 2021-22 school year Deer Hill School will develop and communicate a minimum of four practices that align curriculum, assessment, grading, and feedback with the new elementary progress report.

CPS Strategic Plan Alignment:

Compass Point #1: Teaching and Learning

- Strategic Initiatives: 1, 2, 3, 4, 5, 6

Compass Point #4: Communication and Engagement

- Strategic Initiatives: 2

MA SIP Elements: 1, 3, 4, 8, 9

Responsible Parties:

- Assistant Superintendent
- Principal
- District MTSS team
- Deer Hill MTSS team
- Deer Hill Faculty

Resources Needed:

- PD opportunities
- Curriculum planning time
- Collaboration time with district and Deer Hill MTSS teams

Success Measures:

- Curriculum
- Climate Survey
- Teacher feedback from PD offerings
- MTSS Data
- Communication tools

Action Plan:

- Provide professional development to teachers regarding the underlying philosophy, sources of evidence and data collection, and identification of standards taught each term in order to support the implementation of the new progress report.
- Provide professional development to teachers regarding new curriculum and assessment resources (i.e., TLA and i-Ready).
- Develop and implement a temporary system for communicating appropriate benchmark data to families while identifying a more permanent protocol for implementation in the 2022-23 school year.
- Provide opportunities for families to build their understanding of curriculum and assessment.
- Collaborate at the district and building level to refine the MTSS model in regard to internal protocols and communication with families.

SMART Goals are:

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<p>SMART Goal #2: During the 2021-22 school year Deer Hill will develop and implement a minimum of four practices that foster family and community engagement.</p>			
<p>CPS Strategic Plan Alignment: Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none"> ● Strategic Initiatives: 4 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 2, 3 MA SIP Elements: 4, 7, 9</p>	<p>Responsible Parties:</p> <ul style="list-style-type: none"> ● Principal ● PAC ● PSO ● Math/Reading Specialists 	<p>Resources Needed:</p> <ul style="list-style-type: none"> ● Collaboration time with PSO 	<p>Success Measures:</p> <ul style="list-style-type: none"> ● Implementation of events ● Student progress in targeted instructional area
<p>Action Plan:</p> <ul style="list-style-type: none"> ● Develop and implement a program to use parent volunteers building-wide in a targeted instructional area (i.e., fluency readings, math facts). ● Collaborate with the PSO to organize a Community Expert Day where family and community members present on a range of topics to students. ● Organize a family outdoor yoga event as a culminating event to the Deer Hill yoga program. ● Develop a plan to include families in the 5th Grade Send Off through either a family picnic and/or other opportunities to participate. ● Collaborate with the PSO in the planning of a district-wide spring event for families. 			

SMART Goals are:

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A: Action Oriented

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T: Timed and Tracked

SMART Goal #3: During the 2021-22 school year Deer Hill School will promote an inclusive, socially aware, and culturally responsive school community through the implementation of at least four practices to include professional development, curriculum, building initiatives, and social emotional supports.

CPS Strategic Plan Alignment:

Compass Point #1: Teaching and Learning

- Strategic Initiatives: 1, 3

Compass Point #2: Social and Emotional Wellness

- Strategic Initiatives: 1, 2, 3, 4

Compass Point #4: Communication and Engagement

- Strategic Initiatives: 1

MA SIP Elements: 1, 3, 4, 6, 7, 8, 9

Responsible Parties:

- Assistant Superintendent
- Principal
- METCO Director
- Adjustment counselors
- PAC
- Deer Hill Faculty & Staff

Resources Needed:

- PD opportunities
- Curriculum planning time
- Collaboration time with community partners

Success Measures:

- Curriculum
- Climate Survey
- Teacher feedback from PD offerings

Action Plan:

- Incorporate curriculum at each grade level that represents a variety of perspectives, experiences, cultures, and identities.
- Implement professional development on culturally responsive teaching, diversity, and inclusion that underscores the belief that “ALL students are all OUR students.”
- Develop collaborative partnerships (CHS, METCO, Safe Harbor, etc) to promote an inclusive school community within the larger community.
- Utilize the PAC as a think tank for ways to promote an inclusive school community within the larger community.
- Implement school-wide community service projects and programming that supports socially aware and inclusive practices.
- Incorporate culturally responsive teaching and diversity and inclusion practices into staff meeting, PAC, and School Council agendas.
- Provide opportunities for teachers to complete Responsive Classroom Training.