

AGENDA ITEM: D-3

JUN 07 2023

DEER HILL SCHOOL IMPROVEMENT PLAN

2023-2024



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Alexandra L. Sullivan, Principal/Co-Chair
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Lydia St. Onge, School Committee Liaison

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 or harassed 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 (e.g., Title VI, Title VII, Title IX, ADA, Section 504, McKinney-Vento).

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

2022-23 Student Enrollment		2023-24 Student Enrollment (anticipated)	
Grade 3	104	Grade 3	112
Grade 4	104	Grade 4	105
Grade 5	98	Grade 5	107
Total	306	Total	324

2022-23 Average Class Size		2023-24 Average Class Size (anticipated)	
Grade 3	20.8	Grade 3	18.7
Grade 4	20.8	Grade 4	21
Grade 5	19.6	Grade 5	21.4
Total	20.4	Total	20.3

2022-23 Student-Teacher Ratio (includes classroom teachers,SPED teachers, specialists, and curriculum specialists)	2023-24 Student-Teacher Ratio (anticipated) (includes classroom teachers,SPED teachers, specialists, and curriculum specialists)
10.6:1	10.5:1

Spring 2022 MCAS Data ([Source](#))

ELA (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
School	59% (41%)	5% (6%)	54% (35%)	38% (42%)	4% (17%)
Grade 3	65% (44%)	6% (6%)	59% (38%)	32% (41%)	3% (15%)
Grade 4	65% (38%)	4% (4%)	61% (34%)	32% (46%)	3% (16%)
Grade 5	47% (41%)	4% (5%)	43% (36%)	49% (46%)	5% (13%)

Math (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
School	61% (39%)	6% (6%)	55% (33%)	34% (43%)	5% (17%)
Grade 3	59% (41%)	8% (6%)	51% (35%)	35% (39%)	6% (20%)
Grade 4	75% (43%)	8% (6%)	67% (37%)	24% (40%)	1% (17%)
Grade 5	50% (36%)	2% (4%)	48% (32%)	44% (48%)	6% (16%)

Science (state data shown in parentheses for comparison)

	Meeting + Exceeding	Exceeding	Meeting	Partially Meeting	Not Meeting
Grade 5	56% (42%)	4% (7%)	52% (36%)	40% (40%)	5% (18%)

2023-2024 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 2023-2024 school year Deer Hill School will develop, implement, and communicate a minimum of four practices promoting differentiated instruction that support and challenge all students.			
CPS Strategic Plan Alignment: Compass Point #1: Teaching and Learning <ul style="list-style-type: none"> Strategic Initiatives: 1, 2, 3, 4, 5, 6 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> Strategic Initiatives: 2 MA SIP Elements: 1, 3, 4, 7, 8, 9	Responsible Parties: <ul style="list-style-type: none"> Assistant Superintendent Director of Data, Curriculum & Evaluation Principal District & Deer Hill MTSS teams Deer Hill Faculty 	Resources Needed: <ul style="list-style-type: none"> PD opportunities Data collection tools Curriculum planning time Collab. time with district and Deer Hill MTSS teams Community outreach 	Success Measures: <ul style="list-style-type: none"> Curriculum School Surveys Teacher feedback from PD offerings MTSS Data Communication tools
Action Plan: <ul style="list-style-type: none"> Develop and implement enhanced data collection and analysis in order to identify the individual needs of students and better target instruction. Provide ongoing professional development to teachers regarding new curriculum, instructional practices, and assessment resources (i.e., Readers' Workshop, Bridges, Forefront, and i-Ready). Provide opportunities for families to build their understanding of differentiated instruction through new and existing standards based curriculum (i.e., Bridges math, Readers' Workshop). Collaborate at the district and building level to refine the MTSS model in regard to internal protocols and communication with families. 			

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SMART Goal #2: During the 2023-24 school year Deer Hill will develop and implement a minimum of four practices that foster family and community engagement with an emphasis on academic practices and student achievement.			
CPS Strategic Plan Alignment: Compass Point #1: Teaching and Learning <ul style="list-style-type: none"> • Strategic Initiatives: 1, 4 Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none"> • Strategic Initiatives: 4, 5 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> • Strategic Initiatives: 1, 2, 3 MA SIP Elements: 4, 6, 8, 9	Responsible Parties: <ul style="list-style-type: none"> • Principal • Deer Hill Faculty • PAC • District Volunteer Committee 	Resources Needed: <ul style="list-style-type: none"> • Collaboration time with PSO & Volunteer Committee • Curriculum planning time • PAC meeting time 	Success Measures: <ul style="list-style-type: none"> • Implementation of events • School Surveys • Student progress in targeted instructional areas
Action Plan: <ul style="list-style-type: none"> • Develop and implement a program to use parent volunteers building-wide in targeted instructional areas (i.e., fluency readings, math facts). • Produce a newsletter or similar communication tool to share curriculum objectives and learning in specialist classes. • Organize one or more family events that highlight ways to support students at home across all curricular areas. • Develop and implement a platform to recognize students who have demonstrated excellence in academic and/or social achievements. 			

SMART Goals are:

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T: Timed and Tracked

SMART Goal #3: During the 2023-24 school year Deer Hill School will develop and implement a minimum of four practices that promote positive peer relationships and enhance student voice in order to create an inclusive, socially aware, and culturally responsive school community.

CPS Strategic Plan Alignment:	Responsible Parties:	Resources Needed:	Success Measures:
Compass Point #1: Teaching and Learning <ul style="list-style-type: none">• Strategic Initiatives: 1 Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none">• Strategic Initiatives: 1, 2, 3, 4, 5 Compass Point #4: Communication and Engagement <ul style="list-style-type: none">• Strategic Initiatives: 2 MA SIP Elements: 1, 5, 6, 8, 9	<ul style="list-style-type: none">• Principal• Deer Hill Faculty• Deer Hill Students	<ul style="list-style-type: none">• Collaboration and planning time• PAC meeting time• Student advisory council meeting time	<ul style="list-style-type: none">• Implementation of events• School Surveys• Faculty and student feedback

Action Plan:

- Establish monthly Morning Meeting cohorts with a shared focus, led by all staff, and composed of students across all grade levels.
- Establish a monthly Friday Flag all-school assembly that highlights topics that foster a positive school community and showcase student voice.
- Develop and implement opportunities for students to serve as peer models for students within and outside their grade levels to also include the Osgood, CMS, and CHS communities.
- Establish a student advisory council who work with the principal to address concerns that arise in the building as well as to generate ideas for a more positive and inclusive school community.