



## **JOSEPH OSGOOD SCHOOL IMPROVEMENT PLAN** **2023- 2024**

*Joseph Osgood Elementary School  
210 Sohier Street  
Cohasset, MA 02025  
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Lisa M Farrell, Principal, Chair  
Dave Vinton, Staff Representative  
Jen McPhillips, Teacher Representative  
Lauren Grogan, Parent Representative  
Jenna Thibault, Parent Representative  
Andrew Knowlton, Parent Representative  
Craig MacLellan, School Committee Liaison

## **CPS Non-Discrimination Policy**

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.

## **Mission Statement of Cohasset Public Schools**

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 The Joseph Osgood School. Based upon this assessment, the Joseph Osgood 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 Vision & District Goals**

Our school improvement plan goals are aligned to the Cohasset Public Schools Strategic Plan 2021-2024 and are based upon current performance levels, data analysis, feedback from staff and parents, and the district 4 Compass Points.

Compass Point #1 Teaching and Learning

Compass Point #2 Social and Emotional Wellness

Compass Point #3 Resources

Compass Point #4 Communication and Engagement

## **Joseph Osgood Elementary School Vision**

Joseph Osgood Elementary School is a safe, inclusive, supportive, and engaging learning community dedicated to developing and celebrating individuality, independence, and curiosity. Students are empowered, empathetic, and collaborative learners, committed to personal growth and to being respectful and responsible global citizens.

## **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**

<b>2022-23 Student Enrollment</b>	
Preschool	27
Kindergarten	115
Grade 1	125
Grade 2	107
Total	374

<b>2022-23 Average Class Size</b>	
Preschool	14
Kindergarten	19
Grade 1	21
Grade 2	18

<b>2022-23 Student-Teacher Ratio</b> (Includes classroom teachers, SPED teachers, specialists, and curriculum specialists)
13:1

<b>2023-24 Student Enrollment (anticipated)</b>	
Preschool	42
Kindergarten	100
Grade 1	117
Grade 2	126
Total	385

<b>2023-24 Average Class Size (anticipated)</b>	
Preschool	10
Kindergarten	17
Grade 1	19
Grade 2	21

<b>2023-24 Student-Teacher Ratio (anticipated)+</b> (Includes classroom teachers, SPED teachers, specialists, and curriculum specialists)
13:1

## 2023-2024 Joseph Osgood Elementary 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, The Osgood will continue to increase student learning in the areas of Literacy and assessment. The increase will directly result from professional development offered throughout the year in Literacy and continued professional development in assessment and data analysis. This improvement in student learning will be evidenced by progress in the Reading and Math i-Ready assessments of at least 25% school-wide.**

**CPS Strategic Plan**

**Alignment:**

- Compass Point #1- Teaching and Learning; Strategic Initiative 3, 5, 6

**MA SIP Elements: #3, 7, 8**

**Responsible Parties:**

- Principal
- Math Specialists
- Reading Specialists

**Resources:**

- Continue work with school-based data team
- Reading assessment and support resources
- i-Ready benchmark assessment PD on administration, analysis, and application
- Ongoing Tiered support measures, MTSS
- Ongoing TLA professional development

**Success Measures:**

- Improvement in student Reading and Math skill levels as measured by i-Ready

**Action Plan:**

- Continue i-Ready benchmark assessment three times during the school year to measure progress and inform instruction
- Support grade-level teams in the areas of Literacy and assessment through professional development and implementation of programs in these areas.
- Provide continued targeted and general literacy support for all students based on data from assessments.
- Analyze benchmark data and use it to inform instruction utilizing The Osgood Multi-Tiered Support System (MTSS).



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**SMART Goal #2: During the 2023-2024 school year, The Osgood will continue to implement Responsive Classroom strategies focused on promoting equitable opportunities for and the social-emotional wellness of our students. The Osgood will explore strategies from The Zones of Regulation curriculum to support our students in recognizing and expressing their emotions. These resources will be shared with families.**

**CPS Strategic Plan**

**Alignment:**

- Compass Point  
#2 Social &  
Emotional  
Wellness-SI 2, 5

**MA SIP Elements: #3,  
5, 6. 7. 8**

**Responsible Parties:**

- Principal
- Adjustment  
Counselors (2)

**Resources:**

- Responsive Classroom  
resources
- The Zones of  
Regulation resources
- Plan meetings for  
parents
- Ongoing support for  
inclusiveness practices  
based on needs

**Success Measures:**

- The students will be able to identify  
their feelings and meet their own needs  
through the use of skills taught in both  
programs; these two curricula support the  
social-emotional wellness of our students
- Families will attend an evening  
workshop on the Zone

**Action Plan:**

- Have staff continue to get trained in Responsive Classroom.
- Identify classroom, grade-level, and school-wide Responsive Classroom strategies and Zones of Regulation strategies to address challenges for all students, particularly those struggling with social and emotional situations due to the pandemic.
- Explore and establish activities to promote inclusiveness and promote student emotional welfare throughout the school.
- Plan and host an evening for families to learn about Zones, in particular meetings for preschool and kindergarten parents.

**SMART Goals are:**

**S: Specific and Strategic**

**M: Measurable**

**A: Action Oriented**

**R: Rigorous, Realistic, and Results-Focused**

**T: Timed and Tracked**

**SMART Goal #3: During the 2023-2024 school year, Osgood will continue to study the most effective ways of communication with all PreK-2 families. The communications will be timely, concise, and easy to access. Community engagement will continue to be fostered through outside partnerships.**

**CPS Strategic Plan**

**Alignment:**

- Compass Point  
#4: Communication  
& Engagement-SI 1,  
2, 5

**MA SIP Elements: #4,  
6, 8**

**Responsible Parties:**

- Principal
- School Faculty  
Senate
- School Adjustment  
Counselors (2)
- Teachers

**Resources:**

- CHS admin.
- Planning time
- Outside agencies to partner  
with
- Communication schedule,  
weekly newsletters for  
families, Twitter, Bloomz,  
and audioboom

**Success Measures:**

- Creation of partnership with Nursing  
Home in Cohasset
- Continued partnership with CHS to  
run activities together
- Reading Buddies with CMS students
- Continue partnership with Holly Hill  
Farm in delivering a hands-on  
Science curriculum to students
- Continue partnership with  
Wonderfund.org (DCF) to support  
children in need

**Action Plan:**

- Develop a monthly plan to include CHS in several of our activities; these collaborations will help link the two schools and help to offer support for both communities.
- Develop a plan for CMS students and staff to come to Osgood 3 times a year for activities with Reading Buddies.
- Collaboratively plan events with a nursing home in town and with other agencies (Scituate Animal Shelter) to offer opportunities for our students to work with others to create a stronger community.
- Osgood Faculty Senate and Osgood Social Committee will work together to build opportunities for students, families, and staff to include more planned community involvement in our school. The goal is to have many people learn from and help support our students.

**SMART Goals are:**

**S: Specific and Strategic**

**M: Measurable**

**A: Action Oriented**

**R: Rigorous, Realistic, and Results-Focused**

**T: Timed and Tracked**

**SMART Goal #4: During the 2023-2024 school year, Osgood will develop an Early Education Transition Program for our incoming kindergarten students and their families. With the addition of a new preschool classroom we will enhance our schoolwide communications to all new families, communications will be timely, concise, and easy to access. The transition program into preschool, then into kindergarten will provide families with information about our school and developmental information that will help them as they begin the educational journey through the Cohasset Public Schools.**

**CPS Strategic Plan**

**Alignment:**

- Compass Point #4: Communication & Engagement-SI 1, 2, 5

**MA SIP Elements: #4, 6, 8**

**Responsible Parties:**

- Principal
- Director of Student Services
- School Adjustment Counselors (2)
- Teachers

**Resources:**

- Planning time
- Outside agencies to partner with
- Communication schedule, weekly newsletters for families, Twitter, and Bloomz

**Success Measures:**

- Enrollment numbers grow
- Continued partnership with other Preschools
- Family surveys - feedback
- Curriculum updates in PreK.
- Continue partnership with Preschool staff and kindergarten staff

**Action Plan:**

- Add additional preschool classroom one morning program and one afternoon program.
- Host orientation for preschool families.
- Support preschool families as they join the Osgood community – newsletters, Osgood event invitations.
- Review preschool curriculum in Math and ELA.
- Support new staff and existing staff as they build a grade level team.
- Plan transition programs for students as they go into Kindergarten, summer Jump Start Program, parent orientation.