

The Hildreth Elementary School Improvement Plan

2021-2022

School Council

Josh Myler, Principal Co-Chair	
Atalay Kesli, Parent	(2021-2024)
Rachel Kopay, Parent	(2021-2024)
Kate Guthro, Parent Co-Chair	(2019-2022)
Charles Oliver, Parent	(2020-2023)
Reenie Durgin, Teacher	(2020-2023)
NEW Teacher	(2021-2024)
Marisa Khurana, Teacher (Secretary)	(2019-2022)
Barbara Kemp, Community Rep	(2020-2023)
Pat Jennings, Community Rep	(2019-2022)
Abby Besse, School Committee Rep	

Vision Statement

The Harvard Public Schools community, dedicated to educational excellence, guides all students to realize their highest potential by balancing academic achievement with personal well-being in the pursuit of individual dreams. The students engage in learning how to access and apply knowledge, think critically and creatively, and communicate effectively. They develop the confidence and ability to understand diverse perspectives, collaborate, and contribute to their local, national and global communities.

Core Value: Student Achievement

We believe the Harvard public schools inspire, prepare, and challenge all students toward academic excellence while recognizing that students reach their individual potential in different ways.

Title	Goal	Measure	Conditions	Interfaces	% Completion
Strategic Plan	A new District Strategic plan will be developed that includes broad HES buy-in and plans for implementation	Identify members of HES School Council, Staff, and Students to serve on the District Strategic Plan Committee by 11/15/2021. Help the district create the new Strategic Plan by 6/30/2022.	Time of teachers, administration, Council members, staff, and students.	District Strategic Plan Committee HES School Council Teacher representatives	
HES Master Schedule	A master schedule will be in place that capitalizes on the improved facilities of the new building.	By September 2021, HES staff will develop a master schedule that meets the needs of all students. By June 2022, adjust new master schedule based on feedback from this year. By June 2022, provide feedback to District regarding impacts of start time pilot	Planning time to coordinate many facets of master schedule	Grade Level Teams Special Education Department Intervention team District Start time Pilot	

Core Value: Personal Growth

We believe in helping all students attain a balance between academic achievement and physical, emotional, and social well-being so that they become productive, confident and caring citizens.

Title	Goal	Measure	Conditions	Interfaces	% Completion
Social Emotional Learning	Targeted SEL lessons will be used with students that draw from resources of Second Step, Social Thinking, and children's literature that reflects diversity.	By June 2022, HES will update the SEL units and update or add at least 2 SEL lessons per grade. Hire District Mental Health Counselor by 11/15//2021. Incorporate language of "Trusted Adult" into HES health curriculum.	Professional Development time for teachers to reflect and update SEL unit plans	SEL PLC Grade-Level Teams	

Core Value: Partnership and Resources

We believe that students are best served when schools, families, and the community share a common vision and are committed to open communication, mutual respect, and collaboration. We appreciate that the Harvard community provides the necessary resources to best serve our students, and we hold ourselves responsible for the appropriate use of those resources.

Title	Goal	Measure	Conditions	Interfaces	% Completion
Parent DEI Partnership	Create a school culture of kindness and inclusion that confronts bias, prejudice, and social inequity.	Develop common language with families and the community in support of DEI work. By June 2022, HES will hold at least 2 parent events with DEI resources or themes. The DEI Committee will create and administer a student survey (Grades 4-5) by 6/1/2022.	Partnership with PTO Continued access to digital platforms (Zoom)	Harvard PTO District DEI committee DOE resources/presenters	

Core Value: School Climate

We believe that the Harvard Public Schools strive to create a safe and inclusive environment that values diversity and fosters respect for learning, self, and others.

Title	Goal	Measure	Conditions	Interfaces	% Completion
Classroom Library Resources	Teachers will increase use of diverse books based on learning from 2020-21 DEI PLC.	By June 2022, HES DEI PLC will share at least 5 lesson outlines and resources for use with diverse classroom library books. DEI PLC will collect a list of books used this school year that support DEI lessons. Staff will examine instructional materials and plan ways to address that bias. There will be two PD sessions by 10/8/2021. Staff will develop or identify materials to use/address curriculum bias by 6/8/2022 Bring Gender Identity presenter to HES by 2/1/2022.	Time for DEI PLC to meet. Additional copies or new titles of diverse classroom library books	DEI PLC District Professional Development Committee	

Pandemic Reflections	A list of best practices used during the pandemic will be identified and incorporated into ongoing practice.	<p>By January 2022 hold discussions with teachers regarding Pandemic changes that may be continued</p> <p>Implement and use the Pandemic Pass System for Teachers for the 21-22 school year.</p> <p>By June 2022 collect student experiences by including questions in School Council Student survey regarding pandemic experiences.</p>	<p>Faculty meeting time for reflection and sharing</p> <p>Availability of subs/coverage for Pandemic Pass.</p>	<p>HES Faculty</p> <p>HES School Council</p>	
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Ongoing Initiatives

In order to provide focus, we have intentionally limited the number of goals above. However, we recognize that several other ongoing initiatives are in progress and will require continued development and follow up

Ongoing Initiative	Next steps
Physical Activity and Mindfulness	Providing additional opportunities for physical activity, outdoor time, and mindfulness practices throughout the day and have teachers share best practices with each other. (Collaboration between Guidance Counselor, Health Teacher, and Classroom teachers to teach mindfulness strategies, Yoga, and discussions of worry and strategies.)
Teacher Leadership Opportunities	Continue to develop, provide, and celebrate opportunities for teachers to take a lead role in exploring, piloting, and critiquing school improvement initiatives. (Teacher-led DEI workshops and Success shares in faculty meetings)
Student Leadership Opportunities	Continue to develop, provide, and celebrate opportunities for students to take an active role in caring for each other, build relationships across grade levels, and work to improve the climate of the school and community.
Culture of Inclusion	Participate with the District Inclusion Committee, including ongoing measurement tools, training, and student activities. Continue review of literature for bias and seek a wider range of literature. (Addition of new books to both classrooms and library, both through grant funding and budget, PLC and PD workshops to incorporate new books into the curriculum.)
Building Project	Continue to collect and address any building issues through the closeout and warranty process to ensure issues are address before final project closeout