



**Hobomock Elementary School**  
**School Improvement Plan**  
**2022/2023**

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**Hobomock Elementary School Council Members**

**Chair**

Michael Murphy, Principal

**Faculty and Student Representatives**

Shannon Decosta

Stephanie Toolin

Wendy Weisman

Ella Riley (student representative)

**Parent Representatives**

Kara Kenney, Keri Tillson, Scott Wilson

Community Representative

Gretchen Emmetts, Director of the Council on Aging

## **Defining SMART Goals:**

A SMART goal is intended to highlight the big picture initiatives while also providing a comprehensive plan that will support the school improvement plans, professional development plans and individual educator plans. All plans, programs and budgets must be explicitly connected to the District Focus Areas and Goals.

**For a goal to be considered SMART, it has to be:**

- **S**pecific and strategically focused on achieving a significant target
- **M**easurable through benchmarks and date
- **A**greed up and achievable with the resources available
- **R**elevant to the overall goals and realistic to the timeframe and resources
- **T**ime based with intermediary benchmarks and completion dates

**Strategies are the specific steps that will be taken to accomplish the goal.**

## **OUR MISSION**

**To ensure student achievement through excellence in teaching and learning.**

## **OUR CORE BELIEFS**

***We believe:***

- In creating and maintaining safe and inviting schools;
- All children can learn and may demonstrate learning in different ways;
- Every student should contribute to our democratic society and the global community;
- In making decisions and acting in the best interest of students;
- Every member of the school community should be valued and respected;
- In a school community that is ethical, civil and respectful of individual differences;
- In strong civic, business and community partnerships that support student achievement.

## **OUR GOALS**

### **1. LEARNING ENVIRONMENT**

To provide a safe physical, emotional, and social environment for teaching and learning.

### **2. ACHIEVEMENT**

To produce high levels of student achievement through the development, coordination and implementation of rigorous curricula delivered through quality instruction.

### **3. INSTRUCTIONAL QUALITY**

To create an environment where educational innovation and best practices are valued, practiced and evaluated.

### **4. DATA DRIVEN**

To plan, monitor and inform instruction through the use of student achievement data.

### **5. COMMUNICATION**

To enhance and strengthen open communication with all members of the community.

## **OUR CRITICAL QUESTIONS**

- *What do students need to know, understand and be able to do?*
- *How will we know they have learned it?*
- *What will we do when they haven't?*
- *What will we do when they already know it?*

# ACHIEVEMENT

## District Achievement SMART Goal:

To produce high levels of student achievement through the development, coordination, and implementation of rigorous curricula delivered through quality instruction.

## 2022-2023 Hobomock Elementary School Achievement SMART Goal:

During the 2022-2023 school year, the teaching staff at Hobomock Elementary School will evaluate our current teaching practices and assess these practices against state and previously district-developed assessment tools. These evaluation practices will be discussed and revised during joint planning and staff meeting forums. Interrupted learning and cognitive engagement strategies will be areas of focus within this goal.

## 2022-2023 Strategies:

- Conduct targeted professional development on the recently adopted Science of Reading methodology and provide staff with common planning opportunities to share best practices. (Ongoing during common planning meetings, staff and PLC meetings, as well as district ERD days).
- Continue utilizing data from diagnostic programs, including the DIBELS, as well as data extrapolated from the various online educational tools that have been purchased to make informed decisions on teaching and learning related to students that may be eligible to receive accelerated literacy and mathematics intervention. (Ongoing- monthly at common planning meetings)
- K-6 implementation of benchmark assessments in all subject areas and analysis of results at grade-level meetings to determine student progress and inform instruction. (Ongoing- each trimester at staff meetings)
- Conduct MCAS data meetings held during grade-level meetings to analyze student progress and inform instruction. (Beginning in October 2022.)
- Utilize Titan Time effectively for targeted interventions and enrichment opportunities.(Ongoing)
- Provide opportunities during faculty meetings/PLC meetings for teams to collaborate on lesson plans which promote rigor, and intervention techniques. (Monthly)
- Continue to support the recently adopted Open Sci Ed. science curriculum at the sixth-grade level. Targeted professional development and sharing of best practices will be the focal point of this work.Ongoing professional development as well as provide dedicated time during PLC meetings to enhance understanding of the teaching strategies associated with the curriculum. (Monthly at PLC meetings)

# SOCIAL EMOTIONAL LEARNING

## District Achievement SMART Goal:

To provide a safe physical, emotional, and social environment for teaching and learning.

## 2022-2023 Hobomock Elementary School Social Emotional Learning SMART Goal:

1. During the 2022-2023 school year, the staff at Hobomock will regularly meet to discuss entry points within day-to-day lessons to ensure that diversity and anti-bias strategies have been explored prior to delivering the mandated grade-level curriculum. A focus on celebrating community will be present during these conversations and staff will explore ways to showcase gains made in these areas to the larger school community.
2. During the 2022-2023 school year, a concerted effort will be made to assist students that have sustained trauma as related to the Pandemic. Areas of focus will include but not be limited to counseling, access to coping strategies, and a focus on mental health and wellness. .

## 2022-2023 Strategies:

- Staff will continue to utilize data gained from culturally responsive assessment rubrics to determine appropriateness as well as a diversified experience for learners prior to choosing grade-level novels. (Ongoing and discussed at common planning meetings).
- Staff will continue to choose titles and teaching artifacts that are reflective of the varied cultural backgrounds that make up our school community (Ongoing through discussions at common planning meetings).
- Continue to collaborate with department heads and input gained from The Diversity, Equity, and Inclusion Working Group to analyze the curriculum and make appropriate adjustments and improvements.(Ongoing regular common planning meetings).
- Students will have access to mental health staff as well as the Titan LAB, to seek support for anxieties that trauma caused by the Pandemic has compounded. Data on student access and interventions attempted will be collected to inform our practices in this area. (Daily)
- Mental health staff will collaborate with grade-level teachers to model and lead lessons within the morning meeting format that are geared to assisting students with emotional struggles. (starting in November and concluding in June 2023)

# TECHNOLOGY INTEGRATION

## District Achievement SMART Goal:

Impacting student growth practices that will prepare our students for citizenship in a digital world.

## 2022-2023 Hobomock Elementary School Technology SMART Goal:

During the 2022-2023 school year, the instructional staff will review and evaluate the current technological applications as well as promote best practices utilizing these supports through various forums.

## 2022-2023 Strategies:

- During the 2022-2023 school year, the instructional staff as well as the building administration will evaluate the current subscriptions that have been purchased to assist in curricular experiences for the students. The results will be shared with the other two elementary schools so that we can determine the effectiveness of the paid subscription services so we may determine if they assimilate with the district's expectations of instructional practices. (January 2023)
- Instructional staff will focus on sharing out best practices at future staff meetings and offer their colleagues times to visit their classrooms to model these practices. (February/ March 2023)
- The STREAM Lab, formally known as library class, will begin to explore digital citizenship with students in grades 3-6 to help promote knowledge in this area as it applies to internet safety as well as effective research strategies. (January-June 2023)

# LEARNING ENVIRONMENT/FACILITIES

## District Achievement SMART Goal:

Pembroke Public Schools is committed to providing school buildings and facilities that support the delivery of curriculum, programs, and services as well as providing for a safe, secure, and healthy learning environment.

## 2022-2023 Hobomock Elementary School Learning Environment SMART Goal:

Hobomock Elementary School administrative staff will continue to identify areas of the physical building needing repair or enhancement to ensure that it is a place that fosters a sense of safety and security, as well as an overall healthy learning environment.

## 2022-2023 Strategies:

- Many areas of Hobomock's driveways, parking area, and side ramp were in need of pitching and regrading. The Facilities Dept. initiated and completed the project in the late summer to ensure that the building was ready for the 2022-2023 school year.
- Recommendations were made to repair and resurface the existing gym floor at Hobomock. This project was scheduled and completed in September 2022 by the support of the Facilities Dept..
- Our custodial staff identified a significant leak with one of Hobomock's main drinking water fountains. The proposal to replace the water fountain with a new water filling station was brought to vote by the Hobomock PTO and was approved in September 2022. The water filling station was installed in October 2022 utilizing a PTO budgetary line item.
- The interior of Hobomock was in need of some sprucing up. In September, the administration worked with the PTO in installing various signs and posters in the hallways and common areas of the building that display our elementary code of responsibility as well as various positive statements aimed at motivating the Hobomock community to be the best that it can be. This project was completed in September 2022.
- After consultation with the fire alarm contractor, it was recommended that the main fire panel and peripherals be replaced to ensure full functionality. This project was approved and the components were ordered and is scheduled to be installed in December 2022/January 2023.
- In consultation and with PTO funding, the Hobomock Elementary School community is exploring additional supplies and pavement markings that will enhance the opportunities for play at recess. Some of these items include new four-square markings, hop-scotch, and a new tetherball station. This project is scheduled to be completed in the winter and spring of 2023.

# COMMUNICATION

## District Achievement SMART Goal:

To enhance and strengthen open communication with all members of the community.

## 2022-2023 Hobomock Elementary School Communication SMART Goal:

The Hobomock community will explore new and creative means of communicating our accomplishments, values, as well as instances of “celebrating community” with all stakeholders.

## 2022-2023 Strategies:

- Through the use of the weekly update to parents and community members, Hobomock will showcase ways in which we are “celebrating community” within a dedicated section of that update. (Sept. 2022-June 2023).
- Our School Council will explore ideas and strategies to bridge Pembroke’s aging population into the life of the school. Events will be set up to facilitate positive opportunities to share the work being done within our school community with the larger community. (Spring 2023)
- We will redefine our monthly community meetings to include sharing opportunities for all members of the Hobomock Community to display progress toward the established goals and strategies listed within this School Improvement Plan. (Monthly-October 2022-June 2023).