

Horace Mann Charter School

Establishment of a Positive Vision and
Mission for Silver Hill School's Future

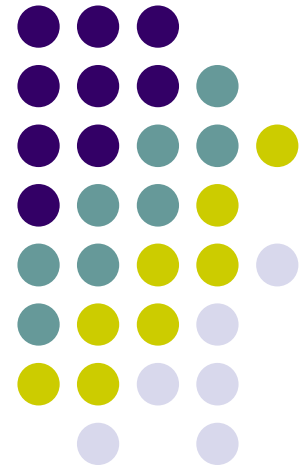
Euthemia I. Gilman, M.Ed.

Chairperson

Board of Trustees of Silver Hill School

Margaret Shepherd, M.Ed., CAGS

Principal, Silver Hill Horace Mann Charter School





Where was Silver Hill in 2006?

- ⌘ 2006 MCAS Adequate Yearly Progress AYP
- ⌘ ELA Corrective Action
- ⌘ Math Corrective Action
- ⌘ Consentino and Haverhill High School in Corrective Action

What is a Horace Mann Charter School?



- ⌘ A Public school operated under a charter approved by the local school committee and the local collective bargaining agent.
- ⌘ An HMC School is operated and managed by a Board of Trustees independent of the local school committee.
- ⌘ An HMC School is a DESE School Redesign Model



Horace Mann Model

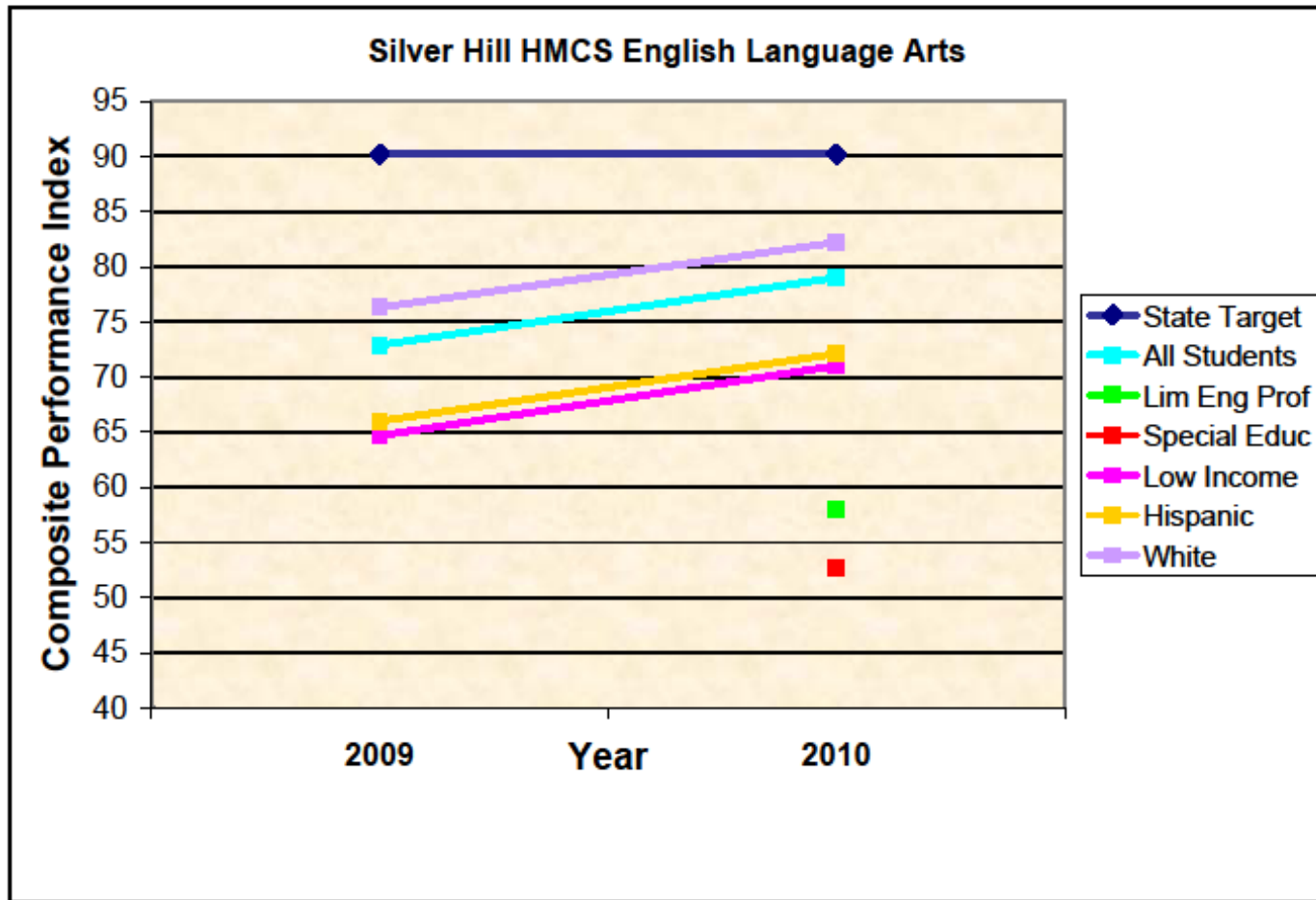
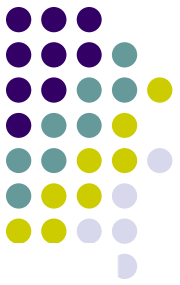
- ⌘ Funding Grant \$475,000 over 3 years
- ⌘ Site-based Management
 - ⌘ Allocation of Funding
 - ⌘ Determination of Professional Development
 - ⌘ Determination of Instructional Practices
- ⌘ Establish Educational Community
- ⌘ Stability for Families for 6 years



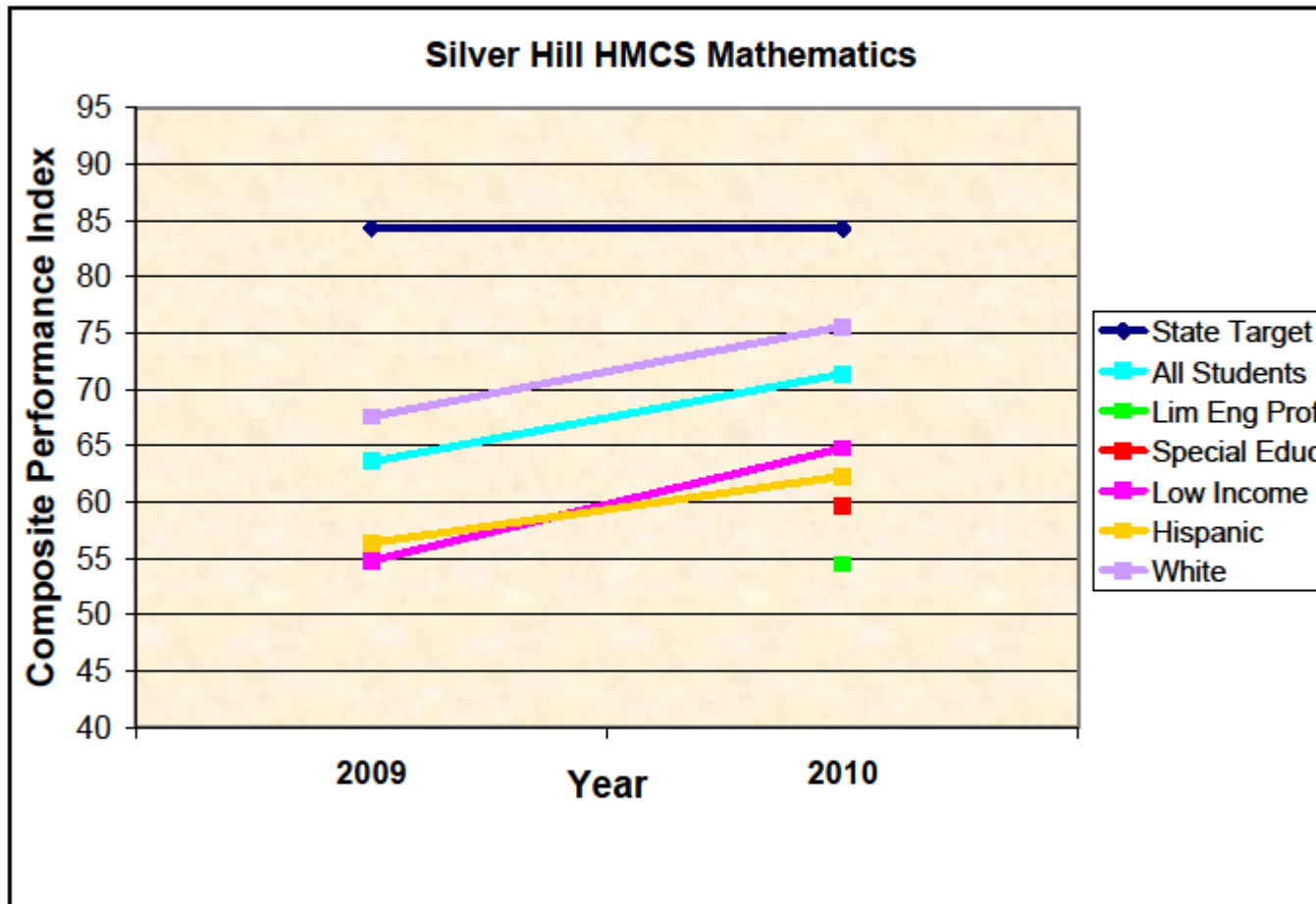
Why Horace Mann?

- ↳ DESE take-over in 2006
- ↳ OR choose:
 - ↳ Elongated School Day - Consentino
 - ↳ Horace Mann Charter School - Silver Hill
- ↳ Silver Hill Faculty chose to submit for HM
- ↳ Haverhill School Budget had no extra funding for school redesign for any schools in 2006

SHHMCS Year 3



SHHMCS Year 3



Goals of SHHMCS



The mission of SHHMCS is to educate, inspire, challenge and nurture all students (US). Our thriving learning environment (classroom & school) helps us build and develop higher academic skills, positive citizenship and character traits.



Where Now?

- ⌘ Second Renewal of Charter
- ⌘ Completion of Renewal Application
- ⌘ Complete Application Read and approved by:
 - ⌘ Approval by HEA members city-wide
 - ⌘ Approval by Superintendent
 - ⌘ Approval by Mayor and School Committee
- ⌘ Completed and approved Charter Renewal Application to DESE Charter Office August 1, 2017
- ⌘ Site Visits to School by Board of Education

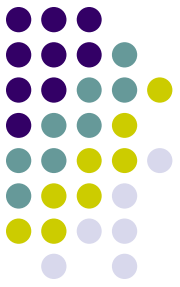


But.....What If...

If the Renewal is not approved locally, there is an option to convert Silver Hill to an Innovation School

- ⌘ School returns to the Haverhill District as a Level 1
- ⌘ Teachers may remain or opt to transfer out as other teachers may want to transfer in
- ⌘ Innovation Plan is Accountability Plan
 - ⌘ Superintendent does annual Plan review for progress
 - ⌘ School Committee agrees to Plan up to 5 years
 - ⌘ All Grants such as Title I, IDEA, etc are received and disbursed through district
 - ⌘ Innovation School can supplement with their own grants

Decisions Based on DESE Information

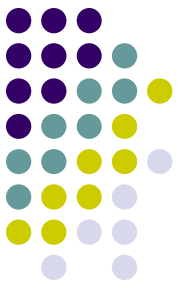


The comparison of School Redesign Models is available on the Department of Elementary and Secondary Education (DESE):

<http://www.doe.mass.edu/redesign/innovation/AutonomousComparison.pdf>

This easy to read chart examines the various models approved by the DESE. Currently, Tilton School is in the process of planning their Innovation School Redesign Plan.

Silver Hill Horace Mann Charter School redesigned the school for student success at no cost to the school system in 2008 when it was chartered. Today SHMCS seeks to chose the best plan to continue to serve as a leader in professional development and school success.



What Changed?

- ⌘ Data collection and analysis for curriculum planning, instructional practices, intervention and enrichment
- ⌘ Teachers supported for innovative changes with dedicated professional development funded by Silver Hill Grants
- ⌘ Adoption of Mapped Academic Progress for diagnostic mathematics testing grades 2-5
- ⌘ Adoption of the Fountas and Pinnell Reading Program and assessments for all grades
- ⌘ Adoption of EnVision Math Series, revised based on data to the current EngageNY/Eureka Math and STMath
- ⌘ Adoption of Lucy Calkins Writing System
- ⌘ Positive Behavior Intervention and Supports Social-Emotional Curriculum
- ⌘ Technology hardware and school based site licenses purchased through Silver Hill Grants and the Foundation

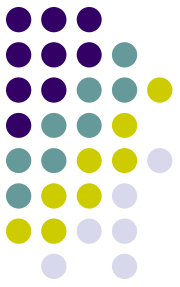


Where Next?

I shall be telling this with a sigh
Somewhere ages and ages hence:
Two roads diverged in a wood, and I—
I took the one less traveled by,
And that has made all the difference.

Robert Frost

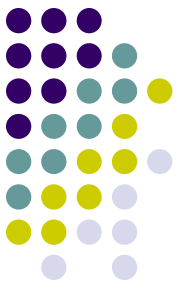
The Mission and Key Design Elements of SHHMCS



Silver Hill's mission is based on three guiding principles:

- ✦ Educational and social support for the whole child
- ✦ Continuous growth in teaching methodology
- ✦ Community involvement is integral to student success

How is SHHMCS the same as HPS?



- ✦ Our children are Haverhill children, and we support and celebrate Haverhill Public Schools
- ✦ Our staff are members of the Haverhill Education Association, and part of that Collective Bargaining Unit
- ✦ We celebrate diversity and offer comprehensive programs for Special Education and English Language Learners
- ✦ We give back to the community and are involved with the Mount Washington Alliance, the Boston Brown Bag Program, Emmaus House, and other neighborhood agencies



How are we the same?

- ✦ We are primarily a neighborhood school, and 74% of our “graduating” fifth graders are now attending Consentino. Another 4% whose neighborhood school is Consentino are attending a special education program in another HPS.
- ✦ The lottery process creates a situation where we may not ever be able to reach 100% neighborhood. But we are actively recruiting High Needs children in Haverhill!

How are we the same?



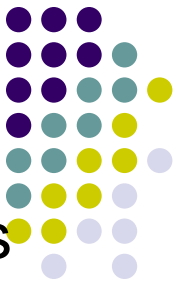
- ✦ We receive our school based funding through Haverhill Public Schools
- ✦ All special education funding comes from HPS. We supplement our SPED programs with SHMCS grant funding
- ✦ We have had several staff members transferred to Silver Hill and we welcome them to our school community
- ✦ Many teachers in HPS send their children to Silver Hill. We share the same beliefs in educating our children.



What makes SHMCS different?

- ✦ We are a separate district, and on the DESE web site, you will not find Silver Hill listed under Haverhill Public Schools
- ✦ We are a public school, whose children are from Haverhill, but come to us through a lottery system
- ✦ We do not have access to HPS grants. As a separate district, we have autonomy over federal grants which are written and administered by Silver Hill.

What Makes Us Different?



- ✦ We are a K-5 school, which means that a child spends most of their educational journey at SHHMCS – 6 years of consistency.
- ✦ We are capped at 580 students. Our class sizes are K-18/19; Grade 1 – 23; Grade 2 – 24; Grades 3-5 – 25+ students.
- ✦ We are the only free, all day kindergarten in Haverhill, and accept 90 new kindergarteners every year, with a waitlist.
- ✦ We are a full inclusion school, however we have no integrated classroom staffing.

What Makes Us Different?



- ✦ We are held accountable to not only the DESE standards, but Charter standards for Access and Equity
- ✦ We are evaluated by Charter DESE, and undergo extensive annual reporting and site visits to ensure that we are meeting strict guidelines and benchmarks for our students
- ✦ As a charter, we are responsible for an annual audit, bookkeeping services, and Student/Staff DESE data entry, all paid by Silver Hill Horace Mann Charter

What Makes Us Different?



- ✦ Because we have autonomy over our grant spending, we have different professional development than HPS, and we have offered these PD opportunities to HPS teachers
- ✦ Based on data, we implement a different math program EngageNY/Eureka and STMath, supported by professional development with STMath
- ✦ We implement a different writing program, Lucy Calkins, supported by professional development with Teaching and Learning Alliance
- ✦ We have full implementation of the Positive Behavior Interventions and Support (PBIS) model, supported by professional development with the May Institute

Professional Development



- ★ As part of our Charter Accountability Plan, our teachers must receive professional development every year. This is extensive, and is separate from Haverhill Public Schools. As part of our Shared Leadership model, the teachers choose this professional development through data driven discussions after careful analysis of intended student outcomes. All of our professional development is funded through grants written and managed by Silver Hill administration. The following slide is a comparison of HPS grant funding with SHHMCS for FY17.

Comparison of FY 17 Grant Funding



Department of Elementary and Secondary Education
(DESE) Grants:

Title 1, Title IIA, 240 (IDEA), 274 (SPED Program
Improvement), Title III (ELL)

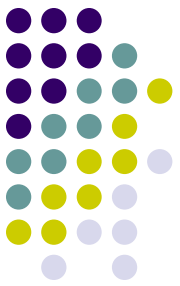
Haverhill Public Schools

4,769,988.98

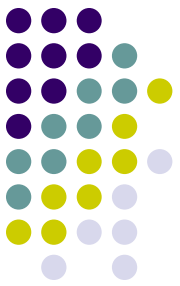
Silver Hill Horace Mann Charter School

257,247.00

FY17 Funding Comparison by Grants



	HPS	Silver Hill
240 IDEA	2,304,201.00	126,954.00
274 SPED Program Improvement	56,994.00	3,605
Title 1	1,986,793.00	105,463.00
Title IIA	325,554.00	21,225.00
Title III	93,931.98 Summer 2515	SHHMCS are invited to the Summer Program



SHHMCS Grant Spending FY17

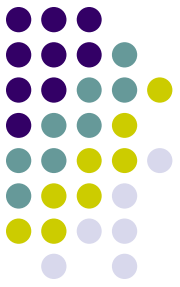
FY17	Amount	Highly Qualified Personnel	Professional Development
240 IDEA SPED	126,954	115,895 91%	11,060 9%
262 Early Childhood SPED	1880		1880 100%
274 SPED	3605		3605 100%
Title 1	105,463	95,893 91%	9570 9%
Title IIA	21,225	5450 26%	15,775 74%

Professional Development



- ★ As posted on the DESE website for per pupil spending for 2015, HPS invested .67% of the total budget for Professional Development for it's teachers.
- ★ SHHMCS retains autonomy of federal grants, with all grants funding either Highly Qualified Teachers, Support Personnel, or Professional Development. We would love to collaborate!

We share the same SIMS Data Entry System



- ★ Our student data is collected and overseen by Haverhill Public School's IT system, paid by SHHMCS. According to the DESE Enrollment Statistics District Summary, March 2017, our student demographics are as follows:
 - ★ LEP/ELL – 4.2%
 - ★ Low Income – 37.4%
 - ★ Special Education – 17.2%

Recruitment and Retention



- ✦ We realize that our ELL numbers are lower than HPS, and we are actively trying to improve that. English, Spanish, Greek, Swahili, Bengali, Arabic, Mandarin are spoken at Silver Hill. Our lottery last year showed a 91% increase in the number of Latino families who applied through our lottery. We are somewhat hindered in our progress, as Level 1 and 2 students historically have not been enrolled in SHHMCS due to lack of appropriate staffing provided by HPS.

MA Charter Schools Recruitment and Retention Plan



- ✦ As part of our Charter Renewal process and Annual Report, we have extensive outreach for High Needs students. DESE 603 CMR 1.05(1) mandates that this is updated annually.

Recruitment and Retention



- ✦ We house a school based before and after school YMCA program, with children from Consentino. We collaborate with Head Start, Community Action, Team Haverhill, Boys and Girls Clubs, DCF, Lahey Health Behavioral Services, South Bay Counseling, Angel Care Kids Therapy Center, Mount Washington Alliance and other several other social service organizations.
- ✦ We have Board members from the Community, including Head Start



Special Education Programs

- ✦ DESE 603 CMR 28.10 (6) for Special Education mandates the following charter school responsibilities for students with disabilities:
 - Have available a full continuum of services
 - The Charter School may not require the parent to disenroll their child at any time as a condition to receiving any service

Special Education



- ✦ We are proud of the special education services we deliver to accommodate any student who comes to us through the lottery
- ✦ We offer a comprehensive special education program.
- ✦ We house a substantially separate behavior based learning program.

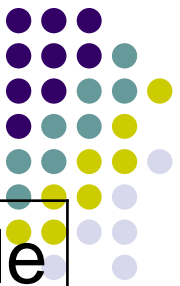


Special Education

Currently we offer services to children with the following handicapping disabilities:

- ✦ Autism
- ✦ Communication
- ✦ Intellectual
- ✦ Neurological
- ✦ Hearing Impaired
- ✦ Emotional
- ✦ Developmental Delay
- ✦ Health
- ✦ Specific Learning Disability

PARCC Data Comparison



Student Growth Percentile

	2015 SH	2015 HPS	2016 SH	2016 HPS
Grade 4 ELA	45.0	58.0	45.0	42.0
Grade 5 ELA	43.5	28.0	40.0	24.0
Grade 4 Math	53.0	37.0	33.0	47.0
Grade 5 Math	37.0	34.0	43.5	38.0
Grade 5 Science No SGP % of Advanced/Proficient	38.0 A/P	35.0 A/P	40.0 A/P	32.0 A/P

We are in this together!



- ✦ We are all working for the betterment of education the children of Haverhill. Our kids are Haverhill kids! They all deserve the best possible education, and our community deserves to have a choice.
- ✦ Thank you for supporting the renewal of Silver Hill Horace Mann Charter School!