

Silver Hill Horace Mann Charter School Plans for the Next Five Years

Silver Hill Horace Mann Charter School's Plan for the Next Five Years includes taking the initiatives from this term, and revising and refining our practices. The School took on many new programs and instructional pedagogy during this term in order to lift the conditions imposed on the Year 5 Charter Renewal. Now that we have a comprehensive and cohesive educational program in place, including supports for diverse learners, we will continue to carefully analyze a variety of both internal and external data to provide a rigorous educational program to support each child through academic and social-emotional learning.

- We will continue to focus on addressing the differentiation required to ensure successful growth and achievement for all students, with careful attention to our High Needs children and accelerated learners.
- We will continue to expand our recruitment of High Needs students, with the goal of similar student demographics comparable to Haverhill Public Schools.
- We will continue to develop our special education programs, especially for students with an emotional disability, with appropriate resources to ensure that all students at Silver Hill receive a safe and appropriate education.
- We will continue to expand our Social Emotional Learning, implementing PBIS and other positive structures for student self regulation, including yoga and mindfulness practices.
- We will continue with collaboration of grade level teams and support staff during our weekly PLC meetings and increased peer observations, as well as vertical collaboration through curriculum committees to ensure rigor and cohesiveness across the grade levels, insuring that our curriculum and instruction support what students need to know and be able to do exiting each grade level. This will include implementing the changes in the MA Curriculum Frameworks Incorporating the Common Core, and adjusting our standard based report card and grading system rubrics to reflect these changes. We will also continue with data and individual item analysis to understand the expectations of MCAS 2.0.
- We will enhance our use of technology, with consistent integration in all content areas. This includes creating a feasible technology plan for hardware. We have begun developing our own technological benchmarks that will align with the expectations of computer-based testing. Immediate skills that will be more intensively taught include: keyboarding, responding to text on-line, answering multiple choice questions on-line, manipulating the screen (Drag and click, drop down boxes, etc.), doing open response math on-line
- We will continue to expand and enrich our community collaborations and community service, to involve and embrace all families who come to Silver Hill. This will include continuation and increased opportunities for access and equity in our Recruitment and Retention Plan, including recruiting for bi-lingual staff who can assist with translations and as an interpreter.
- We will continue to develop a shared leadership model, increasing the responsibilities shared by faculty. This will include some revisions of the CIA Leadership Team's role to take on rotating roles as the Facilitator (setting the agenda), note taker, and timekeeper. The CIA will plan all agendas for monthly Faculty Meetings, Early Release Days, and monthly Curriculum Days.
- We will continue to improve critical thinking in all instruction, building upon our current ELA and mathematics programs, using data to supplement and revise content area instructional best practices. This will include implementation of the Lucy Calkins Reading workshop, continuing our relationship with TLA; possible implementation of K2 in grade one if grant funding continues; pilot Words their Way word study for reading vocabulary and spelling; implement Math in Practice for increased differentiation in mathematics; design and implement curriculum and instructional practices for the Next Generation Science Standards.
- We will increase SMART goals to 90% of all teachers will achieve their student learning goals and professional practice goals.

- We will continue to use EngageNY along with the computer-based ST Math to support our diverse learners in an RTI model. STMath will be introduced to grade 1 in 2017/2018 and in kindergarten in 2018/2019. After the first 3 years of implementation, if our measurable growth does not make significant gains, we will be looking to pilot various research-based math programs. Tier 2/3 students will continue to use the Touch Math curriculum during intervention.
- We will continue to share our Mission and Key Design Elements with Haverhill Public Schools, and develop a collaborate and collegial relationship, with shared learning that will improve the educational opportunities for all Haverhill children. During the course of this Charter renewal, it has become increasingly evident that the Haverhill Educators Association, and the Haverhill School community in general, do not fully understand the systems and structures of a Horace Mann Public Charter School. Our goal is to educate the HEA, the Haverhill School Committee, and all Silver Hill stakeholders resulting in approval of Silver Hill Horace Mann Charter School's Application for Renewal.
- We will expand our dissemination efforts, focusing on our host district schools and our colleagues in the Haverhill Education Association. This could include a variety of agendas. Sample dissemination activities include:
 - Interschool communication of best practices within similar grade levels throughout the district, including peer observations across the district schools
 - Invite district teachers to observe workshop models, view materials, and discuss methodologies
 - Invite grade level representative or literacy specialist to observe Lucy Calkins Units of Study in Writing and Reading, with professional development on unpacking units and planning trajectories
 - Invite colleagues to observe Data Days
 - Sit in on a planning session/learning walk with TLA
 - Open invitation to all HPS teachers to come visit, view materials and discuss methodologies
 - Share class placement model using the RTI pyramid process
 - Silver Hill educators would like to pilot an enrichment math program and share data with colleagues in other schools in HPS
 - Share interventions such as Touch Math
 - Invite early childhood colleague to observe TLC in grades K and 1
 - Share revised standards-based report card and rubrics to incorporate the changes in the MA Frameworks for ELA and Mathematics
 - Invite teachers to join in Yoga and Mindfulness training
 - Monthly *Silver Hill Sessions* for colleague support in topics such as writing SMART goals, navigating the Educator Evaluation System and Teach Point, "Tech Tuesdays" to share web based programs
- We will implement content from the Board Training to strengthen our Board of Trustees governance model, including a Financial Dashboard.
- We will review and update policy documents including a revised Enrollment Policy and Board By Laws.

Themia:

- We will continue and increase community service collaboration with a goal to replace the 400-year-old Prayer Tree on the location of John Ward's founding of Haverhill
- We will institute annual Inventory of Needs Assessment in June of entire school community combined with Title 1 Family Night.

