

Mission Statement/Vision Statement:

We inspire, engage, support, prepare and challenge all students to achieve personal and academic excellence, to become life-long learners, and to be responsible, respectful and successful participants in our global community

School Profile:

Horace Mann Elementary School provides a high quality education to our diverse student body. We currently serve students who participate in our METCO program, students who are English Language Learners, students with disabilities and students identified as advanced and gifted learners.

Demographics (past three years):

<http://profiles.doe.mass.edu/profiles/student.aspx?orgcode=01780025&orgtypecode=6&>

Gender (student count)	2010-2011	2009-2010	2008-2009
Male	132	131	135
Female	145	148	136
Total	277	279	271
Race/Ethnicity (% of school population)			
White	84	89	84
African American	5	4	6
Asian	3	4	4
Hispanic	4	2	4
Native American	0	0	0
Other Special Populations (% of school population)			
English as Second Language	7	2	8
Limited English Proficient	1	1	2
Free/Reduced Lunch	11	9	11
Special Education (IEP) (% of school population)			
General Ed Modified			
Up to 20% Separate	12	10	11
21-60% Separate	1	1	2
Substantially Separate	1.5	0	1
Total	14.5	11	14

Enrollment by Grade and Class (past 3 years) as reported on Oct 1: 2010-2011

Grade:	K	1	2	3	4	5	Non-graded
Total	41	48	47	46	44	51	

2009-2010

Grade:	K	1	2	3	4	5	Non-graded
Total	46	47	46	47	50	43	

2008-2009

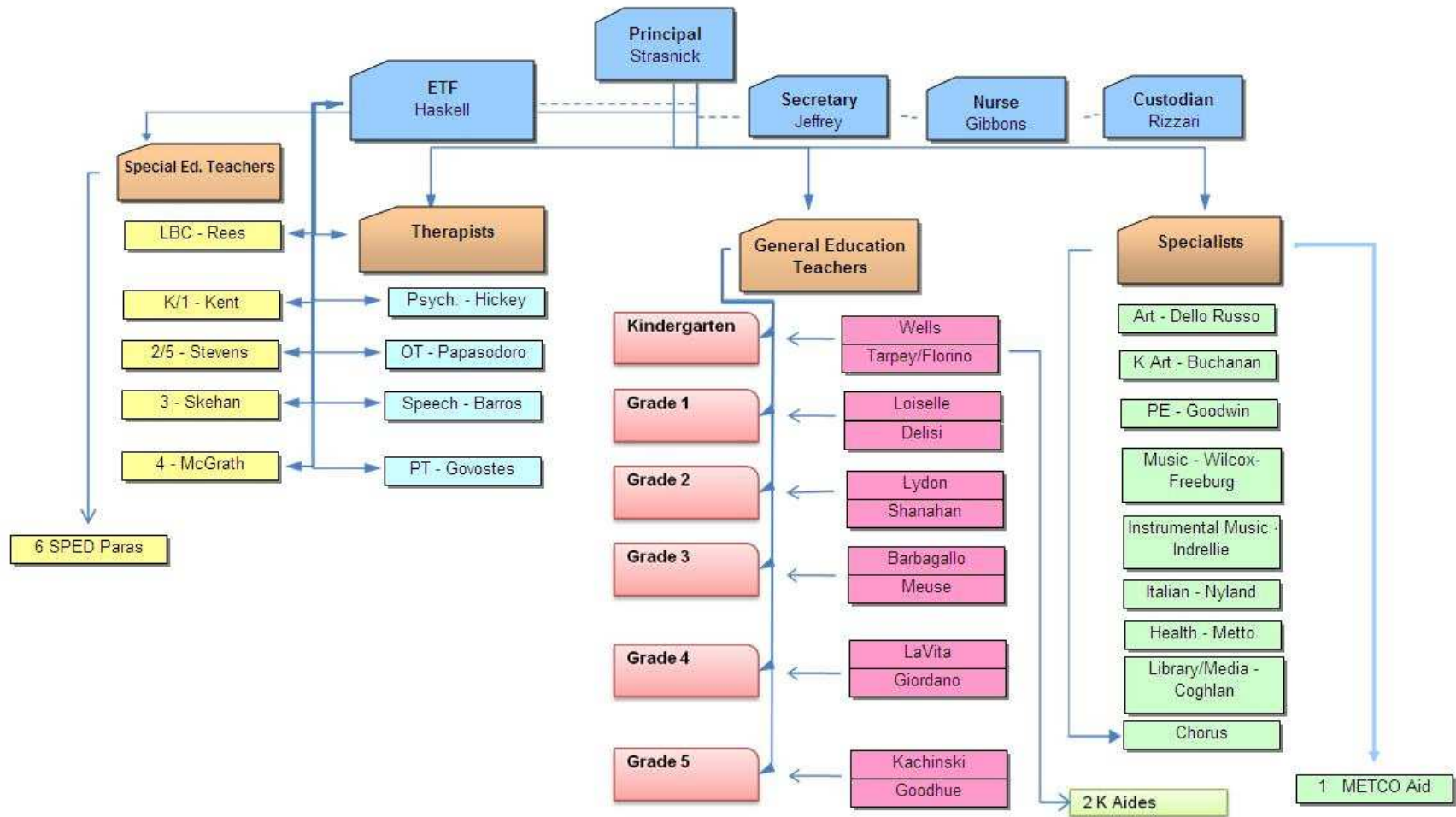
Grade:	K	1	2	3	4	5	Non-graded
Total	45	40	47	48	46	45	

Academic Programs in the School: Outside of the general curriculum Horace Mann School offers academic support through the Lexia reading program, Number Worlds Math Intervention program, and both support and enrichment through the Symphony Math program. The school also utilizes the Learning A-Z program for students at all levels of learning. Teachers also offer after-school tutoring beginning in late winter.

Enrichment Programs in the School (extra curricular and athletic): The Horace Mann Elementary School offers before and after-school programs and enrichment. Before school, families can utilize our Early Bird Program which begins at 7:15 am. For a small fee parents can drop their child(ren) off before school begins with one of our classroom teachers. We offer an after-school enrichment program through the Education Stations Program which runs Monday thru Friday from 2:20pm to 6pm. The school also offers programs during our early release school days for a fee from 12:30pm to 2:20pm.

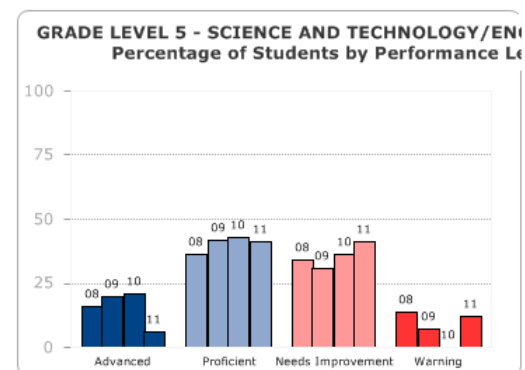
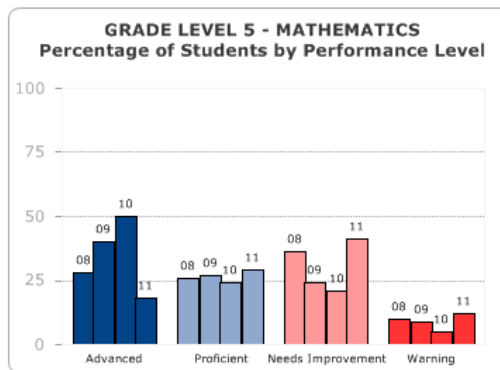
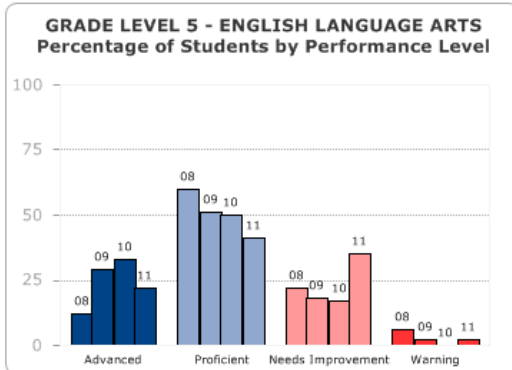
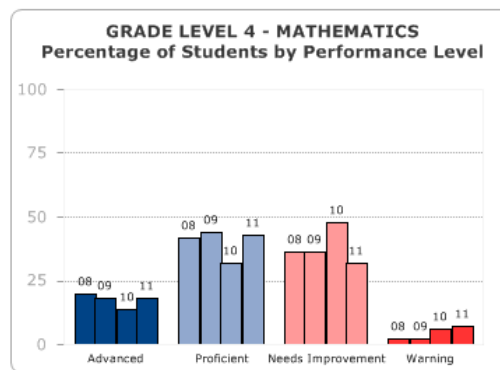
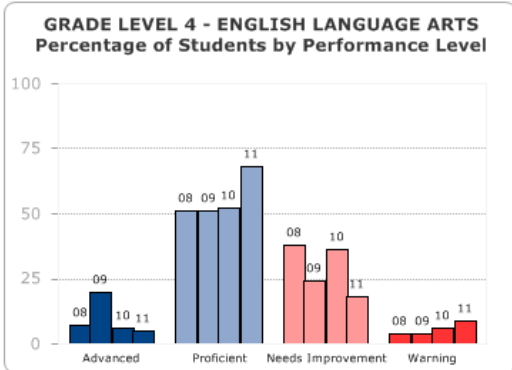
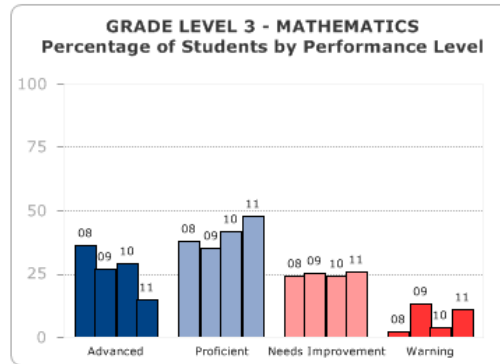
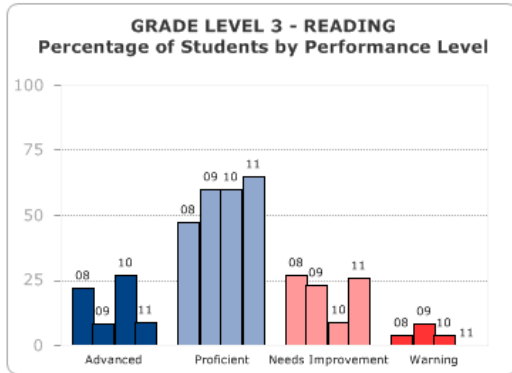
School Organizational Chart

Horace Mann 2011-2012

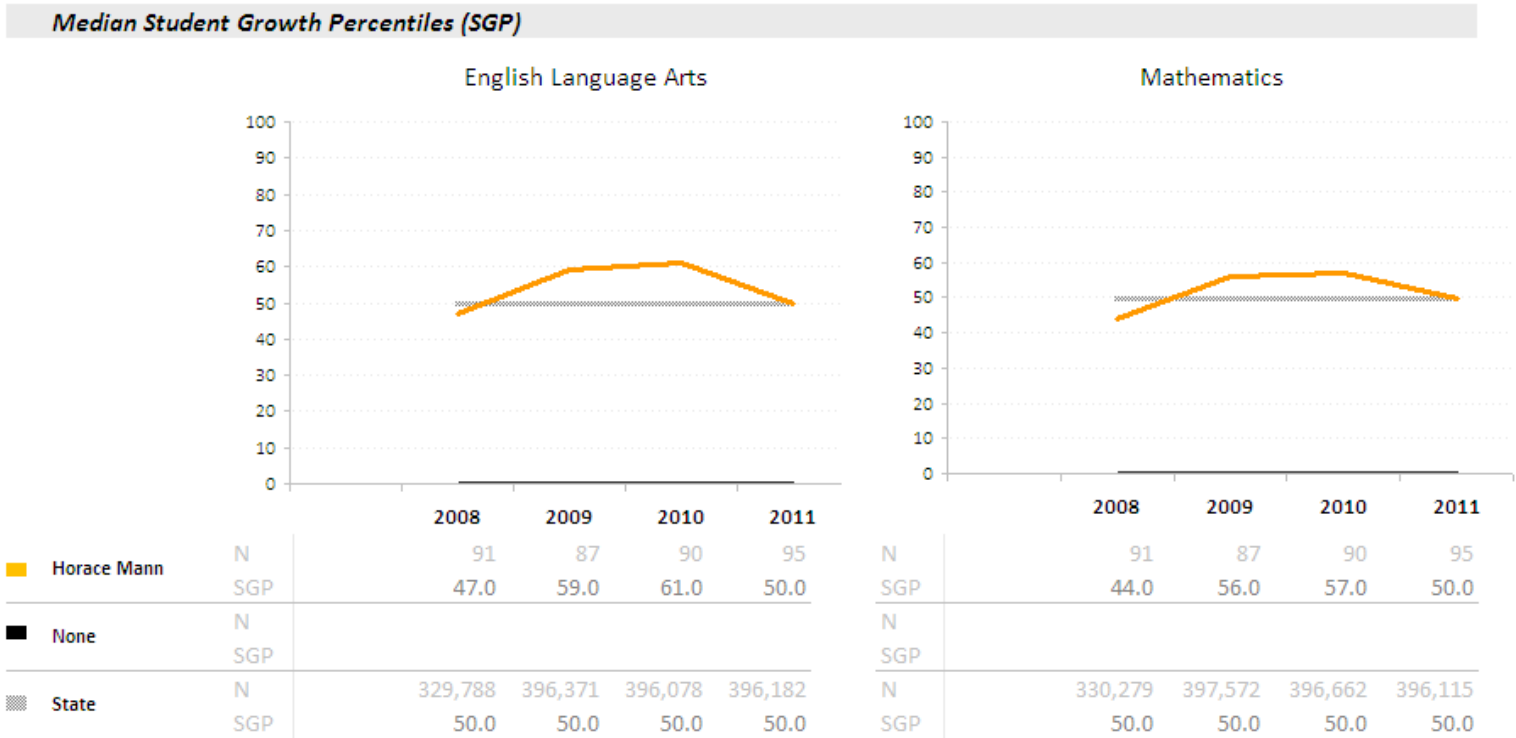


Horace Mann School MCAS Performance Data – SIP 2011-2012

School Report Card: <http://profiles.doe.mass.edu/reportcard/rc.aspx?linkid=37&orgcode=01780025&fycode=2010&orgtypecode=6&>



School Median Student Growth Percentiles (SGP) 2008-2011:



Adequate Yearly Progress (AYP) History:

Adequate Yearly Progress History										NCLB Accountability Status
	2004	2005	2006	2007	2008	2009	2010	2011		
ELA	Aggregate	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No Status
	All Subgroups	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	
MATH	Aggregate	Yes	Yes	Yes	Yes	Yes	Yes	Yes	No	No Status
	All Subgroups	-	-	-	Yes	Yes	Yes	Yes	No	

School Name:

Horace Mann Elementary School

Chairs:

Jeff Strasnick, Principal
Laurel LaVita, Teacher

Signatures:

Date:

School Committee approval:

School Council Members:

Jeff Strasnick, Principal
Laurel LaVita, Teacher
Lisa Capaldo, Teacher
Louis Izzi, Parent
David McCauley, Parent
Dave Dimattia, Community Representative

Introduction:

The Horace Mann Elementary School community is committed to providing the highest quality education possible to our students. We believe in educating the whole child, which we accomplish with the support of staff, parents, and community members. We believe that working together, rather than in isolation, is a key factor in our students' successes. We continuously evaluate and implement new teaching practices in order to educate the always growing diverse population of students that attends Horace Mann School. Our kindergarten classrooms have also earned the distinction of being NAEYC (National Association for the Education of Young Children) certified.

Within the past three years we have increased the number of special education teachers from 1.5 to 5.0 in order to meet the growing needs of all our students. We look to increase that number in the next few years. Horace Mann also houses the districts only language based learning disabilities classroom. This specialized program currently enrolls 4 students with a maximum allowance of 6 students. There is one certified special education teacher and paraprofessional for this classroom.

In researching best teaching practices, Horace Mann staff has been moving forward with the co-teaching philosophy of instruction. We have seen that this is the best model of education that we can provide for all our students. With our dedicated staff of professionals, along with supportive and involved families, and continued support from the entire district, it has been a successful change.

*The 9 elements of a school improvement plan:

1. An assessment of:
 - The impact of class size on student performance
 - Student-to-teacher ratios
 - 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

*A school improvement plan only needs to address the elements where there is a current need or challenge.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Challenge: To improve reading performance for students with special needs and that of lower performing students.

Goal #1

Adjusted Goals based on 2011 MCAS results:

- CPI (Composite Performance Index) scores for students with special needs will improve from **72** (2011) to **82** (2012)
- A growth level of 40% or higher will be achieved by **75%** of students on the 2012 Math MCAS Test as compared to **64%** in 2011.

Adjusted goal based on proposed DESE NCLB waiver for determining AYP:

- The percent of students not scoring proficient or higher will decrease by 50% over a 6 year span, meaning the percent of students scoring proficient in ELA will increase by 2.5% from **70%** in 2011 to **72.5%** in 2012

Strategy:

- Horace Mann School teachers will engage in professional development in the areas of differentiation and co-teaching.
- Teachers will utilize supplemental materials for intervention and extension.
- Increase the amount of time during the school day that special education teachers are available for in-class support and intervention.

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Structure the master school schedule to allow for special education teachers to provide in class support and intervention.	September 2011	A and T	Spring and Summer planning time	The school's master calendar that allows for increased in-class support by the special education staff (completed)
Provide PD for teachers around differentiated instruction and co-teaching.	Throughout the 2011-2012 school year.	A, T and PD providers	District funding for teacher's professional development	PD completed Differentiated instruction is evident in classrooms (in progress)
Provide teachers with PD around the use of Lexia and data analysis	October 2011	A, T and PD providers	Time for PD and district funding for PD and Lexia licenses	Consistent implementation of Lexia and use of data for progress monitoring (completed)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

SIP Element #3 and #8

Strategic Plan – Curriculum, Instruction and Assessment, Human Resources and Professional Development & Student Support

Challenge: To improve math performance for students with special needs and that of lower performing students.

Goal #2

Adjusted Goals based on 2011 MCAS results:

- CPI (Composite Performance Index) scores for students with special needs will improve from **65** (2011) to **75** (2012).
- A growth level of 40% or higher will be achieved by **75%** of students on the 2012 Math MCAS Test as compared to **62%** in 2011

Adjusted goal based on proposed DESE NCLB waiver for determining AYP:

- The percent of students not scoring proficient or higher will decrease by 50% over a 6 year span, meaning the percent of students scoring proficient in ELA will increase by 3.7% from **57%** in 2011 to **60.7%** in 2012

Strategy:

- Research appropriate supplemental math intervention tools and materials
- Create a schedule that allows for time for math intervention
- Utilize co-teaching to provide intervention services

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Structure the master school schedule to allow for special education teachers to provide in class support and intervention.	September 2011	A and T	Spring and Summer planning time	The school’s master calendar that allows for increased in-class support by the special education staff. (completed)
Provide PD for teachers around differentiated instruction and co-teaching.	Throughout the 2011-2012 school year.	A and T	District funding for teacher’s professional development	PD completed (in progress)
Provide teachers with PD around the use of Symphony Math and data analysis	October 2011	A, T, and PD providers	Time for PD and district funding for PD and Lexia licenses	Consistent implementation of Symphony and use of data for progress monitoring (completed)
Provide teachers with PD around the use of the Number Worlds math intervention program	October 2011	A, T, Math Coach, and PD providers	Time for PD and funding for additional Number Worlds math intervention kits	Consistent implementation of the Number Worlds intervention program (in progress)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?
Element #3 and #8
Strategic Plan - Curriculum, Instruction and Assessment & Student Support

Challenge: Increase the use of technology as a tool for delivering instruction and for student presentations.

Goal #3

- Teachers will utilize classroom SmartBoards and other identified technology tools (ex: websites, document cameras, etc.) to deliver instruction to students and access their understanding of curriculum content.
- Students will use technology to deliver presentations in order to demonstrate their knowledge on a given topic.

Strategy:

- Horace Mann School teachers will engage in professional development in the area of instructional technology.
- Utilize the Common Core Standards as a guide for integrating technology.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Teachers will be provided PD around technology integration	September 2011 thru June 2012	A and T	Funding for PD	Teachers will provide evidence of completed PD (in progress)
Teachers will work with the Tech Integrator to utilize common core standards to integrate technology into the classroom.	September 2011 thru June 2012	A and Tech Integrator	Planning Time	Teachers will share at staff meetings successful ways they have integrated technology (in progress)
Teachers will provide opportunities for students to use technology for presentations	January 2012 thru June 2012	T, A, and Tech Integrator	Planning Time Software and/or web resources to create student presentations	Students will present to classmates and parents on a topic using technology (in progress)
The Horace Mann School will host a technology fair for families to showcase technology in the school	February 2012	T, A, P, and S	Time to host the fair	A technology fair will be scheduled during the school year (in progress/date scheduled)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

Element #3 and #8

Challenge: Increase teacher utilization of student data to progress monitor and inform instruction.

Goal #4

- Teacher teams will regularly analyze student data in order to provide appropriate small group instruction and materials.

Strategy:

- Teachers will be provided professional development and work with an elementary math coach to collect and analyze student data.
- Teachers will utilize data as members of a math, reading, or school data leadership team.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Teams of teachers will meet to analyze Lexia data	November 2011 thru June 2012	A and T	Time for data analysis	Schedule that outlines a timeline for Lexia data analysis (no longer applicable)
Teams of teachers will meet to analyze Symphony Math data	November 2011 thru June 2012	A, T, and Math Coach	Time for data analysis	Schedule that outlines a timeline for Symphony Math data analysis (no longer applicable)
A school data team will meet to analyze school data	October 2011 thru June 2012	A, T, and Math Coach	Time for data analysis	Schedule that outlines a timeline for looking at school wide data (completed)
Provide teacher PD around data collection and analysis	November 2011	A, T, Math Coach and PD provider	Funding for PD	Teachers will provide evidence of complete PD (in progress)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

Element #3 and #8

Strategic Plan - Curriculum, Instruction and Assessment, Student Support & Facilities and Technology

Challenge: To provide appropriate temperatures in the school building during the school year.

Goal #5

- Students and staff will be provided with appropriate temperature levels throughout the building.

Strategy:

- Communicate regularly with the Director of Maintenance and National Grid to determine appropriate next steps.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Determine appropriate methods for improving temperature regulation throughout the school building	September 2014	A and SSC	District funding and also including alternate funding sources (ex: grants)	The school building will have an efficient system for providing appropriate classroom temperatures. (in progress)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

Element #9

Strategic Plan – Facilities and Technology & Governance, Organizational Leadership and Funding

Challenge: To improve and update the current resources in the school library.

Goal #6

- Replace outdated library and guided reading books with more current ones.

Strategy:

- Look for additional funding sources to purchase new materials and texts.

A = Administration

T = Teachers

P = Parents

S = Students

SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Research high quality reading materials and replace outdated materials and texts	September 2014	A, T, P, and SSC	Funding sources for new materials and texts	The school library will contain materials/texts that are current and appropriate (in progress)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

Element #9

Strategic Plan – Governance, Organizational Leadership and Funding

Challenge: To provide consistent co-teaching instruction in all grades.

Goal #7

- Horace Mann School will have one full co-taught classroom at grades 2-5.

Strategy:

- Work with the Superintendent of Schools and the district’s business manager to explore funding opportunities.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
The district will provide the Horace Mann School with an additional special education co-teacher	September 2013	A	Funding for an additional special education co-teacher position	The hiring of an additional special education co-teacher (in progress)

*Footnote: Which of the 9 SIP Elements are covered by this Goal?

Elements #1, #3, #6 and #8

Strategic Plan – Curriculum Instruction and Assessment, Governance, Organizational Leadership and Funding & Student Support

Challenge: To improve parent and school communication through the use of technology and other forms of media.

Goal #8

- Parents will be kept informed on a regular basis of school news, events, scheduling, etc.
- Parents will be kept informed on a regular basis of classroom news, events, scheduling etc.

A = Administration
 T = Teachers
 P = Parents
 S = Students
 SSC = School Site Council

Strategy:

- Research alternate forms of communication including social media tools.
- Provide parents and teachers with professional development or informational meetings on various ways to use technology to increase and improve parent and school communication.

Action Items:

Action Item	Time Line	Responsible Party	Resources Required	Evidence of Completion
Utilize alternate forms of communication to inform families of school wide happenings	September 2011	A	Appropriate forms of technology	The principal will show evidence of utilizing various forms of communication to regularly inform parents of school wide news, events, etc. (completed)
Utilize various forms of communication to inform families of classroom happenings	September 2011	T	Appropriate forms of technology	Teachers will show evidence of utilizing various forms of communication to regularly inform parents of school wide news, events, etc (completed)

Provide parents and teachers with PD and/or informational sessions on how Horace Mann is utilizing technology to communicate	September 2011	T, A, and P	Time to offer information sessions and opportunities and funding for PD	A scheduled information session for parents and teacher evidence of PD completed or evidence of participation in an informational session (in progress/date scheduled)
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*Footnote: Which of the 9 SIP Elements are covered by this Goal?
Element #4 and #9

Strategic Plan – Communication and Partnerships & Facilities and Technology