

DEER HILL SCHOOL IMPROVEMENT PLAN

2024-2025



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Alexandra L. Sullivan, Principal/Co-Chair
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Jennifer Lesky, School Committee Liaison

The Cohasset Public Schools policy of nondiscrimination shall apply to the District's students, staff, and families, and shall extend to the District's dealings with the general public and those with whom it does business, in accordance with applicable law. No individual shall be discriminated against or harassed in admission, employment, or access to educational opportunities, courses of study, programs, activities, or facilities of the Cohasset Public Schools on the basis of actual or perceived race, color, ethnicity, national origin, ancestry, immigration status, religion, creed, sex, sexual orientation, gender, gender identity or expression, genetic information, veteran status, U.S. uniformed military service member status, disability, age (student age eligibility requirements excepted), homelessness, marital or parental status, pregnancy or pregnancy related condition, or any status or characteristic protected under applicable federal, state or local law. Cohasset Public Schools is an equal opportunity employer. Any complaint of a violation of the District's nondiscrimination policy should be directed to the Superintendent of Schools or to the relevant District Officer or Coordinator (e.g., Title VI, Title VII, Title IX, ADA, Section 504, McKinney-Vento).

Cohasset Public Schools Mission

Cohasset Public Schools places students first. We provide an optimal teaching and learning environment by cultivating empathy, global citizenship, agency, inclusivity, and community engagement to empower students to realize continuous personal growth and achievement.

Cohasset Public Schools Vision

Empower students to improve communities.

Cohasset Public Schools Core Values

Placing Students First

- Create and maintain an environment that places students first and is focused.

Continuous Personal Growth and Achievement

- Encourage students to achieve their full potential socially, emotionally, and academically.
- Empower students to embody equity, cultural responsiveness, inclusivity, empathy, and global citizenship.
- Support students in developing agency (to act independently and make their own free choices) with an innovative and creative mindset.

Creating an Optimum Teaching & Learning Environment

- Provide personalized learning experiences that foster student voice, advocacy, and real-world application.
- Create a safe, compassionate, and empathetic learning environment to ensure every student feels included, valued, and respected in the school.

Strong School - Community Engagement

- Cultivate an environment of open communication, engagement, and collaborative learning opportunities among home, school, and community.

Utilization of Resources to Support the Teaching, Learning, & Leading

- Support optimal teaching, learning, and leading through responsible funding that provides academic excellence, appropriate staffing, state of the art facilities, and quality instructional materials.

Cohasset Public Schools Equity Vision Statement

We believe that educational equity means that every child receives what she/he/they need to develop her/his/their full academic and social potential in order to thrive in a global community. We are committed to ensuring that every individual who enters Cohasset Public Schools feels included, valued, and respected.

School Council Mission Statement

Our mission as the School Council is to responsibly assess all factors affecting the educational needs of the children in Deer Hill School. Based upon this assessment, the Deer Hill School Council will review and develop goals annually that address our educational policies that maximize students' academic performance, encourage the talents and creativity of educators, and provide consistency throughout the Cohasset School System. In addition, the School Council assists the principal in the following:

1. Reviewing the annual school budget
2. Identifying the educational, social, and emotional needs of the students
3. Adopting educational goals for the school
4. Promoting an awareness of state and local initiatives
5. Developing and formulating a school improvement plan for Deer Hill School.

Alignment to Cohasset Public Schools Strategic Plan

Our school improvement plan goals are aligned to the Cohasset Public Schools Strategic Plan and are based upon current performance levels, data analysis, and feedback from staff and parents.

School Improvement Plan Elements

The school improvement plan (SIP), as described in the legislation (MGL Ch 71, Sec. 59C) has the following elements:

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

School Data

2023-24 Student Enrollment		2024-25 Student Enrollment (anticipated)	
Grade 3	110	Grade 3	128
Grade 4	105	Grade 4	112
Grade 5	105	Grade 5	105
Total	320	Total	345

2023-24 Average Class Size		2024-25 Average Class Size (anticipated)	
Grade 3	18.3	Grade 3	21.3
Grade 4	21	Grade 4	22.4
Grade 5	21	Grade 5	21
Total	20	Total	21.6

2023-24 Student-Teacher Ratio (includes classroom teachers,SPED teachers, specialists, and curriculum specialists)	2024-25 Student-Teacher Ratio (anticipated) (includes classroom teachers,SPED teachers, specialists, and curriculum specialists)
1:10.6	1:11.5

Next Generation MCAS Tests 2023

Percent of Students at Each Achievement Level for Deer Hill

Data Last Updated September 19, 2023

(Source)

Grade and Subject	Meeting or Exceeding Expectations %		Exceeding Expectations %		Meeting Expectations %		Partially Meeting Expectations %		Not Meeting Expectations %		No. of Students Included	Part. Rate %	Avg. Scaled Score	Avg. SGP	Included in Avg. SGP	Ach. Pctl
	School	State	School	State	School	State	School	State	School	State						
GRADE 03 - ENGLISH LANGUAGE ARTS	61	44	14	7	47	37	35	40	4	16	102	100	505	N/A	N/A	80
GRADE 03 - MATHEMATICS	61	41	10	8	51	33	27	39	12	20	102	100	502	N/A	N/A	70
GRADE 04 - ENGLISH LANGUAGE ARTS	68	40	8	5	60	34	25	43	7	17	103	100	504	54	100	83
GRADE 04 - MATHEMATICS	76	45	17	8	58	37	19	37	5	18	103	100	512	70	101	90
GRADE 05 - ENGLISH LANGUAGE ARTS	70	44	3	5	67	39	28	40	2	16	97	100	506	49	94	85
GRADE 05 - MATHEMATICS	66	41	9	5	57	36	33	46	1	13	97	100	508	50	94	86
GRADE 05 - SCIENCE AND TECH/ENG	63	42	14	8	48	33	36	40	1	19	97	100	508	N/A	N/A	86
GRADES 03 - 08 - ENGLISH LANGUAGE ARTS	66	42	8	7	58	35	29	39	4	19	302	100	505	52	194	83
GRADES 03 - 08 - MATHEMATICS	68	41	12	7	55	33	26	41	6	18	302	100	508	60	195	87
GRADES 05 & 08 - SCIENCE AND TECH/ENG	63	41	14	7	48	34	36	40	1	19	97	100	508	N/A	N/A	86

2024-2025 Deer Hill School Improvement Plan SMART Goals

SMART Goals are:

S: Specific and Strategic

M: Measurable

A: Action Oriented

R: Rigorous, Realistic, and Results-Focused

T: Timed and Tracked

<p>SMART Goal #1: During the 2024-2025 school year Deer Hill School will explore pathways to increase opportunities in social studies and science.</p>			
<p>CPS Strategic Plan Alignment: Compass Point #1: Teaching and Learning <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 3, 4 Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none"> ● Strategic Initiatives: 3 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 2, 5 MA SIP Elements: 3, 4, 7, 8, 9</p>	<p>Responsible Parties:</p> <ul style="list-style-type: none"> ● Assistant Superintendent ● Director of Data, Curriculum & Evaluation ● Principal ● Deer Hill Faculty 	<p>Resources Needed:</p> <ul style="list-style-type: none"> ● PD opportunities ● Data collection tools ● Curriculum planning time ● Scheduling support 	<p>Success Measures:</p> <ul style="list-style-type: none"> ● Curriculum ● School Surveys ● Teacher feedback from PD offerings ● Communication tools ● Implementation of events
<p>Action Plan:</p> <ul style="list-style-type: none"> ● Analyze classroom and schoolwide scheduling to maximize instructional time and provide opportunities for deep dives into social studies and science content ● Provide opportunities for professional development/curriculum planning to teachers regarding social studies and science curriculum, instructional practices, and assessment resources (including the integration of science & STEAM into other content areas) ● Provide opportunities for families to build their understanding of social studies and science offerings within the curriculum and through enrichment offerings 			

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<p>SMART Goal #2: During the 2024-2025 school year Deer Hill will engage all stakeholders in an analysis of current homework practices and the development of cohesive expectations within and across grade levels.</p>			
<p>CPS Strategic Plan Alignment: Compass Point #1: Teaching and Learning <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 4 Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none"> ● Strategic Initiatives: 3 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> ● Strategic Initiatives: 2 MA SIP Elements: 4, 8, 9</p>	<p>Responsible Parties:</p> <ul style="list-style-type: none"> ● Principal ● Deer Hill Faculty ● Assistant Superintendent ● Director of Data, Curriculum & Evaluation 	<p>Resources Needed:</p> <ul style="list-style-type: none"> ● Data collection tools ● Curriculum planning time ● Parent forum meeting time ● Student Advisory Council meeting time 	<p>Success Measures:</p> <ul style="list-style-type: none"> ● Implementation of forum ● School Surveys ● Draft of homework expectations
<p>Action Plan:</p> <ul style="list-style-type: none"> ● Collect and analyze current homework practices and beliefs across grade levels and within individual classrooms ● Provide opportunities for families to share insights on homework practices through a minimum of one parent forum with the principal and grade level representatives ● Provide opportunities for students to share insights on homework practices through the Student Advisory Council and a student survey ● Create a draft of schoolwide research-based homework expectations that includes vertical progression between grade levels 			

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<p>SMART Goal #3: During the 2024-2025 school year Deer Hill School will explore Epstein’s model of parent involvement and incorporate a minimum of 3 new engagement opportunities for families.</p>			
<p>CPS Strategic Plan Alignment: Compass Point #2: Social and Emotional Wellness <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 2, 4 Compass Point #4: Communication and Engagement <ul style="list-style-type: none"> ● Strategic Initiatives: 1, 2 MA SIP Elements: 4, 6, 7, 8, 9</p>	<p>Responsible Parties:</p> <ul style="list-style-type: none"> ● Principal ● PAC ● Deer Hill Faculty ● METCO Director 	<p>Resources Needed:</p> <ul style="list-style-type: none"> ● Collaboration and planning time ● Parent forum meeting time 	<p>Success Measures:</p> <ul style="list-style-type: none"> ● Communication tools ● Implementation of events ● School Surveys
<p>Action Plan:</p> <ul style="list-style-type: none"> ● Familiarize staff and families with Epstein’s 6 types of parent involvement: Parenting, Communicating, Volunteering, Learning at Home, Decision Making, Collaborating with the Community ● Collaborate with the Norfolk County DA’s office to implement a digital safety assembly for students and informational night for families ● Provide pathways for increased engagement with METCO families and families that are new to Cohasset Public Schools ● Host parent forums that offer focused opportunities for families to share in the decision making process at Deer Hill 			