



HARWICH ELEMENTARY SCHOOL

School Improvement Plan 2024-2028

Harwich Elementary School serves students in Grades PreK through 4. We believe that relationships are the foundation for learning, and building community enhances learning for all.

Monomoy Regional School District’s Strategic Goals:

Strategic Objective 1: Portrait of a Graduate Implementation

Develop and implement a comprehensive plan to ensure that every graduate possesses the skills, attributes, and characteristics necessary for success in college, career, and life.

Strategic Objective 2: Learning and Academics

Foster a rigorous, equitable, and inclusive academic environment that nurtures the competencies of the Portrait of the Graduate to prepare students for college, career, and life..

Strategic Objective 3: Being and Wellness

Cultivate a safe, inclusive, and supportive environment that promotes the mental, emotional, and physical well-being of students and staff.

Mission Alignment

The Harwich Elementary School Improvement Plan is designed to align with the district’s strategic plan, placing students at the center of a partnership with caregivers and the community. Our goal is to create a welcoming and innovative learning environment that builds relationships, encourages curiosity, and elevates all students to achieve their full potential.

Vision Integration

Our plan integrates the district’s core values of Knowledge, Dignity, Caring, Stewardship, and Courage into every facet of our approach.

FOCUS AREA: Portrait of a Graduate Implementation

Objective: Ensure all graduates possess skills and attributes necessary for success in college, career, and life.

Outcome #1: Create and Implement Portrait of a Graduate (POG) Framework

Actions:

- Work with the POG implementation team to define competencies, draft rubrics, and align with existing curriculum.
 - American Reading Company (ARC)
 - University of Florida Literacy Institute (UFLI)

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- Second Step
- Botvin LifeSkills Training

People:

- Principal, Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2025**Status:** Conceive (2024), Initiate (2025), Implement (2026-2027), Sustain (2028)**Outcome #2:**

Align Curriculum and Assessments

Actions:

- Ensure POG competencies are integrated into curriculum, assessments, and lesson planning.
 - Lisa Westman - Math Standards Clarity and Common Assessments
 - Hill for Literacy
 - Math Workshop Model
 - Second Step
 - Social and Emotional Learning Indicator System (SELIS)
 - Social Skills Improvement System (SSIS)

People:

- Principal, Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2027**Status:** Initiate (2024), Implement (2025-2026), Sustain (2027-2028)**Outcome #3:**

Professional Development and Community Engagement

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Actions:

- Develop and execute school-based professional development and community engagement focused on POG competencies.

People:

- Principal, Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2027**Status:** Conceive (2024), Initiate (2025), Implement (2026), Sustain (2027)**Outcome #4:**

Student Recognition Systems

Actions:

- Revise student recognition systems to highlight POG competencies.
 - PBIS - Shark Stickers and Bubbles
 - Reading Points (ARC)

People:

- Principal, Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2025**Status:** Conceive (2024), Initiate (2025)**Measures of Success:**

- Completion of POG Grade Level Expectations and Rubrics
 - Evidence of POG competencies in curriculum plans
 - Professional development plans incorporating POG competencies
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FOCUS AREA: Learning and Academics

Objective: Foster a rigorous, equitable, and inclusive academic environment.

Outcome #1:

Curricular Excellence

Actions:

- Integrate literacy and mathematics across disciplines, utilizing evidence-based resources and culturally responsive strategies.
 - UFLI
 - ARC
 - Guided Math

People:

- Principal / Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2027

Status: Conceive (2024), Initiate (2025), Implement (2026), Sustain (2027)

Outcome #2:

Civic Engagement and Real-World Learning

Actions:

- Strengthen civics curriculum and expand opportunities for service learning and community engagement.
 - All Shark Meetings
 - Thanksgiving Baskets for Veterans

People:

- Principal / Assistant Principal
- Instructional Leaders
- All staff
- Community organizations

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Timeline: 2024-2027

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Outcome #3:

Multiple Learning Pathways

Actions:

- Expand life skills instruction, and nurture partnerships with local organizations.
 - Botvin LifeSkills

People:

- Principal / Assistant Principal
- Instructional Leaders
- All staff
- Community organizations

Timeline: 2024-2027

Status: Conceive (2024), Initiate (2025), Implement (2026), Sustain (2027)

Outcome #4:

Differentiation

Actions:

- Utilize assessment data to personalize learning and provide flexible learning opportunities.
 - Standards Clarity and Common Assessments with Lisa Westman
 - Hill for Literacy
 - AnalyticVue
 - DIBELs
 - NWEA Map
 - Universal Screeners for Number Sense
 - Social and Emotional Learning Indicator System (SELIS)
 - Social Skills Improvement System (SSIS)
 - Acceleration and Intervention Process

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People:

- Principal / Assistant Principal
- Instructional Leaders
- Teachers

Timeline: 2024-2027**Status:** Conceive (2024), Initiate (2025), Implement (2026), Sustain (2027)**Measures of Success:**

- Decrease in suspension and absenteeism rates
 - Increased percentage of students meeting/exceeding MCAS standards
 - Improved student engagement in learning opportunities
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FOCUS AREA: Being and Wellness

Objective: Cultivate a safe, inclusive, and supportive environment that promotes well-being.

Outcome #1:

Comprehensive Wellness Programs

Actions:

- Assess and implement wellness programs, expanding collaborations with health professionals.
 - Social and Emotional Learning Indicator System (SELIS)
 - Social Skills Improvement System (SSIS)
 - Botvin LifeSkills

People:

- Principal / Assistant Principal
- Wellness Teacher
- Counseling Staff
- Instructional Leaders

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Timeline: 2024-2027

Status: Initiate (2024), Implement (2025-2026), Sustain (2027)

Outcome #2:

Safe and Inclusive School Environment

Actions:

- Foster inclusivity and strengthen relationships to support students.
 - Social and Emotional Learning Indicator System (SELIS)
 - Social Skills Improvement System (SSIS)
 - Second Step
 - Botvin LifeSkills
 - All Shark Meeting
 - Positive Behavior Intervention System (PBIS)

People:

- Principal / Assistant Principal
- Instructional Leaders
- All staff

Timeline: 2024-2027

Status: Conceive (2024), Initiate (2025), Implement (2026-2027)

Outcome #3:

Caregiver and Family Involvement

Actions:

- Engage families in wellness initiatives and provide resources to support student well-being.

People:

- Principal / Assistant Principal
- Instructional Leaders
- Wellness Teacher
- Counseling Team

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Timeline: 2024-2027
Status: Conceive (2024), Initiate (2025), Implement (2026-2027)

Measures of Success:

- Increase in student perception of school culture and climate
 - Decrease in suspension and absenteeism rates
 - Improved outcomes in wellness surveys and feedback
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Yearly Milestones and Review

- **2024:** Establish foundational frameworks, teams, and initial professional development. Begin community engagement and curriculum alignment.
- **2025:** Implement initial strategies, assess early progress, and adjust based on feedback.
- **2026:** Continue implementation, monitor progress, and ensure sustainability practices are in place.
- **2027:** Institutionalize successful practices, focus on long-term sustainability, and prepare for the next cycle of improvement.

Regular Updates and Communication:

- Provide updates through school committee presentations, caregiver newsletters, and special events.
- Gather feedback from all stakeholders to inform adjustments and ensure alignment with the district's strategic goals.

By adhering to this improvement plan, Harwich Elementary School will effectively support the district's mission and vision, creating an environment where every student can thrive and reach their full potential.