

Superintendent's Entry Report

Findings, Observations and Strategic Plan
Development

Michael F. Devine

January 8, 2018

Outline of Report

1. Review of Entry Plan Purpose and Process
2. Summary of Open Forums
3. Summary of Observations
4. Summary of Data Analysis
5. Findings
6. Strategic Plan Development

Purpose of Entry Plan

- Learn: Operations, systems, processes, policies
- Understand: Values, culture, history
- Identify: Strengths, challenges, opportunities
- Build: Relationships based on communication, trust, and common goals
- Evaluate: Data, policies, professional development opportunities, and teaching practices
- Develop: Preliminary strategies for our school and community to reach the next level of academic and cultural performance

Taken from: Matthew Ferrin (1/8/14)

Information Gathering

Public Forums

- HHS School Council
10/16 5PM
- JES School Council
12/13 6:30PM
- Senior Center
10/23 10:30AM
- MMS 11/2 7PM
- MMS 11/15 12PM

*Also all three faculties

Observations

- Jacobs Elementary School
- Memorial Middle School
- Hull High School
- Central Office

Data Analysis

- MCAS
- SAT
- AP
- College acceptance rates
- Graduation Rates
- Enrollment projections

A word cloud shaped like a pirate ship, with the hull at the bottom and the mast at the top. The words are in various shades of blue and black. The largest words are 'students', 'Hull', 'teachers', and 'parents'. Other prominent words include 'Pirates', 'family', 'committed', 'environment', 'college', 'involvement', 'internships', 'theater', 'new', 'consistency', 'individuals', 'caring', 'HHS', 'green', 'values', 'differentiate', 'ready', 'engagement', 'support', 'safe', 'above', 'Boosters', 'music', 'small', 'community', 'HASC', 'administrators', 'spirit', 'MCAS', 'special', 'Memorial', 'inclusive', 'PTO', 'beyond', 'pride', 'creative', 'athletics', 'Jacobs', and 'real'.

committed
environment
Pirates
college
family
involvement
internships
theater
new
consistency
individuals
caring
HHS
green
values
differentiate
ready
engagement
support
safe
above
Boosters
music
small
community
HASC
administrators
spirit
MCAS
special
Memorial
inclusive
PTO
beyond
pride
creative
athletics
Jacobs
real

students
Hull
teachers
parents

“What Are We Doing Well?” - Parents

- Early intervention - especially with reading
- Home-school communication
- Teachers quietly go above and beyond
- Buildings and facilities
- Consistent administration
- Technology - iPads, Aspen, Schoology, Google Classroom
- All can participate in sports and clubs
- Assessment results
- Core Values
- Focus on “grit”
- Spirit Days at JES
- Pirate Gold
- Accessible/responsive administrators
- Elementary School Council
- Individual attention for students
- Differentiation in the classroom
- Students feel loved
- Committed teachers
- College acceptances
- Online learning opportunities
- Students giving back to the community
- Theatre Arts program
- Support of the arts programs
- School culture and spirit
- Teachers that really care about their students
- Small schools
- Small class sizes
- School Resource Officer
- Parent groups (Boosters, PTO, HASC, etc.)
- Literacy program
- Internships
- Advisories and Enrichment programs
- Co-curricular activities
- Green initiatives
- Meeting individual student needs (social, emotional and academic)

“What Are We Doing Well?” - Parents

Summary

1. Faculty, staff and administration truly care about the students
2. Individual attention and opportunities for all in and out of the classroom
3. Small schools and small class sizes
4. Home-school communication
5. Facilities

“What Are We Doing Well?” - Teachers

- School spirit and culture
- Special Education
- Dropout prevention
- Support for the arts
- Differentiation
- “Letting teachers teach”
- Teacher retention
- Professional development
- Technology integration
- Small class sizes
- Individual attention
- Freedom to try new things
- Support for teachers
- Availability of materials and supplies
- AP, SAT and MCAS scores
- Real-world connections in the curriculum
- Safe and inclusive classrooms
- Time for collaboration
- Green initiative
- Relationship with Police and Fire Departments
- Using local resources for education
- Early reading intervention
- Communication with parents and guardians (technology)
- Building maintenance
- Teacher retention
- Teacher evaluation system
- Consistent improvement in all areas
- Student engagement
- Professional Learning Communities (PLCs)
- Use of technology
- Time for K-12 vertical alignment
- Transitions between schools
- After School support for students
- Collaboration between regular education and special education teachers
- Focus on Social and Emotional Learning
- Family involvement
- Ability to meet diverse needs
- Size allows for the development of personal relationships
- Assemblies
- Safety preparation lessons for students

“What Are We Doing Well?” - Teachers

Summary

1. Small schools and small class sizes allow teachers to know their students, personalize their instruction and offer additional supports to those students that need it
2. Technology integration
3. School spirit and culture
4. Professional development opportunities
5. Special education programs

“What Could We Do Better?” - Parents

- Don't teach to the test
- Offer more foreign languages
- Offer more technology classes
- More technology integration
- Help teachers work with students from non-traditional families
- iPad restrictions at MMS
- More community interaction
- Better communication
- Improve transitions between schools
- Community service graduation requirement
- Expand internship program
- More updates to website and social media
- Offer more AP courses
- Offer Quincy College courses
- More creative scheduling
- Younger behavioral interventions
- Investigate cultural exchanges
- More accelerated programs
- More public relations and branding
- Make promotional video
- Improve alumni network
- Invite realtors to school events
- Increase elective offerings
- Increase co-curriculars at MMS
- Increase virtual offerings
- Increase JES after school offerings
- Create an institutional approach to working with gifted students
- Librarians at MMS and JES
- Social studies teachers at MMS
- Increase rigor for all
- Increase enrollment - but not too much!
- Connect the community and schools
- Better meet diverse needs
- Math interventions
- Increase in-class supports

“What Could We Do Better?” - Parents

Summary

1. Increase rigor - raise the bar for all
2. Create more community connections (i.e. internships, volunteers, etc.)
3. Create more after school offerings at the Jacobs and Memorial Schools
4. Increase accelerated programs for advanced students
5. More technology integration and course offerings at Hull High School

“What Could We Do Better?” - Teachers

- Dropout prevention
- Curriculum reflection and development
- Technology integration
- Alternative graduation plans
- More electives
- Scheduled department meeting times
- More time for collaboration
- Increase the number of students successfully completing AP courses
- Diversity training for students and staff
- Science instruction
- K-12 reading assessments
- Social studies at MMS
- Transitions between schools
- Teaching lifeskills
- Increase public speaking instruction and requirements
- Teach with a more global perspective
- More internships
- Communication between schools
- More vertical articulation
- iPad - balance
- Elementary and Middle school librarians
- Expand foreign language opportunities
- Athletic facilities
- Remedial learning opportunities
- How to help students with below-grade level skills
- Opportunities for upper-level learners
- More training on how to teach students with behavioral issues
- MMS athletics
- New initiatives take a lot of time
- Create a more positive image of our schools and town
- User fees
- Digital citizenship instruction for students

“What Could We Do Better?” - Teachers

Summary

1. More professional development in the areas of working with students with behavioral issues and social/emotional needs
2. More opportunities for upper-level learners
3. More supports for struggling learners
4. Technology integration support and guidance
5. Middle school social studies teachers

“What Should Our Priorities Be?” - Parents

- Increase enrollment
- Prepare students to be able to contribute
- Technology
- 21st century skills
- Media literacy
- Civic participation
- Reserach
- Metal shop
- Individual student focus
- Virtual and hands on education
- Life-long learning
- Coping skills
- Content creators
- “No pressure cooker”
- Critical thinking
- Accountability
- Life skills
- After school programs
- Partnering with families
- Identify needed skills then provide them
- Grit and perseverance
- Problem solving skills
- Just be a good member of society
- Well-adjusted
- Compassionate
- Foreign languages
- K-12 health education
- Non-college preparatory offerings
- Independence
- Confidence
- Arts
- More volunteering
- Community interaction
- Brag about the good

“What Should Our Priorities Be?” – Parents

Summary

1. Increase enrollment
2. Skills: Executive functioning, collaboration, time management, critical thinking, problem solving, coping, etc.
3. Technology integration and courses
4. Civic engagement
5. More accelerated and non-college preparatory course offerings

“What Should Our Priorities Be?” - Teachers

- Empathy
- Creative problem solving
- Collaboration
- Self-advocacy
- Growth mindset
- Increase the use of technology
- Student long-term planning
- Moral Compass
- Public speaking
- Critical reading
- Effective communication
- Digital citizenship
- Life-long learning
- Community and governmental involvement

- Robotics and coding
- Career exploration
- Social and Emotional Learning
- Real-world connections
- Student preparedness
- Life Skills
- Maintaining facilities for future generations
- Executive functioning skills
- Remediation
- Transitions
- Foreign languages
- Grit
- Confidence
- Cultural awareness
- Math

“What Should Our Priorities Be?” - Teachers

Summary

1. Skills: Executive functioning, collaboration, time management, critical thinking, problem solving, coping, etc.
2. Science, math and technology (STEAM)
3. Cultural awareness
4. Civic engagement
5. Helping students who lack grade-level skills (academic and behavioral)

Observations

- Time spent in all three schools:
 - Classrooms
 - Main offices
 - Guidance offices
 - Nurses' offices
 - Assemblies
 - Specialists
 - Custodial areas
 - Even the boiler rooms and storage areas!



What Have I Seen?

- Students:
 - Respectful
 - Talented
 - Hard-working
 - Creative
 - Funny
 - Friendly
 - Happy
 - So many needs



What Have I Seen?

- Teachers, staff and administrators:
 - Caring
 - Committed
 - Talented
 - Creative
 - Patient
 - Individual attention
 - They know and care deeply for their students!



Data Analysis

- MCAS:
 - MCAS scores in almost all areas at or above the state average
 - DESE is “raising the bar” with the Next-Generation MCAS and is preparing to have fewer students meet or exceed expectations
 - As a district - we will have to increase expectations to meet the new standards
 - We must also continue to align K-8 science curriculum with new standards

Data Analysis

- PSAT/SAT:
 - Grade 8 and 9 PSAT scores above state and national average
 - Grade 10 and 11 PSAT scores below state and national average
 - Grade 12 SAT scores at state and above national averages

Data Analysis

- AP Scores:
 - Outstanding in some areas and need improvement in others



Data Analysis

- College Acceptance Rates:
 - 67% of Class of 2016 attending a 4-year college
 - 13% of Class of 2016 attending a 2-year college

Data Analysis

- Graduation Rates
 - Class of 2016 4-year cohort graduation rate = 87%
 - Class of 2016 5-year cohort graduation rate = 94.5%
- Class of 2016 dropout rate = 4.4%

Data Analysis

- Current Enrollment as of 1/1/18:
 - 924
- NESDEC Enrollment Projections:
 - 2018-2019: 845
 - 2019 - 2020: 753
 - 2020 - 2021: 716
 - 2021 - 2022: 696

Findings: Student Needs

- The students in the Hull Public Schools receive a world-class education... if they are able to consistently access this education.
- Many students have needs that prevent them from being active learners in the classroom.
- Teachers and support staff are working tirelessly to help meet these needs so that ALL students can learn.

Findings: Accelerated Opportunities

- Students who are advanced in their learning have some opportunities to move ahead.
- Individualized instruction is provided in all grade levels.
- Opportunities for acceleration are provided in some but not all grade levels.

Findings: Enrollment

- Our low enrollment presents both opportunities and challenges.
- Low enrollment equals optimum class sizes and teacher loads and allows teachers opportunities to truly personalize instruction.
- Low enrollment also equals challenges with regards to state funding and building utilization.

Findings: Facilities

- Our schools are beautiful, well-maintained and respected by students and teachers.
- Having space for South Shore Educational Collaborative classrooms is both educationally and financially beneficial to Hull students.
- We do face challenges with maintaining these schools due to coastal locations.

Findings: Co-curricular Activities

- Hull High School offers many co-curricular opportunities for students.
- MMS offers some co-curricular opportunities for students.
- The Jacobs School offers few co-curricular opportunities for students.

Strategic Plan

- The Strategic Plan will be guided by the question “What is in the best interest of the students of the Hull Public Schools?”
- The strengths, areas for improvement and priorities given in the open forums and meetings with faculties will inform the process.

Strategic Plan

- Current volunteers:
 - Two community members with no children in school
 - Three parents with children in schools
 - Three HHS teachers
 - Three HPS administrators

Strategic Plan

- Seeking:
 - Two Hull School Committee members
 - One member of the Board of Selectmen
 - One member of the Advisory Board
 - Two HHS students
 - Two members of the community without children in the schools
 - One or two teachers from the Jacobs School
 - One or two teachers from the Memorial Middle School
 - Three parents of students attending the Hull Public Schools

Closing

- Thank you to those who attended the open forums and contributed ideas.
- I will be sending an email to all parents, speaking with the Town Manager and posting on social media looking for additional Strategic Planning Committee members.

Closing

- This is a caring and concerned community.
- We have wonderful schools and amazing students, teachers and parents.
- We have many strengths and many challenges.
- Declining enrollment is an issue that must be addressed but will not supercede “What is in the best interest of the students of the Hull Public Schools?”