

Report to the School Committee Strategic Plan Collaborative Culture Pillar and Connected School Improvement Plans

Section 1: Executive Summary

This update to the Barrington Public Schools (BPS) School Committee is aligned to the Strategic Plan Collaborative Culture related 2018-2019 annual Student Success goals outlined on the scorecard.

As such, the Administration would like to take this opportunity to share the following details regarding School Improvement Plans and Processes aligned with the Student Success Pillar. Primary target areas of focus for 2018-2019 will include:

- Employee Engagement
- Employee Satisfaction
- Employee Professional Learning

In analyzing the Employee Satisfaction Survey, the following trends emerged:

- Participation in this survey administration increased to 290 (+37). It will be important for us to monitor participation in future administrations so that employees are well-represented across all schools and departments.
- The overall mean for the district was **3.88**, an **increase of 0.11** when compared year-over-year. This means that BPS achieved its annual improvement goal in the Collaborative Culture pillar of the annual district scorecard.
- The overall top box percentage or the percentage of “strongly agree” response choices was about **27%**. Top box also increased slightly (+2%) when compared with the prior survey administration.
- One school (Sowams) and three departments (Maintenance, Pupil Personnel, and Superintendent’s Office) earned means above a 4.00, with means ranging between 4.07 to 4.51.
- It is evident that employees know their leader is committed to them and to their work, rating the item “My administrator/administrative team demonstrates a genuine concern for my welfare” the highest (4.28). Top box for this item is 51%, meaning about 1 out of 2 employees rated the item “Strongly Agree.”
- The item with the second highest mean is the net promoter item or “district recommend” item, “If given a choice, I would recommend that a parent select this district for his or her child” (4.25).
- Four of the items with the lowest means (Table 6) relate to communication either across the district (C1, C3) or with administrative teams (7, 10).

In analyzing District Professional Learning, 1622.00 Unique PD have been completed by employees: 291.00 for a total of 5310.68 hours.

Next steps include:

- Continued implementation of the building school improvement plans relative to Pillar 3

Based on the above information, the Administration recommends the following actions or considerations:

2019-2020 Initial Recommendations

- As leaders roll out, the results from this survey administration, the items with the lowest means will be used to learn more about employees' expectations for communication.

School Employee Engagement Results

Barrington High School

Overall Employee Engagement score 2018-2019: 3.75

Overall Employee Engagement score 2017-2018: 3.76

Barrington Middle School

Overall Employee Engagement score 2018-2019: 3.80

Overall Employee Engagement score 2017-2018: 3.72

Hampden Meadows School

Overall Employee Engagement score 2018-2019: 3.74

Overall Employee Engagement score 2017-2018: 3.28

Nayatt School

Overall Employee Engagement score 2018-2019: 3.74

Overall Employee Engagement score 2017-2018: 3.28

Primrose Hill School

Overall Employee Engagement score 2018-2019: 3.97

Overall Employee Engagement score 2017-2018: 3.90

Sowams School

Overall Employee Engagement score 2018-2019: 4.21

Overall Employee Engagement score 2017-2018: 4.36

Barrington High School Improvement Plan - Pillar 3

Overall Employee Engagement score 2018-2019: 3.75

Overall Employee Engagement score 2017-2018: 3.76

Collaborative Culture Goal

(DRAFT)

Smart Goals Worksheet				
School Barrington High School	Team Name BHS School Improvement Team	Team Leaders Joseph Hurley, Suzanne Pickford	Date 2/4/19	
Team Members Joseph Hurley, Suzanne Pickford, Barbara Hughes, John West, Emily Gorman, Sudiksha Mallick, Adam Copple, Kate Lentz, Elizabeth Henderson, Tanja Epps, John Leary, Student Representative to the School Committee Josephine Kuo				
District Strategic Goal(s) from the Scorecard: Increase the number of employees participating in school and district-wide committees				
Team Smart Goal	Specific Strategies and Action Steps	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)

<p>Increase the number of staff participating in collaborative professional learning opportunities beyond the school day and school and district-wide committees from 40% to 60%</p>	<p>NEASC Steering Committee NEASC Self-Reflection Committees NEASC Standards Committees</p> <p>RULER (SEL) Committee</p> <p>School-Committee Subcommittees</p> <ul style="list-style-type: none"> • Diversity and Inclusivity • Health and Wellness • SEAC • Social Emotional Learning • Facilities • Policy <p>School Improvement Team</p> <p>Scheduling Committee</p> <p>LEAPP</p> <p>District Evaluation Committee</p> <p>Athletic Advisory Council</p> <p>Deeper Learning Advisory Board</p> <p>Senior Project Steering Committee</p> <p>Senior Project Advisory Board</p>	<p>Steve Pickford, Kevin Blanchard</p> <p>Ed Daft, Lee Markowski, Joanne Royley, Ben Fillo</p> <p>Paula Dillon</p> <p>Joe Hurley, Suzanne Pickford</p> <p>Joe Hurley</p> <p>Paula Morrissette, Eliza Pyliotis</p> <p>Paula Dillon</p> <p>George Finn</p> <p>Paula Dillon, Michael Kline</p> <p>Steve Lenz, Dan Monaco</p>		<p>Beginning of Year</p>
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	<p>Senior Project Innovation Team</p> <p>National Honor Society Advisory Board</p> <p>Graduation Pathways Advisory Committee</p> <p>CTE Statewide Advisory Committee</p>	<p>Steve Lenz, Dan Monaco</p> <p>Steve Lenz, Dan Monaco</p> <p>Katherine Schoppel</p> <p>Bryan Caswell, Toni Corry</p> <p>Paul McConnell, RIDE</p>		
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Barrington Middle School Improvement Plan - Pillar 3

Overall Employee Engagement score 2018-2019: 3.80

Overall Employee Engagement score 2017-2018: 3.72

Smart Goals Worksheet				
School Barrington Middle School	Team Name School Improvement Team	Team Leader Anderson	Date October 18, 2018	
Team Members: Teachers: Terri Couto, Peter McFarland, Abigail Williams; Parents: Kathleen Gantz, Marua McCrann, Jack Van Leer; Student: Kendal Bazerman; Administrator: Andrew Anderson				
District Strategic Goal(s) from the Scorecard: COLLABORATIVE CULTURE				
Team Smart Goal	Specific Strategies and Action Steps	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)
Increase employee engagement, as measured by the Employee Engagement Survey from 3.72 to 3.82. (N=64)	BMS will continue to improve distributed leadership practices by including teachers in the decision making process. The importance of including all teachers is critical.	Anderson	By January, 2019	Beginning of Year 3.72 (EES Winter 2018) (n=64)
	BMS will continue to improve communication with regards to district/school mandates.	Anderson	By January, 2019	Middle of Year 3.80 (EES Fall 2018) (n=62)

	BMS will provide more options to collaborate.	Anderson	By January, 2019	End of Year
	BMS administrator will provide ongoing status updates of previous identified areas for improvement and continue to ask for continuous improvement feedback.	Anderson	By June, 2019	
	BMS will dig deeper into the reason some teachers are not engaged by use of additional surveys and focus groups.	Anderson	By February, 2019	

Hampden Meadows School Improvement Plan - Pillar 3

- Overall Employee Engagement score 2018-2019: 3.74
- Overall Employee Engagement score 2017-2018: 3.28

Hampden Meadows School Smart Goals Worksheet-Collaborative Culture				
School Hampden Meadows School	Team Name School Improvement Team	Team Leader Ashleigh Faria	Date October 17, 2018	
Team Members:				
Melissa Pereira (parent), Maraidh Thomson (parent), Brenda Santos (parent), Jacqueline Fournier (teacher), Ashleigh Faria (teacher, Chairperson) Jennifer Reynolds (teacher), Tracey McGee (principal), Gino Sangiuliano (assistant principal)				
District Strategic Goal(s) from the Scorecard				
Team Smart Goal	Specific Strategies and Action Steps	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)
Collaborative Culture Goals: Based on the Employee Satisfaction Survey results for Fall 2017, we will increase the supports for teachers to accomplish their work from 3.28 to 3.50	DRAFT as of 10/18/18 CONTINUED DRAFT AS OF 2/4/19 Faculty Charter creation and implementation Positive recognition within faculty and staff Team Building events	Classroom teachers, support staff, specialists, administration	One year June 2019	Beginning of Year Baseline: Data from F 2017 Employee Engagement Survey 3.25 Median Score
				Middle of Year Data from F 2018 Employee Engagement Survey 3.74 Median Score

	<p>Implementation of EL curriculum over one year time- offering time to collaboratively plan</p> <p>Training in RULER principles and anchor tools and one year rollout plan</p> <p>Agendas for all meetings (Faculty and Grade level) Exit tickets for reflection</p> <p>Planning guides and reminders for all due dates</p>			End of Year
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Nayatt School Improvement Plan - Pillar 3

Overall Employee Engagement Survey Score 2017-18-3.40

Overall Employee Engagement Survey Score 2018-19-3.73

Smart Goals Worksheet				
School Nayatt	Team Name Collaborative Culture	Team Leaders Tracey Whitehead Julie Myszak	Date 10/18/2018	
Team Members -Tracey Whitehead, Julie Myszak, Heidi Brousseau, Steve Marchetti, Dawn Carusi, Catarina Anselmo, Lori Codega, Kim Spaight, Deb Ferreria, Michelle Blanchette, and the parents/community members of the Nayatt School Improvement Team-Melissa Coen, Michelle Sluraz, Sarah Andrus and Lindsey Tavares				
District Strategic Goal(s) from the Scorecard-Collaborative Culture				
Team Smart Goal	Action Steps:	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)
By June 2019, Nayatt School will increase the capacity of teachers to operate in a collaborative culture as evidenced by CPT notes, resources and tools created to support implementation of the EL Curriculum, and EL PD Day feedback.	<p>Development of EL Binders with each module and the units of study for each module as well as the lessons for implementation</p> <p>PD and planning with third-grade teachers and specialists.</p> <p>Primary Focus during cpt time is on the</p>	Tracey Whitehead, Julie Myszak, Dawn Carusi, Steve Marchetti, Heidi Brousseau, Catarina Anselmo, Lori Codega, Kim Spaight, Deb Ferreira, and Michelle Blanchette.	<p>August-collaborative PD Time facilitated by Julie Myszak</p> <p>Weekly Third Grade CPT Meetings to review and assess progress and plan next steps.</p> <p>Oct-May Three EL release days for the third-grade team to learn components of the program and preview tools and resources in the</p>	Documentation of the process, materials, staffing, and needs via google docs created by Julie Myszak

	<p>implementation of the Lessons with fidelity.</p> <p>Secondary focus is the development of the ALL Block at least 3X per week for 45 minutes</p> <p>Continuous reflection and planning during cpt to effectively implement the units of the modules.</p>		<p>upcoming modules</p>	
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Primrose Hill School Improvement Plan - Pillar 3

Overall Employee Engagement score 2018-2019: 3.97

Overall Employee Engagement score 2017-2018: 3.90

Goal 5: Collaborative Culture

Smart Goals Worksheet				
School Primrose	Team Name Collaborative Culture	Team Leader Pat Tolento	Date October 2018	
Team Members Pat Tolento, Katie O’Kane, Kelsey Avila, Janet Provost, Liza Cordeiro, Laurie Tickle, Sharon Santos				
District Strategic Goal(s) from the Scorecard - Collaborative Culture				
Team Smart Goal	Specific Strategies and Action Steps	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)
Increase opportunities for teacher leadership, voice, and support connected to the English Language Arts curriculum.	Implementation of a third-grade collaborative team to include all third-grade teachers, special education teachers, reading specialist, and instructional coach to create procedures and protocols associated with the new EL curriculum in grade three which can be replicated for successful implementation of EL in subsequent years and grade levels.		August-collaborative PD Time facilitated by Julie Myszak Weekly Third Grade CPT Meetings to review and assess progress and plan next steps.	Beginning of Year

			Oct-May Three EL release days for the third-grade team to learn components of the program and preview tools and resources in the upcoming modules	Middle of Year

Sowams School Improvement Plan - Pillar 3

Overall Employee Engagement score 2018-2019: 4.21

Overall Employee Engagement score 2017-2018: 4.36

Goal 5: Collaborative Culture

Smart Goals Worksheet				
School Sowams	Team Name Collab. Teams for EL	Team Leader James H. Callahan	Date October 2018	
Team Members: Tricia Hunt, Susan Fagan, Julia Tutt, Shannon Sullivan, Yimara Manzano Bou, Toni Crowell-Petrungaro, James H. Callahan				
District Strategic Goal(s) from the Scorecard: Increase employee engagement,				
Team Smart Goal	Specific Strategies and Action Steps	Who is Responsible	Target Date and Time Line	Evidence of Effectiveness (Measurement)
Increase opportunities for teacher leadership, voice, and support connected to the English Language Arts curriculum.	Implementation of a third-grade collaborative team to include all third-grade teachers, special education teachers, reading specialist, and instructional coach to create procedures and protocols associated	Principal Instructional Coach	Ongoing with weekly meetings	Beginning of Year Creation of a schedule which will allow for common planning times

	with the new EL curriculum in grade three which can be replicated for successful implementation of EL in subsequent years and grade levels.			
	Instructional coach will work with grade 3 teachers by modeling instructional practices of EL Curriculum	Instructional Coach	Ongoing	<p>Middle of Year Schedule created for common planning time with grade 3 teachers, reading specialist, special education teachers, instructional coach, and principal</p> <p>Teachers across the district have taken a survey to provide feedback on the implementation of the EL Curriculum</p>
	Grade levels will work with our instructional coach on benchmarking writing assessments for point in time scoring	Instructional Coach Classroom Teachers	Ongoing	End of Year
	Create a survey for teachers in order to gauge teacher reflections about EL Curriculum	Principal	Mid Year End of Year	

