



**S-CAP: Focused SSR Summary - Hanover (Year 3, 5, etc.) and 2/17/21**

District Priority 1: Focus on Technology to Enhance Education Experiences	
1a. Evidence of implementation around the priority.	<ul style="list-style-type: none"> <li>● Curriculum documents look very promising, realizing they are always in progress</li> <li>● ICAP resources and curriculum documents are readily available. Curious to know what the parent participation is like to know how many people take advantage of the resources.</li> <li>● Social/Emotional learning is a focus as multiple resources are available (6 different programs).</li> </ul>
1b. Additional actions that could be implemented or expanded to support the priority.	<ul style="list-style-type: none"> <li>● Making connections between standards of different content areas (Teacher Survey).</li> <li>● Make a connection between real world and curriculum (Student Survey)</li> <li>● Creation of projects/assignments/activities that the student can choose from (Ex: Capstone projects/internships)</li> </ul>
2a. Evidence of (student/staff/family) impact of the priority actions.	<ul style="list-style-type: none"> <li>● Teachers are feeling supported to try new instructional strategies.(Teacher Survey)</li> <li>● Students are feeling challenged, encouraged to do their best and are making connections. (Student Survey)</li> </ul>
District Focusing Questions:	
Are parents/students satisfied with the preparation their students are receiving given our Grade Level 13 montra?	Families did not mention grade 13. The students mentioned that their super talks about grade 13 a lot and their counselor helps them prepare for it. Capstone projects and internships would be a great way to show evidence for "Grade 13".
We are very intentional with our ICAP processes and curriculum. Is the ICAP process useful for families from your interview feedback, if not, what would be better?	Families did not mention the ICAP process specifically, but were impressed with how students were challenged at the secondary level. Secondary parents recognize the fact that administration and staff are establishing many programs. Elementary parents compliment the effort of teachers.
How have we done with remote instruction?	Although it is amazing how quickly students and teachers were able to "get on board"with this process now student engagement seems to be a concern. Teachers felt more prepared for remote learning this time around because their students got IPADs and internet support from the board on down. The internet is still an ongoing issue, but has improved since last year.
Is there clear evidence of intentional use of instructional strategies?	<ul style="list-style-type: none"> <li>● For the most part teachers conveyed objectives in the middle school.</li> <li>● The content level teachers were able to ask focused questions to the entire class.</li> <li>● Teachers also involved students when presenting content</li> </ul>

District Priority 2: Efficient and Productive Communication with All Stakeholders	
1a. Evidence of implementation around the priority.	The Hanover cabinet- leadership team. 1) Developed the 100 day plan filling numerous positions, 2) Filling key leadership positions with the right folks 3) Moving folks around to provide leadership positions Addressing the budget crisis: Establishing processes and procedures around managing budgets
1b. Additional actions that could be implemented or expanded to support the priority.	<ul style="list-style-type: none"> <li>● A parent coined a phrase... “Hornet Nation”</li> <li>● What does life at Hanover look like once you are no longer in survival mode and keeping momentum?</li> <li>● Leadership development to support the district as a whole.</li> </ul>
2a. Evidence of (student/staff/family) impact of the priority actions.	<ul style="list-style-type: none"> <li>● Community feedback</li> <li>● DAC feedback</li> <li>● Student enrollment - this has increased 8% since start of year</li> </ul>
2b. Expected impact for which no evidence was available.	<ul style="list-style-type: none"> <li>● Partnering with families. Decrease of around 20%. Focus group suggested an enclosed campus at Elementary school.</li> <li>● Admin and teacher turnover with numerous new staff has created almost a new school and parents may not be familiar with the new teachers. This is impacted by COVID restriction. What might happen when restrictions are lifted.</li> </ul>

For all Priorities	
What is the breadth and depth of ownership from stakeholder of priorities?	<ul style="list-style-type: none"> <li>● Using “Branding” to showcase school improvement activities</li> <li>● Students leaving their mark with school improvement projects</li> <li>● There are numerous avenues for communication: Updated website, Streaming Board meeting, Parent S-CAP survey link placed on website, Athletic video, Parent engagement nights/Open houses, Introduce staff members.</li> </ul>
Are we allocating resources to enhance the education of staff and students in alignment with our strategic priorities during this time of budget crisis?	<ul style="list-style-type: none"> <li>● Using insurance money to facilitate the building improvements is a big win.</li> <li>● Allocating relief dollars to provide technology upgrades for teachers and students</li> <li>● Providing a cost savings by having a dual Superintendent/principal role for budget purposes, for a short term fix.</li> <li>● Literacy grant to provide opportunities for additional staff and literacy intervention programs.</li> </ul>

**Big Summary Statements:**

**Takeaways**

- Huge fan of the hundred day plan and how quickly you were going to get everything put into place and get it all together.



- Bullying webpage that you have. Would like to take a deeper dive into that.
- Development of the website - we need to do that in our district. We may be getting in contact with you guys to find out how you did it.
- Coaches emails - we need to do more communication as well. Brett can send examples. He took from Mitchell HS
- Drops of joy. Students were included in the process. Students would appreciate being included in that process.

### **LeaveBehinds**

- Hope that board lets you keep doing all the many things you have started. Hopefully the energy and buy in will stay and there is enough time to get that into a system that will be sustainable.
- It's COVID - there is nothing we can do. We're brand new and it's not like any of us have had to deal with that before.
- Huge difference from last year to this year. Amazing growth