



**Caleb Dustin Hunking School  
SCHOOL IMPROVEMENT PLAN  
2024-2025**

Tim Betty, Principal  
Nathan Gage, Assistant Principal  
Jennifer Russell, Assistant Principal

## TABLE OF CONTENTS

Site Council Members, Roles, Signatures	3
Vision, Mission Statement, Theory of Action, Strategic Objectives Overview	4
Strategic Objectives and Goals	5-10

**SITE COUNCIL MEMBERS, ROLES, SIGNATURES**

**CHAIRPERSON:**

Tim Betty, Principal

\_\_\_\_\_

**TEACHERS:**

Kat Bielski, Grade 2 Teacher

\_\_\_\_\_

Jessica Corkum, Grade 8 Teacher

\_\_\_\_\_

Michele Butler, Reading Interventionist

\_\_\_\_\_

Ali Lacoste, Reading Coach

\_\_\_\_\_

Janet Marino, School Adjustment Counselor

\_\_\_\_\_

Jennifer Barnard, Math Interventionist

\_\_\_\_\_

**PARENTS:**

NAME AND ADDRESS/CITY

Tom Rochenski, 17 Coachmans Ln, Haverhill

\_\_\_\_\_

Angelique Schena, 11 Wayne Street, Bradford

\_\_\_\_\_

Colleen Pelczar, 12 Stafford Ct, Bradford

\_\_\_\_\_

Sylvia Harrison, 8 Sunrise Dr, Bradford

\_\_\_\_\_

Nikky Troumbetas, 38 Sherwood Dr, Bradford

\_\_\_\_\_

Elizabeth Firger, 39 Dolphin Ave, Bradford

\_\_\_\_\_

Paul Abreu, 5 Sporting View, Bradford

\_\_\_\_\_

## VISION, MISSION STATEMENT, THEORY OF ACTION, STRATEGIC OBJECTIVES

### SCHOOL VISION

By June 2025, Hunking School will be a high functioning learning community that prepares all students for high achievement. Teacher teams will collaborate, use reflective teaching practices, participate in shared/distributed leadership and communicate effectively to ensure academic excellence for all students.

### SCHOOL MISSION STATEMENT

With the support of the home and community and guidance from school staff, Caleb Dustin Hunking School strives to foster a safe, nurturing, and inclusive learning environment where students can develop the skills to become critical thinkers and lifelong learners.

### THEORY OF ACTION

**Academic focus:** We want to increase our achievement in math and reading ensuring that all subgroups and grade levels maintain a SGP 50 or higher. We believe that by developing a model for planning and data meetings for the grade levels, we will build continuity and capacity and enable staff to work together to better meet the needs of all students.

**Diverse Learning Focus:** We believe that strengthening our inclusive and differentiated practices and providing increased support to students, both academically and socially emotionally, will assist all students in feeling welcome, safe, and successful at school.

**Family and Community Engagement Focus:** We believe that by building an intentionally welcoming and inclusive school community, student and parent participation in events, initiatives, and planning groups will become more reflective of the overall school population. This includes our focus on improving student attendance across the school.

### STRATEGIC OBJECTIVES

- Improve student achievement in reading
- Improve student achievement in mathematics
- Increase the ability to meet the diverse needs of all learners
- Increase parent involvement

**STRATEGIC OBJECTIVE:** Improve student achievement in reading

**GOAL 1:** By June 2025, the number of students reading at or above grade level will increase by 20% based on iReady Reading.

**GOAL 2:** By June 2025, the number of students scoring advanced (exceeding expectations) and proficient (meeting expectations) on MCAS ELA will increase by 20%.

<b>Action Step</b> <i>What steps must be taken to achieve this goal?</i>	<b>Benchmark</b> <i>What will be accomplished to support the action step?</i>	<b>Time Frame</b> <i>When will this step be taken?</i>	<b>Person(s) Responsible</b> <i>Who is responsible and accountable for taking this action step?</i>	<b>Materials/ PD/ Staffing Needed</b> <i>What support and resources are needed to implement this action step?</i>	<b>Evidence</b> <i>How will we assess that we have met this action step?</i>
K-2 staff will implement the Heggerty phonemic awareness program	K-2 staff will receive training on the Heggerty phonemic awareness program  Time in the master schedule will be allotted for Heggerty	Fall 2024  June-August 2024	- K-2 Staff - ELA Curriculum Supervisors - Literacy Coaches  - Administration - ILT	- Heggerty program materials - PD	Classroom observations  The master schedule
K-8 ELA staff will use a 30 minute WIN block to implement targeted intervention in reading	The master schedule will reflect the WIN block  K-8 ELA staff will use Common Planning Time to discuss and plan for intervention in the WIN block	June-August 2024  Ongoing FY25	- Administration - ILT  - 5-8 ELA staff - Administration - Literacy coaches - Reading interventionists		The master schedule  Classroom observations
Staff will use iReady to form data based intervention in ELA	K-8 ELA staff will use Common Planning Time to look at data and plan for targeted intervention	Ongoing FY25	- 5-8 ELA staff - Administration - Literacy coaches - Reading interventionists	- iReady resources - iReady crosswalks	- Classroom observations - Intervention schedule
Students will complete the targeted number of minutes in iReady reading	K-8 ELA staff will provide students with 30-45 minutes weekly to work on their pathway	Ongoing FY25	- K-8 staff - K-8 students	- iReady program - iReady pathways	iReady reports

**STRATEGIC OBJECTIVE:** Improve student achievement in mathematics

**GOAL 1:** By June 2025, the number of students performing at or above grade level will increase by 20% based on iReady Math.

**GOAL 2:** By June 2025, the number of students scoring advanced (exceeding expectations) and proficient (meeting expectations) on MCAS Math will increase by 20%.

<b>Action Step</b> <i>What steps must be taken to achieve this goal?</i>	<b>Benchmark</b> <i>What will be accomplished to support the action step?</i>	<b>Time Frame</b> <i>When will this step be taken?</i>	<b>Person(s) Responsible</b> <i>Who is responsible and accountable for taking this action step?</i>	<b>Materials/ PD/ Staffing Needed</b> <i>What support and resources are needed to implement this action step?</i>	<b>Evidence</b> <i>How will we assess that we have met this action step?</i>
K-8 math staff will use a 30 minute WIN block to implement targeted intervention in math	The master schedule will reflect the WIN block  K-8 math staff will use Common Planning Time to discuss and plan for intervention in the WIN block	June-August 2024  Ongoing FY25	- Administration - ILT  - 5-8 math staff - Administration - Math coaches - Math interventionists		The master schedule  Classroom observations
Staff will use iReady and Math benchmarks to form data based intervention in math	K-8 math staff will use Common Planning Time to look at data and plan for targeted intervention	Ongoing FY25	- 5-8 math staff - Administration - Math coaches - Math interventionists	- iReady resources - iReady crosswalks	- Classroom observations - Intervention schedule
Students will complete the targeted number of minutes in iReady math	K-8 math staff will provide students with 30-45 minutes weekly to work on their pathway	Ongoing FY25	- K-8 staff - K-8 students	- iReady program - iReady pathways	iReady reports

**STRATEGIC OBJECTIVE:** Increase the ability to meet the diverse needs of all learners

**GOAL 1:** Reduce the number of referrals to special education by 10% by June 2025.

**GOAL 2:** Reduce the number of calls for student support by 20% by June 2025.

**GOAL 3:** Provide students with challenging enrichment opportunities when applicable and consistent recognition for high level achievements. This will be evidenced by a 5% increase in students performing above grade level on iReady (Math & ELA) and exceeding expectations on MCAS (ELA, Math, & STE), as well as high level achievements in the Fine & Performing Arts and Athletics.

<b>Action Step</b> <i>What steps must be taken to achieve this goal?</i>	<b>Benchmark</b> <i>What will be accomplished to support the action step?</i>	<b>Time Frame</b> <i>When will this step be taken?</i>	<b>Person(s) Responsible</b> <i>Who is responsible and accountable for taking this action step?</i>	<b>Materials/ PD/ Staffing Needed</b> <i>What support and resources are needed to implement this action step?</i>	<b>Evidence</b> <i>How will we assess that we have met this action step?</i>
Staff will strengthen inclusive and differentiated instructional practice	Staff will be trained on the use of the DCAP	Ongoing FY25	<ul style="list-style-type: none"> <li>- District Administrators</li> <li>- Building Administrators</li> <li>- Curriculum Supervisors</li> <li>- Instructional Coaches</li> </ul>	<ul style="list-style-type: none"> <li>- DCAP</li> <li>- PD time</li> <li>- Common Planning time</li> </ul>	Implementation of strategies in K-8 classrooms
Increase supports offered to students	Provide students with a positive assisted learning space	Ongoing FY25	<ul style="list-style-type: none"> <li>- Student Support Team</li> <li>- Adjustment counselors</li> <li>- Counselors</li> </ul>	<ul style="list-style-type: none"> <li>- Designated space in the building</li> <li>- Google form for students to request access to the room</li> <li>- Information about the program</li> </ul>	Logs to track access to the room
	Provide students with access to a designated sensory space	Ongoing FY25	<ul style="list-style-type: none"> <li>- BCBA</li> <li>- RBT</li> <li>- Student Support Team</li> <li>- K-8 Staff</li> </ul>	<ul style="list-style-type: none"> <li>- Designated space in the building</li> <li>- Variety of sensory tools</li> </ul>	Logs to track access to the room
	Provide students with intervention services as needed	Ongoing FY25	Coaches Interventionists K-8 Staff		
Strengthen the Instructional	Define the roles and	Fall 2024	- Administrators	Common Planning Time	Instructional staff

Support Team (IST) process	responsibilities of IST members		- Instructional Coaches		understand the roles and responsibilities
K-8 staff will use a 30 minute WIN block in both ELA & Math to implement enrichment opportunities for students performing at & above grade level	The master schedule will reflect the WIN block  K-8 staff will use Common Planning Time to discuss and plan for enrichment during the WIN block	June-Aug 24  Ongoing FY25	- Administration - ILT  - K-8 staff - Administration - Instructional coaches - Interventionists		Master Schedule  Classroom observations Instructional Walkthroughs
K-8 staff will find opportunities to recognize all learners for different accomplishments (Theme of the Month, Honor Roll, etc.)	Establish a schedule for celebratory assemblies	Ongoing FY25	-Administration -Support Staff -K-8 Staff	Time in schedule  Partnership w/PTO  Certificates/Awards	Schedule Spreadsheets News & Info in Bobcat Bulletin



**STRATEGIC OBJECTIVE:** Increase parent involvement

**GOAL 1:** Decrease chronic absenteeism by 20% by June 2025.

**GOAL 2:** Improve communication and family engagement by at least 20% by June 2025, based on pre and post surveys.

<b>Action Step</b> <i>What steps must be taken to achieve this goal?</i>	<b>Benchmark</b> <i>What will be accomplished to support the action step?</i>	<b>Time Frame</b> <i>When will this step be taken?</i>	<b>Person(s) Responsible</b> <i>Who is responsible and accountable for taking this action step?</i>	<b>Materials/ PD/ Staffing Needed</b> <i>What support and resources are needed to implement this action step?</i>	<b>Evidence</b> <i>How will we assess that we have met this action step?</i>
Implement Title I family nights	Use Title I funds to hire a Title I family coordinator(s)  Hold a minimum of two Title I family nights	Sept. 2024  Ongoing FY25	- Administration  - Title I Coordinator(s) - Hunking staff	Title I budget  Title I budget	PCF submitted to HR  At least two family events being held
Explore and implement new ways to bring families into the educational process	Implement an informational night for families for programs offered at HHS, including Career Technical Education, Classical Academy  Partner with the Hunking PTO to offer events	Fall 2024  Ongoing FY25	- Administration - Counselors - HPS staff who oversee these programs  - Administration - Title I Coordinator(s) - PTO members	Title I budget  - Title I budget - PTO funds & resources	Informational night occurred  Co-sponsored events occurred
Strengthen best practices for attendance	Create a one-page document with attendance procedures for staff  Establish a set attendance team  Train staff on attendance	June 2023  Sept. 2024  Sept. 2024	- Administration - Current attendance team  - Administration - Student Support Coordinator  - Administration		Completed document  Sign in sheet for training

	policies		- Student Support Coord.		
Continue with Annual Family Engagement/Community Events	Hunking's Annual Block Party  Hunking's Annual Feast  Hunking's Annual Multicultural Night	September 2024  Nov. 2024  March 2024	-Administration -PTO -Planning Committee	Partnership with PTO & Community resources	Sign-in sheets/Registration from events
Survey families	Create a survey  Send survey to students and parents twice a year (October and May)	Sept. 2024  Oct. 2024	- Administration - ILT - Student Support Coordinator  - Administration		Completed survey