

HRMS School Improvement Plan 2025-2026

Our Mission: Creating a supportive environment where all learners thrive.

Our Vision: Graduates of Danvers Public Schools will be adaptable, resilient learners empowered to thrive in a complex and ever-changing world.

Portrait of a Graduate

- Compassionate Citizens
- Resilient Problem Solvers
- Effective Communicators
- Skillful Collaborators
- Transformative Thinkers

Strategic Priority #1: Teaching and Learning

Goal: Strengthen and align a 6-8 standards-based, student-centered, and culturally responsive curriculum.

MEASURES:

- At the middle school level: By June 2026, HRMS will see an increase in their student achievement scores on the following measures: MCAS (ELA, Math, Science, Social Studies), DIBELS, and iReady Benchmark Assessments.
- Student engagement will increase as measured by
 - Instructional Leadership Team Learning Walks
 - Climate survey responses
 - Student attendance

Implementation Strategies	Time	Who	Resources	Current Status
A.) Curriculum Review/Implementation Implementation of new ELA curriculum to align with K-5 (Fishtank Learning), implementation of a new Science Curriculum (OpenSciEd), begin a review process of 6-8 Math Curriculum	2025-2026	HRMS Educators, HRMS Administrators, and District Curriculum Leaders	● Fishtank Training & Support ● OpenSciEd ● Carnegie Math	The district's universal instruction needs to be strengthened because, in the district aggregate, we do not have 80% of our students meeting or exceeding expectations on the MCAS.
B.) Implement Portrait of a Learner competencies across all grades.	2025-2027	HRMS Educators HRMS Administrators	● Align learning experiences, capstone projects, assessments, and supports.	Year 1 of 2; Competencies sketched out for three levels of schooling.

Compassionate Citizens; Resilient Problem Solvers; Effective Communicators; Skillful Collaborators; Transformative Thinkers				
C.) Launch SEL curriculum, Wayfinder, aligned with MTSS.	2025-2027	HRMS Administrators, Teacher Leaders, SEL Team	- Wayfinder curriculum and training - HRMS Early Adopter Team - Education Development Center for training and support	Pilot test at HRMS & DHS (training on Optional PD days)
D.) Provide professional development based on educator need (new educator evaluation rubrics, special education, SEL, instructional assistants, choice)	August 2025 - June 2026	HRMS Administrators & ILT Team	- DESE's New Classroom Teacher Rubric (2024) - DESE's Formative Assessment recommendations - Administrator calibration resources - Professional Development Pathways (Choice)	DESE finalized the new Classroom Teacher Rubric in June 2024 and DPS will implement it this school year. In addition, we will strengthen our formative assessments of new staff and administrators.
E.) Continue engaging in applied learning projects (Participate in Replicating Applied Learning Instruction Everywhere Grant program).	August 2025 - June 2026	HRMS Administrators HRMS ILT Grade Level PLC's	- One8 Foundation - PBL Math - Open SciEd implementation - PLTW - STEM/Computer Science	

Strategic Priority #2: Schoolwide Systems & Structures

Goal: Implement inclusive systems that promote high-quality learning environments.

MEASURE: *The district will use two district measures - the VOCAL data (from MCAS) and a Panorama School Climate Survey along with the Youth Risk Behavior Survey at the secondary level.*

- VOCAL Data: *Each school in the Danvers Public Schools will continue see an increase in one of the Dimension scores - **School Climate, Engagement, Safety, and Environment** in addition to the following prompts:*
 - Teachers, students, and the principal work together to prevent (stop) bullying.*
 - Students at school try to stop bullying when they see it happening.*
- Panorama School Based Survey on School Climate - *Aggregate Scores for School Safety*
 - The initial implementation of the survey will provide a baseline for future data analyses.*
 - A comparative analysis will be conducted with the results of the initial Panorama survey implementation and Spring 2024 VOCAL data results.*
- Youth Risk Behavior survey for HRMS and DHS students.

4. Fewer discipline referrals & absenteeism
5. Staff survey shows high satisfaction with leadership
6. More teacher leaders across schools

Implementation Strategies	Time	Who	Resources	Current Status
A.) Implement and communicate school wide behavior expectations to students and families. (strong start playbook, etc)	2025-2027	HRMS Administrators, Teacher Leaders, Teacher Leadership Groups	HRMS Strong Start Playbook Monthly Grade Level Meetings (Hawk Talks) Grade Level Team/Student Support Meetings (1x7) SmartPass	Develop Behavior Matrix HRMS & DHS
B.) Ensure equitable access to instruction and services across the school by effectively scheduling staff and maximizing the use of all available resources.	2025-2027	HRMS Administrators , Teacher Leaders; Teacher Leadership Groups	Reports from special education audit and audits of specialized programs Review of students' IEPs	Audits have been completed Annual review and reallocation of resources based on updated student need data.
C.) Participation in a Prek - 12 Mental Health Team to address student mental health, social emotional learning, and behavior	2025-2026	School Social Workers, Counselors, Psychologists, and BCBAs District Administrators	CASEL Five competencies Wayfinder Curriculum	The group will meet monthly to raise and address concerns
D.) Use SEL screeners to tailor supports and build MTSS systems.	2025-2028	School Social Workers, Counselors, Psychologists, and BCBAs District Administrators	Wayfinder curriculum Panorama screeners	Implement SEL screeners & curriculum to identify and build students' skills
E.) The district will continue to provide and refine safety training for students, faculty, and staff.	On going	District Safety Committee Safety and Security Committee District Threat Assessment Team DPS Wellness Committee	Town Safety Officials	The district will continue to hold safety committee meetings to strengthen our district policies and practices:

Strategic Priority #3: Family & Community Partnerships

Goal: Strengthen inclusive efforts that build relationships among families, schools, and the community.

MEASURE: The district will use two measures - the VOCAL data (from MCAS) and a School Climate Survey (Panorama).

- The district will see an increase in student subgroups responding to the following prompts on the Spring 2024 Vocal Survey - Dimension scores for ***School Climate and Engagement*** in addition to the following prompts:
 - I feel as though I belong in my school community.
 - I feel comfortable reaching out to teachers/counselors for emotional support if I need it.
 - Students from different backgrounds respect each other in our school, regardless of their race, culture, family income, religion, sex, or sexual orientation.
- Panorama School Based Survey on School Climate - *Aggregate data for School Belonging, School Climate, and School Engagement*
- Greater family participation in events and surveys
- Positive perception data on trust and communication

Implementation Strategies	Time	Who	Resources	Current Status
A.) Translate all communications into home languages.	2025-2027	ESL coordinators & teachers; DPS Administrators; DPS Educators;	Lexikeet Google Translate Reach My Teach	
B.) Publish school & district updates regularly via newsletters, websites, and social media. Recognize and share positive student and staff accomplishments. Ensure families know who to contact with questions and receive timely responses.	2025-2027	HRMS Administrators, Administrative Assistants	School & district newsletters, websites, & social media. School handbooks	Revising school handbooks
C.) Provide additional opportunities for parents/guardians to engage with school community and provide child care, translation, and transportation	2025-2027	HRMS Administrators; HRMS Educators;	Athletic Vans ESL Staff Student Leaders	
D.) Increase family representation on advisory councils	2025-2027	HRMS Administrators	Surveys Review current participation Feedback	

Strategic Priority #4: District Operations and Resource Management

Goal: Enhance district systems, facilities, and services that support student learning.

MEASURE:

- Faster service delivery (enrollment, facilities, tech)
- Higher satisfaction with food service and safety
- Community-supported capital plans
- Updated Staff Handbook
- 80% of staff report access to protocols is easy and timely on staff survey

Implementation Strategies	Time	Who	Resources	Current Status
A.) Publish a digital repository of updated district protocols.	2025-2026	Central Cabinet, Administrative Council	Previous Staff Handbook Google Doc with updated protocols ('24-'25) Survey for staff measurement	Work has begun (8/25)
B.) Transition to digital systems Expand MUNIS Online registration in PowerSchool Implement Data Platform (Panorama) Implement Lexikeet, ReachMyTeach	2025-2026	Central Cabinet, Town Officials, Technology Department	PowerSchool ReachMyTeach MUNIS Panorama Lexikeet	PowerSchool Module for online registration ReachMyTeach - DPS platform MUNIS conversion ongoing
C.) Begin multi-year facilities upgrade plan.	2025-2027	Central Cabinet, School Committee, Town Officials, DPW, School Committee, Superintendent Advisory Council		
D.) Align budgeting and operations to strategic goals.	2025-2026	Central Cabinet, School Committee, Town Officials		