



SCHOOL IMPROVEMENT PLAN AT A GLANCE
2024-2025

| Hammond Elementary School : VISION, MISSION, & CORE VALUES | SCHOOL STRATEGIES, COMMITMENTS, & ACTION STEPS |
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| <p>Mission Hammond Elementary School provides a safe, nurturing learning environment that fosters individual success through academic excellence, and appreciation of diversity, to ensure lifelong learners.</p> <p>Vision Hammond Elementary School staff will implement the Maryland Common Core Curriculum for the students to be College and Career Ready by...</p> <ul style="list-style-type: none"> ● being able to demonstrate independence ● understanding others perspectives and cultures ● appropriately using STEM (science, technology, engineering, and mathematics) ● building strong content knowledge <p>Core Values</p> <ul style="list-style-type: none"> ● Collaborative Relationships ● Communication ● Creativity | <p>Reading Strategy: Implementing all components of reading instruction including providing Tier 1 instruction and Tier 2 and Tier 3 supports when necessary. Statement of Commitment: The staff at Hammond ES commit to implementing all components of literacy instruction while providing Tier 1 instruction, so that students will have the optimum amount of instructional time with Tier 1 and Tier 2 or 3 when necessary. Action Steps:</p> <ul style="list-style-type: none"> ● Implement all components and expectations for the ELA instructional block. ● Engage in collaborative planning to ensure consistency of literacy instruction and teaching the intent of the standards. ● Engage in professional learning with the literacy coach on the science of reading and effective instructional strategies. Apply learning to instructional practice. ● Use literacy walkthrough tools to assess the fidelity of implementation of literacy instruction and engage in team feedback and reflection to make adjustments to refine instructional practice. <p>Mathematics Strategy: Engaging students in mathematics learning that fosters student agency and self-efficacy. Statement of Commitment: Our staff commit to meaningfully engaging students in mathematics learning that fosters student agency and self-efficacy so that students will develop productive learning behaviors and dispositions that support their understanding and mastery of content.</p> |
| <p>HCPSS EQUITY FRAMEWORK</p> | <p>Action Steps:</p> <ul style="list-style-type: none"> ● Know the learners and develop their dispositions for learning mathematics <ul style="list-style-type: none"> ○ Monitor student dispositions towards mathematics in order to support positive dispositions. |

Belonging: All students, staff, and families experience belonging; and each person's physical, social, and emotional needs are met.
Opportunity & Access: All students, staff, and families can access pathways that expose them to high-quality learning experiences.
Instructional Excellence: All students and staff are provided with the resources necessary to deliver and experience high-quality instruction.
Engaged & Inspired Learners: All students and staff are empowered to shape their teaching and learning experiences.

- Provide opportunities for students to make sense of mathematics throughout lesson by:
 - Engaging in collaborative planning and professional learning to deepen understanding of content and pedagogy.
 - Structuring lessons so that students have opportunities to do and discuss mathematics before explicit instruction takes place

Attendance Strategy: Communicating with families about student attendance
Statement of Commitment: Our staff commit to engaging in regular attendance meetings and in timely communication with families regarding student attendance so that each student and family will be informed about their own student's attendance and system policy.

- Action Steps:**
- Begin positive relationships with families from the start of school by welcome phone call.
 - Ensure attendance meetings occur monthly.
 - Follow attendance procedures to communicate with families including the initial Call of Concern procedure and follow up letter, generate and send attendance letter based on attendance data. Begin the process at the classroom level.
 - Recognize good and improved attendance.
 - Identify school-based staff who keep in regular contact with students with attendance concerns (e.g., homeroom teacher, nurse, liaison, etc.)

Discipline Strategy: Engaging in data analysis protocols with a focus on disproportionality in discipline data.

Statement of Commitment: We commit to engaging in monthly discipline data analysis so that students will experience equitable disciplinary actions as evidenced by less disproportionate discipline.

- Action Steps:**
- Extend the required monthly data protocol to include student level analysis for the focus disposition (ODR)
 - Deepen the understanding of measures of positive school climate/culture.
 - Strengthen the connection between school discipline data with the planning and actions of our PBIS team.

HCPSS FIVE FOCUS AREAS

