



School Re-Opening Pierce Improvement Plan -- 2020-2022
Executive Summary

School Council Members

Name	Position
Lesley Ryan Miller	Principal
Jamie Yadoff	Vice Principal
Hank Hryniewicz	Community Member
TBD	Community Member
Tracy Bare	Teacher
Elizabeth Balzano	Teacher
Dawn Galolo	Teacher
Melissa London	Teacher

Beth Collins	Teacher
Marlene Goncalves	Teacher
Christi Electris	Parent
Gretchen Heefner	Parent
Tiffany Rinne	Parent
Audrey Lee	Parent
Molly Cohen	Parent

The Pierce School is a K-8 teaching and learning community located in the heart of Brookline. Pierce is situated in a campus-like setting, with classrooms in three separate buildings. Pierce School values the diverse backgrounds from which all of the students come from. Pierce School's teaching and learning is grounded in collaboration that promotes equity, academic achievement and the social-emotional well-being of all students.

Collaboration among student, staff and families is highly valued. Our active parent community and PTO allows students and families to experience a variety of extra-curricular and enhanced school day programming. Programs such as Coder's Club, The Penguin Post school newspaper, annual FitFEST and the Pierce Performing Arts program are all parent-sponsored events of incredible value to students as they provide additional opportunities to nurture the "whole child". Educators come together in venues such as Common Planning Time, Child Study Teams and Collaborative Time to focus on student academic achievement and social emotional development. Pierce's academic success is confirmed by the tremendous growth rates in ELA and Math as evidenced by various formative and summative student assessments. While Pierce has substantially narrowed student "growth" gaps a performance gap is still present which is an area for continued work. The Pierce 17-20 School Improvement Plan, which can be found [here](#) outlines the detailed work in service of student/faculty safety, narrowing student achievement gaps and student social- emotional growth via goals in the following areas:

1. School Security & Facilities
2. Equity
3. Literacy
4. Math
5. School Climate

On March 17, 2020, all elementary and secondary public and private schools in the Commonwealth were ordered to cease in-person instruction, as part of the statewide plan to combat the COVID-19 pandemic and rapidly reduce the transmission of the novel coronavirus. As schools planned to re-open, the Department of Elementary & Secondary Education required districts and schools to prepare a reopening plan that addresses three possible learning models: in-person learning with new safety requirements, a hybrid of in-person and remote learning, and the continuation of remote learning. Throughout the planning process for these re-opening of school scenarios, Pierce has used the following guiding principles:

1. Prioritizing the health and safety of PSB students, staff, and families.
2. Providing a robust and seamless teaching and learning experience for students.
3. Prioritizing social-emotional wellness at the foundation of student success.

The SY 20-22 School Improvement Plan is focused on the very complex work of reopening schools. The reopening goals focus on the areas of:

1. Health & Safety of Students, Staff and Families
2. Student Social-Emotional Wellness
3. Equity
4. Teaching & Learning
5. Professional Growth of Educators

Our goals are couched in the Public Schools of Brookline's district goals. By aligning our goals, we ensure the necessary resources and supports are in place to achieve our goals in support of student achievement and student success. Additionally, in order to respond effectively to the changing needs of students, educators and families during this pandemic period, it is essential that our School Improvement Plan is a living

document in that it is continuously updated and allows us to make mid-course corrections when needed. The Pierce School Council supports the school in refining the plan by asking relevant questions, giving feedback and then monitoring the implementation and success of the plan. The Pierce School Council is responsible for approving the plan.

HELPFUL LINKS

- [Pierce Staff 2020-2021](#)
- [Setting up your learning spaces for Covid](#)
- [COVID Symptom FlowChart](#)
- [Student Health Attendance/Attestation Form](#)
- **Pierce School Video:** [What We're Doing to Get Ready](#)
- [Welcome to Pierce, Kindergarteners!](#)
- [Pierce In Person Protocols and Procedures for Hybrid Gr. 1 & 2](#)
- [Pierce Grades 1 & 2 Back to School Video](#)
- [Pierce Grades 3-8 Back to School Video.](#)
- [Pierce In Person Protocols and Procedures for Hybrid Grades 3-8](#)
- [Pierce School Health and Safety Video](#)
- [Back to School Parent Guidelines by PSB](#)
- [Pierce Community Forum Video from October 13, 2020](#)
- [Pierce Community Forum Slideshow 10.13.21](#)
- [Pierce Community Forum Slideshow 1.7.21](#)

1. Health & Safety of Students, Staff and Families

GOAL: Develop procedures for accurately implementing, evaluating, revising, and editing your operational plans to reopen schools for in-person learning

Action	Person(s)/Teams	By When ?	Resources you will use to	Indicators of
--------	-----------------	-----------	---------------------------	---------------

	Involved in the work		get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc)	Progress and Success
Develop a plan for clear and streamlined COVID related communication with families, staff, and the community	PSB Health Coordinator Pierce Nursing Team Pierce Admin Team	September 2020/Ongoing	Parabola Project CDC Guidance for Schools	
Develop a plan for how cohorts will be formed and scheduled	Pierce Admin Team	August 2020	DESE COVID-19 Information & Resources	
Develop a clear and aligned message about masks	Brookline Dept. of Public Health District Health Dept. Pierce Covid-19 Planning Team	August 2020	Public Schools of Brookline COVID-19 Information & Resources	
Establish a plan for effective sanitization	Pierce Custodial Team District Facilities Dept.	August 2020		
Develop a plan for sufficient distancing in classrooms	Pierce Admin Team Pierce Covid-19 Planning Team	August 2020-K (in-person) October 2020		

		(1-8 hybrid) February 2021 (gr. 1 in-person)		
Evaluate classes that require modification due to distancing requirements (PE, recess, art, WL, Conservatory)	Admin Team	September 2020		
Create a protocol for meals that allows for 6 feet distancing	Admin Team Pierce Cafeteria Staff Food Service Dept.	August 2020 (ongoing as students return to full in-person learning)		
Plan for staggered arrival /dismissal	Admin Team	September 2020		
Identify related needs and health & safety planning for parent in-school volunteer support	Pierce PTO Pierce Covid-19 Planning Team			

2. Student Social-Emotional Wellness

District Goal: Every Student Prepared for Change and Challenge

Instill in every student the habits of mind and life strategies critical for success in meeting the intellectual, civic, and social demands of life in a diverse, ever-changing, global environment.

GOAL: SEL skills across the 5 core competencies will be clearly articulated including developmental benchmarks and indicators. Develop procedures for accurately understanding students' social-emotional functioning and growth throughout the 2020-2021 school year. (Social-Emotional Learning)

Action	Person(s)/Teams Involved in the work	By When ?	Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc)	Indicators of Progress and Success
Build a schedule that allows for daily SEL times for students both in person and at home.	Administration	August 2020 (remote schedule) September 2020 (1-8 hybrid) February 2021 (Grade 1 in-person) March 2021 Grades 2-5 in-person)		Continuous improvement for students in the following SEL competencies as measured by SEL screeners: 1. Self-efficacy 2. Self-management 3. SEL

Implement Social-Emotional Screeners for all grade 3-8 students to assess social-emotional competencies, well-being and supports needed.	K-8 Guidance Counselors Office of Student Support	October 2020 January 2021 Spring Assessment date TBD	Faculty Mtg to review process and results w/educators	Competencies 4.Well-being 5.Supports and Environment
Provided Second Step lessons to our youngest students	K-2, Guidance Counselor	ongoing	Second Step curriculum materials	
Continue to support staff in the use of Zones of Regulation, including using our PBIS para and/or special education staff to reteach and reinforce those skills with students who are struggling.	Guidance staff PBIS para special educators and support staff	ongoing		
Use district SEL assessments to determine need and allocate resources within the Pierce community.	Office Of Student Support (District)	September 2020/ongoing		

3. EQUITY

District Goal 2: Every Student Invested in Learning

Increase every student’s ownership of his/her learning and achievement by using rigor, relevance, and relationships to foster a spirit of inquiry and the joy of learning.

GOAL: Instruction is delivered using culturally responsive strategies that honor/recognize students’ identities while providing entry points for all students into the grade level content. Instructional strategies encourage student agency. (Cultural Competence & Anti-Racism)				
Action	Person(s)/Teams Involved in the work	By When ?	Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc)	Indicators of Progress and Success
Offer professional collaboration opportunities that focus on advancing equity and cultural responsiveness within our school community.	Grade Level Teams/Specialist Teams/Administration	ongoing	Faculty Meetings, PLC’s PEAT (Pierce Equity Action Team) twice monthly meetings	
Technology and material distribution to all students to support remote and hybrid instruction.	Ed Tech Specialist Administration	September 2020	Access to district Chromebooks	
Support staff in responding to student behaviors (academic and social) in a way that affirms their needs while	All teachers, support staff and administrators	ongoing	Team meetings, faculty meetings All Faculty Professional Development:	

also helping students be successful in the classroom.			Practical Trauma-Informed Strategies to Reduce Anxiety in Students w/Jessica Minahan (sponsored by Brookline Educational Fund)	
-------------------------------------------------------	--	--	--------------------------------------------------------------------------------------------------------------------------------	--

4. Teaching & Learning

District Goal: Every Student Achieving

Ensure that every student meets or exceeds Brookline’s high standards and eliminate persistent gaps in student achievement by establishing educational equity across all classrooms, schools, and programs.

GOAL: With teacher support, identify “essential curriculum” and learning standards. These learning standards highlight grade level learning expectations, skills for mastery, and introduce future content. (Essential Curriculum)				
Action	Person(s)/Teams Involved in the work	By When ?	Resources you will use to get this work done - (e.g. release time, PD time, faculty meetings, support from central office, funding, etc)	Indicators of Progress and Success
Support teachers as they adapt to meet the demands of our new Essential Curriculum.	Curriculum coordinators, literacy and math specialists, grade level teams, administrators	ongoing	Content Department PD, early release day collaboration, faculty meetings	Continuous improvement of student academic achievement as measured by: MCAS data (gr. 3-8) BOY literacy assessment data (K-8)

				<p>EOY literacy assessment data (K-8)</p> <p>Kindergarten Math Assessments</p> <p>Gr.1 & Gr. 2 Working Number Assessments</p> <p>End of Unit Investigations Assessments (gr. 3-5)</p> <p>DESMOS Assessments (gr. 6-8)</p>
Support teacher teams in assessing student work and skills against grade level expectations.	Curriculum coordinators, literacy and math specialists, administrators	ongoing	<p>Grade level PLCs, facilitated by administration on early release days.</p> <p>Professional development for kindergarten & gr. 1 paras to implement math assessments</p>	
Use student achievement data to allocate staffing and resources that ensure all students have the supports they need to	Administrative	April 2021/ongoing	Early release day collaboration, faculty meetings	

make effective progress.				
Implementing Investigations math curriculum in grades 3-5	3-5 Math specialist	ongoing	Grade Level Team Mtgs	
Continued implementation of Literacy Collaborative coaching in grades K-2 and focus on implementing Calkins Units of Study in kindergarten-grade 8 in English Language Arts.		ongoing		

5. Professional Growth of Educators

District Goal : Every Educator Growing Professionally

Foster dynamic professional learning communities that inspire inquiry, reflection, collaboration, and innovation, and use data to improve teaching, advance student learning, and refine the programs and practices of the Public Schools of Brookline.

GOAL: Support educators across the district with implementation of content defined in the Essential Curriculum. Provide professional development opportunities that exemplify best practices, prepare and support educators to be fluid and effective as they navigate both in-person and remote learning. (Professional Development)

Action	Person(s)/Teams Involved in the work	By When ?	Resources you will use to get this work done -	Indicators of Progress and Success
--------	--------------------------------------	-----------	------------------------------------------------	------------------------------------

			(e.g. release time, PD time, faculty meetings, support from central office, funding, etc)	
Provide in house professional development in math and literacy to both classroom teachers and paraprofessionals.	Literacy and math specialists	December 2020/ongoing	Early release days Faculty Mtgs	Increased Educator Efficacy as measured by feedback on Professional Development Sessions
Support staff in their efforts to meet as teams to review student data and plan for reteaching and / or enrichment.	Grade level teams, administration, support staff	January 2021	Early release days	