



Priority 1

Growth area: Rigorous School Curriculum

Description: Implement high quality units of study for ELA and Math across grade levels. These units and corresponding lessons will support students to develop enduring understanding and increase student investment and motivation.

Action steps / key strategies:

- ❖ Full implementation of EngageNY ELA and Math modules in Grades 4-8; gradual implementation in Grade 3.
- ❖ Utilize detailed lesson plans, including:
 - Daily objectives that are measurable, standards-based, & kid-friendly
 - A rigorous assessment to measure student mastery within each unit and module
 - Ensure focus is on building concepts as opposed to teaching steps or isolated skills

Priority 2

Growth area: Intervention/Acceleration

Description: All students will participate in skills-based intervention groups focused on mastery or acceleration. Groupings will be based on an analysis of multiple data sources.

Action steps / key strategies:

- ❖ Train all staff on how to effectively interpret data and action plan in order to set meaningful student and grade level goals. Included in this planning will be ways to differentiate for intervention
- ❖ Provide intervention or acceleration 5 days per week and ensure that groupings are fluid
- ❖ Ensure students receive corrective instruction in which teachers utilize different instructional strategies than were used during core instruction

Priority 3

Growth area: School culture

Description: Continue to refine a school culture that fosters a positive environment for staff and students, promotes student learning, and is consistent school-wide.

Action steps / key strategies:

- ❖ Refine the revised PBIS system that was implemented in 2015-2016
- ❖ Revisit and refine school wide expectations, including common language for all adults and students around expectations, and develop consistent classroom management practices
- ❖ Strengthen monthly Community Meetings to ensure that they reinforce school wide expectations, recognize student achievement and focus on the mission of the school
- ❖ Engage in data inquiry cycles around school climate and culture that provide regular information and feedback on staff perceptions, student behavior and other climate issues for team to analyze and adjust practice



- 1. Allocation of discretionary funds made available by the principal, including in areas such as: wraparound services for students and families, after-school programs, and school supplies.** Discretionary funds are those remaining after a school budgets for district services, partner fees, staff salaries and stipends.

For the 2016-2017 school year, discretionary funds have been allocated in the following amounts:

- Supplies & materials: \$12,658
- Teachers' Choice: \$4,800

Any transfer or use of additional funds received over the course of the school year will be determined by the principal.

- 2. School curriculum issues.**

Alexander B. Bruce School will use a curriculum framework aligned with the state Common Core standards. Teachers may be asked to assist in developing new and improved curricula for their own use and that of other teachers in the building.

- 3. Professional development activities applicable to the school as a body.** This does not include individualized professional development or coaching of teachers.

Teachers may be required to participate in professional development activities throughout the school year, including before and after the school day for students, and before or after the school year ends. If possible, at least one week's notice will be given to teachers before any required professional development activities. Expected professional development activities include up to **7 days of on-site professional development** and planning time, with each day including up to 8 hours of professional development and/or staff planning time.

Specifically:

- **Up to 3 days** of professional development and/or staff planning days before the school year begins;
- **Up to 2 days** of professional development and planning days during the school year
- **Up to 2 days** of on-site professional development on a student early release afternoon

- 4. Calendar.**

Please see the attached 2016-2017 school year calendar. Any change to the school year calendar is subject to the Superintendent's approval. If possible, at least one month's notice will be given to teachers before any change to the school calendar. The school calendar will include:

- **180 (+ 5 for weather) school days for students;** and
- **Up to 185 (+ 5 for weather) days for teachers,** including school days and professional development and planning days.
- All federal and state holidays.
- Winter break, Mid-winter break, Spring break.

- 5. Work before and/or after the regular school year.**

Returning teachers are expected to report to work on **August 17, 2016**. New teachers to **Alexander B. Bruce** are expected to report to work on **August 17, 2016**. The final work day for teachers is **June 14, 2017**. If possible, at least one month's notice will be given to teachers before any change to the start and end of the school year.

6. Schedule for staff and students.

Teachers at each school will receive a duty-free lunch and regular preparatory time.

The standard workday for educators will be **7 hours 50 minutes**. For the majority of educators, required hours will be approximately **7:35 am–3:25pm**.

Except in rare circumstances, teachers will be expected to teach no more than **1900 minutes per week**. Teachers will have **1 planning periods every day/ 5 per week**. This time can be to plan, grade, collaborate with their colleagues, etc. Teachers may be asked to perform some duties during this time.

All staff members are expected to participate in professional development, collaboration activities and/or staff/building meetings on **2 days throughout the year on a student early release afternoon**. **Teachers are expected to stay until 4:00**, unless otherwise directed by the principal.

In addition to traditional responsibilities and those duties listed above, all staff at Alexander B. Bruce may be expected to be involved in educational and administrative activities that are necessary to fulfill the mission of the school. These activities may include, but are not limited to:

- **Participation in 3 family conference evenings during the school year;**
- **Phone calls to families about the academic progress of students;**
- **Attending parent workshops/student activities that occur after the regular school day**
- **Preparation of individual student weekly reports, Progress Reports, and Report Cards;**
- **Leading student extracurricular activities;**
- **Participating in staff recruitment and selection processes;**
- **Maintaining bulletin boards;**
- **Working regularly with school administrators to improve one's instructional practices;**
- **Checking homework on a daily basis;**
- **Attending student-related meetings;**
- **Serving as an advisor to a small cohort of students;**
- **Maintaining accurate records and paperwork; and**
- **Keeping classrooms neat, organized, and attractively decorated.**

7. Scheduling of school-wide parent/teacher meetings. This does not include parent-teacher meetings that occur between school-wide meetings.

Alexander B. Bruce School will hold **3 parent-teacher conferences** during the 2016-2017 school year. These are tentatively scheduled for the following months: September, December, and March and may be subject to change.

8. Notices and announcements.

Teachers will be notified in advance of special events which will involve students such as health testing, assemblies, etc. Classroom interruptions for notices or public address announcements will be kept at an absolute minimum.

9. School health and safety issues.

Working with central office, the school will make every effort to provide appropriate materials, space, and technology to support effective teaching and learning.

Security of school premises will be maintained and visitors to the school will be required to check in upon entry.

Every effort will be made to mitigate painting or repairs to buildings while school is in session, to avoid distractions or interruptions to student learning.

10. Staff dress code.

Staff at **Alexander B. Bruce** are asked to dress professionally for a school setting. Excessively casual clothing is not permitted except in certain circumstances as determined by the Principal.

11. Rotation of duties.

During a typical Monday-Friday week, all staff members are expected to perform additional duties that are necessary to fulfill the mission of **Alexander B. Bruce School**. These duties may include, but are not limited to:

- **Coverage of homeroom periods, not exceeding 30 minutes per day;**
- **Coverage of lunch periods, break periods, or block periods, not exceeding 120 minutes per day;**
- **Substitute coverage of classes and duties of others who are absent from school;**
- **Coverage of afterschool activities, not exceeding 120 minutes per week.**

Staff may be asked to perform additional duties or responsibilities not listed here. Some additional responsibilities may come with additional compensation in the form of stipends, but should not be expected.

12. Class size.

Alexander B. Bruce commits to ensuring a reasonable class size for students and teachers. Class sizes may be differentiated, to support student learning and teacher development.

13. Bulletin boards.

Teachers may be asked to support the development and maintenance of bulletin boards in hallways. The Lawrence Teachers Union will be provided a clearly designated bulletin board for the purpose of posting Union-related notices and other materials. Such space will be provided in each building for the exclusive use of the Union.



**Lawrence Public Schools
2016-2017 Staff Calendar
Alexander B. Bruce School, Grades 3 - 8
135 Butler Street - (978) 975-5935**

Student Hours: Monday - Friday 7:45 AM - 3:15 PM

Teacher Hours: Monday - Friday 7:35 AM - 3:25 PM

	SUN	MON	TUE	WED	THU	FRI	SAT		SUN	MON	TUE	WED	THU	FRI	SAT
Aug./Sept.	14	15	16 [^]	17	18	19	20	February				1	2	3	4
	21	22*	23	24	25	26	27		5	6	7	8	9	10	11
	28	29**	30	31	1	2	3		12	13	14	15	16	17	18
	4	5	6	7	8	9	10		19	20	21	22	23	24	25
	11	12	13	14	15	16	17		26	27	28				
	18	19	20	21	22	23	24								
	25	26	27	28	29	30									
October							1	March				1	2	3	4
	2	3	4	5	6	7	8		5	6	7	8	9	10	11
	9	10	11	12	13	14	15		12	13	14	15	16	17	18
	16	17	18	19	20	21	22		19	20	21	22	23	24	25
	23	24	25	26	27	28	29		26	27	28	29	30	31	
	30	31													
November			1	2	3	4	5	April							1
	6	7	8	9	10	11	12		2	3	4	5	6	7	8
	13	14	15	16	17	18	19		9	10	11	12	13	14	15
	20	21	22	23	24	25	26		16	17	18	19	20	21	22
	27	28	29	30					23	24	25	26	27	28	29
									30						
December					1	2	3	May							6
	4	5	6	7	8	9	10		7	8	9	10	11	12	13
	11	12	13	14	15	16	17		14	15	16	17	18	19	20
	18	19	20	21	22	23	24		21	22	23	24	25	26	27
	25	26	27	28	29	30	31		28	29	30	31			
January								June					1	2	3
	1	2	3	4	5	6	7		4	5	6	7	8	9	10
	8	9	10	11	12	13	14		11	12	13	14	15	16	17
	15	16	17	18	19	20	21		18	19	20	21	22	23	24
	22	23	24	25	26	27	28		25	26	27	28	29	30	
	29	30	31												

185 Teacher Days - 180 Student Days

Aug. 17	Staff PD - School Based LPS New Teacher Orientation (AM)	Dec. 22	Early Release
Aug. 18 - 19	Staff PD - School Based	Nov. 24 - 25	Thanksgiving Break
Aug. 19	LPS Kickoff (AM)	Dec. 22	Early Release
Aug. 16 [^]	School Opens Grade 9 at LHS	Dec. 23 - Jan. 2	Winter Break
Aug. 22*	School Opens Grades 1 - 12	Jan. 3	School Re-opens
Aug. 29**	School Opens PK - K	Jan. 13	No School for Students / Staff PD
Sept. 2 - 5	Labor Day Weekend	Jan. 16	Martin Luther King Day
Oct. 10	Columbus Day	Feb. 15	Early Release / Afternoon PD
Oct. 19	Early Release / Afternoon PD	Feb. 20 - 24	Mid-Winter Break
Nov. 8	No School for Students / Staff PD	Apr. 14	Good Friday
Nov. 11	Veteran's Day	Apr. 17 - 21	Spring Break
Nov. 23	Early Release	May 29	Memorial Day
Nov. 24 - 25	Thanksgiving Break	June 14	Last Day of School - Early Release <i>includes 5 days for inclement weather</i>

No school for students & staff
 Early release at 12:00 PM

Early release for students / Afternoon PD (Typical release at 4:00 PM)
 PD - Full day (Typical PD hours 8:00AM - 4:00PM)

* Please see School Operational Plan for details on other required meetings/events for staff (e.g., staff meetings, family nights, etc).