



Priority 1

Growth area: Strong school culture focused on student learning

Description: The mission of the James I Lawlor School is to ensure that all kindergarten students who attend for a full academic year attain the necessary skills and knowledge to prepare them for entrance into first grade. We continuously work hard to maintain a positive school environment that is student, parent and community friendly.

Action steps / key strategies:

- Strategic plan to educate the whole child to ensure that their academic, social and emotional needs are met
- Tapping into the knowledge of the student's parents as their first teachers
- Utilizing community resources to meet the individual needs of all of our learners

Priority 2

Growth area: Data-driven instruction

Description: Meeting on an ongoing basis, the Lawlor School staff focuses on looking at current data trends (strengths/ needs) to drive our daily instruction.

Action steps / key strategies:

- Formal Assessments: ST Math, MKEA and MAP data is used to develop long term lessons plans tailored to whole class instruction
- Informal assessments: teacher created assessments, on the spot check-ins, portfolio data is used as dipsticking measures to develop lesson plans tailored to small group and individualized instruction
- Formative and summative data results are analyzed on a continuous basis to map out our next steps, including tiers of instructional lesson delivery to meet the needs of all of our learners

Priority 3

Growth area: Family outreach and engagement

Description: Lawlor School staff meet regularly with parents and community members to strengthen the home-school connection.

Action steps / key strategies:

- Reach out to invite and include families and local organizations to school events in order to promote and strengthen partnerships amongst the students , their families, staff and community members
- Encourage families to utilize the LPS Family Resource Center to meet their needs
- Plan monthly assemblies that reinforce school wide expectations and recognize student achievement (ie: Star Student, Perfect Attendance and Birthday celebrations)



- 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 2016-17 school year, discretionary funds have been allocated in the following amounts:

- **Supplies & materials: \$11,000**
- **Teachers' Choice: \$1,000**

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.**

James I. Lawlor 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 1 day of professional development and/or staff planning days for NEW STAFF ONLY before the school year begins;**
- **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 0 days after the last day of school for students, but before the end of the term of employment.**

- 4. Calendar.**

Please see the attached 2016-17 school year calendar for staff. 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:

- **Total number of school days for students.**
- **Total number of days for educators, 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 18, 2016**. New teachers to **James I. Lawlor School** 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 **6 hours and 40 minutes**. For the majority of educators, required hours will be approximately **8:05am–2:45pm**.

Except in rare circumstances, teachers will be expected to teach no more than **1650 minutes per week**. **Teachers will have 1 planning periods every day/x 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 at 2:00 pm**, unless otherwise directed by the principal.

In addition to traditional responsibilities and those duties listed above, all staff at **James I. Lawlor School** 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:

Educational Activities:

- **Participation in 3 family conference evenings during the school year;**
- **Phone calls to families about the academic progress of students;**
- **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; and**
- **Serving as an advisor to a small cohort of students.**

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

James I. Lawlor School will hold [3] parent-teacher conferences during the 2016-17 school year. These are tentatively scheduled for the following dates: **10/6, 12/8, 3/29** 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 **James I. Lawlor School** is asked to dress professionally for a school setting. Excessively casual clothing such as jeans, sweatshirts, sandals, and flip flops is not permitted.

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 **James I. Lawlor School**. These duties may include, but are not limited to:

- **Coverage of homeroom periods, not exceeding 60 minutes per day;**
- **Coverage of lunch periods, break periods, or block periods, not exceeding 60 minutes per day;**
- **Substitute coverage of classes and duties of others who are absent from school;**
- **Coverage of afterschool activities, not exceeding 180 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.

James I. Lawlor School 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
James I. Lawlor School, Grade K
41 Lexington Street - (978) 975-5956**

Student Hours: Monday - Friday 8:15 AM - 2:00 PM
Teacher Hours: Monday - Friday 8:05 AM - 2:45 PM

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

184 Teacher Days - 175 Student Days

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| <ul style="list-style-type: none"> Aug. 16[^] School Opens Grade 9 at LHS Aug. 17 LPS New Teacher Orientation (AM) Aug. 18-19 Staff PD - School Based Aug. 19 LPS Kickoff (AM) Aug. 22* School Opens Grades 1 - 12 Aug. 29** School Opens PK - K Sept. 2 - 5 Labor Day Weekend Oct. 10 Columbus Day Nov. 8 No School for Students / Staff PD Nov. 11 Veteran's Day Nov. 23 Early Release for Students and Staff | <ul style="list-style-type: none"> Nov. 24 - 25 Thanksgiving Break Dec. 22 Early Release for Students and Staff Dec. 23 - Jan. 2 Winter Break Jan. 3 School Re-opens Jan. 13 No School for Students / Staff PD Jan. 16 Martin Luther King Day Feb. 20 - 24 Mid-Winter Break Apr. 14 Good Friday Apr. 17 - 21 Spring Break May 29 Memorial Day June 14 Last Day of School - Early Dismissal
<i>includes 5 days for inclement weather</i> |
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No school for students and staff
 PD - Full Day (Typical PD hours: 8:00 AM - 2:45 PM)
 Early release for staff at 12:00 PM

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