



### Priority 1

**Growth area:** Focused Instructional Improvement

**Description:** All staff will collaborate to sustain and accelerate student achievement for all learners with a focus on critical thinking and problem solving skills through reading and writing, as demonstrated by multiple measures including, MCAS, PARCC, Interim Assessments, and Grade Level Assessments.

**Action steps / key strategies:**

- Create lesson plans with clear, standards-based objectives, essential questions that promote critical thinking, activities that allow students to articulate their thinking and reasoning
- Create activities within the classroom that are centered on developing twenty-first century skills
- Utilize data to target misconceptions, analyze trends, and improve overall instruction
- Writing will be a major focus and will be embedded in all content areas at all grade levels.

### Priority 2

**Growth area:** Differentiated Supports (Intervention & Electives)

**Description:** We will create necessary opportunities for a variety of differentiated student interventions and enrichment classes.

**Action steps / key strategies:**

- Based on data, academic needs and personal interests, students will participate in a 75 minute intervention block daily that will be designed around the ANET testing cycles (6-8 week modules.)
- Tests will be administered in ELA and Math 4x during the school year and data will be analyzed to determine individual student needs in order to determine placement in the modules.
- Teachers will keep ongoing records of students' progress toward mastery of the standards being addressed in their specific module. All data will be shared with colleagues and will be shared with individual students.
- One time weekly, students will participate in an enrichment class of their choosing. The Specialist team will create new classes every 6-8 weeks in order for students to experience a variety of classes throughout the school year.

### Priority 3

**Growth area:** Targeted Teacher Development

**Description:** We will build teacher capacity by providing opportunities for teachers to take on a variety of roles within their grade level teams, their content level teams and school committees, which will result in a Professional Learning Community.

**Action steps / key strategies:**

- The TLT and the DLT will lead grade level meetings and 100% of the interim data meetings.
- They will open their classrooms for developing teachers and serve as models for quality instructional practices, data driven instruction and exemplary behavior management.
- We will continue to focus on "backwards planning" by utilizing the ANET coach to work with all staff members on how to plan more effectively using the standards and a clear content objective/essential learning outcome.
- 100% of teachers will participate in peer observations at least 2x in the school year in order to share best practices, offer constructive feedback, and be more reflective about their own instruction.



- 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: \$5,000
- Teachers' Choice: \$2,000

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.**

**Parthum Middle 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 2 days of professional development and/or staff planning days for new staff only before the school year begins;
- Up to 2 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 2015-16 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 (180 days)
- Total number of days for educators, including school days and professional development and planning days (185 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 Parthum Middle School are expected to report to work on August 17, 2016. The final work day for teachers is June 7, 2017 without snow days added. 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 preliminary schedule for the 2016-17 school year is available and is subject to change prior to and during the school year.

The standard workday for educators will be 7 hours and 50 minutes. For the majority of educators, required hours will be approximately 7:30am–3:10pm.

Except in rare circumstances, teachers will be expected to teach no more than 1,750 minutes per week. Teachers will have approximately 1 planning periods every day/6 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 Thursdays for one hour, and every other week during 75 min planning block, unless otherwise directed by the principal.

In addition to traditional responsibilities and those duties listed above, all staff at Parthum Middle 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:

- 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.

Parthum Middle School will hold 2 parent-teacher conferences during the 2016-17 school year. These are tentatively scheduled in December, and March and may be subject to change. Staff will plan a Welcome Back event for middle school families on one of the three days of PD in August.

## **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 Parthum Middle School are asked to dress professionally for a school setting. Excessively casual clothing such as jeans, 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 Parthum Middle 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 15 minutes per day;
- Substitute coverage of classes and duties of others who are absent from school;

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.**

Parthum Middle 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  
Edward F. Parthum Middle School, Grades 5 - 8  
255 East Haverhill Street (978) 691-7224**

**Student Hours: 7:34 AM - 3:01 PM**

**Teacher Hours: 7:30 AM - 3:10 PM**

Aug./Sept.	SUN	MON	TUE	WED	THU	FRI	SAT	February	SUN	MON	TUE	WED	THU	FRI	SAT
14	15	16 <sup>^</sup>	17	18	19	20	21	5	6	7	8	9	10	11	
21	22*	23	24	25	26	27	28	12	13	14	15	16	17	18	
28	29**	30	31	1	2	3	4	19	20	21	22	23	24	25	
4	5	6	7	8	9	10	11	26	27	28					
11	12	13	14	15	16	17	18								
18	19	20	21	22	23	24	25								
25	26	27	28	29	30										

  

October	SUN	MON	TUE	WED	THU	FRI	SAT	March	SUN	MON	TUE	WED	THU	FRI	SAT
							1	5	6	7	8	9	10	11	
2	3	4	5	6	7	8	9	12	13	14	15	16	17	18	
9	10	11	12	13	14	15	16	19	20	21	22	23	24	25	
16	17	18	19	20	21	22	23	26	27	28	29	30	31		
23	24	25	26	27	28	29	30								
30	31														

  

November	SUN	MON	TUE	WED	THU	FRI	SAT	April	SUN	MON	TUE	WED	THU	FRI	SAT
			1	2	3	4	5	2	3	4	5	6	7	8	
6	7	8	9	10	11	12	13	9	10	11	12	13	14	15	
13	14	15	16	17	18	19	20	16	17	18	19	20	21	22	
20	21	22	23	24	25	26	27	23	24	25	26	27	28	29	
27	28	29	30					30							

  

December	SUN	MON	TUE	WED	THU	FRI	SAT	May	SUN	MON	TUE	WED	THU	FRI	SAT
					1	2	3	7	8	9	10	11	12	13	
4	5	6	7	8	9	10	11	14	15	16	17	18	19	20	
11	12	13	14	15	16	17	18	21	22	23	24	25	26	27	
18	19	20	21	22	23	24	25	28	29	30	31				
25	26	27	28	29	30	31									

  

January	SUN	MON	TUE	WED	THU	FRI	SAT	June	SUN	MON	TUE	WED	THU	FRI	SAT
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													

Aug. 16<sup>^</sup> School Opens Grade 9 at LHS  
 Aug. 17 Staff PD - School Based  
 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 Full Day PD  
 Nov. 11 Veteran's Day  
 Nov. 23 Early Release  
 Nov. 24 - 25 Thanksgiving Break

Dec. 22 Early Release  
 Nov. 24 - 25 Thanksgiving Break  
 Dec. 22 Early Release  
 Dec. 23 - Jan. 2 Winter Break  
 Jan. 3 School Re-opens  
 Jan. 13 Full Day 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 Release  
*includes 5 days for inclement weather*

  No school for students & staff    
   PD - Full day (Typical PD hours 8:00AM - 3:00PM)  
  Early release at 12:05 PM

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