



Lawrence Public Schools
Parthum Elementary School
2020-2021 School Operational Plan

- 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, and staff salaries.*)

For the 2020-21 school year, discretionary funds have been allocated in the following amounts:

- Teacher's Choice: \$5000
 - Kindergarten- \$600 for Field Trips
 - Grade 1- \$700 for Field Trips
 - Grade 2- \$700 for Field Trips
 - Grade 3- \$700 for Field Trips
 - Grade 4- \$700 for Field Trips
 - Specialists- \$600 for Teacher's Choice (\$100 for each teacher)
 - Life Skills, ASD, ETF- \$300 for Teacher's Choice (\$100 for each teacher)
 - ESL/Counselors- \$700 for Teacher's Choice (\$100 for each teacher)
 - All money for Teacher's Choice orders must be spent by Friday, December 4, 2020. This money includes tax, shipping, and handling. Orders not given to the school clerk by Friday, December 4, 2020 will not be considered. It is up to individual teachers to make note of these deadlines.

2. School curriculum issues

The Parthum Elementary School will use a curriculum framework aligned with Massachusetts state learning standards. Teachers will be using Engage New York for Math, Core Knowledge Language Arts for ELA/Phonics, Know Atom for Science, Children Discovering Justice for Social Studies, Second Step and Restorative Justice Practices. We will continue to explore additional options for Social Studies for the 2020-2021 school year.

- 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 3 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 3 full days** of professional development and planning days during the school year;
 - **Up to 8 hours a month** of professional development and planning during Enrichment time during the school year.
- 4. Calendar:** Please see the attached 2020-21 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:
- a. 180 total school days for students (178 days for kindergarten students)
 - b. 183 total school days for educators, including school days and professional development and planning days.
 - c. All federal and state holidays.
 - d. Winter break, Mid-winter break, Spring break.
- 5. Work before and/or after the regular school year**
- a. Returning teachers are expected to report to work on August 26, 2020.
 - b. New teachers are expected to report to work on August 25, 2020.
 - c. The final workday for teachers is June 21, 2021, including 5 snow days.
 - d. 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**
- a. A preliminary schedule for the 2020-21 school year is available and is subject to change prior to and during the school year.
 - b. The standard workday for educators will be 7 hours and 51 minutes. For the majority of educators, required hours will be approximately 7:22 am – 3:13 pm.
 - c. Except in rare circumstances, teachers will be expected to teach no more than 1,975 minutes per week. Teachers will have at least one planning period each day during the school week. Teachers will be expected to meet collaboratively up to three days a week to plan instruction, discuss student work, share best practices, and engage in professional learning activities. Additionally, up to two days of planning time per week may be set aside for family and student support meetings, and/or additional professional development.
 - d. It is expected that an agenda will be created and available during this collaboration period. The agenda, as well as follow-up notes (questions, comments and reflections) will be maintained in a Shared Team-Created Google Drive that is updated prior to the meeting and in live time.
 - e. Teachers at each school will receive 30 minutes of duty-free lunch and collaboration time.
 - f. Per staff request, time will be built in once a month for "touch base" meetings with administration. This will take place during planning time. These dates will be pre-determined at the beginning of the



year. Every effort will be made to keep these dates and times. Agendas will be co-created by administration and grade level teams.

- g.** In addition to traditional responsibilities and assigned duties listed above, all staff at the Parthum Elementary School 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:
- i. Participation in two family conference evenings and one curriculum night during the school year
 - ii. If the schedule allows, teachers will be able to use one Enrichment planning period during the week of report card distribution to schedule parent/teacher conferences. Teachers may also use their other four days of planning during Report Card Distribution Week to schedule parent/teacher conferences, as long as it does not interfere with other pertinent and/or scheduled PD. Teachers should check with the principal prior to scheduling during PD time.
 - iii. In addition to the report card/conference nights, staff will be required to participate in two scheduled family engagement events.
 1. The first event is required for all staff to get to know the families of their students. This event will be a Family Mapping/Mini-Marketplace/Restorative Justice event. It will take place prior to October 31, 2020. Grade levels/teachers will determine what day their event will be held.
 2. The second event will be a grade level-determined activity that can take place on a Friday in the third trimester during PBL time. Each grade level can determine what the activity will be.
 3. School wide events will be determined by staff interest-participation. For example: For the school to host WinterFest again, we will need at least 75% of staff to commit to volunteer in order to make the night successful.
 - iv. Preparation of individual weekly student reports (Friday cards), progress reports and report cards should be ongoing, as grades are entered. Staff will be working with the Dean of Curriculum and Instruction to add in more formative assessments to better align with standards;
 - v. Maintaining bulletin boards and displays of student work, updating monthly;
 - vi. Working regularly with administrators to improve one's instructional practices;
 - vii. Keeping classrooms neat, organized and appropriately decorated.
 - viii. It is expected that staff overseeing lunch, recess, arrival, dismissal and assemblies are active monitors, arriving promptly at assigned times, interacting with students, distributing Panther Paws, and providing positive feedback and reminders of expectations as needed;
 - ix. Checking homework on a daily basis;
 - x. It is expected that staff communicate frequently with families about the academic progress of students, especially those that are falling behind. This includes sending out Friday Cards each week;
 - xi. It is expected that staff maintain artifacts that provide evidence of progress towards the performance standards. These may include but are not limited to: Data reports, student work, communication logs, lesson plans, etc.;
 - xii. Staff are expected to attend student-related meetings (i.e. parent meetings, IEP meetings, FST's) prepared with all necessary paperwork, data, and materials;



- xiii. Staff are expected to actively participate in collaborative team meetings, professional development sessions, and data meetings;
- xiv. Staff are expected to read the daily morning memos, check email in the afternoon, read weekly reminders, and are responsible for the contents;
- xv. CUM folders are expected to be formally opened within two weeks of the start of the school year and within one week of receiving a new student;
- xvi. CUM folders should be closed within one week of students transferring out;
- xvii. It is required that all Teachpoint observations and evaluations be signed within 72 hours of receipt. Teachers are strongly encouraged to submit a reflection based on the observation feedback;
- xviii. Homeroom teachers are expected to pick up students promptly at 7:25 and walk students out at dismissal to the designated areas at 3:05. Staff are required to supervise dismissal until 3:13 to ensure a safe and orderly dismissal;
- xix. Staff are encouraged to lead student extracurricular activities;
- xx. Staff are encouraged to participate in staff recruitment and selection processes;
- xxi. Staff are encouraged to serve on school-based shared leadership teams;

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

The Parthum Elementary School will hold three parent-teacher meetings during the 2020-21 school year. These are tentatively scheduled for the following dates (i.e. curriculum nights, report card nights, parent workshops, etc.)

- Thursday, 9/3/20, 3:30-5:30 (Curriculum Night)
- Thursday, 12/10/20, 3:30-5:30 (Report Card Night)
- Thursday, 3/25/21, 3:30-5:30 (Report Card Night)

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 a minimum.

9. School health and safety issues

- Working with the district 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.



- A Parthum Complex Crisis Team will meet monthly. Crisis drills will be performed routinely. All staff will have access to the Parthum Complex Crisis Plan and be expected to provide feedback to administration after drills/meetings to improve our crisis response.

10. Staff dress code

Staff at the Parthum Elementary School is asked to dress professionally for a school setting. Excessively casual clothing such as jeans, yoga pants, and/or sweatpants are not permitted, except in certain situations as determined by the principal.

11. Rotation of duties

All staff members are expected to perform additional duties that are necessary to fulfill the mission of the Parthum Elementary School. Additional duties may include, but are not limited to:

- Coverage of arrival and dismissal, not exceeding 20 minutes per day for the majority of staff;
- 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;
- Staff may be asked to perform additional duties or responsibilities not listed. Some additional responsibilities may come with additional compensation in the form of stipends, but this cannot be expected in every instance.

12. Class size

Parthum Elementary School administration will advocate for reasonable class sizes for students and teachers. Class sizes may be differentiated to support student learning and teacher development.

13. Bulletin boards

- 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.
- All school staff members are expected to support the development and maintenance of bulletin boards in the hallways.