



Lawrence Public Schools
Tarbox 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:

- Supplies & materials: \$50,000
- Teacher's' Choice: \$5,400
- Operating Supplies: \$15,000
- Transportation: \$8,000
- Enrichment: \$40,000
- Professional Development: 25,000
- Textbooks: 25,000

2. School curriculum issues

The Tarbox 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 10 days of on/off-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 2 days of professional development and/or staff planning days before the school year begins;
- Up to 1 day of professional development and planning days during the school year
- Up to 2 half-days of PD



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
 - 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 work day for teachers is June 21, 2021, including 5 snow days.
 - d. Attend monthly Faculty Meetings: 3:15-4:15PM: September 14, October 19, November 16, December 14, January 11, February 8, March 8, April 5, May 3, and June 7.
 - e. 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 45 minutes. For the majority of educators, required hours will be approximately 7:30 am – 3:15 pm.
 - c. Except in rare circumstances, teachers will be expected to teach no more than 40 hours per week. Teachers will have at least 1 planning period each day during the school week. Teachers will be expected to meet collaboratively twice a week to plan instruction, discuss student work, share best practices, and engage in professional learning activities. Additionally, 1 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 shared to the administrative team by the end of the day after this meeting.
 - e. Teachers at each school will receive 30 minutes of duty-free lunch.
 - f. *In addition to traditional responsibilities and assigned duties listed above, all staff at Tarbox 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.
- Lesson plans/Weekly Objectives should be readily available and submitted upon request.
- All Staff are expected to actively participate in Common Planning Meetings, Professional Development Sessions, and Data Meetings.
- All Staff are expected to read the weekly memos and are responsible for its contents.
- Staff are expected to meet all deadlines.
- CUM folders are expected to be formally opened within 2 weeks of the start of the school year and within 1 week of receiving a new student.
- CUM folders should be closed within 1 week of students transferring out.
- All TeachPoint observations and evaluations need to be signed within seven (7) days of receipt.
- Teams will plan at least (1) parent workshops/activities to be held during school hours; and (1) after school hours.
- All staff will be treated with professional courtesy and treat others the same.
- Homeroom teachers are expected to pick students up promptly at 7:35 AM and walk students out at dismissal to the designated areas at 3:05 PM. Staff are required to supervise dismissal until 3:15 PM to ensure a safe and orderly dismissal. Specialists and paraprofessionals will supervise students while waiting for their bus from 2:50-3:15 PM (Paras until 3:25pm).
- It is expected that all staff adhere to team and school-wide norms.
- It is expected that staff communicate frequently with families about the academic progress of students, especially those that are falling behind.
- 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..
- Preparation and distribution of students' Progress Reports and Report Cards.
- Participating in staff recruitment and selection processes.
- Staff are expected to maintain bulletin boards so that they are neat, current, and examples of student work. Objectives and/or CCSS should be posted on all bulletin boards.
- Classrooms are expected to be neat, clean, and welcoming environment for students.
- Working regularly with school administrators to improve one's instructional practices.



- Checking homework on a daily basis.
- Staff are expected to attend student related meetings (i.e. parent meetings, IEP meetings, RTI) prepared with all necessary paperwork, students work, data, and materials.
- Staff should demonstrate excellent classroom management skills and follow school discipline protocol.

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

The Tarbox School will hold 4 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.)

- Open House & Curriculum Day: September 10, 2020
- Report Card Distribution: December 10, 2020 & March 25, 2021
- Grade Level Team Family Night: TBA

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 Tarbox School is asked to dress professionally for a school setting. Excessively casual clothing such as jeans, and sweatpants is not permitted, except on designated days.

11. Rotation of duties

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

- 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 should not be expected.
- Coverage of lunch/recess periods
- Substitute coverage of classes and duties of others who are absent from school

12. Class size

Tarbox administration will advocate for reasonable class size 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.

Staff may be asked to support the development and maintenance of bulletin boards in hallways.