DuPont Hadley Middle School
COMMUNITY ACHIEVES STRATEGIC PLAN, 2019-20

DuPont Hadley Middle School is one of 23 schools in the MNPS district that serves the students, families, and the community as a Community Achieves School. Through the framework of the Community Schools Standards, we create a Strategic Plan that works in conjunction with the School Improvement Plan and strives to improve conditions for learning through collaborative work with community partners to bring community support to the school.

DuPont Hadley Middle School has identified 4 priorities as part of the School Improvement Plan (SIP) for the 2019-20 school year:

- Priority 1: Decrease behavior incidents by 3%
- Priority 2: Decrease chronic absenteeism by 1%
- Priority 3: Increase the percentage of students in Quintiles 4 and 5 (top 40%) on MAP-R by 1% (Measures of Academic Progress in Reading)
- Priority 4: Increase the percentage of students in Quintiles 4 and 5 on MAP-M (Math) by 1%

The collaborative Community Achieves work with community partners is organized around four pillars of support that we believe are important to preparing the whole child for success:

- Family Engagement
- College and Career Readiness
- Health and Wellness
- Social Services and Adult Development

The purpose of this school-specific strategic plan is to present a brief snapshot of our data and additional information demonstrating the need for coordinated resources. It will also look at last year’s strategies and propose areas of need to support the school within the pillars and the SIP. This plan also serves as blueprint for community partners to learn how to assist the school in its efforts to achieve goals for students in the 2019-2020 school year.

SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS

DuPont Hadley Middle School sits in the heart of the Old Hickory Community with the beautiful Old Hickory Lake in our backyard. DuPont Hadley is well loved by all of the community. Evidence of that are the 13 organizations and businesses that currently partner with DuPont Hadley all within a 5 mile radius of our school.

DuPont Hadley is roughly 55% white, 31% black, and 12% Hispanic. The school is also 36% economically disadvantaged and 17% of our students have disabilities.

Of the 50+ teachers at DuPont Hadley Middle School, 43% have more than 11 years of experience and 18% have more than 20 years. With a low percentage of turnover from year to year compared to other MNPS schools, we take pride that the majority of our faculty choose to return year after year.

DuPont Hadley’s PTO provides yearlong engagement opportunities for families, participates in community events, provides for school needs, and works to improve conditions for learning in a variety of ways.

DuPont Hadley has had a full-time Community Achieves Site Manager for 5 years. This work strengthened the connection between the school, families and the community. 30 Community Partners now share their time, resources, and expertise to work with our students providing reading and math support. ACT prep, afterschool programs, resource support, financial literacy education, health and wellness supports, adult development, enrichment opportunities, and student incentives.
DuPont Hadley is a cutting edge technology school where a laptop is available for each student. This has allowed teachers to supplement instruction with online academics and use the internet for resources to enrich their teaching strategies.

**FAMILY ENGAGEMENT**

In the 2018-2019 school year, family engagement continued to be a driving factor in student success. New accounts of the MNPS Family Portal, along with the continued use of the Remind App by teachers has improved parent involvement and parent voice in their child’s education. Through these platforms, parents can readily reach out to teachers regarding assignments, grades, attendance, along with any concerns. Parents have a real-time snapshot of their child’s grades with access to teachers. Family Engagement at DuPont Hadley is not only seeing parents attend events but making sure that they are involved and decision-makers in their child’s education.

- The @hadleymiddle Facebook page grew to over 1000 followers in the 18-19 school year.
- **Student-led conferences** allow students to report directly to their parent about their successes, struggles, and needs. Over 2/3 of our parents attended.
- The **PTO** has strengthened participation and had a schedule of family engagement events for every month of the school year.
- Two times each year the **Village Bazaar** holds a craft fair in our gymnasium drawing hundreds of families.

**OUR NEEDS / HOW WE WANT TO ENGAGE THE COMMUNITY:**

Donations of meals, bottled beverages, items for incentives, and items for the Silent Auction fundraiser

Donations of meals and bottled beverages help us make parents and partners feel welcome. Auction items are needed for our Village Bazaar fundraiser (event tickets, themed baskets, gift cards, etc)

**Promotion of and participation in DuPont Hadley Family and Community Events**

Follow us on FB @hadleymiddle, share posts and vital community and school information.

**COLLEGE & CAREER READINESS**

College and Career Readiness is a year-long focus at DuPont Hadley. ACT Prep classes were held in 2018-19 with 60 students attending classes. College and Career week is an annual time set aside for special focus. Following are some key data figures indicative of our 2018-19 school year.

- **17 partners worked in our schools with a college and career focus:** afterschool programs, tutoring, ACT prep, clubs, high school credit courses, financial literacy, reading support with partners and reading canines, book clubs, AVID, and Hadley Court
- DuPont Hadley reduced the percentage of **chronically absent** from 17.7% (2017-18) to 11.4% (January 2019)
- Reading Partners, Math Tutors, Battle of the Books, Reading Paws, ACT Prep, CASE and Art Lab were programs that were provided by partners for **academic growth**
- 8th grade students benefit from **advanced academics**: Honors ELA, Integrated Math, Physical Science, and French and Spanish for High School credit
- 41% of our students have met their **reading RIT goal**; 44% of our students have met their **Math RIT goal**

**OUR NEEDS / HOW WE WANT TO ENGAGE THE COMMUNITY:**

**Reading / Literacy / Math**

Reading partners and math tutors: We accept these volunteers throughout the year. A background check will be required prior to working with students.

**Enrichment Programs**

Club Sponsors: Wednesdays from 3:08-3:55 we need individuals or agencies to volunteer their time, expertise, and passion for a club that meets for 8 sessions. A background check will be required. All club sponsors will be partnered with a staff person for the club.
Career Speakers
Speakers needed to expose students to different careers while sharing education requirements, roadblocks, pros, cons, and overcoming obstacles.

HEALTH & WELLNESS

DuPont Hadley has been able to offer various health services to address students’ physical health and wellness needs. We also have fully incorporated Restorative Practices school-wide to reduce discipline incidences and teach students conflict resolution.

- **Well Child** provided hearing and vision screenings for all 6th and 8th grade students, optometry exams, glasses, physicals, immunizations for rising 7th grade students (Tetanus-diphtheria-pertussis booster, Tdap, and Varicella), and sports physicals
- **500+ Restorative Practices** interventions took place in the 2018-19 school year resulting in a decline of 134 incidents from 2017-18 to 2018-19
- In the first half of the 2018-2019 school year, **380 students** received hearing and vision screenings. Of those, **25 students were identified has needing further testing**.
- The Panorama Student survey reveals that peer relationships are not caring, respectful, and friendly. Only **24%** answered favorably when answering questions about student to student relationships.

OUR NEEDS / HOW WE WANT TO ENGAGE THE COMMUNITY:

**Donations**
Snacks for students who need extra nutrition during the day. Also snacks are needed for spring school-wide testing in late April and early May. Snack suggestions: graham crackers, fruit snacks, trail mix, chips, goldfish, water, granola and protein bars

**Afterschool Physical Activity**
Afterschool club (running, kickball, flag football, etc) is needed for students to engage in regular exercise. Yoga or Zumba class instructor needed for faculty and staff

**Staff Appreciations**
Teacher appreciation is vital to the well-being of everyone in the school. Gift cards, prizes, cupcake surprises, balloons, anything to bring smiles

**Mentors** – male and female mentors during school hours, lunch buddies, relationship build with a student who needs an adult influence

SOCIAL SERVICES & ADULT DEVELOPMENT

DuPont Hadley has been fortunate to be able to offer students needed resources that allows them to attend school on equal footing with peers. **ALL ITEMS** (food, clothing, school supplies, snacks, toiletries, and backpacks) **WERE DONATED BY COMMUNITY PARTNERS** and will be again in 2019-20

- In 2018-19, **500+ items of clothing (SSA)** were given to economically disadvantaged students
- **600 food boxes** were given to students and families
- **2700+ school supplies** and backpacks were distributed
- Throughout 2018-19, 75 students regularly received an **afterschool supper**
- Partner, **Brandywine Women’s Club Members, volunteer in the Community Room** 1x per month to sort and organize clothing, school supplies and food.
- Our **GED program** registered 41 adults for classes, but classes ended after funding for the program was decreased

OUR NEEDS / HOW WE WANT TO ENGAGE THE COMMUNITY:

**Donation of high-need items**
Standard School Attire pants in solid colors (women’s and men’s sizes, husky youth size pants, XL and 2XL adult size shirts)
3”- 4” binders and zippered binders

Financial Assistance
Gift cards from Walmart, Kroger, or Target are beneficial when families have been displaced or facing financial hardships

Adult Education Classes
Adult Education and Enrichment Classes – credit repair, positive parenting, exercise classes, health and nutrition