As a community school, H.G. Hill Middle School strives to improve conditions for learning through collaborative work with our partners to bring community support to the school, as 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 strategic plan is to present (1) a brief snapshot of our school data and other information to demonstrate the need to coordinate resources within the pillars in support of the priorities, (2) information related to how the school currently coordinates resources within the pillars of support, and (3) opportunities for partners to support the school in its efforts and strategies to achieve the stated goals of the School Improvement Plan (SIP) in 2019-20.

**H.G. HILL MIDDLE SCHOOL DEMOGRAPHICS & KEY DESCRIPTORS**

- Address: 150 Davidson Road, Nashville 37205  Hillwood High School Cluster
- Feeder Elementary Schools: Gower, Charlotte Park, Robert Churchwell <see note>
- Enrollment: 689, Not Open Enrollment
- Primary Zip Codes Served: 37209 (46%), 37221 (21%), 37208 (17%), 37205 (8%)
- Demographics: 40% White, 30% Black, 21%, Hispanic, 8% Asian, 1% other
- Economically Disadvantaged: 62% (this number is likely higher due to LEA reporting methods
- Number of English Language Learners: 101
- Number of Students with Disabilities: 123
- Total Staff (Certificated and Support) 70
- Daily Attendance Rate: 94.7%
- Chronic Absenteeism Rate: 13.2%
- Student Mobility Rate: 19%
- Students riding school busses: 76%
- Number of working laptop computers: 476
- Number of Behavior Incidents: 522
- Incidents w/referral to ISS: 184
- Incidents w/referral to OSS: 95
- Restorative Justice Meetings held: 149
- Staff dedicated to Trauma Informed, Social & Emotional Learning, Restorative, Community/Family: 7
- Related Arts offerings: Band, Rock Band, Choir, Drama, Art, PE/Health
- Current Number of Community Partners: 12

*H.G. Hill is a “zone option” school for Robert Churchwell Elementary students in the 37208 zip code living primarily in and around MDHA's Cumberland View Apartments. Students may either attend H.G. Hill Middle (with transportation) or their neighborhood school, John Early (a Hume-Fogg pathway school). H.G. Hill serves approximately 125 zone option students*
FAMILY ENGAGEMENT

The H.G. Hill School Improvement Plan identifies priority 1 as creating a “safe and supportive culture by implementing the community school model” for all subgroups with an emphasis on Black, ED, SWD subgroups. One of the key strategies to successful implementation is an increased focus on family engagement, a challenge for H.G. Hill based on geography of families.

For SY 18-19, 30 events were held in which parents were invited; the best attended were:

- Last Minute School Supply Store (sponsored by Belle Meade United Methodist Church)
- Awards Days and Graduation
- May-De It Community Event
- 5th Grade Sneak Peek
- Talent Show
- Back to School Bash
- Student Led Conferences

The H.G. Hill PTO was in a transition year for SY 18-19 and did not host a formal fundraiser. Money to host events was drawn by a cookie dough sale fundraiser sponsored by the Family Involvement Specialist. Families were very supportive of the sale and the resulting funds helped procure many items such as food, beverage and prizes to increase attendance at events. In SY 19-20, H.G. Hill will implement a Parent Alliance rather than a PTO.

In SY 18-19, an increased emphasis was placed on chronic absenteeism (missing 10% of school days). Through personal relationship building, one on one conferences, family meetings and increased communication, the chronic absenteeism rate decreased from 19% in SY 17-18 to 13.2% in SY 18-19. However, there is a wide gap in chronic absenteeism between ED (24%) and non ED (7%) indicating a need for more wrap around services to keep students in school.

The establishment of social/emotional supports, trauma informed practices, and restorative practices at H.G. Hill in SY 16-17 have grown dramatically as SY 19-20 approaches. Creating trust with all families and building community are key to success in addressing the SIP priority 1 stated above.
FAMILY ENGAGEMENT

In order to achieve the H.G. Hill SIP stated priority to fully embrace the Community School model and increase family engagement, the following are strategic goals and partnership opportunities.

<table>
<thead>
<tr>
<th>Strategic Goal SY 19-20</th>
<th>Current Partnerships</th>
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<tbody>
<tr>
<td>Increase passion and excitement through student recognition, more opportunities and more student voice.</td>
<td>• Oasis Center&lt;br&gt;• Southern Word&lt;br&gt;• Nashville Public Library</td>
<td>• Lead Student Clubs&lt;br&gt;• Financial Sponsorships to fund incentives (in kind and monetary)&lt;br&gt;• Sponsor Southern Word</td>
</tr>
<tr>
<td>Create a welcoming and trusting school culture through relationship building.</td>
<td>• United4Hope&lt;br&gt;• Greater Nashville realtors&lt;br&gt;• Hillwood Presbyterian Church&lt;br&gt;• Belle Meade United Methodist Church&lt;br&gt;• West End United Methodist Church</td>
<td>• Support Parent Alliance Committee&lt;br&gt;• Financial and in-kind support for school wide events&lt;br&gt;• Lead parental information sessions&lt;br&gt;Support parent with resources</td>
</tr>
<tr>
<td>Support teachers in their efforts to engage families.</td>
<td>• H.G. Hill Parent Alliance&lt;br&gt;• McGruder Center</td>
<td>• Volunteer child-care for siblings during school events/conferences&lt;br&gt;• Provide PD for culturally relevant topics&lt;br&gt;• Provide financial and in-kind donations</td>
</tr>
</tbody>
</table>
The H.G. Hill School Improvement Plan places a heavy emphasis on increased student proficiency in the area of ELA and Math (priorities 2 and 3). The Community Achieves Strategic plan for helping facilitate these goals includes partnerships focused on exposures in both content areas through a variety of means outlined on the following page.

For SY 2018-2019, the following data points indicate the need for additional support in these areas.

Content Area: ELA
- 5th and 6th grade cohorts (cohort defined as students moving together as a grade level one year to the next) increased proficiency/mastery by 4% from SY 17-18 to SY 18-19 on TN Ready.
- 7th grade cohort proficiency decreased on TN Ready from SY 17-18 to SY 18-19. This cohort encountered an influx of 30 new students as they entered 8th grade in SY 18-19. The effect on behavior, climate and learning is evident in this decrease.
- School wide, 60% of H.G. Hill students met MAP growth goals, although subgroups of SWD, EL, ED did not meet MAP goals.

Content Area: Math
- 5th-8th grade improved 4% or more on TN Ready from SY 17-18 to SY 18-19 in both cohort and grade level measurement.
- School wide, 60% of H.G. Hill students met MAP growth goals, although subgroups of SWD, EL, ED did not meet MAP goals.

In SY 18-19, H.G. Hill administration and LTDS employed several strategies to improve ELA and Math outcomes, including:
1. Online intervention software
2. Schedule shift to place students in PLT at the same time of the day, which allowed 2 teachers in some classrooms as needed for support.
3. More intentional placement of students and teachers into the PLT structure
4. 120 day interventionists for both Math and ELA
5. Continual Map and Fast data review by each grade level team and student data chats
The H.G. Hill SIP goals to increase student proficiency can be defined by the following strategic goals and partnership opportunities.

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| More exposure to high school/college pathways | • NAZA  
• United4Hope (Tutors)  
• TSU Visit  
• 8th Grade Shadow Day at Hillwood High School  
• VSVS | • More college exposure opportunities  
• More high-school exposure  
• Sponsor high-school/college/career fair  
• Academic tutors  
• Financial and in-kind sponsorships of field trips |
| Greater exposure to ELA opportunities | • Poetry Contests  
• Battle of the Books  
• Book Clubs  
• Academic Tutors  
• NAZA | • Sponsor Southern Word  
• Host book clubs  
• Job shadow opportunities  
• Lead family ELA nights  
• Content mentoring  
• Translators  
• Host Family Dinners |
| Greater exposure to Math opportunities | • Vanderbilt Robotics  
• Math Olympiad  
• NAZA | • Job shadow opportunities  
• Academic Tutors  
• Lead family Math nights (financial literacy)  
• Content mentoring  
• Host Family Dinners |
An economically disadvantaged rate of at least 62%, indicates a great need for programs and practices to augment the daily lives of students and families. As a trauma informed school with many social and emotional learning supports in place, the focus continues to be programs that positively impact our students. These include:

New Beginnings

NAZA (D.Y.M.O.N and AYES)

Humble Beginnings

Free Hearts

Amend

Why Try

Rites of Passage

Centerstone

Well Child

Small circles led by counselors and social worker

School nutrition indicates that 51% of H.G. Hill students eat breakfast at school and 74% eat lunch at school, totaling over 140,000 meals for the school year. All students at H.G. Hill receive free breakfast and lunch. A grant from Urban Green Lab helped implement share tables for students to leave milk and packaged foods for their peers seeking extras as well as a cross-curricular composting implementation.

EPSDT supports for SY 18-19 included:
Well Child Exams and offer of free immunizations
Eye exams and free eyewear
Hearing exams
Referrals made (51% of students seen) to a primary care physician.

The reduction in behavior incidents remains a key component of the school environment and while the implementation of restorative practice components such as the peace center point to success, there continues to be disparities between Black students and others. The percentage of discipline events skew heavily to Black students (76% v. 24%) as do out of school suspensions (78% to 22%).

The partnerships with outside agencies, as well as in house small groups defined above will continue for SY 19-20. Additionally 2 major initiatives will be launched to enhance the health and well being of H.G. Hill students. These include Oasis Youth Services programming and Love in a Big World, an SEL curriculum that all 5th grade students will explore. H.G. Hill will move into a tier 3 restorative practices school with the launch of a “peer peace team”. The team members will explore a variety of methods to facilitate equity.
HEALTH & WELLNESS

H.G. Hill strives to be a model for the implementation of restorative practices and social emotional learning. In an effort to enhance these competencies, the following are strategic goals, current partnerships and partnership opportunities.

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| Support and teach SEL competencies/Restorative Practices to school community | • New Beginnings  
• NAZA  
• Humble Beginnings  
• Free Hearts  
• Amend  
• Why Try Club  
• Rites of Passage  
• Centerstone  
• Well-Child Health Screenings  
• Urban Green Lab  
• Compost Nashville | • Financial sponsorship and in-kind donations to create additional classroom peace corners/center  
• Host/sponsor student-led restorative group  
• Mentoring Opportunities (Time/Talent)  
• Sponsor daily healthy snacks  
• Green Initiative funding and support |
| Support the health and wellness of the H.G. Hill faculty and staff | • Greater Nashville realtors  
• Hillwood Presbyterian Church  
• Belle Meade United Methodist Church  
• West End United Methodist Church  
• Hillwood Neighborhood Association | • Provide monthly self-care guidance sessions  
• Financial and in-kind gifts to faculty/staff  
• Teacher support opportunities (copying, grading, etc) |
| Support the safety, wellness, development of athletic department, including physical education | • Lipscomb Academy  
• Montgomery Bell Academy  
• Brentwood Academy  
• Fellowship of Christian Athletes | • Financial and in-kind donations  
• Motivational Speakers  
• Game day volunteer opportunities (line judge, football sidelines, score keepers  
• Support (financial and in-kind donations) for athletic department fundraisers (Fall, Winter, Spring events) |
SOCIAL SERVICES & ADULT DEVELOPMENT

H.G. Hill Middle is geographically located in Davidson County’s wealthiest zip code, although many students and families who attend the school have tremendous need in the area of available resources. The poverty rate in Davidson County currently stands at 40%.

The economically disadvantaged rate at H.G. Hill is approximately 65%, based on direct certification. Direct certification is the process under which Local Education Agencies (LEAs) certify children who are members of households receiving assistance under the assistance programs (e.g., SNAP, TANF) as eligible for free benefits, without further application, based on information provided by the state or local agencies administering those programs. Additionally, there are 8 students in the H.E.R.O. (homeless student program).

Programs and practices currently in place at H.G. Hill to support economically disadvantaged and homeless families include:

- Unicycle distributions of clothing to students
- Food Distributions to students and families
- Hiring opportunities for parents/guardians

Based on Panorama surveying, students report only a 37% favorable rating when asked about neighborhood cohesion (perception of mutual trust and solidarity among neighbors away from school), versus a 71% favorable rating when asked about social and emotional learning at school. This indicates that the trauma informed and restorative practices are blending in well with the social and emotional learning strategies in place at H.G. Hill Middle. Continued supports in the area of social services and adult development will serve to enhance the quality of life for all families in the H.G. Hill community.

In an effort to reach the North Nashville students served by H.G. Hill, particular emphasis should be given to creating opportunities for families in the area in which they reside to eliminate barriers to participation.
SOCIAL SERVICES & ADULT DEVELOPMENT

To assist the students and families at H.G. Hill Middle, wrap around services are needed in the areas of food, clothing and programming. The following are strategic goals, current partnerships and partnership opportunities.

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<td>Further expansion of Panther Pantry (on-site resource room)</td>
<td>• UniCycle • Woodmont Christian Church • Northfield Church • BassNetwork</td>
<td>• Refrigerator/Freezer, Microwaves • Food (non-perishable, frozen dinners, snacks) • Additional support for UniCycle • Donation of new undergarments • Hygiene products • Volunteers to run the Panther Pantry</td>
</tr>
<tr>
<td>Provide opportunity for Adult Development</td>
<td>• Hiring opportunities (O’Charley’s, MNPS, etc) • Centerstone</td>
<td>• Provide monthly self-care guidance sessions • Financial and in-kind gifts to faculty/staff • Teacher support opportunities (copying, grading, etc)</td>
</tr>
<tr>
<td>Partner with outside agencies for the benefit of the school community</td>
<td>• H.E.R.O • Salvation Army • Assistance League of Nashville</td>
<td>• Financial, and in-kind donations • Share resource opportunities</td>
</tr>
</tbody>
</table>