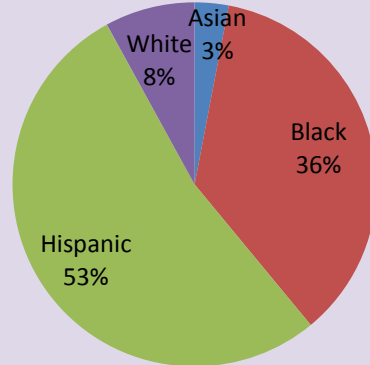


EHPS Vision: Schools that are the Pride of our Community

EHPS Mission: To deliver a high quality learning experience for EVERY CHILD, EVERY DAY.

Robert J. O'Brien STEM Academy
 56 Farm Drive
 East Hartford, CT. 06108

Race/Ethnicity Breakdown



Annual Budget: **\$3,052,326.80**

Number of Employees: **75**

Number of Students (as of 10/1): **430**

Grade Level	Number Students	SPED		EL		F/R Lunch	
		N	%	N	%	N	%
K	60	8	13	7	12	40	67
1	67	5	7	18	27	48	72
2	71	8	11	11	15	54	76
3	84	12	14	19	23	62	74
4	79	11	14	16	20	61	77
5	69	8	12	9	13	49	71
O'Brien	430	52	12	80	19	314	73

East Hartford Public Schools' Theories of Action:

IF EHPS provides students with rich, standards aligned curriculum, focuses on delivering high quality classroom instruction characterized by student centered learning experiences and if EHPS provides differentiated intervention and enrichment at all levels, THEN we will transform student learning and help all students achieve.

IF EHPS focuses on fully engaging, empowering and appreciating students, families and faculty through all district and school interactions, THEN we will benefit from a rich and vibrant learning culture where all students achieve.

IF EHPS focuses on attracting, hiring, developing and promoting a talented, diverse work force, THEN we will continue to grow the professional capacity so that all students achieve.

IF EHPS seeks out, advocates for, and responsibly invests district resources, THEN we will have the necessary technologies, infrastructure and finances to promote student achievement.

Progress Assessment	Mid-Year Reporting Period Rating (1/20/2017)	End of Year Reporting Period Rating (6/12/2017)
	<i>Check one based on a holistic rating of work completed to date</i>	<i>Check one based on a holistic rating of plan completion</i>
	<input type="checkbox"/> Plan has not begun or has significant gaps	<input type="checkbox"/> Plan has not begun or has significant gaps

	Plan is lagging in progress		Plan is lagging in progress
X	Plan meets or exceeds progress		Plan meets or exceeds progress

Theory of Action 1: Transform Student Learning

IF EHPS provides students with rich, standards aligned curriculum, focuses on delivering high quality classroom instruction characterized by student centered learning experiences and if EHPS provides differentiated intervention and enrichment at all levels, THEN we will transform student learning and help all students achieve.

High Leverage Strategy	1. Provide all students with a high quality, standards-aligned curricula that focuses on interdisciplinary experiences, culturally responsive instruction and 21st Century skill development
	2. Provide all students with high quality, student led, and engagement focused instructional experiences
	3. Effectively use district, school and classroom assessment data to provide diagnostic information to make instructional decisions
	4. Ensure all students have access as necessary to differentiated interventions as well as opportunities for enrichment that promote “whole child” learning
	5. Complete the implementation of identified district programming <ul style="list-style-type: none"> • Early Childhood Learning Center (ECLC) at Hockanum Elementary • International Baccalaureate (IB) Programme pipeline (O’Connell PYP, Sunset Ridge MYP, CIBA MYP/DP) • Complete the STEM Program pipeline (O’Brien, EHMS and EHHS) • Develop and implement the identity of “Robust Neighborhood and Community Schools” throughout the district • Implement identified district programs with fidelity across all schools

Action Plans (Connected to District High Leverage Strategies)

Action Plan Descriptions				Mid-Year Report	End of Year Report
Aligned to High Leverage Strategy: (1)				<ul style="list-style-type: none"> • Program being implemented. • Training scheduled for F&P Benchmark assessment and Readers Workshop. • Support session 1 for Writers Workshop provided by district in December. 	<ul style="list-style-type: none"> • Program implemented. • Trainings delivered • Support sessions 2 for Writers Workshop completed. • ELA IABs used as teaching opportunities with students.
<ul style="list-style-type: none"> • Implement district Gr. K-5 Literacy Program 					
Mid-Year Rating	Meets	End of Year Rating	Meets		
Aligned to High Leverage Strategy: (2)				<ul style="list-style-type: none"> • Walkthroughs being conducted and feedback provided. • Using the Driven By Data model, rigorous, standards-based interim math assessments developed in October-December. • Interim assessments administered, results analyzed, and action plans developed in January. 	<ul style="list-style-type: none"> • Regular classroom visits continued by administrators, but Commissioner’s Network visits changed to observations of data teams working on and planning from interim math assessments January-April. Commissioner’s Network classroom walkthroughs resumed in May. • Interim math assessments administered and analyzed in April. • Interim assessments revised and planning for SY18 administration begun. • Math IABs used as teaching opportunities with students.
<ul style="list-style-type: none"> • Conduct biweekly Commissioner’s Network Walkthroughs and provide actionable feedback to staff • Focus on strengthening core mathematics practices and expectations to increase student performance. 					
Mid-Year Rating	Meets	End of Year Rating	Meets		

Aligned to High Leverage Strategy: (3)				<ul style="list-style-type: none"> • Training for new data dashboard to take place in the spring. • Data team leaders identified and district expectations shared with them. 	<ul style="list-style-type: none"> • Secretarial trainings in May for PowerSchool • Teacher introductory PowerSchool training scheduled for May 30 • Secretarial and administrator PowerSchool trainings scheduled for June.
<ul style="list-style-type: none"> • Implement use of EHPS data dashboard. • Restructure O’Brien data team(s) to align with district plans. 	Mid-Year Rating	Meets	End of Year Rating		
Aligned to High Leverage Strategy: (4)				<ul style="list-style-type: none"> • Monthly data team meetings scheduled for discussion on students in SRBI for ELA and math. Reading Plus and intervention/enrichment teacher being used to focus on enrichment as well as remediation. Classroom teachers taking the lowest groups. 	<ul style="list-style-type: none"> • Monthly SRBI meetings continued throughout year. • End of Year SRBI identification and planning scheduled for May 30 data team meetings.
<ul style="list-style-type: none"> • Continue to implement and increase effectiveness of SRBI interventions, and focus on enrichment as well as remediation. • Use Commissioner’s Network funds to hire an enrichment/intervention teacher and additional St. Joseph intern 	Mid-Year Rating	Meets	End of Year Rating		
Aligned to High Leverage Strategy: ()					

Theory of Action 2: Rich and Vibrant Learning Cultures

IF EHPS focuses on fully engaging, empowering and appreciating students, families and faculty through all district and school interactions, THEN we will benefit from a rich and vibrant learning culture where all students achieve.

High Leverage Strategy	1. Student Culture	• Engage students through an intensive focus on providing opportunities for voice, leadership and celebrations of their learning achievements
		• Empower students to become effective decision makers and citizens by implementing Social Emotional Learning (SEL) standards aligning to both the instructional model and student Code of Conduct
		• Continue to promote Restorative Justice practices and PBIS systems by reducing punitive discipline across all schools
		• Engage students in excellent school attendance habits by implementing the recommendations of EHPS PK-12 Attendance Tool Kit "ALL In Every Day"
	2. Family and Community Culture	• Engage families and community through high quality programming designed to develop school to home relationships; provide families with accessible resources to support their child
		• Empower families by improving school to home communication with a focus on accessibility, frequency, and friendliness
		• Continue to seek out and develop community partnerships centered providing high quality experiences and resources for students at all levels
3. Faculty Culture	• Appreciate employee contributions and efforts through meaningful recognitions and celebrations of excellence	
	• Engage and empower employee innovation and talent by promoting faculty voice, input and feedback on organizational decision making	

Action Plans (Connected to District High Leverage Strategies)

Action Plan Descriptions				Mid-Year Report		End of Year Report	
Aligned to High Leverage Strategy: (1)				<ul style="list-style-type: none"> Student Council elected: Executive Board and classroom representatives. Student Council meets monthly as a whole council and grade level meetings also occur monthly. 		<ul style="list-style-type: none"> Students Council met monthly throughout the year. Involved in Behavior Hall of Fame assemblies and other school events. 	
<ul style="list-style-type: none"> Plan for student leadership opportunities. 							
Mid-Year Rating	Meets	End of Year Rating	Meets				
Aligned to High Leverage Strategy: (1)				<ul style="list-style-type: none"> Second Step being implemented in all classrooms. Fourteen staff members trained in Basic School Climate in August. Elements of Basic School Climate training provided to certified and non-certified staff (e.g., the Circle of Courage) Three additional staff identified and sent to Basic School Climate training in December (STEM Coach, SSC tutor, P.E. Teacher). 		<ul style="list-style-type: none"> Second Step implemented throughout year. 32 staff members trained in Basic School Climate and 13 staff members trained in Restorative Practices. Advanced School Climate training completed by team of 4 members, allowing the team to train non-certified staff in Basic School Climate. 	
<ul style="list-style-type: none"> Pilot SEL program, Second Step, K-5. Send identified staff to School Climate and Restorative Practices trainings 							
Mid-Year Rating	Meets	End of Year Rating	Meets				

				<ul style="list-style-type: none"> Teams registered for Advanced School Climate and Restorative Practices training sessions in March. 	
Aligned to High Leverage Strategy: (1)				<ul style="list-style-type: none"> Attendance plan being implemented. 	<ul style="list-style-type: none"> Attendance plan implemented throughout year.
<ul style="list-style-type: none"> Continue to implement O'Brien attendance plan and reinforce with the EHPS PK-12 Attendance Toolkit. 					
Mid-Year Rating	Meets	End of Year Rating	Meets		
Aligned to High Leverage Strategy: (2)				<ul style="list-style-type: none"> Training for home visits being provided by CommPACT in January. Action plan developed using results of Welcoming Walkthrough in November. Student-led conferences implemented in grades 3-5 in December Training provided for K-2 student-led conferences in December. These will be implemented in March. 	<ul style="list-style-type: none"> Home visit teams have made one visit each and will complete a second home visit before the end of the school year. Welcoming Walkthrough action plan steps being implemented, including signage. Student led conferences implemented K-5 in March. Planning for October conferences has begun. Staff discussions of fall Kindergarten orientation, open house and conferences to incorporate parent suggestions.
<ul style="list-style-type: none"> Continue to develop family outreach and engagement programs and efforts, with the support of the Family & Community Outreach Coordinator and the Family Engagement Committee. Review and analyze results of O'Brien's Welcoming Walkthrough and implement plan for improvement. Implement student-led conferences in grades 3-5. 					
Mid-Year Rating	Meets	End of Year Rating	Meets		
Aligned to High Leverage Strategy: (3)				<ul style="list-style-type: none"> Eleven staff members have been nominated for the Behavior Hall of Fame, including certified and non-certified staff members. Weekly staff "kudos" included in weekly bulletin. Staff Committees meeting monthly. 	<ul style="list-style-type: none"> 36 certified and non-certified staff members have been nominated by peers for the Behavior Hall of Fame. Weekly staff kudos continue in weekly bulletin. Monthly committee meetings continued through school year. Staff discussions of fall Kindergarten orientation, open house and conferences to incorporate parent and staff suggestions.
<ul style="list-style-type: none"> O'Brien faculty will be nominated for Behavior Hall of Fame recognition and other celebrations of excellence. Faculty will choose to join one of four committees (Family Engagement, Equity and Diversity, Technology, and PBIS/Safe School Climate), which will be responsible for decision-making related to their respective focus areas. Provide multiple opportunities for faculty feedback and input on organizational decision-making throughout the year. 					
Mid-Year Rating	Meets	End of Year Rating	Meets		

Theory of Action 3: Talented and Diverse Work Force

IF EHPS focuses on attracting, hiring, developing and promoting a talented, diverse work force, THEN we will continue to grow the professional capacity so that all students achieve.

High Leverage Strategy	1. Attract, hire, develop, and promote a talented and diverse work force at all district levels
	2. Develop faculty capacity by providing growth opportunities centered on the following district themes: <ul style="list-style-type: none"> • Literacy at all levels across all content areas • Highly effective teaching strategies • Culturally responsive practice(s) • Leadership development
	3. Utilize professional development structures reflective of educator empowerment/choice, collaboration/professional learning teams, and the development/deployment of internal expertise

Action Plans (Connected to District High Leverage Strategies)

Action Plan Descriptions				Mid-Year Report	End of Year Report
Aligned to High Leverage Strategy: (1) <ul style="list-style-type: none"> • Support university partnerships (UConn/St. Joseph) • O'Brien faculty participation in district Equity and Diversity Team and O'Brien Equity and Diversity Team 				<ul style="list-style-type: none"> • Two St. Joseph and three UConn interns (one is second semester only) working at O'Brien this year. • Five staff members are on the district Equity and Diversity Team (2 classroom teachers, one specials teacher, one coach and the Principal). • The school Equity and Diversity Team has six members. This team is planning to bring Study Circles to the faculty beginning with the February ERD. 	<ul style="list-style-type: none"> • Interns who are leaving were given the opportunity to engage in a mock interview and feedback session. • Staff members on the school Equity and Diversity Team presented to the faculty on four early release days. • Planning for O'Brien's Equity and Diversity in SY18 in June, including identification of staff members for the district's Cohort 2.
Mid-Year Rating	Meets	End of Year Rating	Meets		
Aligned to High Leverage Strategy: (2-3)					

<ul style="list-style-type: none"> Provide professional development on literacy, highly effective teaching strategies, culturally responsive practices, and leadership development. Implement Lesson Study with the support of David Cormier. 				<ul style="list-style-type: none"> PD provided at the school and over the summer on: <ul style="list-style-type: none"> Inquiry (first and second year training, depending on needs) SEL Student-student discourse (for teachers new to O'Brien) Lesson Study Driven By Data: assessment writing, analysis and action plan writing. Writers Workshop (support session in December) 				<ul style="list-style-type: none"> PD provided during the winter and spring on: <ul style="list-style-type: none"> Driven By Data – action planning Fountas and Pinnell Readers Workshop Writers Workshop support session Equity and Diversity: Cultural Competency PowerSchool Staff members went to training (supported by Commissioner's Network funds): <ul style="list-style-type: none"> Basic School Climate and Restorative Practices (CSDE training) UConn iPad Conference Dismantling Systemic Racism 			
Mid-Year Rating	Meets	End of Year Rating	Meets								
Aligned to High Leverage Strategy: ()											
Mid-Year Rating		End of Year Rating									

Theory of Action 4: Responsibly Invest District Resources

IF EHPS seeks out, advocates for, and responsibly invests district resources, THEN we will have the necessary technologies, infrastructure and finances to promote student achievement.

High Leverage Strategy	1. Advocate for and invest our financial resources wisely, transparently and equitably across district schools
	2. Ensure district and school programming is aligned to promote efficiency; eliminate operational silos and enhance collaborative systems
	3. Continue to acquire and manage grant funding to supplement our district budget; continue to develop a system for alignment and coherence between funding sources for all district programs
	4. Continually analyze time as a resource at school and classroom level; strategically use time to support student needs
	5. Develop and implement the district technology plan with a focus on infrastructure upgrades and service operability
	6. Complete current facility project list and actively seek additional funding to address Capital Improvement Plan

Action Plans (Connected to District High Leverage Strategies)

Action Plan Descriptions				Mid-Year Report	End of Year Report
Aligned to High Leverage Strategy: (1)				<ul style="list-style-type: none"> March 6 meeting with State Board of Education scheduled. Prep for this to occur prior to the meeting. Commissioner’s Network budget, if continued participation approved, will be developed in the spring. Sustainability of positions a question, given budget questions at the local level. 	<ul style="list-style-type: none"> State Board of Education approved O’Brien continuing in the Commissioner’s Network for a 4th year. Commissioner’s Network budget to be developed once funds are approved in the summer.
Mid-Year Rating	Lagging	End of Year Rating	Meets		
Aligned to High Leverage Strategy: (2)				<ul style="list-style-type: none"> STEM Clubs have become part of the Crossroads program, with Commissioner’s Network funding. 	<ul style="list-style-type: none"> STEM Clubs continued as part of the Crossroads program. Sustainability a question, since Commissioner’s Network funds were used to support STEM Clubs.
Mid-Year Rating	Completed	End of Year Rating	Completed		
Aligned to High Leverage Strategy: (4)					

<ul style="list-style-type: none"> Develop schedules to maximize instructional and intervention time to support district expectations. 				<ul style="list-style-type: none"> Schedules developed and implemented. 	<ul style="list-style-type: none"> Schedules revised for SY18.
Mid-Year Rating	Completed.	End of Year Rating	Completed		
<p>Aligned to High Leverage Strategy: (5-6)</p> <ul style="list-style-type: none"> Use Commissioner’s Network funds to upgrade technology, replace furniture and continue building renovations. 				<ul style="list-style-type: none"> Technology and furniture ordered and arrived. Staff lunchroom/STEM Cooking Club room renovated Two student bathrooms renovated. The remaining four bathrooms will be renovated during the rest of the year. 	<ul style="list-style-type: none"> All Commissioner’s Network bond funds will be used by June 30th. All bathroom renovations completed. The final project is to replace exterior door hardware. Facilities has ordered the hardware.
Mid-Year Rating	Meets	End of Year Rating	Completed		

School	October 1, 2016 PSIS Data	Total FTE's	Inst. Classrooms	Classroom Teacher FTE	Students/FTE Teacher	Support Teacher FTE	Admin FTE	Para FTE	Behavior Manager FTE	Tutor FTE	All Other Staff FTE
School	1,074	164.70		59.60	18.020	46.10	6.00	13.00	4.00	11.00	25.00
District	1,649	248.20		90.60	18.201	53.10	11.00	27.00	5.00	11.00	50.50

District Programming

School Facility Projects

- **Replace/repair exterior doors at multiple exits**
- **Update student bathrooms**
- **Repave rear half of parking lot and basketball court on South field**
- **Update teacher lunch room/cooking club room**

School Technology Inventory

iPads	285
Laptop Computers	12
Tablets/Notebooks	0
SmartBoards	31
Desktop Computers	195
Total Devices	523