Hempstead Union Free School District
185 Peninsula Blvd Hempstead, New York 11550

Ms. Regina Armstrong – Interim Superintendent   Dr. William Johnson – SED Monitor

PROGRESS BENCHMARKS – February 15, 2021

Academic Action Plan

Blue = Implementation completed; The school district has satisfactorily completed this activity
Green = The district is on schedule to implement this recommendation.
Yellow = Implementation begun but behind schedule: The district has begun to implement the recommendation, but implementation is behind schedule.
Red = Implementation not yet begun: The district has not yet begun to implement this recommendation.
Not Applicable: The recommendation was not expected to be in implementation status during the period of the report.

Recommendation	Status[1]	District Action(s)	Evidence of Action	Other Information
The District continue its commitment to having each building become an IB school by the end of next year.	GREEN	The District has hired a Coordinator to oversee the implementation of Primary Years Program (PYP). Each building has identified an IB Coach to work with teachers on the implementation of IB principles and concepts, as wells to guide them through the creation of Units of Inquiry and Program of Inquiry.	Six out of seven elementary schools have submitted their application for authorization. One school, Prospect has authorization visit dates of 3/22 and 3/23. Elementary schools use Toddle to store POIs and UOIs.	

| | | Middle School uses Atlas. Professional Development and PLCs are centered around implementation of IB.in all schools. |

		address students' achievement gaps toward meeting standards. Teachers also use the IReady progress monitoring tool to track students' progress throughout the year.		
The District carefully review the data for sixth grade students, some of whom are in the elementary schools and some of whom are in the Middle School to determine if there are differences in the performance of students related to the grade configuration of the school the student attends. The District should then use the data to consider an appropriate configuration for the sixth grade.	GREEN	In reviewing the IREADY data and the data from the 2018-19 Math/ELA grade 6 assessment, it was noted that the students who attended grade 6 in the elementary		

		experiencing issues with how to use and access platforms have been aided either by the Tech Depart, a building administrator, or the Tech Coach in each building.	Zoom, Schoology, Google Classroom, creating of teacher page, etc. Teachers will also start receiving training on how to effectively utilize their Smartboards. The District has also placed at least one Tech Coach in every school to provide technical support and training for staff/parents as needed.	

where they store their Units of Inquiry and Programs of Inquiry aligned to Next Generational Standards. School's website is being updated to denote the current IB practices of the school/

Staff development needs to focus on student engagement and assessment. Teachers need to be able to generate and interpret student performance data that enables them to routinely modify and improve instruction online and in the classroom.

<mark>GREEN</mark>

In the past, teachers were provided with student data from 3-8 assessments to analyze and plan for instruction. We are now using data from IReady assessments and math/science Regents tests to determine the academic needs of students. One area of concentration for professional development for staff has focused on data-driven standards-based instruction. Teachers are also working together and with their Instructional Coaches to use the data to create their intervention plans for students. Students who are experiencing gaps in learning are placed on the Accellus platform in their area of need. Students have also been ineh10 (nd)10 (ar)7 (ds)]TJ 09 (t)2.1 (i)6 (ne)9.9 (l)6( )]TJ ans)4 (f gen)10 (t)(sti are profes

		placement in extended day classes.		
A computing device should be in the hands of every student. Students and teachers need to be trained to effectively use all software designed to provide and support the instructional program.	GREEN	Although the District has purchased a device and internet access for all students in need, not all parents/guardians have signed out a device for their child. Students in the middle school receive a laptop that is fully loaded with the software needed for learning.	District purchased laptops for all middle school students. Devices were received by the District in late October, early November 2020. Parents were contacted to pick up sign out a device for their child. District has created a Hotline to assist parents with use of device and to request a device/internet access. Hotline has been placed on the District's website.	
Although during this era of remote and hybrid learning it is difficult to accurately measure student attendance, attendance needs to be well above 90% on every day of the school year.	GREEN	The middle school's guidance and attendance departments meet weekly to review student attendance. The departments have been reaching out to parents of students who are not attending school on a regular bases. Teachers are	Principal conducts weekly meetings with key staff members in this area. Staff is tracking students' attendance to attempt to hit the 90% daily attendance.	

		also making parent contacts to discuss with them their child's attendance in school. Although efforts are being made in this area, it is a work in progress to hit the 90% target.	Community School partners are working with parents to offer attendance incentives.	

		(Earth Science/Living Environment).	and Government. If successful, the majority of incoming 9th grade students, Cohort 2021 could enter high school with 2-3 high school credits and Regents exams, ensuring they ability to earn an advanced Regents Designation.	
Enrollment in AP classes should continue to grow as should the options available to students. (Since the middle and elementary schools have opted to participate in IB, a study should be conducted to determine whether the High School should also pursue IB accreditation.)	GREEN	The District is confident that the more opportunity it provides for students in the middle school to take Regents classes will increase the number of students being able to participate in AP classes once they enter 9th grade. The District has also increased the number of AP courses offered to high school students. The District has not actively pursued implementing the IB Diploma Program at the high school level.	The District will work with the high school to see the feasibility of implementing IB Diploma Program. However, currently students are participating in the Syracuse University Project Advance Program. We have also implemented the Smart Scholars Program which students have been begun to enroll in our early high school college program in partnership with York College.	

100% of high school students should have access to a school supplied device.	GREEN	Although the District has purchased a device and internet access for all students in need, not all parents/guardians have signed out a device for their child. Students in the middle school receive a laptop that is fully loaded with the software needed for learning.	District purchased laptops for all students in grades 9 – 12. Parents continue to pick up devices daily. District has created a Hotline to assist parents with use of device and to request a device/internet access. Hotline has been placed on the District's website.
Study carefully the success of students leaving for college, looking carefully at their completion rates.	GREEN	Under Receivership, the high school is required to track students' progress toward meeting the necessary requirements to graduate high school in four years. The high school has also maintained records of the number of scholarship students have earned each year. The high school also maintains records of the college and/or postgraduate plans of all graduating students.	The high school graduation rate has increase to 78.3% as of the June/August of 2020.
Monitor carefully the participation of students in all grant programs and study the connection to success on Regents and AP coursework.	RED	Although the high school has experienced an increase in the graduation rate and the number of students graduating with Regents diplomas and completion of	The District will put in place a monitoring tool to see if there is a correlation between students' participation in grant funded

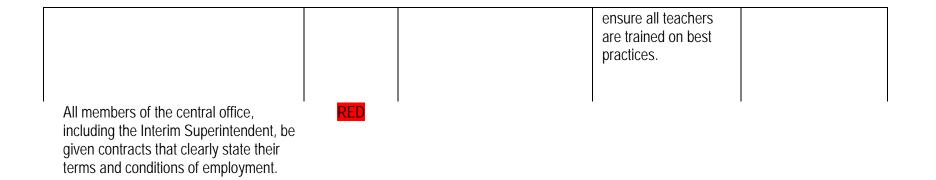|		AP coursework, we have not directly connected the success to participation in grant funded programs.	program and their success on Regents and AP exams.	

Develop plans for the appropriate return
of some of the students in out of district

Where appropriate place fewer students in more restrictive environments.

<mark>GREEN</mark>

We currently have integrated co-teaching classes grades k-12. In our elementary schools we have two buildings that

			to meet the needs of the diverse learner.	
Carefully examine the efficacy of the bilingual program to determine reasons for the continued low performance of the ELL students on all State measures of ELA and math	<mark>YELLOW</mark>	Although building principals have analyzed student data on all assessments, the District has not begun the work to investigate the root cause of this subgroup's consistent low performance on state exams.	The District will compose a committee to examine the past 5 years of ELL growth on state assessments (3-8 testing, Regents, and NYSESLATs) to determine trends and patterns of errors. The District will use this information to restructure it current programs to ensure more student success and close the academic gap between ELL and other subgroups.	
Increase the time ELL students spend in regular class settings.	<mark>GREEN</mark>	All ELL students are placed in a general education setting unless they have opted for a bilingual setting.	The District will examine its ELL programs to ensure equity and access for all students.	
Provide staff development opportunities to bilingual class teachers on the effective use of all reading and math tools used in regular classes.	<mark>BLUE</mark>	All teachers historically within the Hempstead School District receive the same training in the utilization of reading and math tools.	The District will continue its practice to expose all staff to the same professional development to	

			ensure all teachers are trained on best practices.	
All members of the central office, including the Interim Superintendent, be given contracts that clearly state their terms and conditions of employment.	RED			

characteristics of the professional teaching staff.		prior to presenting to the BOE for approval.	onboarding and separation.	
The District needs to conclude negotiations with its teachers during this school year.	GREEN	The District has been actively negotiating with the teachers' unit a new contract. Both sides have presented their asks. Teachers desired salary increase is beyond the District's financial capacity. District and Unit do not agree on terms and conditions.	The District's next negotiation meeting is scheduled for March 2, 2021.	
Schools should conduct virtual online PTA meetings to which parents are invited. Using one or more technologies should increase attendance and participation in meetings.	BLUE	All schools conduct PTO/PTSA meetings, as well as CET meetings virtually. All schools have seen a drastic increase parent participation. All principals have included this as a part of their goals for the school to utilize the various platforms to communicate with parents.	The District will continue to use all available platforms to engage with parents. School currently use: Zoom and Microsoft TEAMS for virtual meetings.	
Technology should be used to disseminate the story of the Hempstead schools. Correspondence and messaging should be routinely shared with parents and the community at large. The District has a public relations firm to whom this should be assigned.	GREEN	The District has contracted with Gotham Group to serve as its Public Relationship Firm.	The District currently uses the following platforms to communicate with parents and community at large: Instagram, Website, Calling Post, and Twitter.	

respectively. Expenses for transporting children beyond those limits would now be eligible for State aid.		possibility of changing the transportation limits for students. It has also been discussed the need for first year startup funding.	The District will compose letter to present to legislature regarding our need in this area.
Should the District be successful in implementing Recommendation 1 in this section, the District should put before the voters a proposition for providing transportation to eligible riders.	RED	Movement in this section is contingent upon action in recommendation #1.	
In the short-term, although less than efficient, the current configuration should be retained. In the long-term, how technology is managed should be part of a larger plan to reorganize the District office and reassign responsibilities as a result.	RED		
The relationship between the District and BOCES should be examined carefully to maximize effectiveness, contain cost, and maximize State aid.	RED		
A plan for use of the remaining Smart Bond money should be in place for implementation in the 2021-2022 school year.	YELLOW	Working on the second phrase of the Smart Bond monies were temporarily halted due to the pandemic and refocusing on making certain all students had devices and internet access for virtual learning. The Committee is expected to	District will reconvene the Committee starting in March 2021 with submission by June 30th, 2021.

		reconvene in March to revamp the spending plan.		
Some portion of the remaining Smart Bond money be used to increase the number of cameras and update the technology.	GREEN			

It is recommended that the District look carefully at incorporating the suggestions for modification in next year's budget.	NA			
It is recommended that the District broaden its efforts to have more children in the community enroll their children. At this time, fewer than 50% of the District's first graders have attended the preschool program.	RED			