AVON PUBLIC SCHOOLS

 District Improvement Plan - 2021-2026

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| **MISSION** |
| To educate all students to be lifelong learners and responsible citizens in a global society |
| **VISION** |
| The Avon Public Schools are committed to excellence in teaching and learning and are a source of pride in the community. We respect and appreciate individual differences. We utilize a variety of teaching strategies to meet the diverse needs of our students and foster an atmosphere of intellectual pursuit. All students will graduate from the Avon Public Schools with the skills necessary to be lifelong learners and productive and responsible citizens in a global society. |
| **CORE VALUES** |
| * All students bring a unique set of strengths to the classroom and are capable of achieving academic success
* High-performance standards encourage reflection and growth, preparing students for success in a global society
* Engaging and relevant instruction allows students to develop to their full potential academically, socially, and emotionally
* Education is a shared responsibility where students, teachers, families, and the community work together to create a welcoming student-centered environment
* A commitment to diversity, equity, and inclusion is the responsibility of all members of the school community
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| **THEORY OF ACTION** |
| If we implement a cohesive PK-12 standards-based curriculum, ensure engaging, relevant, and effective instruction for all students, foster a culture in which the Avon school community works together in a welcoming, student-centered environment, ensure that APS is the embodiment of equity and inclusion, and develop and implement comprehensive facilities plans for APS, then all students will be life-long learners and responsible citizens in a global society. |
| **Focus Areas for District Improvement** |
| **Curriculum** | **Instruction** | **Culture**  | **Diversity, Equity, and Inclusion** | **Facilities** |
| **STRATEGIC OBJECTIVES** |
| 1. 1. Implement a cohesive PK-12 standards-based curriculum.
 | 1. 2. Ensure engaging, relevant, and effective instruction for all students.
 | 1. 3. Foster a culture in which the school community works together in a welcoming, student-centered environment.
 | 1. 4. Ensure that APS is the embodiment of equity and inclusion.
 | 5. Develop and implement comprehensive facilities plans for APS. |
| **STRATEGIC INITIATIVES** |
| 1.1 Finish all incomplete curriculum guides. | 2.1 Provide Professional Development on lesson structure and engagement. | 3.1 Revise and update the mentoring program. | 4.1 Develop and design initiatives that build relationships with students and families and that celebrate the diversity of our collective community. | 5.1 Conduct, analyze, and disseminate results of NESDEC survey to stakeholders. |
| 1.2 Create curriculum guides for history and social studies at Butler and new courses at Avon Middle High School. | 2.2 Develop and implement a standardized protocol for the observation andevaluation of educators. | 3.2 Improve school climate and culture for all stakeholders. | 4.2 Review procedures and practices to ensure equity. | 5.2 Organize a committee of stakeholders to assess the short-term and long-term space needs of the Avon Public Schools.  |
| 1.3 Delineate clear roles for curriculum coordinators. | 2.3 Develop a process and protocol at each building for analyzing student data (RTI, etc.). | 3.3 Support positive, collaborative relationships that promote excellence for all stakeholders through district and community groups.  | 4.3 Leadership team participates in professional development focused on diversity, equity, and inclusion. | 5.3. Develop short-term space and facilities plans.  |
| 1.4 Create and implement a district protocol and process for the use and revision of curriculum documents. | 2.4 Embed student engagement and student outcomes into the teacher evaluation system. | 3.4 Strengthen existing systems and structures to ensure their effectiveness in promoting a climate of ongoing improvement.  | 4.4 Increase parent and family participation in the schools to reflect the school community.  | 5.4 Implement the short-term plans and recommendations.  |
| 1.5Revise, review, and update new and existing curriculum documents to reflect diversity, eliminate bias, and prepare our students for emerging trends in the workforce. | 2.5 Adjust instruction to incorporate student data, constructive feedback, and best practices. |  | 4.5 Recruit, hire and retain diverse staff. | 5.5 Develop long-term space and facilities plans. |
|  |  |  |  | 5.6 Implement long-term space and facilities plans. |