

Avon Middle High School: School Improvement Plan 2019-2020

July 2019

Mission

The Mission of Avon Middle-High School is to create an atmosphere that encourages intellectual pursuit where teachers employ a variety of teaching strategies to meet the diverse needs of our students. Our aim is to prepare students to be self-directed, inquisitive learners. We encourage collaboration among teachers, students, and the community in order to develop students who are lifelong learners and productive, responsible citizens of a global society.

Vision

The Avon Public Schools is committed to excellence in teaching and learning and is 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 learner and productive and responsible citizens in a global society. To achieve this end, students at

AMHS will:

1. Demonstrate that they can acquire, evaluate, and apply information.
2. Demonstrate that they can develop purpose, gather resources, utilize organization, consider audience, and reflect on process and outcome.
3. Demonstrate that they can analyze problems, develop and implement strategies, and evaluate their solutions.
4. Demonstrate that they can cooperate as individuals and collaborate as members of a group.
5. Demonstrate decision-making skills, responsible behavior, initiative, respect for intellectual property, participation in school and wider communities, and a recognition of value in others.

Avon Public Schools Core Values

- All students are capable of learning.
- Students have different learning needs and styles.
- All students are entitled to an excellent education.
- All members of the school community should be held to the highest performance standards.
- Education should be a shared responsibility among students, family, school, and community.
- All students should be responsible for their actions.
- Diversity enriches our lives.
- Students and staff have a right to a safe, healthy, and well maintained learning environment.
- Technology is an effective instructional tool.
- Understanding and positioning to compete in a global society is critical.

Theory of Action

If we.....

strengthen curriculum and instruction
establish safe and secure school
improve school and community culture

Then students will.....

be lifelong learners and responsible citizens.

Strategic Objectives and Initiatives

<i>1. Curriculum and Instruction</i>	<i>2. Safe and Secure Schools</i>	<i>3. School and Community Culture</i>
Revise curriculum in all subject areas for grades 7-12 and implement with researched based tiered instruction	Continue to practice safety protocols with both staff and students	Continue practices that build relationships with families
Implementation of RTI forms and process	Develop and implement an Advisory structure and curriculum which emphasizes personalization while imbedding social emotional competency lessons and supports for our students	Continue to increase staff collaboration and build trust amongst staff and administration
Students will engage in critical thinking, analysis and application of new knowledge		

Outcomes

1. Curriculum and Instruction: Improve student outcomes at Avon Middle-High School by emphasizing the importance of an articulated curriculum that emphasizes student growth and engagement in an atmosphere of high standards.
 - a. Continue to revise curriculum in all subject areas for grades 7-12 and implement with researched based tiered instruction
 - i. Professional Development that focuses on Diversity and Culturally Responsive Practices, that utilizes data to adjust practice and instruction will continued to be offered throughout June 2020.
 - ii. Faculty will work with Curriculum Coordinators and administration to utilize a common protocol to ensure a bias free curriculum by June 2020.
 - iii. Curriculum Coordinators along with administration will fully developing articulated curriculum units that are based on the Understanding By Design model, that show expected growth for every course in grades 7-12 by June 2020.
 - iv. Addition of two Curriculum Coordinator position to aid in curriculum document completion and upload of documents to school system web site.
 - b. Implementation of RTI forms and process
 - i. The Child Study Team will meet monthly with staff members to discuss students in need of interventions to implement the RTI process.
 - ii. The RTI advisory group will instruct staff on the RTI process during Fall 2019.
 - iii. Common Planning Time will be divided into two groups 1. for curriculum revisions with departments and 2. by grades to discuss student needs starting in Fall 2019.
 - c. Students will engage in critical thinking, analysis and application of new knowledge
 - i. Faculty will continue to look at current MCAS and MAP data to inform instruction and find gaps in curriculum so they can adjust their practice and curriculum to impact student needs by November 2019.
 - ii. Common Planning Time will be divided into two groups 1. for curriculum revisions with departments and 2. by grades to discuss student needs starting in Fall 2019.

2. Safe and Secure Schools
 - a. Continue to practice safety protocols with both staff and students
 - i. Staff will complete the ALICE individual online modules by September 2019.
 - ii. Staff will review with students all safety protocols with students twice a year (August and Jan.).
 - iii. ALICE drills will happen twice a year (Fall & Spring).
 - b. Develop and implement an Advisory structure and curriculum which emphasizes personalization while imbedding social emotional competency lessons and supports for our students
 - i. Advisory Focus Group will meet to develop a new advisory structure and aligned curriculum that focuses on personalization, self and cultural awareness and healthy social emotional growth by August 2019

- ii. Focus Group will introduce new curriculum to faculty August 2019
- iii. Surveys will be given at the end of each unit to faculty and twice annually to students to assess effectiveness of lessons and structure
- iv. Focus Group will meet monthly to analysis data and make necessary adjustments to curriculum.

3. School and Community Culture

- a. Continue practices that build relationships with families
 - i. AMHS will roll out a new social media tool to improve communication within school community and the community at large beginning the Fall of 2019.
 - ii. Information nights on various topics will be planned for families throughout the school year by September 2019.
 - iii. Continue to expand “Awards” program that recognizes student achievement.
- b. Increase staff collaboration and build trust amongst staff and administration
 - i. School Culture surveys will be conducted to measure levels of trust in October 2019, January 2020 and May 2020.
 - ii. Frequent and informal observations by administrators will be accompanied by feedback beginning September 2019.
 - iii. Administration will meet monthly with Non-Professional Status teachers regarding the evaluation process and instructional practices and with Professional Status teachers twice a term beginning September.