

# **Avon Middle-High School**

## **School Improvement Plan**

**2015 – 2016**

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### **Avon School District Mission Statement:**

To educate all students to be life-long learners and responsible citizens in a global society.

### **Avon School District Guiding Beliefs**

We believe:

- All students are capable of learning.
- Students have different learning needs.
- All students are entitled to an excellent education.
- All members of the school community are held to the highest performance standards.
- Education is a shared responsibility among students, family, school, and community.
- All students are responsible for their actions.
- Diversity enriches our lives.
- Students and staff have a right to a safe, healthy, and well maintained learning environment.

### **Avon School District Vision Statement:**

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 difference. We encourage diverse teaching and learning and foster an atmosphere of creativity and intellectual pursuits.

Our district is committed to educating students to enable them to adapt to the challenges of an ever-changing world.

# **Avon Middle-High School Core Values Statement**

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 life-long learners and productive, responsible citizens of a global society.

## **GOAL 1**

### **Nature of Problem:**

Analysis of the 2014 Mass TELLS survey, MCAS, the Superintendent's District Analysis, student work samples, parent/teacher/student interviews and the 2013 NEASC Report identifies that there are concerns about meeting the needs of all learners at Avon Middle-High School.

### **Principal Causes and Contributing Factors:**

Although AMHS has many resources to provide both enrichment and remediation, there is often confusion or disagreement about proper interventions. There is a need for a more systematic approach.

### **Goals or Performance Target(s):**

Fully implement with fidelity a tiered system of supports and services to meet the needs of all learners

### **Summary of Strategies to Accomplish Improvement Objectives**

1. (Fall 2014) The scheduling focus group will develop and propose an AMHS schedule designed to provide opportunities to differentiate student learning.
2. (Ongoing) Grade level and subject area teams will explore curriculum materials and research based intervention strategies to be used in grades 7-12 to meet remedial and enrichment needs.
3. (Ongoing) Special education staff will identify instructional materials and software to aid in the diagnostic process and to provide specialized intervention strategies as needed.
4. (Ongoing) The Child Study Team will meet regularly with staff members to discuss students in need of interventions.
5. (Ongoing) Data will be discussed at the grade level team meetings.

### **Indicators of Success:**

1. The Avon Middle-High School staff will have a clear understanding of our RTI Model.

2. Students will receive the necessary interventions and accurate data will be maintained regarding student responses to intervention.

**Expected Results:**

The staff of Avon Middle-High School will develop and implement a clear process for identifying students who are at risk for poor learning outcomes or who need enrichment due to accelerated learning, monitoring student progress, providing evidence-based interventions and adjusting the intensity and nature of those interventions depending on a student's responsiveness.

**GOAL 2**

**Nature of Problem:**

Analysis of the 2014 Mass TELLS survey, MCAS and College Board scores, the Superintendent's District Analysis, student work samples, parent/teacher/student interviews and the 2013 NEASC Report identifies that there are concerns about the level of college and career readiness demonstrated by students at Avon Middle-High School.

**Principal Causes and Contributing Factors:**

Avon Middle-High School provides a safe and supportive learning environment, but there is a lack of articulation in the curriculum, which, when coupled with different models of student growth, leads to confusion between teachers as to the proper content and level of rigor in each course.

**Goals or Performance Target(s):**

Improve student outcomes at Avon Middle-High School by emphasizing the importance of articulated curriculum that emphasizes student growth and engagement in an atmosphere of high standards.

**Summary of Strategies to Accomplish Improvement Objectives:**

1. (2015-2016 school year) Faculty members will implement the digital portfolio plan that was proposed and accepted in Spring 2015.
2. (Fall 2015 and Ongoing) Faculty members will use pretests developed as part of District Determined Measures to gather data about the performance levels of students. These will be used to focus on growth throughout the year.
3. (2015-2016 school year) Administration will create a focus group to explore the option of developing an "Individual Achievement Plan" for each student attending Avon Middle-High School. This effort will be linked to the ongoing Digital Portfolio work at AMHS. Both plans and portfolios will focus on the growth of the student.

4. (Ongoing) Building-Based Professional Development will focus on fully developing articulated curriculum maps that show expected growth for every course in grades 7-12.
5. (Winter 2015) Administrators will develop a common lesson plan protocol that emphasizes engagement, personalization and high standards.

**Indicators of Success:**

1. A full set of curriculum maps that focus on standards and are articulated from grades 7-12 will be developed.
2. Digital portfolios which allow students to demonstrate personal growth and achievement across grade levels.

**Expected Results:**

As a result of this goal, the Avon Middle-High School faculty will create a standards-based culture of high achievement where there is a guaranteed curriculum. Furthermore, students and their families will know how much each student has learned and grown in each course throughout the academic curriculum. The final result will be graduates who are well prepared for the first year of college or career training, and who do not need remediation.