

Avon Public Schools
District Improvement Plan
2014-2017
Addendum 2018

Mission Statement:

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

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 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 life long learners and productive and responsible citizens in a global society.

Guiding Beliefs:

We believe:

- 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.

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.

Principal Causes and Contributing Factors:

- low expectations
- concerns with staffing
- whole class instruction
- lack of differentiation
- interpretation/response to data
- instructional materials/software
- RTI model - academic/behavior
- schedule - lack of flexibility
- special education service -service delivery models
- lack of ELL support- transient population
- lack of vertically aligned rigorous writing program
- PD time at Middle-High School devoted to NEASC for two years
- teacher turnover

Goal 1:

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

Improvement Objectives:

- All staff will have a clear understanding of the Avon RTI Model and process.
- Butler Elementary and AMHS will fully implement schedules that allocate dedicated time to address the specific needs of each student.
- All staff will consistently collect and analyze data to determine student needs and to identify and apply strategies to improve student learning.

Summary of Strategies to Accomplish Improvement Objectives:

- Develop a consistent procedure for the RTI team to follow
- Identify Interventionists in each building
- Provide summer, vacation and after school tutoring opportunities
- Train staff on use of data collection tools
- Ensure that data collection is embedded into teacher goals
- Create a structure at the building level for collecting and analyzing student data

Goal 2:

Improve student outcomes by emphasizing the importance of student growth and engagement.

Improvement Objectives:

- All staff will set high standards for student outcomes and assist students in setting high standards for academic achievement for themselves.
- All staff will create well planned, interactive and relevant lessons which are designed to actively engage students in their own learning.
- All administrators will set high standards of teamwork, professionalism and performance for themselves and the staff they supervise.

Summary of Strategies to Accomplish Improvement Objectives:

- Student outcomes will be measured by building based data
- Ensure that teacher and administrator goal setting reflects high standards
- Assure professional development focuses on curriculum revision and is finalized
- Calibrate evaluations and observations
- Analyze district data at administrators meetings

Goal 3:

Ensure that all professional development engaged in by staff is of high quality and has a direct and substantial impact on student growth and achievement

Improvement Objectives:

- Data analysis will be used when identifying the professional development needs of the district.
- All staff will integrate technology into their teaching to enhance the learning process.
- All staff will integrate the professional development practices they have learned into their classrooms with fidelity.

Summary of Strategies to Accomplish Improvement Objectives:

- Ensure teachers' and administrators' assessments are based on analysis of data
- Provide feedback and recommendations in evaluations that are specific and targeted
- Purchase necessary hardware needed for new initiatives and ensure necessary infrastructure is available