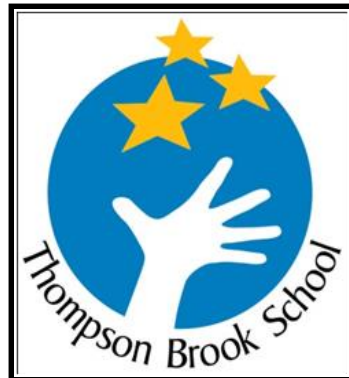
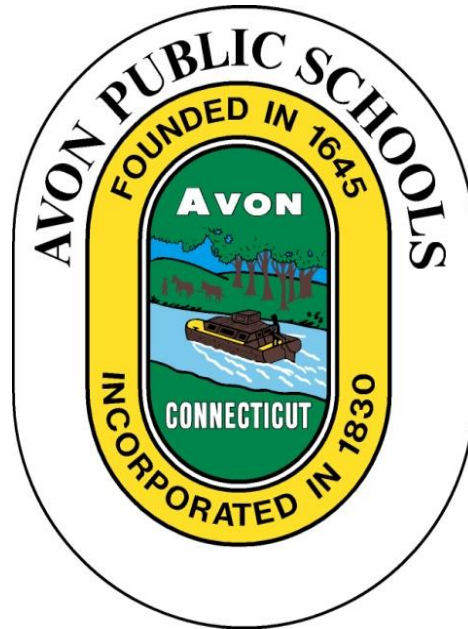


# STRATEGIC PLANNING



AVON MIDDLE SCHOOL

Roaring Brook School



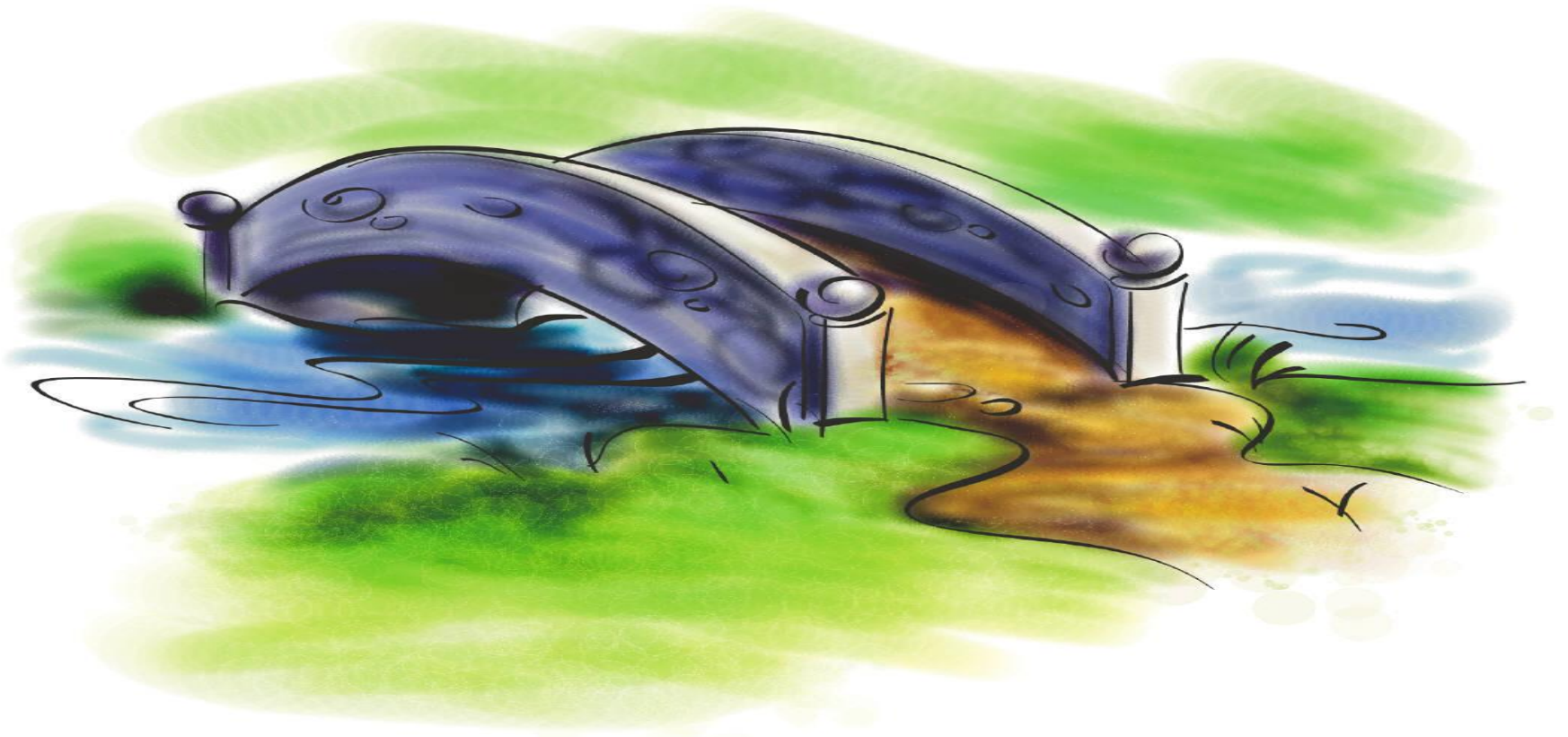
January 15, 2013



# Culture

- **Strategic Action(s)**
- **Objectives**
- **Status Update**

# ROARING BROOK SCHOOL



# Strategic Action 1

We will create a respectful school culture that fosters high academic standards through personal & social responsibility

# Strategic Action 1 Objectives

- Expand Steering Committee to oversee school behavior initiative
- Explore existing programs in Avon & other districts
- Create survey to assess current school climate
- Review Welcoming Schools initiative & determine components appropriate for implementation

# Strategic Action 1 Objectives Continued...

- Administer survey to staff, parents & students
- Analyze survey results & identify areas of success & areas of growth
- Review Character Education program & modify according to survey results & teacher feedback

# Strategic Action 1 Objectives Continued...

- Establish student behavior expectations & common language for public spaces
- Create videos to demonstrate expected student behaviors in public spaces
- Evaluate progress & discuss implementation of common behavior expectations & language for individual classrooms

# Strategic Action 2

We will maintain a safe & healthy learning environment



# Strategic Action 2 Objectives

- Ensure ongoing compliance with Safe School Climate Plan

# Pine Grove School



# Strategic Action 1

- We will model & maintain a safe & healthy learning environment.

# Strategic Action 1 Objectives

- Establish & maintain a school climate committee with representation from all school community members
- Complete needs assessment to identify areas for growth in school climate & review of supervision in common areas
- Identify standard language, practices, & expectations to be used & modeled by all staff

# Strategic Action 1 Objectives Continued...

- Provide direction & clarification to staff on developing norms, using common language & having consistent expectations
- Inform parents of changes & updates affecting school climate
- Identify student representatives to model positive behaviors

# Strategic Action 1 Objectives Continued...

- Identify & support individual students with behavioral concerns through Student Assistance Team
- Demonstrate improved climate amongst all stakeholder groups

# Strategic Action 2

- We will provide a positive school climate that respects the dignity & diversity of all individuals

# Strategic Action 2 Objectives

- Provide Responsive Classroom training
- Form a professional growth team with a focus on Responsive Classroom
- Establish morning meeting time in all classrooms K-4
- Provide a homework support system for students in need of additional supports
- Provide peer to peer observation opportunities for staff members



# Strategic Action 2 Objectives Continued...

- Establish a Responsive Classroom resource library for staff
- Pursue opportunities to participate in charitable acts
- Enhance & revise character education program
- Promote all students signing the school wide pledge

# Strategic Action 2 Objectives Continued...

- Promote student inclusion
- Create mentorship opportunities with community members & students
- Plan cultural programs to support diverse perspectives
- Strengthen the home-school connections with families
- Examine possible opportunities to re-kindle the Sister School Partnership with priority schools

# Strategic Action 3

- We will cultivate & celebrate excellence & innovation

# Strategic Action 3 Objectives

- Offer opportunities for individual students to showcase achievement & originality
- Provide a public forum for students to express themselves creatively & academically
- Make virtual tours of student work & audio recordings of choral performances available through our website

# Strategic Action 3 Objectives Continued...

- Create embedded opportunities for student to demonstrate learning through a variety of intelligences in each grade level
- Provide a school newspaper that highlights student work
- Examine & develop opportunities for educational exploration outside of the school day

# Thompson Brook School



# Strategic Action 1

- We will promote a safe school climate based on the Responsive Classroom & the infusion of C.A.R.E.S. traits throughout the building

# Strategic Action 1 Objectives

- Assemble a safe school climate committee (SSCC) to meet quarterly
- Post school rules & expectations throughout school
- Model rules with students throughout the year
- Create student-generated presentation of positive student behavior based on school rules



# Strategic Action 1 Objectives Continued...

- Infuse counseling into morning meetings
- Draft discipline philosophy based on tenets of the Responsive Classroom
- Revise disciplinary referral form & procedures
- Review school rules with consistent, well-articulated consequences
- Create & maintain discipline log
- Review transition times to & from specials & analyze, monitor & adjust

# Strategic Action 2

- We will provide increased opportunities for innovation & exploration of the tenets of Responsive Classroom & the embodied effective teaching strategies

# Strategic Action 2 Objectives

- Engage faculty in professional development opportunities in three of the RC tenets including: Modeling, Academic Choice & Guided Discovery
- Support common planning time that promotes exploration & design of relevant & engaging instruction
- Actively engage in collaborative dialogue focused on improving effective teaching practices

# Avon Middle School



AVON MIDDLE SCHOOL

# Strategic Action 1

- We will create a mutually respectful school culture that fosters acceptance, appreciation of diversity & the development of meaningful partnerships with families, the local community & beyond

# Strategic Action 1 Objectives

- Provide extra-curricular offerings as a means of developing friendships & creating connections to our school outside the classroom
- Establish & maintain a Welcome Club for students new to Avon Middle School
- Conduct a Family-School Partnership Evening with AMS PTO with a special emphasis on inviting parents of Open Choice students

# Strategic Action 1 Objectives Continued...

- Maintain & adjust transitional programs with Thompson Brook & Avon High School
- Convene school-wide “Town Meetings” with an agenda at least 5 times a year
- In conjunction with the AMS PTO, plan & conduct guest speaker series for each PTO meeting

# Strategic Action 2

- We will create a school culture that supports character development, student responsibility & academic excellence



# Strategic Action 2 Objectives

- Implement “7 Habits” professional development throughout the school year in support of the school’s SRBI behavioral initiative
- Establish Advisor/Advisee program that supports secondary school reform legislation
- Conduct Community Service Recognition Program
- Provide After School Open Choice Support

# Strategic Action 3

- We will maintain a safe & healthy learning environment

# Strategic Action 3 Objectives

- Conduct Anti-bullying programming & activities
- Hold regular school safety committee meetings
- Hold Safe School Climate Team meetings on a regular basis
- Hold Faculty Forum meetings

# Strategic Action 4

- We will maintain a climate that recognizes the dignity & self-worth of each person

# Strategic Action 4 Objectives

- Review & revise AMS human rights document to include rights & responsibilities of students
- Create & maintain a “Personal Connections” list
- Articulate & track various student recognition programs
- Conduct staff team building professional development

# Avon High School



# Strategic Action 1

- We will promote a school culture that values each member of the school community

# Strategic Action 1 Objectives

- Provide extra curricular activities & events throughout the year that recognizes the diversity & talents of our student body
- Provide in school & after school support to our Open Choice students
- Reinstate Principal's Advisory Council to share & discuss information related to school culture



# Strategic Action 2

- We will work to improve the school's climate by fostering a culture of respect, academic integrity & community

# Strategic Action 2 Objective

- Provide a safe school training program for staff & students through the Anti-Defamation League
- Conduct quarterly meetings with parents & parent groups to establish & cultivate home-school partnerships
- Conduct monthly meetings of the School Climate Committee

# Strategic Action 2 Objective Continued...

- Convene class meetings three times a year that specifically focus on the school's core values
- Provide Turn-It-In training to students, faculty & staff as appropriate

# Strategic Action 3

- We will ensure every student is connected to at least one adult in the school community

# Strategic Action 3 Objectives

- Provide professional development opportunities for faculty & staff that center on advisory programs
- Design & implement student advisory program

# Strategic Action 4

- We will cultivate a school environment where students consistently make positive social choices

# Strategic Action 4 Objectives

- Formally recognize students who have exemplified good citizenship & service to others
- Establish individual & group meetings with students who have difficulty meeting this expectation

# Strategic Action 5

- We will strive to maintain a safe & healthy learning environment at all venues, activities & events



# Strategic Action 5 Objectives

- Conduct quarterly school safety meetings
- Conduct monthly meetings with the AEA
- Conduct monthly meetings with the Athletic coordinator to discuss concerns, issues, & interventions related to our athletic venues & events

# Strategic Action 5 Objectives Continued...

- Conduct monthly meetings with the school safety officers
- Provide appropriate student forums to discuss issues related to drug & alcohol abuse

# Special Education



# Strategic Action 1

- We will improve the effectiveness of the Special Education organizational processes

# Strategic Action 1 Objectives

- Administrators meet regularly to review the Pupil Service's impact on regular & special education student supports & document progress
- Conduct a study of the PPT process within each building to ensure general educators are a part of the process & develop & implement district guidelines

# Strategic Action 1 Objectives Continued...

- Review paraprofessional supervision & professional development
- Create guidelines for professional development to be comprehensive, ongoing & include how to create student independence
- Review options & alternatives to improve the time identified students spend with non-disabled peers

# Strategic Action 1 Objectives Continued...

- Work with the district's committee on creating cooperative/collaborative opportunities in the valley
- Review special education student mastery test results & other curriculum based assessments regularly through school & districts data team analysis & make recommendations for adjustments to curriculum instruction & assessment
- Create a planning process for annual development of each school's special education service delivery model for the following year

# Food Services





# Strategic Action 1

- We will maintain safe & healthy learning environments

# Strategic Action 1 Objectives

- Maintain high levels of sanitation in the kitchens
- Review healthy food menu alternatives

# Strategic Action 2

- We will allocate resources & staff efficiently & appropriately to meet the mission of the schools, as well as local state & national requirements

# Strategic Action 2 Objectives

- Maintain the food service department as a break even self operation
- Cooperatively purchase with other school districts
- Offer staff FVHD training for sanitation as well as in house training for NSLP updates

# Strategic Action 3

- We will provide meaningful partnerships with schools, families, the local community & beyond

# Strategic Action 3 Objectives

- Maintain positive department relationships with students, parents, schools, vendors, health department & state agencies

# Facilities



# Strategic Action 1

- We will provide a safe & healthy learning environment



# Strategic Action 1 Objectives

- Implement the June 2012 Facilities Plan
- HVAC & Roof Report

# Strategic Action 2

- We will allocate resources & staff efficiently & appropriately to meet the mission of the schools, local state & national requirements

# Strategic Action 2 Objectives

- Implement the proposed new Board Policy & administrative regulations regarding Building Use
- Implement new facilities rental approval process
- Adopt critical periods as blackout periods when all custodial & maintenance staff must report
- Conduct a review of school district vehicle usage
- Examine the effectiveness of staff assignments

# Strategic Action 3

- We will maintain a climate that recognizes the dignity & self worth of each person

# Strategic Action 3 Objectives

- Correct 2009 ADA code violations at Avon High School

# Strategic Action 4

- We will identify & utilize a variety of techniques to communicate, inform, educate & respond to all stakeholders

# Strategic Action 4 Objectives

- Maintain strict adherence to the automated work order system (SchoolDude)
- Maintenance & head custodians will use laptops to record work in progress
- Prioritize work orders according to impact on learning

# Future Updates

- March: Achievement Goal
- May: Communication Goal
- Board of Education Reflection Session: Entire Strategic Plan