# ANDOVER MIDDLE SCHOOLS – SCHOOL IMPROVEMENT PLAN IMPLEMENTATION DIAGRAM 2018-2020
## Doherty Middle School ❖ West Middle School ❖ Wood Hill Middle School

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### Vision

The vision of Andover's Middle Schools is to provide students with a challenging, innovative, and engaging academic program while also ensuring that they are safe, supported, and connected to the larger community around them.

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### Mission

*Doherty Middle School, West Middle School, and Wood Hill Middle School* will focus on the uniqueness and success of each student, fostering essential knowledge, skills, and values that lead to lifelong learning. By encouraging risk-taking, by cultivating respect for diversity and by empowering teachers, students, and parents, the middle schools strive to be a community of learners and leaders. All members of our community will feel that they have something to contribute, and that they belong. Cooperation, service, communication, and a positive school climate will characterize all of our efforts to serve students.

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### Core Values

Respect ❖ Engagement ❖ Achievement ❖ Inclusion ❖ Leadership ❖ Teamwork

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## Social Emotional Learning Goal
### Strategy 1

Ensure a healthy learning environment for all students and their families, focusing on our increasingly diverse school communities.

### Objectives

1. To encourage all students to share leadership roles and responsibilities.
2. To provide directed mentoring experiences for students.
3. To establish clear expectations for student character and conduct, both in their day-to-day interactions and when using social media and technology.
4. Partner with parents to provide parents with information that helps them support their children throughout the middle school years.
5. To develop a more comprehensive system of sharing information regarding elementary/middle and middle/high school transition.
6. To create opportunities for parents and community members to collaborate with teachers to provide novel and creative learning opportunities for students.

### Actions & Assessments

- Staff develops and refines student leadership programs, including Student as Leader, Stand Up Committee, WEB, Tutoring, Buddy Up, Student Council and Responsive Classroom practices.
- Teachers/admin review expectations and laws regarding bullying/harassment and responsible digital citizenship with students.
- Admin/social workers/digital learning coaches join with PAC to create and provide parent forums regarding issues around adolescent development, specifically regarding the use of social media.
- Support staff hold regular transition meetings with elementary and high school.
- Administrators and teaching staff explore a service-learning model for middle school.
- Admin/staff explore the development of an AVID program at the middle school level.

## Progress Monitoring Goal
### Strategy 2 & 3

Establish a data reflective culture to drive instruction, and answer questions pertaining to student growth over time.

### Objectives

1. To use data to determine the effectiveness of experiential learning approaches with regard to academic achievement of the common core standards and levels of student engagement.
2. To analyze data from state and district measures to inform and refine teaching practices.
3. To expand upon the use of tools to strengthen, reinforce, and customize student acquisition of content knowledge.
4. To collect and analyze data to determine the degree to which our middle schools have successfully ensured a healthy learning environment for all students and their families.

### Actions & Assessments

- Data teams at each grade level analyze results from state testing (MCAS) and district-determined measures, including MAP, to refine planning and delivery of instruction.
- Data teams at each grade level assess the effectiveness of experiential learning approaches.
- Establish budget priorities to support, reinforce, and customize acquisition of content knowledge.
- Regular meetings with student focus groups to develop strategies and monitor for a healthy and inclusive learning environment.
- Administrators continue to plan and deliver professional development driven by feedback from focus groups and survey results.

## Teaching and Learning Goal
### Strategy 3

Using SEI and UDL training, along with experiential learning approaches, we strive to provide an engaging, challenging, and relevant educational experience for all students.

### Objectives

1. To examine cross-curricular connections by grade level aligned with Massachusetts State Frameworks and Common Core.
2. Explore the Capstone Project system, (currently in use at the high school level) to document projects, assessment tools, and student work across grade levels
3. To provide professional development and planning time focused on SEI and UDL strategies.
4. To provide time and opportunities for teachers to do peer observations of SEI and UDL strategies both in and out of school/district.
5. To continue integrating PBL and NEAL with the Teacher Evaluation System.

### Actions & Assessments

- Teachers increase frequency of SEI and UDL learning experience for students.
- DLS and teachers develop a comprehensive bank of curriculum materials.
- Faculty shares best practice at staff meetings.
- Administrators, teachers, and support staff participate in professional development.
- Schedule refined to support SEI/UDL.