Continuous Improvement Plan

Avon Local Schools

August 2016-July 2018

GOAL

The goal of the Avon Local Schools is to focus our efforts on improving the academic achievements for all of our students.

MISSION

The mission of the Avon Local School District is to create excellence in education for all the children through a partnership of home, school and community.

VISION

The Avon Local School district will provide students with a strong foundation of knowledge and skills. The learning environment will include a variety of instructional methods and resources, which encourage students to be independent, imaginative, responsible learners. A student-centered environment will enable them to be productive, successful and contributing members of our global society.

Purpose

The purpose of the Avon Local Schools Continuous Improvement Plan is to move the district forward in preparing our students to be competitive academically while remaining fiscally responsible as a district. The plan is a decision-making framework that will be used over the next three school years to assist the district in achieving these goals.

Process

The committee consisted of community members, parents, students, teachers, support staff, administrators and Board Members. The initial group had seventy members and the final group to refine the document consisted of 25.   The larger group identified the "big ideas" and answered the question, "Where do we want to be in two years?"
From there, individual tasks were developed with the purpose of answering that question.

Monitoring

We plan to have meetings twice per year to monitor and refine the plan as needed. This monitoring group will consist of a representation of all stakeholder groups. The plan is intended to be dynamic, so additions, deletions or changes based on state mandates are expected.

Focus Areas

1. Curriculum and Instruction

2. Professional Development

3. Communication

4. Finances and Capital Assets

Focus Area 1: Curriculum and Instruction
Categorized Theme: Program Development and Expanded Opportunities

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Expand elective offerings grades 6-12, including AP and College Credit Plus	Curriculum Director, High School and Middle School Administration	Training and additional staff	Start of 2017-2018
Develop a service learning requirement at AHS	Curriculum Director and High School Administration Team	Time and cooperation	Start of 2017-2018
Explore the possibility of adding extracurricular opportunities for student	Curriculum Director and Building Administrators	Time and cooperation	Study 2016-2017
Develop additional curriculum based business partners in the community	Central Office and Building Level Administration	Release time and possible field trips	Immediate and ongoing
Expand curricular-based field trips and/or speakers to provide real life experience	Curriculum Director, Transportation Director, Treasurer, Building Administrators	Transportation dollars and curricular dollars	Study 2016-2017
Develop a district homework policy at each building	Curriculum Director and Building Administration	Release time and PD time	Committee to start 2016-2017
Provide AHS students opportunities to mentor younger students	Building Administrators	Transportation	Sept./Oct. 2016
Explore a healthy eating curriculum to target K-5	Curriculum Director and Building Administrators	Release time for Health teachers	Study 2016-2017

Focus Area 1: Curriculum and Instruction
Categorized Theme: Instructional Technology

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Expand Technology integration in the classroom Pk-12, including blended learning opportunities	Curriculum Director and Building Administrators	Additional staffing and planning time	Sept./Oct. 2016
Expand technology offerings for students Pk-12	Curriculum Director and Building Administrators	Release time	Study 2016-2017
Students have the opportunity to work/study within the district	Building Administrators	Release time and transportation	Sept./Oct. 2016
Provide social media awareness and training for students (digital citizenship) as part of the curriculum	Curriculum Director and Building Administrators	Release time	Study 2016-2017

Focus Area 1: Curriculum and Instruction
Categorized Theme: Individual Needs

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Development of PBIS Teams in each building to review and enhance PBIS programs	Curriculum Director and Building Administrators	Release time	Oct./Nov. 2016
Provide enrichment opportunities grades K-5	Curriculum Director and Building Administrators	Materials and release time	Implement 2017-2018
Target college and career paths with the use of Naviance at the middle school	Curriculum Director and Building Administrators and Counselors	Counselor and administrative time	Oct./Nov. 2016
Development of a math intervention program K-5	Curriculum Director and Building Administrators	Release time	Study 2016-2017
Development of an ELL program	Curriculum Director	Materials and trans.	Study 2016-2017
Continued development of an RTI program that targets need and provides measurable interventions	Curriculum Director, Special Education Director and Building Administrators	Release time and additional materials	Jan./Feb. 2017

Focus Area 2: Professional Development
Categorized Theme: Program Development

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Grade Level Leaders and Department Chairs to lead professional conversations	Central Office and Building Level Administration	Supplementals	Study 2016-2017
Collaboration Time/Common Planning Time	Building Administrators	Release time	Study 2016-2017
Assessment Training	Curriculum Director	PD Day/Release time	2017-2018
Professional Development for new curricular adoptions	Curriculum Director	Release time/curricular rate	2016-2017

Focus Area 2: Professional Development
Categorized Theme: Technology

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Hardware and software training	Curriculum Director and Technology Staff	Additional staff/integ. specialist	Ongoing
Google Training	Curriculum Director and Technology Staff	Additional staff/integ. specialist	Ongoing
Blended Learning Training	Curriculum Director and Technology Staff	Additional staff/integ. Specialist	Ongoing
Teacher Website Training	Curriculum Director and Technology Staff	Additional staff/integ. Specialist	Ongoing
Tech Integration in Classrooms	Curriculum Director and Technology Staff	Additional staff/integ. Specialist	Ongoing
Tech Leaders in Buildings	Curriculum Director and Technology Staff	Supplementals	Study 2016-2017

Focus Area 2: Professional Development
Categorized Theme: Individual Needs

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Response to Intervention Training	Special Education Director and Building Administrators	Release time/curricular rate	Jan. 2017
Mental Health Training	Special Education Director	LCGHD/Release time	2016-2017
Special Needs and 504 Training	Sped. Director	Release time	Jan. 2018
Professional Development for Aides	Sped. Director/HR Dir.	Release time	Jan. 2017

Focus Area 3: Communication
Categorized Theme: Curricular Program

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Standards Communication	Curriculum Director	Printing	2016-2017
Development of Teacher Websites	Technology Staff	PD time	2017-2018
Google for Parents	Technology Staff and Building Administrators	Curricular rate	2016-2017
Social Media for Parents	Technology Staff and Building Administrators	Curricular rate/release time	2016-2017
Appropriate Screen Time for Students	Technology Staff and Building Administrators	Curricular rate/release time	2016-2017

Focus Area 3: Communication
Categorized Theme: District Communication Plan

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Create a District Communication Plan	Communications Coordinator	Release time	Fall 2016
Develop role for District Media Relations Coordinator	Communications Coordinator	Release time	Fall 2016
Further Develop the District Crisis Communication Plan	All district Administrators	Release time	2016-2017

Focus Area 3: Communication
Categorized Theme: Culture and Climate

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Parent and Building Climate Survey	Central Office Staff	None	Fall 2016
New Family Orientation	Communications Coordinator	None	Spring 2017
School Hours Study	Central Office Staff and Transportation	None	2016-2017

Focus Area 4: Finances and Capital Assets
Categorized Theme: Technology

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Increase Internet bandwidth	Technology Staff and Treasurer's Office	Money for additional	Spring 2017
Purchase more technology for student use during instruction	Technology Staff and Treasurer's Office	P.I. Dollars	Spring 2017
Install security cameras at all buildings	Superintendent and Treasurer	P.I. Dollars	Spring 2018
Expand the wireless infrastructure	Technology Staff and Treasurer's Office	P.I. Dollars	Spring 2017

Focus Area 4: Finances and Capital Assets
Categorized Theme: Capital Improvements

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Fund a new Performing Arts Center	Central Office Staff	Private	Spring 2018
Create a bus replacement and addition schedule	Transportation and Treasurer's Office	P.I. Dollars	Spring 2018
Fund a fieldhouse for athletics and activities	Central Office and Athletics	Private	Spring 2018
Expand the high school commons	Central Office Staff and AHS Administration	P.I. Dollars	Spring 2018
Add a concessions/storage area at Avon Middle School by the track	Athletics and AMS Administration	Private/P.I.	Spring 2018
Enhance the current stadium	Athletics	Private	Spring 2018
Explore the addition of a district greenhouse	Building Administrators	P.I. or Private	Spring 2018

Focus Area 4: Finances and Capital Assets
Categorized Theme: Programs

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?
Further Develop the before and after care program	NEST Coordinator	New Director	Fall 2016
Review the food service program	Treasurer and Chartwells	None	2016-2017
Alternative approach to high school transportation	Transportation and Treasurer's Office	Release Time	2016-2017
Review the levy and bond cycle	Superintendent, Treasurer and Board	None	Spring 2017

Staffing Considerations:

- Additional Mental Health Staff/Support
- Additional School resource Officer Support
- Additional Technology Integration Staff
- Additional Bus Drivers
- Additional Substitutes