

ANDOVER MIDDLE SCHOOLS – SCHOOL IMPROVEMENT PLAN IMPLEMENTATION DIAGRAM 2020-2021  
Doherty Middle School ❖ West Middle School ❖ Wood Hill Middle School

**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.

**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.

**Core Values**

Respect ❖ Engagement ❖ Achievement ❖ Inclusion ❖ Leadership ❖ Teamwork

**Social Emotional Learning Goal Strategy 1**

To develop and implement a plan that provides dedicated time for social-emotional learning and to select and provide professional development in a social-emotional learning program for implementation during this time.

**Objectives**

1. To encourage all students to share leadership roles and responsibilities.
2. To provide dedicated time within the schedule for social-emotional learning activities.
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 information that helps them support their children throughout the middle school years.
5. To create opportunities for parents and community members to collaborate with teachers to provide cultural learning opportunities and celebrations for students and community.
6. To provide ongoing professional development in the areas of racism, bias and social injustice to establish and maintain a culture and set of practices that are respectful, inclusive, and contribute to a safe environment for all.

**Actions & Assessments**

- Staff develops and refines student schedule to include dedicated time for social emotional learning activities.
- Teachers/admin review expectations and laws regarding bullying/harassment and responsible digital citizenship with students.
- Teachers/Admin/social workers/digital learning coaches join with PAC to create and provide parent forums regarding issues around adolescent development, race and social justice, specifically as it pertains the use of social media.

**Progress Monitoring Goal Strategy 2 & 3**

To monitor student progress and assess curricular strengths and areas of need through data analysis of curricular assessments, MAP assessment.

**Objectives**

1. To analyze data from district measures, including MAP assessment, to inform and refine teaching practices.
2. 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**

- Teams at each grade level analyze results from district-determined measures, including MAP-to refine planning and delivery of instruction.
- Teams at each grade level assess the effectiveness of remote learning approaches.
- 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.

**New Middle School Schedule Strategy 1**

To continue with the design process for a redesigned Middle School schedule with the goal of implementation SY 2022-2023.

**Objectives**

1. Work with district leadership team to identify the priorities for a redesigned middle school schedule.
2. Redesign schedule and prepare for implementation in 2022-2023 .

**Actions & Assessments**

- Build a core team with all major stakeholders. This team will lead the schedule re-design.
- Build a detailed timeline that will allow us to be prepared for implementation.
- Identify any budget implications early in the process.
- Provide quarterly updates to Superintendent’s office.