ANDOVER MIDDLE SCHOOLS – SCHOOL IMPROVEMENT PLAN IMPLEMENTATION DIAGRAM 2016-2018
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

---

Teaching and Learning Goal

Using the tenets of Project Based Learning (PBL), New England Arts for Literacy (NEAL), and other 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. To create a portfolio system to document projects, assessment tools, and student work across grade levels.
3. To provide professional development and planning time focused on learning experiences such as NEAL and PBL.
4. To create a schedule that supports PBL and NEAL and allows for greater inclusion of Integrated Arts classes.
5. To provide time and opportunities for teachers to do peer observations of PBL and NEAL initiatives both in and out of school.
6. To integrate PBL and NEAL with the new Teacher Evaluation System.
7. To create school/business partnerships to support PBL and NEAL learning experiences.

Actions & Assessments

- Teachers increase frequency of PBL and NEAL learning experience for students.
- DLS and teachers develop a comprehensive bank of curriculum materials.
- Administrators and team leaders conduct outreach to local businesses to establish partnerships to support PBL.
- Faculty shares best practice at staff meetings.
- Administrators, teachers, and support staff participate in professional development.
- Schedule refined to support PBL/NEAL.

Data-Driven Decision Making Goal

Form teams to collect and analyze data concerning (1) teaching and learning, and (2) school climate.

Objectives

1. To collect and analyze data to determine the effectiveness of experiential learning approaches such as PBL and NEAL in regard to both academic achievement and levels of student engagement.
2. To collect and analyze data from state mandated testing and district determined measures in order to inform and refine teaching practices.
3. 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

- Administrators form data teams of teachers at each grade level to assess the effectiveness of experiential learning approaches such as PBL and NEAL.
- Administrators form data teams of teachers at each grade level to analyze results from state mandated testing (PARCC/MCAS) and district determined measures in order to refine lesson planning and delivery of instruction.
- Administrators work with school councils to develop and administer surveys to assess and address school climate.

School Climate Goal

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. 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 partner 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, and Student Council.
- Teachers/admin update student handbook, review expectations and laws regarding bullying/harassment and responsible digital citizenship with students.
- Admin/social workers deliver regular newsletters, meetings, and parent forums regarding issues around adolescent development.
- Support staff holds regular transition meetings with elementary and high school.
- Staff partners with community members/parents to offer creative flex time opportunities.