

## Andover High School Improvement Plan 2018 - 2020

### Andover Public School Theory of Action

#### When we collaborate to:

- Create safe, caring, and culturally responsive classrooms and schools, and partner with families and the community to support students' academic growth and their social, physical and emotional wellbeing.
- Ensure that every student engages in a rigorous curriculum that is implemented consistently within and across schools;
- Provide inclusive instruction that engages every student in authentic learning experiences, demonstrates the power of effective effort and fosters inquiry, creativity and positive risk taking;
- Monitor student progress diagnostically and plan instruction after thorough and thoughtful data analysis to ensure each student reaches proficiency;

#### Then all students will:

- Demonstrate academic growth in foundational content and skills;
- Communicate effectively, think critically, problem solve creatively, work collaboratively, and evaluate objectively;
- Be self-directed and persevering agents of their own learning; and
- Demonstrate cultural awareness, an appreciation of self, empathy toward others, a sense of responsibility, and commitment to civic engagement . . .

#### So that all students are prepared to:

- Be lifelong learners able to pursue their personal and professional goals;
- Face adversity and ambiguity with intellectual skill, open-mindedness, adaptability, courage and confidence;
- Make informed, just and ethical decisions; and
- Be connected and compassionate citizens who contribute to a diverse and global society.

#### **Goal**

Create opportunities for students and teachers to demonstrate cultural awareness and a commitment to civic engagement

#### **Actions & Assessments**

- Develop opportunities for student-led presentations, discussions, and workshops that build cultural awareness
- Bring in parents and other community members to discuss cultural awareness and civic commitment
- Bring in professional speakers, foundations, and others who can provide professional development in the area of cultural awareness and civic engagement
- Create a culturally aware and sensitive school that demonstrates an inclusive attitude towards all students

#### **Goal**

Continue to develop a safe, caring, and culturally responsive school with increased emphasis on Social Emotional Learning (SEL)

#### **Actions & Assessments**

- Continue to use H Block to develop a safe, caring, and culturally responsive school
- Provide professional development in the area of positive psychology
- Understand the destructive nature of micro-aggressions
- Continue the community conversation begun with students and community members that stem from the use of derogatory language and symbols at school
- Provide professional development for teachers to assist them to increase their emphasis on the importance of Social Emotional Learning (SEL)

#### **Goal**

Utilize the opportunities within the 7+H schedule to assist every student in becoming a self-directed and persevering agent of their own learning

#### **Actions & Assessments**

- Monitor the use of H Block to ensure students are using it to assist in their academic achievement
- Provide students with opportunities to become self-directed learners
- Develop instructional strategies that assist students to become perseverant
- Develop programs that help every student become self-directed