

Continuous Improvement Plan

The logo for Avon Local Schools is a stylized, abstract shape composed of overlapping, curved lines in shades of purple and yellow. It resembles a flame or a dynamic, flowing form.

Avon Local Schools

August 2018-July 2021

MISSION

The mission of the Avon Local Schools is to educate the whole student in an inclusive environment that inspires personal excellence.

VISION

The vision of the Avon Local Schools is to create a legacy of excellence, innovation and service fostered through collaboration within the community.

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 group identified our “big ideas” and answered the question, “Where do we want to be in three years?” From there, individual tasks were developed with the purpose of answering that question.

Monitoring

We will have audit 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 new information or state mandates are expected.

Focus Areas

1. Curriculum and Staff Development
2. Culture and Communication
3. Capital Assets and Security
4. Other



Focus Area 1: Curriculum and Staff Development

Technology for Learning

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Purchase technology to support enhanced learning opportunities	Curriculum Department, Treasurer's Office, Technology Department	PI and General Fund (in place of text books)	2018-2021	Annual review of technology to roll out
Revisit universal design - develop road map for district	Curriculum Department	Professional Development Days/Release Time	2019-2021	Create a team with grade level representation
Investigate Pathways/digital licenses	Curriculum Department	Professional Development Days/Release Time	2019-2020	Explore and create a plan

Makerspace Professional Development

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Design Imagine Center/Stem Labs K-12	Curriculum Department and Technology Department	PI and General Funds	Spring 2021	
Explore Student "Geek Squad" to assist with software/hardware	Technology Department	Release Time	Spring 2020	Investigate how other districts do it
Explore Community members to assist with fixing hardware	Technology Department	Release Time	Spring 2020	Investigate how other districts do it
Building site visits to explore new technology/make spaces	Technology Department/Curriculum Department	Release Time	Fall 2019	

Expanded Leadership Opportunities for Staff

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Administrative Internship Opportunities	Superintendent/HR	General Fund	Fall 2018	
Study the cost of Professional Learning Communities/Department Chair Leaders	Superintendent/HR	General Fund	Spring 2019	

Professional Development and Resources

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Professional development on flipping classrooms (horizontal & vertical integration)	Curriculum Department	Title II Funds with Release Time	Spring 2021	Ongoing PD
Chrome Book use and Professional Development	Curriculum Department and Technology Department	Title II Funds with Release Time	Spring 2020	
Survey Staff to determine needs and wants	Curriculum Department	Google Form or Survey Tool	Spring 2019	
Vertical Articulation Time for each content area	Curriculum Department and Building Administration	Title II and IDEA Funds Release time	Spring 2019	
Study hours of school to more align	Operations Department and Building Administration	Study other districts	Spring 2019	
Create opportunity to meet Study better opportunities to meet for PLC time or PD time	Curriculum Department and Building Administration	Release Time or Curriculum meeting time outside contracted day	Spring 2021	Late start at middle school? Half days/district calendar/audit past schedules to see what works

K-12 - whole buildings refresher on Autism and Special Education	Pupil Services	Title II and IDEA Funds	Spring 2020	
PD on behavior interventions K-12	Pupil Services	Title II and IDEA Funds	Spring 2020	
CPI training opportunities for all staff	Pupil Services	IDEA Funds	On-going	On-going for all staff - full training and refreshers
Behavior specialist K-5	Pupil Services	IDEA Funds	Fall 2019	
Partner with outside resources for Mental Health Professional Development	Superintendent/HR	General Fund	Spring 2019	
Guidance staff for lower grades (East and AELC) another counselor/social worker	Superintendent/HR	General Fund	Spring 2020	
PD plan for school counselors	Pupil Services	IDEA Funds	Spring 2019	PD Plan for Guidance Dept.
K-12 RTI Alignment	Pupil Services/Curriculum Dept.	Title II Funds with Release Time	Spring 2020	
PBIS - online google drive to transfer data	Pupil Services	Release time / IDEA Funds	Spring 2019	
RTI and PBIS Committees formed	Pupil Services/Curriculum Dept.	Develop goals each year/common language and process	Spring 2019	
K-12 Sped training - Legal Updates and IEP writing	Pupil Services	Common Planning Time or Release Time	Fall each year	
504's Training - how students qualify and obligations	Pupil Services	Staff meetings and Public School works	Fall each year	
ELL Committee to assist with Differentiation support ELL	Pupil Services/Curriculum Dept	Staff meetings/Release Time/Title II funds	Spring 2019	
ELL Immersion research or programs	Pupil Services/Curriculum Dept	Staff meetings/Release Time/Title II funds	Spring 2019	
ELL Consortium with other districts	Pupil Services/Curriculum Dept	Title III/General Fund	Spring 2019	
PD day for training classified staff	HR/Operations Director	Fall 2018	Fall 2018	Contracted Item

Survey classified staff for PD needs	HR/Operations Director	General Fund	Spring 2019	
Medical training/CPR training for classified staff	Pupil Services/HR	General Fund	On-going	

Expanded offerings at all levels

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Survey staff for Input on Expanded Offerings in each building	Building Principals	Google Form or Survey Tool	Spring 2019	
Study similar districts expanded offerings	Curriculum Department	Google Form	Spring 2020	
Explore more before/after school clubs	Nest/Curriculum Department	Google Form	Spring 2021	
Nest offerings to non-enrolled students	Nest/Curriculum Department	Next Funds	Spring 2021	

On-Site Vocational Offerings

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
SWC vocational tour- expand course for non-traditional students	AHS Administration/Curriculum Dept.	Study Other districts/release time for staff	Spring 2019	
Promote JVS	AHS Administration	JVS Literature	Spring 2019	

Expanded Enrichment Opportunities for Students

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Explore coding classes at all levels	Curriculum Dept.	Online resources investigation	Spring 2020	Study Other Districts
Internship for AHS Students	AHS Administration	Local Business Partnerships	Spring 2020	"J" term in January for 2 weeks - sole job/parents get involved
Research other schools to see what doing for authentic learning experience	AHS Administration /Curriculum Dept	Title II Funds / Release Time	Spring 2020	Block scheduling? Field trips? Guest speaker?

Digital Citizenship

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Internet safety Lessons	Building Principals	Technology Curriculum/Modules	On-going	Embed in K-4 Modules
Study other districts Digital Citizenship Plans	Curriculum Dept	Site Visits and Surveys	Spring 2019	

K-5 Math Intervention

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Explore Digital Options	Building Principal and Curriculum Dept	Release Time for teachers to investigate	Spring 2019	
Explore the use of parents or PTA	Building Principal and Curriculum Dept	PTA organize a schedule with building principal	Spring 2019	Boot camp for kids 2 days a week during school parent run?

Service Learning Requirements at AHS

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Study other schools	AHS Administration	Release Time and Site Visits	Spring 2020	
Explore making it a part of graduation requirements	AHS Administration	Release Time and Site Visits	Spring 2020	

Homework Guidelines

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Buildings Create their own homework guidelines	Building Administration	Release time for teacher to create or curriculum rate	Spring 2020	

Focus Area 2: Culture and Communication

Surveys of Staff and Parents

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Climate Surveys to Staff and Parents	Superintendent, Curriculum Department and Building Administration	K12 Insight Surveys	Each Year in November/December/January	

New Staff Orientation/Expectations

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Survey Staff – see what we wished we knew	Human Resources	Survey Tool	2018-2019	Develop with a committee
Sped expectation list	Human Resources	Collaboration with SPED Staff	2018-2019	Develop with a committee
OTES Rubric	Human Resources	Online Resource	2018-2019	Develop with a committee

Community Event - also Raises Money for SAS

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Create a committee	Central Office Administration	After school time	Fall of 2018	
Annual Event	Central Office Administration	Planning committee to decide	Fall of 2018	Perhaps a \$1 donation per pay as well

Staff Appreciation Committee

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Committee	Human Resources	Committee Time	Fall/Winter 2018/2019	
Student / Staff join boosters	Human Resources	Committee time	Fall/Winter 2018/2019	

Positive PR for District and Celebration of Success

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Online options/Enews template	Communications Department	Time in Buildings	Fall 2018 and ongoing	

Parent Seminars on Mental Health Support

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Create Video Resources	Student Services	Committee Time	2018-2019	

PBIS development and Implementation everywhere

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
District Wide PBIS Plan	Building Principals with Student Services	Committee Time	2018-2019	A district wide plan should be in place to begin professional development by the beginning of 2019-2020

Communication Plan

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Create a District Communication Plan	Communications Coordinator	Committee Time	2018-2019	

New Student/Family Orientation

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Jan Henry/Julie Short - see what is given to students when enrolled				

Focus Area 3: Capital Assets and Security

High School Media Center Renovation

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Expand Digital Options	Curriculum Department, Technology Department and Building Administration	Unknown - need to study	2018-2019 School Year	
Furniture Updates	Operations	Cost of Furniture Unknown	2018-2019 School Year	
What is purpose of area	Curriculum Department and Building Administration	Time for a high school group, curriculum and administration to discuss	2018-2019 School Year	

Flexible Seating

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Who is using it where	Curriculum Department	Cost of seating	2018-2019 School Year	

Technology Purchases

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Chrome Carts /Other	Curriculum Department and Technology Department	Cost of Carts	Summer of 2019	We have added several carts in the summer of 2018.

Makerspaces

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Outside support from corporations/grant funding	Curriculum Department	Time to meet with different companies	2018 and ongoing	

Interactive Televisions

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Outside support from corporations/grant funding	Superintendent and Curriculum Department	Time	2018-2019 School Year	

New Performance Arts Center

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Need money to make improvements	Superintendent	Bond/private funding	2021	

Field House and Old BOE Office

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Needs updated/money	Superintendent	Bond Issue /Private Funding	2021	

Additional SRO Support

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Middle School Officer	Superintendent	Cost of Officer	Fall 2018	A resource Officer has been added to the middle school for the 2018-2019 school year. This is in addition to an officer at the high school.

Security Cameras

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Add to buildings	Operations Department	Cost of Cameras and Monitoring equipment	Fall 2018	

Crisis Plan Update

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Yearly review	Building Principals	Time and Police and Fire Presence	Ongoing as needed	Security Cubbies?

Security Cubbies

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Research cost for lower grades	Operations	Cost for cubbies	Fall of 2018	
Parent Survey	Operations	K-12 Insight Survey Tool	Fall 2018	

Authentic Safety Drills

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Universal plan for all students - age appropriate	Superintendent, Building Administration, Human Resources and SRO	Tie to update and continue to improve safety plan	Fall of 2018	
PD with police etc without students - real situations with analysis	Superintendent, Building Administration, Human Resources and SRO	Time - When?	Fall of 2018	

Address staffing Issues in Transportation

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Training	Operations and Human Resource Department	How do we incentivize people to work here?	2018-2019 School Year	
Job Fairs	Operations and Human Resource Department	Time to attend, post and interview	2018-2019 School Year	

Focus Area 4: Other

Possible Change of School Hours

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Survey Parents	Central Office Administration	K12 Insight Survey to all parents	November of 2018	
Survey/data on transportation	Transportation Department	Transportation time to analyze	November of 2018	

Expand Extra-Curricular Activities

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Cooking club	Building Administration and Curriculum Department	Follow the current process created to establish additional groups	Ongoing	

Cell Phone Policy

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Revisit	Building Administration and Curriculum Department	Committee Time	Study in 2018-2019	
Look at other districts	Building Administration and Curriculum Department	Committee Time	Study in 2018-2019	

More Tech Support

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Create a lead teacher /fast responder	Technology and Curriculum Department	Stipend possibilities for staff or credit opportunity for students	Study in 2018-2019	

Permanent Building Sub

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Screening process / staffing	Human Resources, Superintendent and Treasurer	We must study to determine if it is fiscally responsible	Study in 2018-2019	

7-12 Intramurals

Task What do we need to do?	Responsibility Who is responsible?	Resource How will we support it?	Timeline When?	Notes
Volleyball/basketball/softball	Athletic Department and Building Administration	Schedule after tryouts/high school revisit with #'s growing	Study in 2018-2019	