

WOODLAND ACADEMY

Innovation Plan Progression Phases for Improvement and Renewal

A. Curriculum, Instruction and Assessment

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact of Improvement	Timeline
<p>Woodland Academy uses autonomy in the area of curriculum in order to facilitate the education of the whole child. The overarching themes of our plan are community engagement, character development, and college readiness. These serve to connect and reinforce all aspects of the lives of our students, faculty, and families. Teachers co-design instruction that meets the demands of the MA Curriculum Frameworks in all content areas, as well as Common Core State Standards in grades Pre-K to 6. Instruction is also individualized to engage student interests while targeting academic skills and unique needs. Teachers collaborate in curriculum mapping teams both district-wide and building based. Each grade level has created units of study to meet the expectations of the standards in writing and math prek-6 and in Science/SS grades 5 & 6.</p>	<p>No Changes</p>	<p>No Changes</p>	<p>On-going</p>

B. Schedule and Calendar

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact for Improvement	Timeline
<p>Enhancements to the school calendar did not change the number of hours that teachers and students are engaged in learning. We have Professional Development sessions on the first Wednesday afternoon of the month for a total of 10 months. Students are dismissed at 12:00 noon on this day. This change maximizes professional development and collaborative planning time. The meetings are focused on instruction and student learning. The time on learning lost by sending students home early once a month has been replaced by adding minutes to each week-day, with the exception of the 10 first Wednesdays of each month. The three district-wide Professional Development Days (two in August and one in October) are not impacted by these adjustments.</p>	<p>No changes</p>	<p>No changes</p>	<p>On-going</p>

C. Staffing

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact for Improvement	Timeline
<p>Woodland Academy’s autonomy of hiring has allowed us to establish a committed team of educators from within Worcester and beyond who share the vision and mission of our Innovation Plan. We have been able to recruit and retain highly effective teachers who meet the unique professional expectations of the school. This autonomy includes the adoption of a hiring timeline, which ensures that faculty are recruited and trained well in advance of the beginning of the school year.</p>	<p>No changes</p>	<p>No changes</p>	<p>On-going</p>

D. Professional Development

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact for Improvement	Timeline
<p>The professional development autonomy calls for the 38 WPS contractual PD hours to be divided across ten Wednesday afternoons.</p> <p>In addition to the scheduling adjustments, we have autonomy of PD content. Given our large population of English Language Learners (469, grades one through six) and the limited number of ESL teachers assigned to our building (5), we will focus our professional development on increasing the capacity of all our staff, classroom teachers, special subject teachers, instructional assistants and administrators to meet the instructional needs of our ELs.</p>	No changes	No changes	On-going

E. District Policies and Procedures

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact for Improvement	Timeline
<p>We have the autonomy to retain or suspend elements of the current Worcester Public Schools assessment cycle. We adopted a biannual 1:1 diagnostic interview model in order to establish progress towards benchmarks of academic development. In addition, we implemented Foundations in Kindergarten and Grade one.</p> <p>Building Use Policy As part of our “cradle to college” philosophy, we believe that the school building should be available for use for some after school and weekend activities.</p>	No Changes	No Changes	On-going

<p>Governance Board Woodland Academy established a Governance Board comprised of administration, staff, parents and community members, such as Clark University and the school-based EAW representative. The Governance Board works collaboratively to execute and uphold the mission and vision of Woodland Academy.</p> <p>Direct oversight of special permission enrollment The principal will continue to have autonomy over special permission and rescinding decisions.</p>			
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F. Budget

Original Innovation Plan – May 2014	Proposed Improvements May 2017	Impact for Improvement	Timeline
The school principal, in consultation with the Governance Board, is provided full budget autonomy regarding the allocation of staff and all non-staff financial resources provided to the school through the budget process.	No changes	No changes	On-going