



OPS
School Improvement Plan
2019 - 2020

Overview

The OPS School Improvement Plan was developed as a 2-year plan in the Fall of 2019. The team reviewed the previous years data and goals as part of the review process. This plan was developed by elected faculty, school administration, and parent representatives.



Mission

Oxford Preparatory School's purpose is to graduate future leaders who have completed a rigorous curriculum, performed community service, and developed an appreciation of the arts in preparation for the challenges of the college of their choice. With support from our diverse community, we will cultivate intellectual curiosity in well-rounded students by engaging in critical thinking and experiential learning.



School Improvement Team

- **Cheri Blanchard-Hayes – Upper School Counselor**
- **Vici Bradsher – Upper School Director**
- **Lynne Corbett – Elected Teacher Rep.**
- **MaryAnn Crews – Lower School Director**
- **Stephanie Gooch – Parent Representative**
- **Michael Mitteer – Elected Teacher Rep.**
- **Karen Orlando-Clayton – Elected Teacher Rep.**
- **Allison Satterfield – Elected Teacher Rep.**
- **Conor Smith – Elected Teacher Rep.**
- **Andrew Swanner – Executive Director**



Goal 1: Promote and cultivate a college-bound culture amongst all OPS stakeholders leading to all OPS seniors being prepared, competitive candidates for admission to a 4-year college.

- Develop a school-wide program that educates and informs all stakeholders of the steps, requirements and opportunities that are part of the college admission process.
- Align school resources to make sure all OPS students have access to and awareness of the skills and requirements needed to successfully enter college.
- Make connections for students and families at all grade levels of the importance and relevance of a 4-year college degree in their futures and in their community.



Goal 2: Improve standards-aligned instruction and classroom practices with a focus on critical thinking and student engagement, leading to growth in academic achievement for diverse learners.

- Increase usage of and access to quantitative and qualitative data focused on individual student growth.
- Intentional focus on aligning resources for subgroup populations to meet their individual growth needs.
- Provide targeted feedback and support for instructional staff members on strategies for student engagement.



Goal 3: Support, retain, and recruit new teachers to improve teacher retention and consistency in academic environments across all grade levels.

- Identify and promote a culture where all staff members are valued and supported as well as united for a common purpose.
- Create additional resources and supports to welcome and orient new instructional staff members.
- Differentiate teacher support for all incoming and current teachers to cultivate professional growth for all individuals.



Goal 4 (L): Create an environment where all students have equitable, sustainable access to technology and develop a school-wide vision of how digital content and platforms are integrated into instructional planning.

Goal 4 (U): Teachers are able to integrate technology to maximize student learning.

- Establish and use systems for the acquisition, vetting, and creation of digital content and devices within all classrooms at Oxford Prep.
- Create a specific plan and implement strategies to develop milestones for technology literacy for students.
- Provide teachers with professional development on how to use technology to create personalized learning environments, that teach data literacy, design thinking and computational thinking.



Goal 5: Create a school-wide vision for intentional leadership development and expand the opportunities that allow students to cultivate personal leadership habits and practices.

- Provide intentional socio-emotional instruction for students in areas of leadership skills including communication, collaboration, resiliency, and work ethic.
- Build student understanding of the importance of service as they go through the years at Oxford Prep to create students that have the mindset and skills to continue their community service beyond their years at Oxford Prep.
- Expand extracurricular and leadership opportunities within the school and community for all students to help develop and refine their skills and habits to build leadership capacity.



Goal 6: Grow the Culture of the Griffin to develop student connectedness to the school and community.

- Foster an environment that encourages students to work together and create experiences that link and connect them to the identity of the Griffin.
- Establish unique class cohort experiences that build class relationships and strengthen connection to each other as Griffins.
- Use specific teaching and implementation of the Honor Code to establish a culture of respect.



Next Steps:

- The SIP team will continue to meet monthly for the remainder of the 2019-2020 school year. The team will review action steps and analyze data.
- The leadership team will use an internal tracking document to check progress on specific action steps.

