



2025-2026 Wrap Up

You Said, We
Heard, We're
Doing

1. Staff Morale, Trust, and Communication

What We Heard

Many staff expressed concerns about morale, communication clarity, transparency in decision-making, and feeling disconnected from leadership processes. Staff also expressed a desire for more opportunities for meaningful voice and collaboration.

1. Staff Morale, Trust, and Communication

What We're Doing

Immediate Actions

- Leadership communication responsibilities will be clarified so that information comes from the most appropriate department or administrator whenever possible.
- We will establish regular opportunities for staff voice through:
 - Continuing department chair feedback meetings,
 - Creating a Faculty Council
 - Working with the Teacher Representative for pulse checks.

1. Staff Morale, Trust, and Communication

Longer-Term Actions

- We will review opportunities to strengthen communication between faculty, administration, and the Board.
- We will continue examining how decisions are communicated, including providing more context around DESE requirements, budget realities, and operational constraints.

What Cannot Change Immediately

- Some operational and compliance decisions are driven by DESE regulations, staffing realities, collective bargaining agreements, or budget limitations that cannot be altered quickly.
- However, we can improve transparency around those realities and involve stakeholders earlier in conversations whenever possible.

2. Professional Development and Use of Time

What We Heard

Staff consistently requested professional development that feels more practical, differentiated, collaborative, and respectful of teacher expertise and workload. Many also expressed a need for more protected grading, planning, and collaboration time during busy periods of the year.

2. Professional Development and Use of Time

What We're Doing

Immediate Actions

- Professional Development planning for the 2026–2027 school year is being led collaboratively by the Academic Department Chairs, with a focus on:
 - Curriculum development and alignment
 - Interdisciplinary collaboration
 - Student support planning
 - Practical instructional work connected directly to classroom needs
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- We will continue leveraging the expertise that already exists within AMSA by incorporating more teacher-led and department-driven professional learning opportunities.

2. Professional Development and Use of Time

Longer-Term Actions

- We will review how to better differentiate professional development by role, discipline, and experience level.
- We will continue exploring how to balance school wide initiatives with department-specific instructional growth.

What Cannot Change Immediately

- Some schoolwide professional development requirements are tied to strategic priorities, accreditation expectations, state initiatives, or Student Opportunity Act commitments.
- However, the format and delivery of that work can improve significantly.

3. Academic Expectations, Accountability, and Student Support

What We Heard

Staff and families expressed both a strong desire to preserve AMSA's rigor and concerns about inconsistencies regarding grading, attendance expectations, accountability, intervention systems, and support for struggling students.

3. Academic Expectations, Accountability, and Student Support

What We're Doing

Immediate Actions

- Leadership team with the Academic Department Chairs will review consistency of:
 - Grading timelines,
 - Academic communication expectations,
 - Attendance interventions,
 - Student accountability systems.
- We will continue strengthening intervention supports for students who are struggling academically, including reviewing:
 - Tutoring supports-continuing MIP & PACC
 - Executive functioning interventions-through Academic Support & Direct Intervention for students on 504 plans
 - Improve communication regarding Home/Hospital eligible students

3. Academic Expectations, Accountability, and Student Support

Longer-Term Actions

- We will continue to examine grading practices and communication systems to improve clarity and consistency for students and families.
- We will continue analyzing subgroup performance and intervention effectiveness to ensure all students are supported appropriately while maintaining high standards.

What Cannot Change Immediately

- AMSA will continue to maintain rigorous academic expectations as part of our mission and identity.
- The goal is not to reduce rigor, but to improve consistency, communication, and support systems around that rigor.

4. School Culture, Community, and Consistency

What We Heard

Many responses reflected concerns about:

- Consistency of expectations
- Student behavior
- School culture
- Maintaining a strong sense of community and belonging

At the same time, many staff and families also expressed pride in AMSA's culture, traditions, and relationships.

4. School Culture, Community, and Consistency

What We're Doing

Immediate Actions

- Leadership team with the Academic Department Chairs will revisit expectations around consistency for:
 - Student conduct
 - Hallway expectations
 - Communication
 - Professional norms
- We will continue expanding opportunities that strengthen community across departments, and grade levels.
- We will work to increase recognition and celebration of student, faculty, and staff contributions throughout the year.

4. School Culture, Community, and Consistency

Longer-Term Actions

- We will continue reviewing how AMSA can strengthen:
 - Student belonging
 - Social-emotional support
 - Community-building opportunities

We will work intentionally to strengthen connections between Lower School, Upper School, and Main Building communities.

What Cannot Change Immediately

- School culture is not changed through a single initiative or announcement.
- Rebuilding trust, consistency, and morale requires sustained effort and shared responsibility from leadership, staff, students, and families alike.

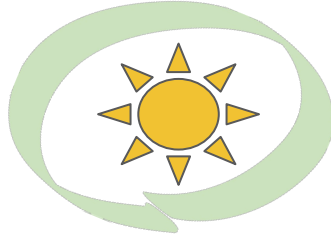
Moving Forward Together

The feedback we received reflects a school community that still cares deeply about AMSA and wants it to continue thriving. While some comments were difficult to read, they also demonstrate that people remain invested in this school, its mission, and its future.

We can't do it alone. AMSA's strengths remain extraordinary:

- Dedicated educators,
- Rigorous academics,
- Strong student opportunities,
- STEM innovation,
- A community that believes deeply in educational excellence.

Our work moving forward is to strengthen the systems, communication, support, and culture necessary to ensure those strengths continue to grow.



August Preview

New Staff
&
Returning Staff

You might not know this

New Staff

Wednesday August 19,
2026

New Staff Orientation

Thursday August 20,
2026

New Staff Orientation

Thursday, August 20, 2026
Open Door with Closed Doors

All Staff

Friday August 21,
2026

AMSA Staff-Room
Set Up Day

Monday, August 24,
2026

AMSA Staff

Tuesday, August 25,
2026

AMSA Staff

Wednesday, August 26, 2026
New Student Orientation



Enjoy ↙

Summer

