



Douglas County School System
NMHS School Improvement Plan
2018-2019

Strategic Theme: Teaching and Learning

Performance Objective: The school will demonstrate increased academic growth as measured through student growth percentiles resulting from implementing state standards with fidelity.

GaDOE System/Structure: Coherent Instructional System

Measurable Outcomes: (SMART Goals) – Increase Level 3 and Level 4 (minimum scale score of 525) EOC potential growth by 6% in all content areas by May 2019.

- 9th grade Literature from 44% (2018 Proficient and Distinguished) to 48% (2019 Proficient and Distinguished)
- American Literature from 34% (2018 Proficient and Distinguished) to 38% (2019 Proficient and Distinguished)
- Biology from 31% (2018 Proficient and Distinguished) to 35% (2019 Proficient and Distinguished)
- Physical Science from 14% (2018 Proficient and Distinguished) to 19% (2019 Proficient and Distinguished)
- Algebra I from 20% (2018 Proficient and Distinguished) to 25% (2019 Proficient and Distinguished)
- Geometry from 23% (2018 Proficient and Distinguished) to 28% (2019 Proficient and Distinguished)
- US History from 41% (2018 Proficient and Distinguished) to 45% (2019 Proficient and Distinguished)
- Economics from 28% (2018 Proficient and Distinguished) to 32% (2019 Proficient and Distinguished)

<i>Improvement Area</i>	<i>Action Steps for Implementation</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding Source & Resources</i>	<i>Person/Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>
					<i>Artifacts/Evidence</i>
Identifying students that need support	Identify and create a list of targeted students based on historical data.	August 2018/ January 2019	Resources: SLDS, Teacher Feedback, Infinite Campus, IEP/SST/504 Plan	Content area teachers and PLC groups	<ul style="list-style-type: none"> • Target List (Student Intervention Plan) • PLC meeting minutes

Using best practices to increase rigor and support student achievement	Increase rigor of instruction through the use of WICOR strategies when creating lesson plans and unit assessments.	August 2018 – May 2019	AVID Coordinator, AVID Site Team, AVID resources	Content area teachers and PLC groups	<ul style="list-style-type: none"> Lesson plans PLC meeting notes Assessments Student work samples
	Ten percent of the common unit assessments grade will include free response questions.	August 2018 – May 2019	Content area teacher, retired GMAS items	Content area teachers and PLC groups	<ul style="list-style-type: none"> Assessments
Creating assessments that include HOT skills	Saturday School/Afterschool study sessions	August 2018 – May 2019	\$	Content area teachers	<ul style="list-style-type: none"> Attendance logs Lesson plans Flyers Parent contact/phone call
	Effective use of PLC meetings and usage of data.	August 2018 – May 2019	PLC minutes, meeting norms	Content area teachers and PLC groups	<ul style="list-style-type: none"> Lesson plans PLC meeting notes Assessments Student work samples
	A minimum of twenty percent of unit assessment questions will use Costa's Level 3.	August 2018 – May 2019	Content area teacher, retired GMAS items	Content area teachers and PLC groups	<ul style="list-style-type: none"> Assessments
	Increase student organizational skills through the school-wide use of binders, planners, and focused notes.	August 2018 – May 2019	Student planners (\$2,600), binders	AVID Site Team Teachers and students	<ul style="list-style-type: none"> Lesson plans PLC meeting notes Assessments Student work samples

Strategic Theme: Community					
Performance Objective: The school will promote and practice shared responsibility through engagement among stakeholders for achieving district goals.					
GaDOE System/Structure:					
Measurable Outcomes: (SMART Goals) To increase perception data percentages of the School Climate Survey by a potential growth of 10% for all stakeholders.					
<i>Improvement Area</i>	<i>Action Steps for Implementation</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding Source & Resources</i>	<i>Person/Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>
					<i>Artifacts/Evidence</i>

Parent Engagement	Foster parent relationships through positive communication methods.	August 2018 – May 2019		All teachers	<ul style="list-style-type: none"> • Infinite Campus
Student/Teacher recognition	Student recognition of achievement in the areas of academics, athletics, arts, and character.	August 2018 – May 2019	Est. Cost: \$3,000 Resource: Partners in Education	Administrators, Media Specialist, Counselors, and Coaches	<ul style="list-style-type: none"> • Pictures, social media posts
	Periodic check of teachers' needs, concerns, and perceptions of the school climate.	Every nine weeks	Google Survey	Administrators, Department Chairs	<ul style="list-style-type: none"> • Survey results
	Teacher recognition efforts.	Monthly	Est. \$500	Administrators	<ul style="list-style-type: none"> • Pictures, social media post