



**Douglas County School System**  
**NMHS School Improvement Plan**  
**2019-2020**

<b>Strategic Theme: Teaching and Learning</b>					
<b>Performance Objective: The school will demonstrate increased academic growth as measured through student growth percentiles resulting from implementing state standards with fidelity.</b>					
<b>GaDOE System/Structure: Coherent Instructional System</b>					
<p><b>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 2020.</b></p> <ul style="list-style-type: none"> <li>• 9th grade Literature from 50% (2019 Proficient and Distinguished) to 53% (2020 Proficient and Distinguished)</li> <li>• American Literature from 38% (2019 Proficient and Distinguished) to 42% (2020 Proficient and Distinguished)</li> <li>• Biology from 48% (2019 Proficient and Distinguished) to 52% (2020 Proficient and Distinguished)</li> <li>• Physical Science from 47% (2019 Proficient and Distinguished) to 51% (2020 Proficient and Distinguished)</li> <li>• Algebra I from 34% (2019 Proficient and Distinguished) to 38% (2020 Proficient and Distinguished)</li> <li>• Geometry from 42% (2019 Proficient and Distinguished) to 45% (2020 Proficient and Distinguished)</li> <li>• US History from 44% (2019 Proficient and Distinguished) to 48% (2019 Proficient and Distinguished)</li> <li>• Economics from 49% (2019 Proficient and Distinguished) to 53% (2019 Proficient and Distinguished)</li> </ul>					
<i>Improvement Area</i>	<i>Action Steps for Implementation</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding Source &amp; 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 2019/ January 2020 <b>(beginning of each semester)</b>	Resources: SLDS, Teacher Feedback, Illuminate, Infinite Campus,	Content area teachers and PLC groups	<ul style="list-style-type: none"> <li>• Target List (Student Intervention Plan)</li> <li>• PLC meeting minutes</li> </ul>

<p>Using evidence-based practices to increase rigor and support student achievement</p> <p>Creating assessments that include HOT skills</p>			IEP/SST/504 Plan		
	Increase rigor of instruction through the use of WICOR strategies when creating lesson plans and unit assessments.	August 2019 – May 2020	AVID Coordinator, AVID Site Team, AVID resources	Content area teachers and PLC groups	<ul style="list-style-type: none"> <li>• Lesson plans</li> <li>• PLC meeting notes</li> <li>• Assessments</li> <li>• Student work samples</li> <li>• Student Binders</li> </ul>
	Ten percent of the common unit assessments grade will include free response questions.	August 2019 – May 2020	Content area teacher, retired GMAS items	Content area teachers and PLC groups	<ul style="list-style-type: none"> <li>• Assessments</li> </ul>
	Saturday School/After-School study sessions/CHAMPS/Collaborative Study Groups	August 2019 – May 2020	\$8000 (21 <sup>st</sup> Century Grant for CHAMPS) \$3000 (Saturday School)	Content area teachers	<ul style="list-style-type: none"> <li>• Attendance logs</li> <li>• Lesson plans</li> <li>• Flyers</li> <li>• Parent contact/phone call</li> </ul>
	Effective use of PLC meetings and usage of data.	August 2019 – May 2020	PLC minutes, meeting norms	Content area teachers and PLC groups	<ul style="list-style-type: none"> <li>• Lesson plans</li> <li>• PLC meeting notes</li> <li>• Data Analysis</li> <li>• Assessments</li> <li>• Student work samples</li> </ul>
	A minimum of twenty percent of unit assessment questions will use Costa's Level 3.	August 2019 – May 2020	Content area teacher, retired GMAS items, USATestPrep, Illuminate, Khan Academy	Content area teachers and PLC groups	<ul style="list-style-type: none"> <li>• Assessments</li> </ul>
	Increase student organizational skills through the school-wide use of binders, planners, and focused notes.	August 2019 – May 2020	Student planners (\$2,600), binders	AVID Site Team Teachers and students	<ul style="list-style-type: none"> <li>• Lesson plans</li> <li>• PLC meeting notes</li> <li>• Assessments</li> <li>• Student work samples</li> <li>• Student Binders</li> </ul>

<b>Strategic Theme: Community</b>					
<b>Performance Objective: The school will promote and practice shared responsibility through engagement among stakeholders for achieving district goals.</b>					
<b>GaDOE System/Structure: Family and Community Engagement</b>					
<b>Measurable Outcomes: (SMART Goals) To increase perception data percentages of the School Climate Survey by a potential growth of 10% for all stakeholders.</b>					
<i>Improvement Area</i>	<i>Action Steps for Implementation</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding Source &amp; Resources</i>	<i>Person/Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>
					<i>Artifacts/Evidence</i>
Parent Engagement  Student/Staff recognition	Foster parent relationships through positive communication methods.	August 2019 – May 2020	E-mails, Social Media, School Messenger, School Website, Remind, Google Classroom, Electronic Celebrations	All teachers and administrators	<ul style="list-style-type: none"> <li>• Infinite Campus</li> <li>• Open House</li> <li>• Parent Meetings</li> <li>• Financial Aid Nights</li> <li>• Grade-Level Parent Nights</li> </ul>
	Student recognition of achievement in the areas of academics, athletics, arts, and character.	August 2019 – May 2020	Est. Cost: \$3,000 Resource: Partners in Education	Administrators, Media Specialist, Counselors, and Coaches	<ul style="list-style-type: none"> <li>• Pictures, social media posts</li> <li>• Honors Night Ceremony</li> <li>• Banquets (Sports, FAME, Clubs)</li> <li>• Jag Bucks</li> <li>• EOC and AP Posters and Signs</li> </ul>
	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"> <li>• Survey results</li> </ul>
	Staff recognition efforts.	Monthly	Est. \$500	Administrators	<ul style="list-style-type: none"> <li>• Pictures, social media post</li> <li>• Marquee</li> <li>• Gift Cards</li> <li>• Buttons, T-Shirts</li> <li>• Jeans Passes</li> <li>• One Class of Coverage</li> <li>• Lunch</li> <li>• Announcement on school PA</li> </ul>