



**Douglas County School System
New Manchester High School Improvement Plan
2023-2024**

Strategic Plan Theme: Teaching and Learning					
Performance Objective 1: Teachers will receive on-going professional development and monitoring to improve the percentage of students succeeding in core-content classes.					
Measurable Outcomes: (SMART Goals) <ol style="list-style-type: none"> 1. Increase the proportion of students scoring either proficient or distinguished In all content areas by May 2024 <ol style="list-style-type: none"> a. American Literature from 30% (2022 P & D) to 34.2% b. Algebra 1 from 11% (2022 P & D) to 30% c. Biology from 45% (2022 P & D) to 48.3% d. US History from 29% (2022 P & D) to 33.3% 					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
Provide training and monitoring to maximize block schedule teaching	School-wide training on best practices for block schedule teaching during AVID-CON and quarterly follow-up training.	Pre-planning - end of school year	\$6,000	AVID Site Team Administration	<ul style="list-style-type: none"> ● Training sign-in sheets ● Training slides ● Bell-to-bell monitoring checklist
	Ensure bell to bell instruction through ongoing instructional walk-throughs by administrators and department chairs using the bell-to-bell monitoring checklist.	Pre-planning - end of school year	N/A	Department Chairs	<ul style="list-style-type: none"> ● Teacher lesson plans ● completed monitoring checklists
Strengthen teacher training & performance with	Follow a 3-step approach to improve the use of instructional technology to enhance student learning: ensure that	Pre-planning-mandatory training for	N/A	PLC leaders, Dept.Chairs, PEC's, Admins	<ul style="list-style-type: none"> ● Training videos ● Synchronized school-wide training calendar

software and resources	all teachers are adequately trained, review monthly usage reports for each tool, analyze student achievement data to gauge effectiveness.	depts., monthly usage reports, monthly department meetings			<ul style="list-style-type: none"> Teacher training pre and post surveys Sign-in sheets Monthly usage data reports
Redesign and streamline the PLC process to make instruction more effective	Schoolwide implementation of weekly PLC meetings	Pre-Planning - End of school	N/A	Admin/Department chairs	<ul style="list-style-type: none"> PLC sign in and universal PLC form
	Training and introduction to the universal PLC form and community lesson plan	Pre-Planning to end of year	N/A	Admin	<ul style="list-style-type: none"> Training Sign in Google Classroom for each Dept
	Utilize common assessments, both summative and formative, to guide instruction and data digs	Pre-Planning to end of year	N/A	Admin and Department chairs	<ul style="list-style-type: none"> In house or District made assessments

Performance Objective 2: Provide early information and on-going communication to all stakeholders that improves attendance and conduct for the most vulnerable students.					
Measurable Outcomes: (SMART Goals) <ol style="list-style-type: none"> Decrease rate of students absences in the moderate and severe categories by 6%. Improve students' conduct through the effective use of the discipline code, lessening instructional time missed due to infractions. 					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
Communication	Create consistent lines of communication with students, parents, and teachers regarding expectations of students' behaviors	Pre-Planning to end of year	Infinite Campus	Admin, teachers, staff and parents	<ul style="list-style-type: none"> Infinite Campus Behavior Reports Pulse Surveys
Attendance	Consistent use of Infinite Campus and Student conductor to monitor, report and alert parents to student	Pre-Planning to end of year	Infinite Campus	Teachers, Counselors, and administrators	<ul style="list-style-type: none"> Use of 2 minute warning bell Hallway sweeps by staff and teachers

	attendance.				<ul style="list-style-type: none"> • Infinite Campus attendance reports
Discipline	Enforcement of district and school policies related to dress code and discipline.	Pre-Planning to end of year	District and School Policies	Admin, teachers and staff	<ul style="list-style-type: none"> • Student Handbook • Parent & Admin meetings
	Establish alternative, restorative practices for minor - moderate infractions.	Pre-planning to end of year	\$1,200 books, crafts, etc.	Admin, counselors, teachers	<ul style="list-style-type: none"> • Infinite Campus behavior Reports • Pulse Surveys
Incentives	Expand existing Positive Behavior Intervention System (PBIS).	Pre-planning to end of year	\$3,000	PBIS coordinator, Admin, teachers.	<ul style="list-style-type: none"> • Infinite Campus behavior Reports • Pulse Surveys

Strategic Plan Theme: Climate & Culture					
Performance Objective: Increase opportunities to build and maintain a healthy school culture that shares high expectations for students and staff.					
Measurable Outcomes: (SMART Goals) <ol style="list-style-type: none"> 1. Increase opportunities to build and maintain a healthy school culture that shares high expectations for students and staff. 2. Increase in overall school climate scores from pulse surveys 					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
School Climate Committee	Create a school climate committee	Pre-planning - end of school year	TBD	Wilson Osler Bowen	<ul style="list-style-type: none"> • Minutes from meetings • Sign-in sheet
Monthly Goodie Days	Staff take turns providing goodies for all in the staff lounge	Pre-planning - end of school year	TBD	All staff	<ul style="list-style-type: none"> • Monthly calendar • Pictures from goodie days
Team Building	Provide opportunities for team building (within departments and whole staff)	Pre-planning - end of school year	TBD	School Climate Committee	<ul style="list-style-type: none"> • Pictures and videos from activities • Feedback surveys
Involvement	Achieve 85% teacher membership and participation in PTA.	Pre-planning to end of year	N/A	PTA president, Admin, Teachers	<ul style="list-style-type: none"> • Membership roster • Meeting minutes

Strategic Plan Theme: STAKEHOLDER ENGAGEMENT					
Performance Objective: Improve effective communication with all stakeholders					
Measurable Outcomes: (SMART Goals) 1. Create consistent lines of communication with parents via diverse outlets, keeping them informed of their student's performance, school news, and activities, leading to an increase in participation in the parent satisfaction PULSE survey, and an increase in the proportion of parents indicating that they are 'very satisfied' with communication from the school.					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
					Artifacts/Evidence
Communication regarding academics	Inform parents on the school improvement plan and allow opportunities for feedback	August 2023	TBD	Principal	<ul style="list-style-type: none"> Posted SIP Goals Sign-In Sheets from SIP Parent meeting
	Post an Infinite Campus tutorial on NMHS Counselor's YouTube page	August 2023	TBD	Counselors	<ul style="list-style-type: none"> YouTube Video Link on school website
Communication regarding school news and activities	Update the school calendar of events quarterly	Quarterly	TBD	Administration Office Manager	<ul style="list-style-type: none"> School Calendar School Website
	Send out an easily accessible monthly YouTube Video	Monthly - August 2023 - May 2024	TBD	Principal	<ul style="list-style-type: none"> Monthly Video School Website
	Post regularly on school social media pages regarding events and updates	August 2023 - May 2024	TBD	Administration Counselors Coaches Club Sponsors	<ul style="list-style-type: none"> School Social Media Pages