



**Douglas County School System
New Manchester High School Improvement Plan
2022-2023**

Strategic Plan Theme: TEACHING AND LEARNING

Performance Objective 1: Teachers will receive ongoing professional learning and coaching to increase the percentage of students reading on or above grade level.

Measurable Outcomes: (SMART Goals)

1. Increase the mean IRL (instructional reading level) for all students taking 9th and 10th grade ELA courses by 5 months.
2. Increase Level 3 and Level 4 (minimum scale score of 525) EOC potential growth by 6% in all content areas by May 2023.
 - American Literature from 30.6% (2022 Proficient and Distinguished) to 34.8% (2023 Proficient and Distinguished)
 - Algebra I from 22.2% (2022 Proficient and Distinguished) to 26.9% (2023 Proficient and Distinguished)
 - Biology from 37.5% (2022 Proficient and Distinguished) to 41.3% (2023 Proficient and Distinguished)
 - US History from 36.2% (2022 Proficient and Distinguished) to 40.1% (2023 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>
Provide cross-curricular reading instruction that increases comprehension.	School-wide implementation of WICOR Wednesdays Students read content relevant articles using the AVID Critical Reading Process and write in response to reading using AVID Learning Logs.	08/22 - 05/23	Budgeted funds AVID Weekly AVID Critical Reading Process	PLC's All teachers	<ul style="list-style-type: none"> ● Lesson plans showing weekly incorporation of the AVID critical reading process ● Admin walk through data on Wicor Wednesdays
Provide training and monitoring to maximize block schedule teaching.	School-wide training on best practices for block schedule teaching.	08/22 - 05/23	\$6,000, Budgeted funds	SREB Southern Regional Education Board	<ul style="list-style-type: none"> ● Training sign-in sheets ● Training slides ● Teacher lesson plans

	On-going classroom walk-throughs to monitor the effective use of instructional time.	08/22 - 05/23 Monthly walk-throughs. Monthly report at faculty meetings.	TBD	Administrators NMHS Instructional Lead Teacher	<ul style="list-style-type: none"> ● Monthly walk-through data ● Faculty meeting agendas
Improve the use of Local Assessments to gauge student learning and make timely instructional adjustments.	Effective use of STAR360 to drive improvements in ELA and Math. – 9th - 11th ELA, and 9th - 10th Math Teacher training during pre-planning Whole school data analysis after each test administration Classroom interventions in response to data	08/22 - 05/23	L4GA grant funds	District Director of Local Assessments and Data Use NMHS Assessment Coordinator	<ul style="list-style-type: none"> ● Training pre-tests and post-tests ● Training sign-in sheets ● STAR data reports ● Teacher feedback surveys regarding implementation
	Effective use of WriteScore to drive improvements in writing. – 9th & 10th ELA Teacher training during pre-planning Whole school data analysis after each test administration Classroom interventions in response to data	08/22 - 05/23	L4GA grant funds	District Director of Local Assessments and Data Use NMHS Assessment Coordinator	<ul style="list-style-type: none"> ● Training pre-tests and post-tests ● Training sign-in sheets ● STAR data reports ● Teacher feedback surveys regarding implementation
	Effective use of Illuminate quarterly assessments to drive improvements in science and social students. Teacher training during PLC's PLC data discussions after each administration Classroom interventions in response to data	08/22 - 05/23	Budgeted funds	NMHS Illuminate Gurus (Brooks & Swift)	<ul style="list-style-type: none"> ● Training sign-in sheets ● Usage reports ● School-wide data reports ● PLC meeting minutes

Performance Objective 2: Increase the graduation rate and college & career readiness for all students K-12.

Measurable Outcomes: (SMART Goals)

1. Increase the graduation rate from 86.9% (2021) to 89% in 2023.
2. Increase the readiness score on CCRPI from 65.8% (2019) to 67.8% in 2023.

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
Graduation Rate	Use the Early Warning Intervention System to implement a holistic intervention plan for students at-risk of dropping out.	08/22 - 05/23	Infinite Campus	School Counselors, Social Worker, Admin Team	<ul style="list-style-type: none"> ● Attendance Reports ● 4.5 week failure lists ● Early Warning Intervention Committee Meeting Minutes
College & Career Readiness	Increase the number of students in AP and Dual Enrollment courses.	January - May (advisement and registration period for upcoming school year)	Infinite Campus, Course Grades, AP Potential Reports	AP for Curriculum, Department Chairs, School Counselors	<ul style="list-style-type: none"> ● Master Schedule ● Grade Reports ● Recommendation Forms
	Ensure students are placed in the correct classes for pathway completion.	08/22 - 05/23	Infinite Campus, Course Grades, Student Rosters	Department Chairs, AP for Curriculum	<ul style="list-style-type: none"> ● Master Schedule ● Student Schedules
	Increase the number of CTAE End-Of-Pathway-Assessment takers in senior year and number of students taking WBL.	08/22 - 05/23	Master Schedule	WBL Coordinator, CTAE Teachers	<ul style="list-style-type: none"> ● Class Rosters ● Testing Rosters

Strategic Plan Theme: STAKEHOLDER ENGAGEMENT

Performance Objective 3: 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.	Beginning of the school year	TBD	Principal Admin Team	<ul style="list-style-type: none"> ● Posted SIP Goals ● Principal newsletter and Vlog
	Post an Infinite Campus tutorial to the counselor youtube page.	Beginning of the school year	TBD	Counselors	<ul style="list-style-type: none"> ● Youtube video ● Link on school website
	Increase the frequency of teacher-parent contacts and conferences regarding student performance.	08/22 - 05/23	TBD	Teachers	<ul style="list-style-type: none"> ● Parent Contact Logs in IC ● Parent Teacher conference minutes
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 newsletter and vlog through various outlets (emails, social media, etc.)	Monthly	TBD	Principal Admin Team	<ul style="list-style-type: none"> ● Monthly newsletter ● Monthly vlog ● School website
	Post regularly on school social media pages regarding events and updates.	08/22 - 05/23	TBD	Admin Team Counselors Athletic coaches and club sponsors	<ul style="list-style-type: none"> ● School social media pages