



Douglas County School System
South Douglas Improvement Plan
2023-2024

Strategic Plan Theme: Teaching and Learning					
Performance Objective: Increase Academic Achievement					
Measurable Outcomes: (SMART Goals) 80% of the K students will meet the sight word goal of 220 by the end of the year. 75% of the 1st grade students will score at the proficient and/or distinguished levels on the March STAR Assessment in the area of ELA Reading 60% of the 2nd grade students will score at the proficient and/or distinguished levels on the March STAR Assessment the area of ELA Reading 50.18% of the 3rd grade students will score at the proficient and/or distinguished levels on the GMAS in the area of ELA Reading 61.08% of the 4th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of ELA Reading 57.42% of the 5th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of ELA Reading					
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
ELA	Meet in vertical teams to analyze student data, plan for instruction, and develop writing rubrics within the first month and then quarterly.	August - May (quarterly 4x/year)		Admin ILT Vertical Team	<ul style="list-style-type: none"> • Lesson Plans • Rubrics/Exemplars • Meeting Agenda • Student work samples
	Create and utilize common standards-based rubrics (K-2, 3-5) within the first 4 ½ weeks of school. <ul style="list-style-type: none"> • Constructed Response • Extended Narrative • Extended Essay Informational • Extended Essay Opinion 	August		Vertical Teams	<ul style="list-style-type: none"> • Rubrics • Student Artifacts

	Implement writing across the curriculum (in all subjects) using specified rubrics.	August - May reviewed during quarterly vertical teams		Admin ILT All Teachers	<ul style="list-style-type: none"> • Rubrics • Lesson Plans • Student work samples
	Identify components of writing instruction to be implemented in all writing classrooms by the end of August	August		Writing Vertical Team ILT Admin	<ul style="list-style-type: none"> • Write Score Results • Writing Samples • Lesson Plans
	Complete writing walkthroughs that focus on school wide identified components of writing instruction twice a semester	September November January March		Writing Vertical Team Admin ILT	<ul style="list-style-type: none"> • Data from writing walkthrough
	Provide professional learning on engagement and instructional strategies once a month during PLC.	August-May		ILT Teachers Admin	<ul style="list-style-type: none"> • Professional learning agendas • Artifacts from professional learning • Lesson plans • ELEOT Observations/Data

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Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding Source & Resources	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning
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Reading	Deliver Saxon Phonics instruction with consistency in order to effectively	August - May	Saxon Phonics	Admin ILT K-2 Teachers	<ul style="list-style-type: none"> • Saxon Phonics Lesson Plans, classroom observation, work samples

	improve early literacy skills in grades K-2 daily				
	Deliver Magnetic Reading Pilot with fidelity in order to effectively improve early literacy skills in grades K-2 daily	August - May	Magnetic Reading–pilot program	Admin ILT K-2 Teachers	<ul style="list-style-type: none"> • Magnetic Reading for Grades 1-2, classroom observation, work samples
	Identify grade-level specific components of guided reading.	August - September		Admin ILT K-5 Teachers	<ul style="list-style-type: none"> • STAR Reading
	Consistently implement components of guided reading in grades K-5.	August - May		Admin ILT K-5 Teachers	<ul style="list-style-type: none"> • STAR Reading • Walkthrough Data
	Consistently provide grade level text that meets the Literacy Readiness Indicator on the CCRPI in grades 1-5	August-May	ReadWorks Georgia Ready Science A-Z	3-5 Teachers Admin	<ul style="list-style-type: none"> • Lesson Plans • STAR Reading • Text Identified in Lesson Plans

Strategic Plan Theme: Teaching and Learning					
Performance Objective: Increase Academic Achievement					
Measurable Outcomes: (SMART Goals) 60% of the 1st grade students will score at the proficient and/or distinguished levels on the March STAR Assessment in the area of Math 60% of the 2nd grade students will score at the proficient and/or distinguished levels on the March STAR Assessment the area of Math 51% of the 3rd grade students will score at the proficient and/or distinguished levels on the GMAS in the area of Math 60% of the 4th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of Math 57% of the 5th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of Math					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning	
				Artifacts/Evidence	

Math	Develop and implement daily fluency practice in K-5 using the DCSS fluency guide.	August-May	K-5 teachers	<ul style="list-style-type: none"> Lesson plans Xtramath reports/data Grade level assessments 	
	Implement Number Talks in grades K-5 with consistency	August-May	K-5 teachers ILT	<ul style="list-style-type: none"> Lesson plans Classroom observations 	
	Utilize state units as a framework for math instruction	August-May	Admin K-5 teachers ILT	<ul style="list-style-type: none"> Lesson plans Classroom observations 	
	Meet routinely in vertical teams to analyze data	August-May	Admin Vertical teams	<ul style="list-style-type: none"> Meeting notes/agenda 	
	Implement basic math computation/number sense in exploratory areas	August-May	Exploratory teachers	<ul style="list-style-type: none"> "Math Bee" Overall math award (schoolwide) 	
	Provide Number Talks training to teachers as needed.	August-Sept	Admin ILT		
	Provide professional learning on engagement and instructional strategies once a month during PLC.	August-May		ILT Teachers Admin	<ul style="list-style-type: none"> Professional learning agendas Artifacts from professional learning Lesson plans ELEOT Observations/Data

Strategic Plan Theme: Teaching and Learning					
Performance Objective: Increase Academic Achievement					
Measurable Outcomes: (SMART Goals) 61% of the 5th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of Science					
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
Science	Develop and implement daily spiral review	August-May		ILT Teacher	<ul style="list-style-type: none"> Spiral Review Lesson plans

	Use Illuminate to develop formative assessments	August-May	Illuminate	Teacher ILT	<ul style="list-style-type: none"> Assessments
					<ul style="list-style-type: none">
					<ul style="list-style-type: none">
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Strategic Plan Theme: Teaching and Learning					
Performance Objective: Provide Streamlined access to instructional resources and information for students, teachers, parents, and guardians.					
Measurable Outcomes: (SMART Goals)					
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
					<ul style="list-style-type: none">
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Strategic Plan Theme: Teaching and Learning					
Performance Objective: Implement a balanced comprehensive assessment system					
Measurable Outcomes: (SMART Goals)					
Improvement Area	Action Steps for Implementation	Implementation Timeline	Estimated Cost, Funding	Person/Group Responsible	Evaluation of Implementation and Impact on Student Learning

			<i>Source & Resources</i>		<i>Artifacts/Evidence</i>
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Strategic Plan Theme: Stakeholder Engagement					
Performance Objective: Improve effective communication with all stakeholders					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>
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Strategic Plan Theme: Stakeholder Engagement					
Performance Objective: Actively engage with early learning, higher education, and business partners					
Measurable Outcomes: (SMART Goals)					
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
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Strategic Plan Theme: Stakeholder Engagement					
Performance Objective: Actively engage parents and caregivers, inclusive of all diverse groups					
Measurable Outcomes: (SMART Goals)					
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
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Strategic Plan Theme: Culture and Climate					
Performance Objective: Create a welcoming ethos that values, engages, attracts, and retains all stakeholders					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>
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Strategic Plan Theme: Climate and Culture					
Performance Objective: Foster the social and emotional well being of staff and students by providing a safe environment and supportive resources.					
<i>Measurable Outcomes: (SMART Goals)</i>					

<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>
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Strategic Plan Theme: Climate and Culture					
Performance Objective: Create a culture of belonging that celebrates successes in each school and throughout the district					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>
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Strategic Plan Theme: Resources					
Performance Objective: Recruit and retain high performing faculty and staff					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>

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Strategic Plan Theme: Resources					
Performance Objective: Maximize all operational resources to support teaching and learning					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>
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Strategic Plan Theme: Resources					
Performance Objective: Build capacity for data driven decision making among all stakeholders					
<i>Measurable Outcomes: (SMART Goals)</i>					
<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>
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