



**Douglas County School System**  
**South Douglas Improvement Plan**  
**2023-2024**

<b>Strategic Plan Theme: Teaching and Learning</b>					
<b>Performance Objective: Increase Academic Achievement</b>					
<b>Measurable Outcomes: (SMART Goals)</b>					
<p>80% of the K students will meet the sight word goal of 220 by the end of the year.</p> <p>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</p> <p>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</p> <p>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</p> <p>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</p> <p>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</p>					
<b>Improvement Area</b>	<b>Action Steps for Implementation</b>	<b>Implementation Timeline</b>	<b>Estimated Cost, Funding Source &amp; Resources</b>	<b>Person/Group Responsible</b>	<b>Evaluation of Implementation and Impact on Student Learning</b>
					<b>Artifacts/Evidence</b>
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"> <li>● Lesson Plans</li> <li>● Rubrics/Exemplars</li> <li>● Meeting Agenda</li> <li>● Student work samples</li> </ul>
	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"> <li>● Constructed Response</li> <li>● Extended Narrative</li> <li>● Extended Essay Informational</li> <li>● Extended Essay Opinion</li> </ul>	August		Vertical Teams	<ul style="list-style-type: none"> <li>● Rubrics</li> <li>● Student Artifacts</li> </ul>

	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"> <li>● Rubrics</li> <li>● Lesson Plans</li> <li>● Student work samples</li> </ul>
	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"> <li>● Write Score Results</li> <li>● Writing Samples</li> <li>● Lesson Plans</li> </ul>
	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"> <li>● Data from writing walkthrough</li> </ul>
	Provide professional learning on engagement and instructional strategies once a month during PLC.	August-May		ILT Teachers Admin	<ul style="list-style-type: none"> <li>● Professional learning agendas</li> <li>● Artifacts from professional learning</li> <li>● Lesson plans</li> <li>● ELEOT Observations/Data</li> </ul>

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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					
<b>Improvement Area</b>	<b>Action Steps for Implementation</b>	<b>Implementation Timeline</b>	<b>Estimated Cost, Funding Source &amp; Resources</b>	<b>Person/Group Responsible</b>	<b>Evaluation of Implementation and Impact on Student Learning</b>
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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"> <li>● Saxon Phonics Lesson Plans, classroom observation, work samples</li> </ul>

	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"> <li>• Magnetic Reading for Grades 1-2, classroom observation, work samples</li> </ul>
	Identify grade-level specific components of guided reading.	August - September		Admin ILT K-5 Teachers	<ul style="list-style-type: none"> <li>• STAR Reading</li> </ul>
	Consistently implement components of guided reading in grades K-5.	August - May		Admin ILT K-5 Teachers	<ul style="list-style-type: none"> <li>• STAR Reading</li> <li>• Walkthrough Data</li> </ul>
	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"> <li>• Lesson Plans</li> <li>• STAR Reading</li> <li>• Text Identified in Lesson Plans</li> </ul>

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<b>Performance Objective: Increase Academic Achievement</b>					
<b>Measurable Outcomes: (SMART Goals)</b>					
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					
<b>Improvement Area</b>	<b>Action Steps for Implementation</b>	<b>Implementation Timeline</b>	<b>Person/Group Responsible</b>	<b>Evaluation of Implementation and Impact on Student Learning</b>	
				<b>Artifacts/Evidence</b>	

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"> <li>Lesson plans</li> <li>Xtramath reports/data</li> <li>Grade level assessments</li> </ul>	
	Implement Number Talks in grades K-5 with consistency	August-May	K-5 teachers ILT	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Classroom observations</li> </ul>	
	Utilize state units as a framework for math instruction	August-May	Admin K-5 teachers ILT	<ul style="list-style-type: none"> <li>Lesson plans</li> <li>Classroom observations</li> </ul>	
	Meet routinely in vertical teams to analyze data	August-May	Admin Vertical teams	<ul style="list-style-type: none"> <li>Meeting notes/agenda</li> </ul>	
	Implement basic math computation/number sense in exploratory areas	August-May	Exploratory teachers	<ul style="list-style-type: none"> <li>"Math Bee"</li> <li>Overall math award (schoolwide)</li> </ul>	
	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"> <li>Professional learning agendas</li> <li>Artifacts from professional learning</li> <li>Lesson plans</li> <li>ELEOT Observations/Data</li> </ul>

<b>Strategic Plan Theme: Teaching and Learning</b>					
<b>Performance Objective: Increase Academic Achievement</b>					
<b>Measurable Outcomes: (SMART Goals)</b>					
61% of the 5th grade students will score at the proficient and/or distinguished levels on the GMAS in the area of Science					
<b>Improvement Area</b>	<b>Action Steps for Implementation</b>	<b>Implementation Timeline</b>	<b>Estimated Cost, Funding Source &amp; Resources</b>	<b>Person/Group Responsible</b>	<b>Evaluation of Implementation and Impact on Student Learning</b>
					<b>Artifacts/Evidence</b>
Science	Develop and implement daily spiral review	August-May		ILT Teacher	<ul style="list-style-type: none"> <li>Spiral Review</li> <li>Lesson plans</li> </ul>

	Use Illuminate to develop formative assessments	August-May	Illuminate	Teacher ILT	<ul style="list-style-type: none"> <li>Assessments</li> </ul>
					<ul style="list-style-type: none"> <li></li> </ul>
					<ul style="list-style-type: none"> <li></li> </ul>
					<ul style="list-style-type: none"> <li></li> </ul>

<b>Strategic Plan Theme: Teaching and Learning</b>					
<b>Performance Objective: Provide Streamlined access to instructional resources and information for students, teachers, parents, and guardians.</b>					
<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 &amp; Resources</i>	<i>Person/Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>
					<i>Artifacts/Evidence</i>
					<ul style="list-style-type: none"> <li></li> </ul>
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<b>Strategic Plan Theme: Teaching and Learning</b>					
<b>Performance Objective: Implement a balanced comprehensive assessment system</b>					
<i>Measurable Outcomes: (SMART Goals)</i>					
<i>Improvement Area</i>	<i>Action Steps for Implementation</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding</i>	<i>Person/Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>

			<i>Source &amp; Resources</i>		<i>Artifacts/Evidence</i>
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**Strategic Plan Theme: Stakeholder Engagement**

**Performance Objective: Improve effective communication with all stakeholders**

*Measurable Outcomes: (SMART Goals)*

<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>
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<b>Strategic Plan Theme: Stakeholder Engagement</b>					
<b>Performance Objective: Actively engage with early learning, higher education, and business partners</b>					
<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 &amp; 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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<b>Strategic Plan Theme: Stakeholder Engagement</b>					
<b>Performance Objective: Actively engage parents and caregivers, inclusive of all diverse groups</b>					
<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 &amp; 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: Culture and Climate**

**Performance Objective: Create a welcoming ethos that values, engages, attracts, and retains all stakeholders**

*Measurable Outcomes: (SMART Goals)*

<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>
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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.**

*Measurable Outcomes: (SMART Goals)*

<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>
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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**

*Measurable Outcomes: (SMART Goals)*

<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>
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**Strategic Plan Theme: Resources**

**Performance Objective: Recruit and retain high performing faculty and staff**

*Measurable Outcomes: (SMART Goals)*

<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>

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<b>Strategic Plan Theme: Resources</b>					
<b>Performance Objective: Maximize all operational resources to support teaching and learning</b>					
<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 &amp; 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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<b>Strategic Plan Theme: Resources</b>					
<b>Performance Objective: Build capacity for data driven decision making among all stakeholders</b>					
<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 &amp; 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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