

Frederick Douglass HS (Douglass Cluster)

District Mission & Vision

With a caring culture of trust and collaboration, every student will graduate ready for college and career.

A high-performing school district where students love to learn, educators inspire, families engage and the community trusts the system

Cluster Mission & Vision

The Douglass Cluster will inspire scholars to love learning and will provide every student with the academic foundation that assures they are college and career ready

Signature Program: S.T.E.M.

School Mission & Vision

With FDHS's caring culture of trust and collaboration, every student will graduate ready for college and career

FDHS will be a high-performing school where students love to learn, educators inspire, families engage and the community trusts the school

School Priorities

1. Increase the test average in each of the EOC/GMAS tested subject areas by 10 or more points
2. Increase the Graduation rate to 75%
3. Improve community engagement by attaining GA PTA Model PTA status
4. Increase academic outcomes
5. Chart student success throughout the Semester



Academic Program

6. Lower student-teacher ratio in core-area courses
7. Recruit and Retain highly qualified instructional and leadership staff.



Talent Management

8. Build systems and resources to support S.T.E.M. implementation
9. Improve Teaching and Learning
10. Increase student literacy
11. Continue increased learning time opportunities that offer customized instruction/data management.



Systems & Resources

12. Foster a positive environment in which students take ownership of their behavior and academic outcome



Culture

School Strategies

- 1A. Develop and implement pre- and post- formative assessments
- 1B. Implement weekly professional learning courses that focus on teaching strategies
- 2A. Implement grade recovery opportunities for students
- 2B. Institute student-record clean up
3. Appoint Parent/Community Liaison to ensure that each level is accomplished to attain GA Model PTA
4. Implement APS 8 Instructional Practices
5. Implement District wide Benchmark Assessment system.

- 6A. Filling all local level appointed teaching vacancies
- 6B. Utilizing various federal and state funding sources to hire additional teachers
- 7A. Implement a school wide Teacher/Leadership Mentoring Program for new staff to Douglass High School.
- 7B. Begin teacher and leadership recruiting process in January of the fiscal year.

- 8A. Develop a STEM Team of teachers and allow them to attend national STEM conferences and professional development opportunities
- 8B. Require an All-Staff STEM overview and training
- 9A. Implement and improve instructional technology
- 9B. Continue instructional Intervention and Tutorial programs
- 9C. Provide opportunities for teachers to attend conferences for professional development.
10. Extend and enhance literacy programs school-wide.
11. Provide students opportunities to improve specific literacy skills in identified areas of weakness.

- 12A. A strict dress code is enforced [to minimize visual distractions]
- 12B. Students are held accountable for following the APS Student Code of Conduct
- 12C. Implement Social Emotional Learning (SEL) for every student
- 12D. Strategic use of Restorative Justice practices
- 12E. Increase effective communication

Key Performance Measures

1. Higher CCRPI
2. Increased Graduation rate
3. Lower school-wide disturbances
4. Higher PTA participation
5. More students enter college directly after graduation
6. Decreased student suspension and absences.

Budget

Academic Program

1101-	889,783
1200-	2,934,218
1204-	15,903
2400-	424,366
Total-	\$4,264,270

Talent Management

1215-	511,861
1237-	59,717
1301-	1,059,505
1303-	85,310
2405-	426,551
Total-	\$2,142,944

Systems & Resources

1261-	42,655
1264-	469,206
1505-	96,209
1695-	35,000
1696-	157,310
1697-	95,000
Total-	\$895,380

Culture

1277-	170,620
1309-	57,403
1310-	47,617
1509-	26,453
1510-	314,105
6521-	152,428
Total-	\$ 768,626

\$ 8,071,223