



Douglass High School

Mission

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

Vision

Performance Measures		
Measure	Status	Narrative
Higher CCRPI	Green	The CCRPI score has increased for the 2016-2017 SY and is expected to increase in the 2017-2018 SY.
Increased Graduation rate	Green	The graduation rate has increased for the last three years and is expected to increase for the 2017-2018 SY.
Lower school-wide disturbances	Red	FDHS is developing a plan to reduce the number of school-wide disturbances.
Higher PTA participation	Yellow	FDHS is developing a plan to increase the number of parent participation through our Family Engagement initiative..
More students enter college directly after graduation	Green	College admissions has increased
Decreased student suspension and absences.	Yellow	Suspensions has decreased this school year; Strategies are in place to decrease absences

Priority	Priority Status	Strategy	Strategy Status	Narrative
Increase the test average in each of the EOC/GMAS tested subject areas by 3 or more points		1A. Develop and implement pre- and post- formative assessments	Green	Pre- and post formative and summative assessments will be used to identify and close learning gaps.
		1B. Implement weekly professional learning and collaborative planning that focus on teaching and learning strategies	Yellow	Weekly professional learning and collaborative planning sessions are implemented to ensure a viable curriculum, with proven and research-based instructional practices, that will ultimately lead to effective common and formative assessments.
Increase the Graduation rate to 73%		2A. Implement grade recovery opportunities for students	Red	In a continued effort to support student achievement and increase the graduation rate, the credit recovery program was implemented to allow all students the opportunity to complete courses in which they have previously been unsuccessful and to allow continued progress toward meeting graduation requirements.
		2B. Institute student-record accuracy and updates.	Green	Multiple platforms are used to identify cohort students who are coded as dropouts by the State to determine whether students are currently enrolled in other school districts or in other states.
Improve community engagement by attaining GA PTA Model PTA status		3A. Appoint Parent/Community Liaison to ensure that each level is accomplished to attain GA Model PTA	Yellow	The PTSA will ensure that all criteria required to meet GA Model PTA status by FDHS will be met. This status was attained for the 2017-2018 SY.
Increase academic outcomes		4A. Implement APS Eight Instructional Practices	Green	FDHS is implementing the eight instructional practices to ensure that students receive high quality, standards based instructions along with assessments aligned to State standards.
Chart student success throughout the Semester		5A. Implement District wide Benchmark Assessment system and FDHS pre and post assessments.	Green	District-wide benchmarks and pre- and post assessments are implemented and embedded within the instructional tool, the units of study, and are ongoing at FDHS.
6. Lower student-teacher ratio in core-area courses		6A. Fill all local level appointed teaching vacancies	Yellow	FDHS is currently recruiting to fill the current vacancies in SWD, Math, and ELA for the 2017-2018 SY.
		6B. Utilize various federal and state funding sources to hire additional teachers	Green	Title I, SIG Sustainability, and discretionary funds were used to hire additional staff.
7. Recruit and Retain highly qualified instructional and leadership staff.		7A. Implement a school wide Teacher Mentoring Program for new staff to Douglass High School.	Red	FDHS is currently yielding to the district's mentoring program for new teachers.
		7B. Continue teacher and leadership recruiting process in January of the fiscal year.	Yellow	FDHS is continuing its recruitment strategy to recruit teachers and leadership personnel. There are currently no outstanding teaching vacancies.
8. Build systems and resources to support S.T.E.M. implementation		8A. Develop a STEAM Team of teachers and allow them to attend national STEM conferences and professional development opportunities	Yellow	STEAM teachers are taking advantage of local and State professional development opportunities including summer options.
		8B. Require an All-Staff STEM overview and training	Red	The STEM team is developing a plan to further acclimate the staff to STEM priorities. This priority is ongoing.

9. Federal Funding (Title I, and School Improvement Funding)		9A. Implement and improve instructional technology	Green	The use of all technology resources including computers, mobile devices like smartphones and tablets, digital cameras, social media platforms and networks, software applications, and the Internet takes place daily in classroom teaching and learning as well as in the management of the school.
		9B. Continue instructional Intervention and Tutorial programs	Yellow	A variety of specific, formalized interventions and frameworks to address the needs of all students as well as track students' progress is used at FDHS including RTI, SST, etc. Mandatory afterschool tutorial is implemented at FDHS on Wednesday and other days as prescribed by teachers.
		9C. Provide opportunities for teachers to attend conferences for professional development.	Yellow	All teachers are required to take advantage of local and out-of-state conferences to enhance instruction and professional development.
10. Utilize & enhance literacy programs across the curriculum & content		10. Extend and enhance literacy programs school-wide.	Yellow	FDHS was recognized as one of the leaders in the district for implementing a literacy program to increase literacy skills in classroom instruction.
11. Increase learning opportunities that offer customized instruction.		11. Provide students opportunities to improve specific literacy skills in identified areas of weakness	Yellow	FDHS was recognized as one of the leaders in the district for implementing a literacy program that encompassed the Reading Plus Program and extensive writing centers that are housed within each ELA classroom. The program is designed to meet the needs of all students, expounding across the content areas.
12. Foster a positive environment in which students take ownership of their behavior and academic outcome		12A. A strict dress code is enforced [to minimize visual distractions]	Red	The Go Team has determined that FDHS will follow the dress code as approved by the Board of Education including school colors.
		12B. Students are held accountable for following the APS Student Code of Conduct	Red	Students are held accountable to adhere to the Student Code of Conduct in accordance to APS policies and rules.
		12C. Implement Social Emotional Learning (SEL) for every student	Yellow	FDHS is currently implementing the SEL model for students through counseling and other wrap around services. Ongoing planning for a strong whole school initiative is being established to include all student services personnel.
		12D. Strategic use of Restorative Justice practices	Yellow	FDHS is developing an effective Restorative Justice Program that meet the needs of the student population.