



**Douglas County School System
NMES Improvement Plan
2022-2023**

Strategic Plan Theme: Teaching and Learning

Performance Objective: Ensure instruction is based on student performance data

Measurable Outcomes:

By the end of the 2022-2023 school year, we will;

- Increase 2021-22 ELA GMAS proficient and distinguished scores for Grades 3-5 students from 43% to 49%
(**3rd grade** will increase from **38% to 43%**; **4th grade** from **33% to 37%**; and **5th grade** from **35% to 39%**)
- Increase 2021-22 Math GMAS proficient and distinguished scores for Grades 3-5 students from 45% to 51%
(**3rd grade** will increase from **41% to 46%**; **4th grade** from **18% to 25%**; and **5th grade** from **25% to 31%**)
- have 80% of our Kindergarten students will be able to identify and manipulate individual letter sounds
- Increase Early Literacy skills proficiency for **1st grade students** from **51% to 80%** proficiency for our
- Increase STAR Reading proficiency for **1st grade** students from **77% to 85%** proficiency and Increase STAR Math proficiency from **43% to 50%** proficiency.
- Increase the 2022-2023 average percentile rank for **2nd grade students** on STAR Reading from **52 to 60** and Increase the 2022-2023 average percentile rank for **2nd grade students** on STAR MATH from **50 to 60**.
- Increase our data driven and collaborative practices in grades K-5

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"> ● Devote one PLC monthly to data analysis of recent common assessments to drive instruction, to 	August 2022-May 2023	\$0	Teachers Administrations	Common Assessment Analysis Form Minutes/Sign In sheet

	<p>discuss student data, share strategies and interventions. In addition, use a common grade level rubric across content areas to ensure continuity of practices.</p> <ul style="list-style-type: none"> • Explicitly teach the writing workshop model based on grade level. 	<p>Monthly Team meetings</p> <p>1st & 3rd Tuesdays</p> <p>Final published Writing</p>		<p>PEC teachers</p> <p>EL teacher</p>	<p>Lesson Plans</p> <p>STAR 360, illuminate, and Write Score reports</p> <p>2023 GMAS score reports</p> <p>Student writing samples</p> <p>PLC Team meeting agenda</p> <p>Lexia and SuccessMaker usage report</p> <p>Student data notebook</p> <p>Teachers will complete a template with classroom analysis and outcomes and turns in.</p>
	<ul style="list-style-type: none"> • F.L.I.G.H.T. Intervention (Implementing daily differentiated small group instruction) 	<p>August- May 2023</p> <p>August-May 2023</p> <p>Daily</p>	<p>\$5,000</p>	<p>All Kindergarten Teachers</p> <p>Admin</p> <p>Teacher Coach</p>	<p>Master Schedule</p> <p>Lesson Plan, Collaborative planning,</p> <p>Weekly assessment</p>
	<ul style="list-style-type: none"> • Implement fact fluency with fidelity • Introduce and implement Number talks. 	<p>August-March 2023</p>	<p>xtramath</p> <p>mobymax</p> <p>\$3500</p> <p>180 days of math, district resources</p>	<p>Teachers, TC, Admin</p> <p>Teachers</p>	<p>completion certificates as they assignments/units</p> <p>CBM data</p> <p>mobymax data</p> <p>homework</p> <p>weekly participation grade</p> <p>PLCs, meeting minutes, meeting agenda, handouts, calendar, meeting minutes, meeting agenda, data, schedule</p>

Strategic Plan Theme: Stakeholder Engagement

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

Measurable Outcomes:

For the 2022-2023 school year, we will;

- Increase teacher, parent, and student response on surveys by 20%
- Increase parental involvement with PTA and School Council by 20%
- Have 90% of our parents attend our Fall and Spring teacher/parent conferences.
- Form a new School Council committee

<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>
Stakeholder Engagement	● We will enhance diplomatic decision makers through PTA, School Council, and Student Council	August 2022-May 2023	\$0	PTA, Principal	PTA sign and registration List Meeting agenda
	● Increase consistent Pulse survey completion by staff, students, and parents by 50%	August 2022-May 2023	\$0	Admin, teacher, student, and parent	Pulse survey data

District Focus /Goal: Culture & Climate

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

For the 2022-2023 school, NMES will use a variety of methods and practices that will create a welcoming ethos that values, engages, attracts, and retains all stakeholders.

For the 2022-2023 decrease the behavior referrals by 10% per grade level and Decrease the number of Bus incident referrals by 30%.

<i>Improvement Area</i>	<i>Action Steps for Implementation:</i>	<i>Implementation Timeline</i>	<i>Estimated Cost, Funding Sources & Resources</i>	<i>Person / Group Responsible</i>	<i>Evaluation of Implementation and Impact on Student Learning</i>
					<i>Artifacts/ Evidence</i>
Climate & Culture	<ul style="list-style-type: none"> Implement a revised Positive Behavior Intervention and Supports (PBIS) Matrix System that provides a systematic and consistent protocol to maintain a safe and orderly school environment and assist with decreasing the amount of discipline infractions. Conduct grade level meets/conversations about implementation of behavior expectations on the bus and throughout the school. 	<p>August 2021- May 2022</p> <p>August 2022 & January 2023</p> <p>After Long breaks</p>	\$2,000	<p>Bus drivers</p> <p>Admin</p> <p>Teachers</p> <p>Students</p>	<p>Survey results</p> <p>Attendance logs</p> <p>Town Hall Meetings</p> <p>Incentives for good behavior students</p> <p>NMES Orientation packet and video</p> <p>Bus Meeting agenda</p> <p>Pictures</p>
	<ul style="list-style-type: none"> Create a welcome video and welcome packet for new students, parents, and staff. 	<p>By the end of September 2022</p> <p>August-May 2022</p>	\$200	<p>Admin</p> <p>front office staff</p> <p>WEGL News Crew</p>	

	<ul style="list-style-type: none">Plan and host Quarterly well being activities planned and hosted during faculty meeting	August-May 2022	\$500	Admin Team Local Business Social Worker DCSSGrade level team	
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