Douglass High School

Mission *Together we will develop a culture of excellence that fosters the development of each student's potential to create pathways of success in a competitive 21st Century Society.*

Vision *A high-performing environment that serves as a beacon to guide and help scholars engineer their future as innovative civically engaged citizens.*

SMART Goals

Increase the % of students scoring proficient or above on the EOC assessments for ELA, MATH, & SCIENCE by 20%.	Increase the weighted suspension rate to 70.0 or higher as measured by the GA School Climate Rating.	Increase the student attendance rate to 70% or higher as measured by CCRPI.	Increase graduation rate by three percentage points or more each year (84% or higher).

APS Strategic Priorities & Initiatives	School Strategic Priorities	School Strategies
Fostering Academic Excellence for All Data Curriculum & Instruction Signature Program	1. Improve student mastery in the content areas by implementing best practices that will ensure rigor and student engagement. 2. Increase interventions for reading & math that address individual student needs. 3. Engage students in STEAM programming with fidelity and obtain school-wide STEAM certification.	1A. Increase emphasis on improving best practices through collaboration within Professional Learning Communities (PLCs), school-wide professional development, effective coaching, and ongoing monitoring. 1B. Increase the efficacy of Specially Designed Instruction (SDI) strategies implemented in daily instruction based upon the needs and strengths of SWDs 2A. Reading & Math Specialist will provide targeted evidence-based interventions within small groups for identified students 3A. Ensure time for collaboration and development of STEAM PBLs unit, develop/revise standards-based rubrics for PBLs, and to debrief and analyze student work after the execution of PBL units.
Building a Culture of Student Support Whole Child & Intervention	4. Align systems, resources and programs to effectively address the individual needs of students.	4A. Engage wrap-around service personnel to assist students & their families with emotional, mental, and psychological support. 4B. Utilize data from universal screener to accurately address individual needs of students through specified interventions. 4C. Develop & implement comprehensive academic enrichment and programming, including tutoring (peer-to-peer, college students, district funded and community volunteers).
Equipping & Empowering Leaders & Staff Strategic Staff Support Equitable Resource Allocation	5. Increase teacher efficacy and growth- mindedness amongst all staff. 6. Increase leadership capacity and opportunities for expanding leadership skills. 7. Create an educational and professional environment that will attract and retain the highest quality faculty, staff and administrators.	5A. Provide opportunities for ongoing data meetings, and increased collaboration within established PLCs. 5B. Provide multiple opportunities for professional development focused on evidence-based instructional strategies within core & extended core areas. 5C. Provide multiple opportunities for professional development focused on STEM and project-based learning . 6A. Direct training and support for building leadership. 6B. Identify and increase teacher leader roles and differentiate development opportunities. 7A. Engage in a community aligned rebrand in order to create a welcoming professional environment 7B. Provide shared leadership by creating processes and procedures to increase teacher efficiency and collaboration. 7C. Create a safe and supportive space through the lens of a teacher/staff induction program or Mentee/Mentor program.
Creating a System of School Support Collective Action, Engagement & Empowerment	8. Develop a positive, informed, and engaged school community. 9. Create a safe, nurturing, and caring culture for all students	8A. Establish Family Engagement & Communications Committee in concert with PTSA & FDHS Alumni Association 8B. Increase parent awareness and knowledge-base as valued stakeholders through fluid communication. (ie. PTSA, newsletters, website, Remind 101, email distribution, flyers, etc.) 9A. School-wide implementation of Positive Behavior Intervention Support developed around SEL principles.