

# North Oconee High School - School Improvement Plan

Strategic Goal Area I: Teaching and Learning								
Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed	Progress
	Metrics & Measures	Targets						
I. Prepare students for college and career success	Graduation Rate: All students % graduating	2015: 92% 2016: 93% 2017: 94% 2018: 95%	College and Career Prep	1. Create a RTI/MTSS committee to review current advisement activities, progress monitoring, and data collection methods and modify as needed	Data team Administrative Team	On-going	Stakeholder involvement Data	RTI team established Spring 2017; met over summer to determined RTI identification methods; flagged students August 2017; trained teachers during pre-planning on the NOHS RTI process. Two committee members attended the RTI Summit on 8/21/17 in Madison Co. Will redeliver information to committee. RTI professional development will continue throughout 17-18 school year for teachers.
	Graduation Rate: Hispanic students % graduating	2015: 80% 2016: 82% 2017: 84% 2018: 86%		2. Increase number of students taking AP classes;	Teachers Counselors	On-going	Stakeholder involvement Data	Set goal for 2017-2018 is to administer over 1000 AP Exams
	Graduation Rate: ED students % graduating	2015: 80% 2016: 82% 2017: 84% 2018: 86%		3. Increase number of students dual enrolling	Counselors	On-going	Stakeholder involvement Data	Fall 2017: ATC - 19 GA Tech - 17 Lanier Tech - 1 UGA - 5 UNG - 43 Total: 86
	Graduation Rate: SWD (FY '13: 64.4) % graduating	2015: 66% 2016: 67% 2017: 68% 2018: 69%		4. Increase YAP enrollment	Counselors	On-going	Increased personnel to manage increase in student enrollment Increased business relationships	41 students enrolled in YAP Fall 2017; projected at 50 students in YAP Spring 2017; 13 enrolled through Young Dawgs
	Graduation Rate: % graduating with diploma and completing a pathway	2015: 88% 2016: 90% 2017: 92% 2018: 94%		5. Offer on-campus SAT prep classes through outside test prep company	Administration Teachers	On-going	Personnel, Professional learning for teachers	5 Points Test Prep in the afternoons



<b>II. Increase student achievement</b>	SAT: composite mean score	2015: 1560 2016: 1577 2017:		1. Offer on-campus SAT prep classes through outside test prep company	Administration Teachers	On-going	Personnel, professional learning for teachers, SAT prep materials	5 Points Test Prep after school
	ACT: % of ACT tested students ready for college level coursework	2015: 40% 2016: 41% 2017: 42% 2018: 43%		2. Identify at-risk students and provide support for transitioning 9th graders	Administration Teachers Counselors Freshmen Coach Team	On-going	Stakeholder involvement Data	Established Freshmen Coaching program with a committee of teachers to monitor data; Mentor teachers are selected and assigned to identified freshmen students. Mentors and 9th grade students meet 2-3 times each month for mentorship. Freshmen Seminar is a program for all 9th grade students to assist with basic high school information and the transition from middle to high school. 9th grade students meet daily with various people to discuss important high school information for 4-5 weeks in August 2017.
	AP scores: % of seniors earning 3 or higher on one or more AP exams	2015: 51% 2016: 52% 2017: 53% 2018:		3. Create a RTI/MTSS committee to review current advisement activities, progress monitoring, and data collection methods and modify as needed	Data team Administrative Team	On-going	Stakeholder involvement Data	RTI team established Spring 2017; met over summer to determine RTI identification methods; flagged students August 2017; trained teachers during pre-planning on the NOHS RTI process. Two committee members attended the RTI Summit on 8/21/17 in Madison Co. Will redeliver information to committee. RTI professional development will continue throughout 17-18 school year for teachers.
	Lexile: % students achieving CCRPI recommended level (1275) on American Literature	2015: 70% 2016: 75% 2017: 80% 2018:	Data Teams	4. Evaluate grading practices and retake practices to evaluate student mastery of the standards	Teachers Administration	on-going	Stakeholder involvement Data	Math Department
	GHSWT: % exceeding	2015: 26% 2016: 27% 2017: 28%		5. Increase attendance for students in academic need in Instructional Extension by communicating with parents and IE teachers. Provide transportation	Teachers	on-going	IE funds	Incorporating IE as an intervention for RTI process.
	Biology EOCT: % exceeding	2015: 66% 2016: 67% 2017: 68%		6. Offer Course Recovery for off-track students through Instructional Extension	Counselors, Teachers, Administrators	2015-2017	IE Funds	Mondays, Wednesdays AM Tuesdays, Thursdays PM Saturday School

				7. Representation in the Pilot program for the Learning Management System 'ITS Learning' across all content areas	Math, Science, SS, and ELA teachers (volunteer basis)	2017	ITS Learning system, on-going professional learning, feedback and IT support	17 teachers across all academic areas, foreign languages, CTAE
<b>III. Provide high quality professional learning, monitoring, and support</b>	Number of gifted endorsed teachers	OCSD: 2015: 172 2016: 182 2017: 192 NOHS: 2015: 35 2016:36 2017: 38 2018:	Job embedded professional learning	1. Provide content-specific professional learning	Teachers, Department Chairs, Administration	2015-2018	Substitutes, Professional Learning Funds	Snap and Read/Draft Builder writing differentiation tool for ELA - Fall 2017;
	Number of ESOL Endorsed Teachers	OCSD: 2015: 48 2016: 51 2017: 54 NOHS: 2015:5 2016:6 2017:7 2018:		2. Provide courses for gifted and ESOL certification	District-level personnel, teachers	On-going	Professional Learning Funds	3 teachers participating this year (Moon, Graves, and Miller) ; school funded
				3. Core teachers will participate in district action teams	Teachers, administration, RESA	2015-2018	Substitutes	2-3 teachers represented on ELA, Math, Science, and Social Studies
				4. Seek an external review of school practices and operations for feedback	Teachers, administration	2017 - 2018		CTAE Monitoring and Risk Assessment by GADOE - October 12, 2017; Scheduled Blue Ribbon Schools review for Oct 26 and 27
				5. Evaluate professional learning sessions and survey teachers for professional learning needs	Administration, PLAC teachers	On-going	Survey data	Based on the 16-17 professional learning survey data, we made adjusted to the professional learning plan for 17-18.

			7. Provide in-depth co-teacher training for both Special Education and General Education teachers and paraprofessionals.	Teachers	2016-18		completed pre-planning August 2017
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# North Oconee High School - School Improvement Plan

## Strategic Goal Area II: Stakeholder Engagement

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed	Progress
	Metrics & Measures	Targets						
I. Develop effective processes and communicate them clearly	Maintain SACS/AdvancED accreditation: yes or no	2015: Yes 2016: Yes 2017: Yes 2018: review	Maintain SACS/AdvancED accreditation	1. Review NOHS Vision and Mission statement annually.	Teachers, Administration	Vision rewritten in 2015-2016 school year. Reviewed in 2016-17.	N/A	
				2. NOHS Leadership Team review the SACS Report and Review Annually and evaluate progress toward improvement. Document the changes made to address areas of weakness.	Administration, School leadership	Ongoing	N/A	
				3. Increase staff communication with parents	Teachers	On-going	Contact logs	

				4. Continue to monitor and improve open houses, grade level curriculum nights, counseling blog, website presence, Twitter communication, automated calls	Administration, counseling, teachers	On-going	Technology resources		
				5. Investigate ways to improve Power School as a tool for parents and students	Technology, counseling, administration	On-going	Technology resources		
<b>II. Pursue meaningful business relationships</b>	Amount of monetary and in-kind donations from businesses	2015: Establish baseline 2016: TBD 2017: TBD	Promoting student success through business partnerships	1. Increase participation in YAP	Youth apprenticeship coordinator	2014-16	Personnel		

	Number of contact hours with students provided by businesses (leadership opportunities, internships, service opportunities, job shadowing, career speakers)	2015: Establish baseline 2016: TBD 2017: TBD 2018: TBD		2. Utilize business personnel as guest speakers	Teachers		N/A		
				3. Host a business breakfast or open house	FBLA	2015-2016	Funds		
<b>III. Pursue meaningful higher education relationships</b>	Number of students in dual enrollment	2015: Establish baseline 2016: TBD 2017: TBD	Promoting student success through higher education partnerships	1. Strengthen relationship with UNG on-campus	District-level personnel, Administration, UNG		Stakeholder engagement, Data		
	Number of higher ed instructors and researchers providing contact hours in schools	2015: Establish baseline 2016: TBD 2017: TBD		2. Increase participation in Young Dawgs	Counselors, YAP coordinator, Young Dawgs coordinator		Stakeholder engagement, Data		
	Number of students participating in research and/or learning at higher ed institutions	2015: Establish baseline 2016: TBD 2017: TBD		3. Increase participation in Georgia Tech distance learning	Counselors, students	2014-16	Stakeholder engagement, Data	17 students participating 17-18; disussing possibility of GA Tech Organic Chemistry Spring 17-18	



				4. Increase guest speakers from Athens Tech in CTAE classrooms	Teachers, Athens Tech	2014-16	Stakeholder engagement, Data		
				5. Invite more local colleges and universities to NOHS events	Counselors, local representatives	2014-16	Stakeholder engagement, Data	Titan Time, weekly	
				6. Investigate ways to increase Athens Tech opportunities for our students	Counselors, Athens Tech representative, administrators , district personnel	2015-2016			

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## Strategic Goal Area III: Human Resources

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed		
	Metrics & Measures	Targets							
<b>I. Acquire excellent people for all positions</b>	All teachers and paraprofessionals are highly qualified as required and defined by law	2015: 100%	Hiring and maintaining highly qualified teachers and paraprofessionals	1. Maintain 100% highly qualified teachers and paraprofessionals as required and defined by law	Administration	On-going	Professional Standards Commission database		
		2016: 100%							
				2. Encourage certified personnel to participate in co-curricular activities	All certified personnel	On-going	Co-curricular funding		
<b>II. Identify and retain high-performing faculty and staff</b>	All employees evaluated under Teacher Keys or Leader Keys are provided an orientation by their principals: yes or no	2015: Yes 2016: Yes 2017: Yes	Teacher Effectiveness Evaluation System implementation	1. Continue school level training and support for Teacher Keys including orientation, pre-conference, and professional development.	Administration, Teachers	On-going	Teacher Keys, Leader Keys		



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## Strategic Goal Area IV: Operations and Student Services

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed
	Metrics & Measures	Targets					
<b>I. Ensure effective and efficient operational processes</b>	Energy consumption per square foot: reduce by 5% annually: yes or no	2015: Yes 2016: Yes 2017: Yes	Operations and student services will examine all operational processes to ensure effectiveness and efficiency for OCS students	1. Keep all exterior doors closed and lights off when rooms are not in use	All personnel	On-going	
				2. Check thermostats daily to maintain constant temperatures in classrooms			
<b>II. Ensure Safe and Healthy Environments for Students and Staff</b>	100% of schools earn 95 or better on Health Inspection Report: yes or no	2015: Yes 2016: Yes 2017: Yes	Operations and student services will examine all operational processes to ensure safe and healthy environments for NOHS students	1. School nutrition staff will continue to work toward improvement based on inspection criteria.	School food and nutrition staff and administration	Ongoing	None

	100% of schools earn 90% or better on monthly school level custodial evaluations: yes or no	2015: Yes 2016: Yes 2017: Yes		2. Head custodian and custodial staff will conduct meetings and inspections to identify areas of excellence and areas of focus for the week.	Custodial staff and administration	Ongoing	None		
	100% of all schools will participate in emergency drills: yes or no	2015: Yes 2016: Yes 2017: Yes		3. Conduct bi-annual emergency drills at all schools, collaborate with local agencies and/or Georgia Emergency Management Agency (GEMA)	Administration and faculty	Ongoing	None		
				4. Conduct monthly fire drill at all schools	Administration and faculty	Ongoing	None		
				5. Conduct severe weather drills at all schools	Administration and faculty	Ongoing	None		
				6. Conduct transportation safety drills, emergency evacuation and preparedness at least once a year	Administration and faculty	Ongoing	None		

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## Strategic Goal Area V: Business Services

Performance Objectives	Performance Measures		Initiative	Action Steps	Person Responsible	Start Date & End Date	Resources Needed
	Metrics & Measures	Targets					
<b>I. Ensure effective and efficient financial practices</b>	Timely and unqualified audits	2015: Establish baseline 2016: TBD 2017: TBD	Ensure effective and efficient financial processes through professional development for all Business Services staff and local school bookkeepers	1. NOHS Bookkeeper will participate in professional development opportunities and implement recommended procedures for school level budgeting.	Principal and Bookkeeper	Ongoing	District Professional Development
<b>II. Develop a collaborative district budgeting process</b>	Principals and department managers have a clear understanding of the budget and staffing formulas: yes or no	2015: Yes 2016: Yes 2017: Yes	Development of the OCS annual budget by division, department and program to insure input from all responsible staff members, and to ensure district budget adheres to OCS Strategic Plan	1. Provide necessary information and input on budget as identified by the OCS Strategic Plan and NOHS School Improvement Plan	Leadership Team	On-going	MUNIS, Professional Learning