



**Douglas County School System**  
**Chapel Hill High School Improvement Plan (FINAL)**  
**2023-2024**

Strategic Plan Theme—District Focus/Goal: Teaching and Learning						
Performance Objective: Ensure instruction is based on student performance data.						
<b>Measurable Outcomes: (SMART Goals)</b> School Improvement SMART Goal(s): <ul style="list-style-type: none"><li>● Increase percentage of students scoring at Proficient and Distinguished on the American Literature EOC from <b>45.70% to 48.96%</b></li><li>● Increase percentage of students scoring at Proficient and Distinguished on the Algebra EOC from <b>18.90 to 35.50%</b></li><li>● Increase percentage of students scoring at Proficient and Distinguished on the Biology EOC from <b>27.70% to 41.21%</b></li><li>● Increase percentage of students scoring at Proficient and Distinguished on the US History EOC from <b>36.90 to 51.58%</b></li></ul> <i>*Goals are based on the higher of 2023 Growth Target or 2023 Preliminary Data</i>						
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
<b>READING</b> Increase reading engagement across all content areas	Implement research-based course content reading strategies in all content areas	Weekly, 08/2023-05/2024	Budgeted funds, Course content reading passages, course content vocabulary, Media Center resources, PL with Media Specialists, AVID reading strategies	All instructional and support staff.	Lesson Plans, PLC Mastery Documentation, Classroom observation notes, Media Center Professional Learning documentation and usage reports	<ul style="list-style-type: none"><li>● Increased percentage of students scoring Proficient and Distinguished in all EOC content areas</li><li>● Increased percentage of students scoring within or above Lexile target on American Lit EOC</li></ul>

	Facilitate professional learning on research-based, high-impact instructional strategies.	Monthly professional learning (July 2023-May 2024)	District and School-based professional learning	Selected district and school-based teacher leaders and administrators	Prof Learning sign-in sheets, PL presentation documentation, Prof Learning reflections, lesson plans, classroom observation notes	<ul style="list-style-type: none"> <li>Increased percentage of students scoring Proficient and Distinguished in all EOC content areas</li> <li>Increased percentage of students scoring within or above Lexile target on American Lit EOC</li> </ul>
<b>MATH</b> Increase Algebra performance on common assessments	Utilize checkpoint data from DESMOS to establish and implement ongoing interventions for Algebra.	Approx. every 3-4 weeks (at the end of each unit)	Budgeted funds, DESMOS software	All Algebra teachers, Administrators	PL Documentation from system content specialist  PL Documentation redelivered by CHHS Asst Principal/Testing Coordinator.  Lesson plans, PLC Mastery Documentation, Classroom observation notes	<ul style="list-style-type: none"> <li>Increased EOC scores in Algebra.</li> </ul>

Strategic Plan Theme—District Focus/Goal: Stakeholder Engagement						
Performance Objective: Improve effective communication with all stakeholders						
Measurable Outcomes: (SMART Goals)						
Increase parent Pulse participation from an average of 5 people per month to an average of 25 people per month.						
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
Increase Parent participation in Pulse engagement surveys	Use multiple methods to invite parents to participate in Pulse surveys	Once per month	District funds for Pulse subscription	CHHS admin and survey committee	Email communication to parents, newsletter communication that shares survey link	Overall improvement in parent participation in Pulse surveys.  Responsive actions to stakeholder feedback.

Strategic Plan Theme—District Focus/Goal: Culture and Climate						
Performance Objective: Ensure the social emotional well-being of staff and students by providing a safe environment and supportive resources						
Measurable Outcomes: (SMART Goals)						
Increase student Pulse survey participation from an average of 7% per month to an average of 30% per month.						
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
Student participation in Pulse engagement survey	Communicate Pulse surveys for freshmen, sophomores, and seniors.	Once per month	District funds for Pulse subscription	CHHS admin and survey committee	Email communication to parents and students, newsletter communication that shares survey link, morning announcements to let students know when survey windows are open	Overall improvement in student participation and communication with school.  Responsive actions to student feedback.