2022-2023 Local School Plan for Improvement (LSPI)

School:Annistown Elementary School   Principal: Gwenda Nimmo-Smith

Accountability and flexibility are hallmarks of Gwinnett County Public Schools' success. Key to that success is ensuring that each school community understands the progress being made by its schools, as well as what plans will drive improvement. Each school creates a collaborative Local School Plan for Improvement (LSPI) to increase student achievement results, with targeted goals based on the four strategic priorities within the district's Blueprint for the Future: *Empathy, Equity, Effectiveness, and Excellence.* All schools across the district will focus on goals 2A- Multi-tiered Systems of Support and 2B- Opportunity and Access. However, schools are required to select one goal from each of the other strategic priorities for the 2022-2023 school year. LSPI goals are dynamic, like our schools, and are updated to reflect changes that occur in schools. Multiple data points are used to determine areas needing improvement and to identify specific, measurable, annual objectives. Key Performance Indicators (KPIs) are the way we will measure success for each goal. Schools then determine how to use research-based strategies to achieve these goals, using flexibility as needed. The LSPI development process involves teachers, parents, students, and community members, so the entire school community has the opportunity to be involved in conversations about school improvement.

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)		
Empathy 1B: Staff and Student Wellbeing	As Annistown Elementary School becomes more multicultural and multilingual with students and staff from diverse backgrounds, it will be important to create a safe school culture focused on the	1. *Pop in with the Principal* providing opportunities for staff to have open forums focused on topics related to areas of opportunity from EES survey. 2. Continue to implement Principal Advisory Group sessions with students in grades K-5 3. P.R.I.D.E. Time providing opportunities for SEL focused instruction and activities. 4. Counselor/SEL Team will participate in district training and provide professional learning opportunities for staff. 5. Plan monthly wellness activities for staff.	**Growth Measure KPI**	**2022 KPI Baseline**	**2023 KPI Target**
			Student Wellbeing - Increase the % of students indicating positive responses on the Supportive Learning Environment questions of the Educational Effectiveness Survey	44%	50%

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	well-being of ALL students and staff.	6. Continue to celebrate staff and students through recognition activities (Student - General of the Month/Staff - 5 Star General of the Month). 7. Build parent capacity on Social Emotional Learning (SEL) strategies to use at home. 8. Implement school counseling and attendance programs: Never Been Absent (NBA) Club and Never Found Late (NFL) .	**Staff Support** - Increase % of positive responses on all Staff Educational Effectiveness Characteristics	77%	85%

Growth Measure KPI Chronic Absenteeism	SY 2022 KPI Baseline	SY 2023 KPI Target
Decrease the % of students with Chronic absenteeism	18%	17%

LSPI 90-Day Update	Data Update on Available Measures
● PRIDE time implemented daily to support students with SEL strategies ● Attendance programs were implemented to support an increase in student attendance ● Provided parent learning on SEL strategis to use at home ● Celebrated staff and students through recognition activities (Student - General of the Month/Staff - 5 Star General of the Month) ● Utilized EES student screener data to developed calendar of lessons to use during PRIDE time ● Established student groups to support student wellbeing and ideas for school improvement (Peer Leaders, Student Council) ● Provided professional learning opportunities for teachers to learn SEL strategies and calendar implementation ● Provided teachers and staff with monthly wellbeing activities	● EES Surveys are currently being administered with data being available in March 2023 ● % of students with Chronic absenteeism

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Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
	● Provided behavior management strategies through weekly staff newsletter ● Provided staff with behavior trends monthly ● Participate in the Kingmakers of Oakland and WES Cohort to support appropriate Tier I behavior interventions		
Equity 2A: Multi-tiered system of supports	Annistown Elementary will Implement a comprehensive multi-tiered system of supports (MTSS) to address academic and non-academic student needs. Through MTSS, we will implement processes and procedures to monitor the effectiveness of teaching practice in order to develop plans to meet the needs of students resulting in a decrease in the number of students performing at the lowest performance level.	1. Provide Opportunities for intervention and enrichment through Generals Target Time (30 minute CQI block). 2. Provide Extended Learning Opportunities to provide students academic and non academic learning opportunities. 3. Utilize IFT meetings for frequent data reviews 4. The MTSS team will use data from iReady/DIBELS/SEL screener to create action steps and provide specific interventions for tier II and tier III students. 5. Implement PBIS with fidelity 6. Provide professional learning opportunities focused on support specific for student groups in need. 7. Continue to build teacher capacity and leadership during IFT meetings. 8. Pilot EL Education curriculum which engages students in reading, thinking, speaking, and writing about engaging grade level texts on meaningful/culturally responsive topics. 9. Encourage teachers to participate in district professional development. 10. Provide resources and materials for intervention and small groups.	

Growth Measure KPI PBIS Implementation	2022 KPI Baseline	2023 KPI Target
PBIS school status – prior year and current year	Operational	Operational

Growth Measure KPI	2022 KPI Baseline	2023 KPI Target
Decrease the % Reading Below Grade Level on Milestones, historically underserved groups	50.4%	42%
Decrease the % of all Milestones tests in which students scored at Beginning level	35.3%	30%

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Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
LSPI 90-Day Update Goal 2-A			Goal 2-A Data Update on Available Measures
- Provided core MTSS team with training to support identification of student need and make informed decisions regarding appropriate interventions - Provided professional learning on EL Education program for reading to ensure implementation with fidelity across grade levels. - EIP teachers were provided professional learning opportunities to learn effective implementation techniques for interventions (Fundations, Read 180, LLI, - Continue to implement Just Words, Fundations, Wilson, and SPIRE with appropriate student groups for interventions - Daily implementation of Target Time where students and teachers engage in small group instruction and activities based on data. - Revised local school MTSS implementation plan in alignment with the blueprint. Grade levels meet bi-weekly			PBIS and GMAS data are currently not available and will be updated when data is available in summer 2023
Effectiveness 3A: Results-Based Evaluation System	Annistown Elementary staff will use the Results-Based Evaluation System (RBES) to define inputs, behaviors, and outcomes of our	1. Commit to analyzing and celebrating student academic growth. 2. Provide opportunities for Learning Walks and Peer Coaching. 3. Build parent capacity by providing information and communication about ELA and Math curriculum each semester and encourage families to utilize the family engagement center for resources and materials that will support learning at home.	(see table below)

Growth Measure KPI	SY 2022 KPI Baseline	SY 2023 KPI Target
Kindergarten - KREP score above 70% - DIBELS Screener	33% N/A	43%

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	students to determine successes of academic press and supportive community implementations.	4. Innovative Technology Instructional Specialist will collaborate with staff to explore and share ideas around the use of innovative technology to enhance instruction. 5. Continue to link Results-Based Evaluation System with the Local School Plan for Improvement 6. Weekly walk-throughs by Building Leadership Team 7. Continue to implement Instructional Focus Team meetings utilizing the best practices of professional learning communities to deepen their understanding of the AKS for literacy and math, share best instructional practices for implementation of EL Literacy Program, small group instruction, and analyze student assessment data and work samples to inform instruction. 8. Provide professional learning opportunities focused on support for ELL students and NEPs.	● Reading iReady On or Above Grade Results ● MA iReady Screener Results	N/A	
			1st Grade ● Reading iReady On or Above Grade Results ● MA iReady Screener Results	16% 6%	75% 70%
			2nd Grade ● Reading iReady On or Above Grade Results ● MA iReady Screener Results	35% 12%	67% 67%
			3rd Grade ● LA GMAS Dev & Above Percentage ● Reading iReady On or Above Grade Results ● MA GMAS Dev & Above Percentage ● MA iReady Screener Results	66% 50% 80% 10%	70% 66% 81% 60%
			4th Grade ● LA GMAS Dev & Above Percentage ● Reading iReady On or Above Grade Results ● MA GMAS Dev & Above Percentage ● MA iReady Screener Results	66% 34% 80% 20%	75% 70% 85% 68%
			5th Grade		

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			• LA GMAS Dev & Above Percentage • Reading iReady On or Above Grade Results • MA GMAS Dev & Above Percentage • MA iReady Screener Results	63% 27% 67% 21%	75% 64% 75% 59%

LSPI 90-Day Update	Data Update on Available Measures
• Ongoing analysis of data and identifying next steps. • Continue Learning Walks and Peer Coaching. • Continue parent engagement workshops focused on literacy and math. • Innovative Technology Instructional Specialist will continue to collaborate with staff to explore and share ideas around the use of innovative technology to enhance instruction. • Continue to link Results-Based Evaluation System with the Local School Plan for Improvement • Continue weekly walk-throughs by Building Leadership Team • Continue to implement Instructional Focus Team meetings utilizing the best practices of professional learning communities to deepen their understanding of the AKS for literacy and math, share best instructional practices for implementation of EL Literacy Program, small group instruction, and analyze student assessment data and work samples to inform instruction. • Continue professional learning opportunities focused on support for ELL students and NEPs.	Data will be analyzed and shared when available.

Excellence 4C: World-class communicati	As our community has become more diverse, we must communicate in a way that reaches all	1. Create mobile technology stations to encourage parent access and completion of parent surveys, F/R lunch forms, and mypaymentsplus. 2. Track parent participation on mypaymentsplus and Parent Portal	Growth Measure KPI	2022 KPI Baseline	2023 KPI Target

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Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)		
on and engagement	parents. Enhancing our communication to meet the needs of our diverse student population will help families stay informed of school information as well as student progress. Annistown Elementary will Improve two-way communication, engagement, and outreach to reach the target audiences of families, students, teachers and the community.	3. Call and assist families with connecting to mypaymentsplus and Parent Portal via phone calls and assisting the parent at the school. 4. Contact families that have not signed up for Fall and Spring parent conferences to invite them in for conferences. 5. Teachers will create a communication system where they contact families regularly and share positive behavior and academic news. 　　- Class DOJO and/or email communication 　　- Use of SIS for parent communication log 6. Monthly parent newsletter able to be translated in multiple language - Generals eNews 7. Provide communication in English and Spanish 8. Ensure teachers have access to the language bank 9. Use translation equipment for parent workshops and events 10. Weekly newsletter for staff - Monday Memo 11. Organize School Leadership Committee to increase teacher leadership and teacher led initiatives 12. Encourage more social media participation	Increase the Number of Responses in the Family Educational Effectiveness Survey Results	63 Participants 11%	150 Participants 21%
			Increase the % of positive Responses in the Student Educational Effectiveness Survey Belonging & Engagement Characteristic	51%	65%
			Increase % of positive Responses in the Staff Educational Effectiveness Survey	71%	85%
			Increase % of positive responses on all characteristics of the Educational Effectiveness Educational Survey Results	77%	85%
			Social Media Analytics ● % increase and/or # of followers, hits, impressions, views, etc.	Followers **Facebook** - 112/15% **Instagram** - 207/29% **Twitter** - 113/16%	Followers **Facebook** - 250/35% **Instagram** - 250/35% **Twitter** - 250/35%

LSPI 90-Day Update	Data Update on Available Measures
● Created mobile technology stations to encourage parent access and completion of parent surveys, F/R lunch forms, and mypaymentsplus.	2023 Parent Educational Effectiveness Survey (EES) will be administered February 28, 2023 through March 10, 2023

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		- Continue to assist families with connecting to mypaymentsplus and Parent Portal - Contacted families that have not signed up for Fall and Spring parent conferences to invite them in for conferences. - Teachers created a communication system where they contact families regularly and share positive behavior and academic news. - Class DOJO and/or email communication - Use of SIS for parent communication log - Continue monthly parent newsletter able to be translated in multiple language - Generals eNews - Communication provided in English and Spanish - Teachers have received training and have access to the language bank - Continue weekly newsletter for staff - Monday Memo - School Leadership Committee formed to increase teacher leadership and teacher led initiatives - Encourage more social media participation	