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)						

Goal 1.B – Staff and student wellbeing	Bay Creek Middle will promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.
	
	Students who feel connected to school are more likely to have better academic achievement, attendance, and persistence and less likely to engage in risky behaviors.
		● 100% of students will be part of fine arts, extracurriculars or a club.
		● We will implement GCPS SEL lessons, both at the beginning and throughout the year.
		● Our ISS teacher will use Navigate 360 in ISS.
		● We will have themed celebrations for staff.
			Percent of students responding positively to the following student wellbeing EES Student Survey items (weighted average):
			
			1. I enjoy coming to this school
			   a. Baseline disaggregated –Asian/Pacific Islander: 63%; Black: 39%; Hispanic: 32%; Multiracial: 27%; White: 40%.
			   b. Goal disaggregated –						

			Ethnicity	**SY 2022**	**SY 2023**	**SY 2024**	**SY 2025**	**SY 2026**	**SY 2027**
			Asian/Pacific Islander	63%	64%	66%	70%	75%	81%

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)					

	Black	39%	40%	42%	46%	51%	57%
	Hispanic	32%	33%	35%	39%	44%	50%
	Two or more	27%	28%	30%	34%	39%	45%
	White	40%	41%	43%	47%	52%	56%

2. In school, there is at least one adult that knows and cares about me.
   a. Baseline disaggregated –Asian/Pacific Islander: 64%; Black: 77%; Hispanic: 73%; Multiracial: 82%; White: 92%.
   b. Goal disaggregated –

Ethnicity	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Asian/Pacific Islander	64%	65%	67%	71%	76%	82%
Black	77%	78%	80%	84%	89%	95%
Hispanic	73%	74%	76%	80%	85%	91%

2022-2023 Local School Plan for Improvement (LSPI)

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)					

			Two or more	82%	83%	85%	89%	94%	95%
			White	92%	93%	95%	95%	95%	95%

Percent of staff responding to the EES Staff Survey exceeding 80%.

90-Day Update:	Available Data:
- By moving most clubs into the normal school day, we have been able to get every student plugged in to one club they have chosen. This has helped to connect them to the school. - While not written as part of the original plan, we have been pleasantly surprised at how the school's "Away for the Day" initiative has helped to boost SEL across the building.	- Survey Data: not currently available - Club Participation: 100% of students take part in a club.
Equity Goal 2.A – Multi-tiered system of supports Bay Creek MIddle will implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address academic and non-academic student needs and remove barriers to success. - Hiring an MTSS Specialist to lead a revamped MTSS team. - Weekly team talks and monthly Kid Talks. - Commitment to implementing iReady and EES SEL screeners.	- Percent of 6-8 students who are universally screened in Math and ELA. - Baseline: 0% - Goal: 95% - Percent of students who are universally screened for wellbeing. - Baseline: 0% - Goal: 95% - At least a 3.0 in each category in the AIR MTSS Fidelity of Implementation Rubric

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)					

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Rubric Avg	0.0	3.0	3.5	4.0	4.5	5.0

- Reducing the % of all Milestones tests in which students scored at Beginning level, lowest performance level

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
% Beg	14%	13%	12%	11%	10%	9%

90-Day Update:

Available Data:

- For this year, this goal is more about process than product. We have been holding weekly team meetings for years, but we have worked hard this year to strongly connect these to the MTSS process. We have a clear possess that we are following using the universal screener, kid talks, data collection, and scheduled reassessment. We are still working at becoming more adept at using all of the different Tier 2 and Tier 3 interventions, but that will come with time.
- For GMAS % Beginning, we have been working hard to provide quality instruction in every class, every day.

- 99% of students were screened using iReady.
- Beginning % on Milestones Benchmark:
  - MA - 14%
  - LA - 12%
  - SC - 12%
  - SS - 9%

2022-2023 Local School Plan for Improvement (LSPI)

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
Equity Goal 2.B – Opportunity and access	Bay Creek Middle will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum, advanced coursework and enrichment activities.	● PBIS ● Casting a wide net with all available data sources for gifted qualification. ● Increased use of portfolios for alternative qualification for gifted services. ● Expanded behavioral MTSS	(see below)

● Reduction in Gifted & Talented Representation disproportionality (using the disproportionality index with any number below 0.8 being disproportional).

Disaggregated Index: Asian/Pacific Islander: 1.17; Black: 0.83; Hispanic: 0.60; Two or more: 1.67; White: 1.83; Male: 0.98; Female: 1.01; ED: 0.92.

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
Groups Underrepresented	1	1	1	0	0	0

● Reduction in Discipline Disproportionality in number of students going to ISS and OSS.

Disaggregated Index: Asian/Pacific Islander: 0.35; Black: 1.09; Hispanic: 1.20; Two or more: 0.84; White: 0.66; Male: 1.35; Female: 0.63; SWD: 2.13; ED: 1.00; EL: 1.00.

	FY 2022	FY 2023	FY 2024	FY 2025	FY 2026	FY 2027
# Groups	3	2	2	1	1	0

2022-2023 Local School Plan for Improvement (LSPI)

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)					
			over-represented in ISS and OSS					

90-Day Update:	Available Data:
- Gifted disproportionality - Using the universal screener, we have continued our practice of casting a wide net for gifted eligibility. We are still underrepresented in our Hispanic and F/R L student populations, however. - Discipline disproportionality - While we are still at three groups have disproportionally high number of referrals in the areas of Hispanic students, EL students, and students receiving special education services, the small number of students that we have in each of these areas means we are only 1 student from reaching our goal with our Hispanic and EL students, and only 3 students away with student receiving Sp.Ed. services. I feel confident that we can reach our goal of having no more than 2 groups above 1.2 on the disproportionality index by the end of the year.	Gifted Dispropotionality Index (using KPI method indicating <1.2 indicating disproportionality). - Black - .88 - White - 1.77 - Hispanic - **0.62** - F/R L - **0.67** Discipline Dispropotionality Index (using KPI method indicating >1.2 indicating disproportionality). - Black - 1.13 - White - .67 - Hispanic - **1.27** - F/R L - 1.01 - Sp.Ed. - **2.27** - EL - **1.67**

2022-2023 Local School Plan for Improvement (LSPI)

School: Bay Creek Middle School   Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
Effectiveness 3A	As the county redesigns the Results-Based Evaluation System (RBES) by redefining the inputs, behaviors, and outcomes that determine the standards for student success, we will seek to make sure that we achieve at least one year of growth in one year of time for each and every student.	- Collaborative Learning Teams - Instructional Lead Teacher Coaching - Mastery Learning Cycle - Standards-Based Grading - Writing in the Content Areas - Sadlier Vocabulary Teaching - Use of Quality Plus Teaching strategies and gradual release lessons. - Peer Observation	Bay Creek Middle will achieve a CCRPI Progress score of 80 or higher. GMAS LA and MA Score will increase for each and every student.
90-Day Update:			Available Data:
We have executed each of the Action Steps listed with a high level of fidelity. Peer observation is still ramping up, but all of the other areas have been part of the BCMS culture for several years.			No data is currently available
Excellence 4A Preferred education destination	Bay Creek Middle seeks to be the first choice of students and families for excellent schools and the employer of choice for educators and staff to fulfill their careers.	- Collaborative Learning Teams - Instructional Lead Teacher Coaching - Mastery Learning Cycle - Standards-Based Grading	Increase the % of students scoring at distinguished on GMAS and reduce the % students scoring at beginning.

For the Excellence 4A row, the growth measurement cell also contains a table:

	FY	FY	FY	FY	FY	FY

2022-2023 Local School Plan for Improvement (LSPI)

School: Bay Creek Middle School　　　Principal: Jeremy Reily

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)					
		- Writing in the Content Areas - Sadlier Vocabulary Teaching - Use of Quality Plus Teaching strategies and gradual release lessons. - Peer Observation		2022	2023	2024	2025	2026	2027

Growth Factors table:

	2022	2023	2024	2025	2026	2027
% Dist	15%	16%	18%	21%	25%	30%

90-Day Update:	Available Data:
- We have executed each of the Action Steps listed with a high level of fidelity. Peer observation is still ramping up, but all of the other areas have been part of the BCMS culture for several years. - Underlying all of this work is the ability to hire great teachers, retain them, and continue to help them grow as masters in their profession. We work hard to do this through shared leadership in the school, with multiple ways for teachers to make decisions throughout the school	- Distinguished % on Milestones Benchmark: - MA - 17% - LA - 12% - SC - 24% - SS - 23%