

2022-2023 Local School Plan for Improvement (LSPI)

School: Bethesda Elementary Principal: Katrina Larmond

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	Based on our student and staff survey data, Bethesda Elementary seeks to promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	<p>Student</p> <ol style="list-style-type: none"> Students will participate in SEL lessons that focus equipping students with the skills, abilities, tools, and knowledge to build positive relationships, solve problems, make intelligent decisions, and achieve the necessary level of self-awareness. Student Principal Advisory Committee will meet once a month 	<ol style="list-style-type: none"> Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> I feel safe at this school. <ul style="list-style-type: none"> Baseline: 46% 2023 Target: 51% I enjoy coming to this school. <ul style="list-style-type: none"> Baseline: 39% 2023 Target: 45% Percent Positive Responses (% Often

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		<p>and provides a platform for communication/exchange of ideas, information, and concerns among students.</p> <ol style="list-style-type: none"> 3. Staff members will be paired with recommended students to use their experiences and knowledge and help students see the benefits of their educational experience through our Mentor/Mentee program 4. Increased counseling support that allows for more individualized counseling as well as additional small group counseling. 5. Teachers will use PBIS to promote positive behavior in students. <p><u>Staff</u></p> <ol style="list-style-type: none"> 6. Teachers will participate in monthly book study discussions and activities based on the book You Are the Team. 7. Develop a designated area (Wellness Room) where employees can take a bit of time out to tend to their own personal health needs. 8. Counselors will implement adult SEL lessons at each staff meeting to build staff's capacity to manage stress, conflict, and time 	<p>True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> ● I receive training on instruction to support social-emotional learning. <ul style="list-style-type: none"> ○ Baseline: 41% ○ 2023 Target: 47% ● There is a willingness to address conflict in this school. <ul style="list-style-type: none"> ○ Baseline: 45% ○ 2023 Target: 51% <p>3. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-FAMILY survey items:</p> <ul style="list-style-type: none"> ● Bullying/harassment is not tolerated in this school. <ul style="list-style-type: none"> ○ Baseline: 76% ○ 2023 Target: 78%
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		management. Staff will also receive training to implement SEL lessons within their classrooms.																
LSPI 90 Day Update <ul style="list-style-type: none"> Teachers have completed 1st semester Social Emotional Learning (SEL) lessons and second semester SEL lessons have been shared by the counselors. The Student Principal’s Advisory Council met multiple times during the first semester to exchange ideas to increase student perception survey data. 30 staff mentors are meeting with their student mentees and engaging in activities to establish a trusting relationship with accountability and responsibility from the mentor and mentee. All staff have completed chapters 1-3 of our You Are the Team book study Admin receives feedback to increase student and faculty wellness through PBIS, the Wellness Room, and student and faculty SEL. Students participated in PBIS events based on meeting their goals for the 1st nine weeks and 1st semester. 		Data Update on Available Measures <ul style="list-style-type: none"> Survey data available at 180 day review 																
LSPI 180 Day Update		Data Update on Available Measures																
Equity 2A: Multi-tiered system of supports	Based on our needs assessment and instructional team conversations, Bethesda Elementary seeks to implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address academic and	<ol style="list-style-type: none"> 1. Universal Screeners in LA and Math given three times per year. 2. Targeted Tier 1, 2, and 3 interventions developed by the MTSS Team based on screener data. 3. Dedicated 45-minute intervention block built into each student’s day. 4. Monthly Kid Talk/RTI meetings with admin/MTSS team member present 5. Weekly Collaborative Learning Team meetings where teachers 	<ol style="list-style-type: none"> 1. Decrease % of students scoring in the Beginning level on Milestones. <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%;">Baseline</th> <th style="width: 35%;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">36%</td> <td style="text-align: center;">30%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">16%</td> <td style="text-align: center;">8%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">22%</td> <td style="text-align: center;">14%</td> </tr> </tbody> </table>		Baseline	2023 Target	3rd LA	36%	30%	3rd MA	16%	8%	4th LA	32%	25%	4th MA	22%	14%
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	<p>non-academic student needs and remove barriers to success.</p>	<p>review content and ensure alignment</p> <ol style="list-style-type: none"> 6. Counselor Lessons/Small Groups based on Wellness Screeners. 7. Increase student engagement through classroom visuals that increase student achievement. 8. Release Days and Collaborative Planning days to complete data talks to support students on their academic levels. 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 20%;">5th LA</td> <td style="width: 20%;">29%</td> <td style="width: 20%;">22%</td> </tr> <tr> <td>5th MA</td> <td>38%</td> <td>32%</td> </tr> <tr> <td>5th Sci</td> <td>29%</td> <td>22%</td> </tr> </table>	5th LA	29%	22%	5th MA	38%	32%	5th Sci	29%	22%	
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<p>LSPI 90 Day Update</p> <ul style="list-style-type: none"> ● Mid Year Universal Screeners were implemented in January. ● Screener data was used to determine individualized interventions (Tier 1-3) for the second semester that will be implemented during our scheduled intervention block. ● The MTSS team meets monthly to discuss best practices for the implementation of interventions, CQI our processes and procedures, and stay current on county MTSS initiatives. ● Teachers meet weekly during Collaborative Planning Time and on scheduled release days to discuss curriculum and assessments to improve student achievement. ● Teachers participate in professional development to increase their capacity to implement the EL Pilot Curriculum and Instructional Conversations within their classrooms. ● Counselors pull small groups based on student needs and teacher recommendations. 			<p>Data Update on Available Measures</p> <ul style="list-style-type: none"> ● Student Milestones and Access data available at 180 day review 										
			<p>2. Increase the % of English Learner progress towards English language proficiency.</p> <ul style="list-style-type: none"> ○ Baseline: 80% ○ 2023 Target: 82% 										

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LSPI 180 Day Update			Data Update on Available Measures
<p>Equity 2B: Opportunity and access</p>	<p>Based on our needs assessment and instructional team conversations, Bethesda Elementary seeks to expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework and enrichment activities.</p>	<ol style="list-style-type: none"> 1. Play 2 Learn opportunities for families with children from birth to 5 years old 2. Additional enrichment math and literacy class for first grade students 3. Additional enrichment class for Kindergarten students. 4. Rising K Academy offered one week during the summer. 5. Professional Development for EL Education Pilot. 6. Gifted referral and identification process 7. Provide students access to relevant texts to increase student achievement. 8. Provide transportation and additional teachers for students attending student intervention and support programs. 	<ol style="list-style-type: none"> 1. Increase in % of K Readiness as measured by the KREP for students who are eligible for Free and Reduced Lunch <ul style="list-style-type: none"> ○ Baseline: 24% ○ 2023 Target: 32% 2. Gifted/Talented Representation: Increase %of students in the Gifted/Talented Program <ul style="list-style-type: none"> ○ Baseline: 7% ○ 2023 Target: 16%
<p>LSPI 90 Day Update</p> <ul style="list-style-type: none"> ● Play 2 Learn is offered every Friday (2 sessions-30 families). ● iReady and CogAT data is being used to increase the gifted identification and referral process. ● Approximately 120 students have been referred for gifted testing. ● 16 teachers have submitted requests to gain their Gifted Certification to support the increased numbers of gifted students in grades K-5. 			<p>Data Update on Available Measures</p> <ul style="list-style-type: none"> ● Student data available at 180 day review

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<ul style="list-style-type: none"> Teachers participate in local and district professional development to increase their capacity to implement the EL Pilot Curriculum. We have added a 1st grade enrichment group that meets Thursday-Friday during Patriot Time. We served 150 students in our after school tutoring program during the first semester and scheduled to serve 250 students during the second semester. Transportation for the after school program is being provided by the school and has been a main contributing factor to our increase of student participation in this program. 						
LSPI 180 Day Update			Data Update on Available Measures			
Effectiveness 3A: Results-Based Evaluation System	Bethesda Elementary will redefine the inputs, behaviors, and outcomes that determine the standards for student success as measured by the Results-Based Evaluation System (RBES) to support school improvement and student growth.	<ol style="list-style-type: none"> 1. Examine baseline data, create, and monitor a targeted goal (District Assessment, Milestones Benchmark) 2. Focused Admin/coach walkthroughs 3. Coaching cycles 4. Data talks 5. Admire and Acquire (once/semester) 6. Implementation of tiered interventions based on the Multi-Tiered System of Supports 7. Collaborative Learning Team (CLTs) to include assessment protocol, work sample protocols, data review/talks, AKS analysis, LA pilot, explicit modeling for teachers for Math/ELA strategies 	1. Baseline Data to be established SY2023			
			ELA	DA/ Milestones 1 st SEM	DA/ Milestones 2nd ^t SEM	% of students improvin g DA/ Mileston es
			1st			
			2nd			
			3rd			
			4th			
			5th			

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					4th MA	40%	46%
					5th LA	38%	44%
					5th MA	25%	33%
					5th Sci	38%	44%

<p>LSPI 90 Day Update</p> <ul style="list-style-type: none"> Admin and coaches conduct weekly walkthroughs to monitor instructional practices and provide timely feedback. Data, observations, and teacher requests are used to schedule coaching cycles. Selected teachers participated in Admire and Acquire cycles to increase their capacity with best practices. During an Admire and Acquire, teachers observe a colleague while focusing on a specific skill (ex. classroom management, time management, implementing small groups). They reflect and discuss the observation with the teacher that was observed or a coach. The teacher then takes their new learning back to their own classroom to implement. Collaborative learning teams focus on instructional practices and data to increase student achievement. Interventions (Tier 1-3) and enrichment is provided during our scheduled intervention block (Patriot Time). Data talks were conducted after the mid year district assessment and the mid year screener. Teachers analyzed the student data to determine next steps for instruction and interventions for each student. 							

Data Update on Available Measures			
1. Baseline Data to be established SY2023			
ELA	DA/ Mileston es 1 st SEM	DA/ Mileston es 2nd ^t SEM	% of students improvin g DA/ Mileston es
1st	53%		
2nd	61%		
3rd	50%		
4th	52%		
5th	55%		

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			Math	DA/ Milestones 1 st SEM	DA/ Milestones 2nd ^t SEM	% of students improving DA/ Milestones
			1st	64%		
			2nd	62%		
			3rd	51%		
			4th	58%		
			5th	50%		
LSPI 180 Day Update			Data Update on Available Measures			
Excellence 4A: Preferred education destination	Based on our needs assessment and instructional team conversations, Bethesda Elementary 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.	<ol style="list-style-type: none"> 1. Consistent communication across grade levels (phone calls, weekly newsletters, Class Dojo) 2. Build Parent Capacity through Parent workshops. 3. Increase the number of Clubs & Activities 4. Career Week activities 5. Increase parent engagement in events throughout the year. 	<ol style="list-style-type: none"> 1. Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> ● Work I do in this school is useful and interesting to me. <ul style="list-style-type: none"> ○ Baseline: 39% ○ 2023 Target: 45% ● Adults in this school help me plan and set goals for my future. <ul style="list-style-type: none"> ○ Baseline: 53% 			

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			<p style="text-align: right;">○ 2023 Target: 58%</p> <p>2. Percentage of students scoring Proficient/Distinguished on GMAS</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%;">Baseline</th> <th style="width: 20%;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">31%</td> <td style="text-align: center;">38%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">39%</td> <td style="text-align: center;">45%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">39%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">40%</td> <td style="text-align: center;">46%</td> </tr> <tr> <td>5th LA</td> <td style="text-align: center;">38%</td> <td style="text-align: center;">44%</td> </tr> <tr> <td>5th MA</td> <td style="text-align: center;">25%</td> <td style="text-align: center;">33%</td> </tr> <tr> <td>5th Sci</td> <td style="text-align: center;">38%</td> <td style="text-align: center;">44%</td> </tr> </tbody> </table> <p style="margin-top: 10px;">1. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-FAMILY survey items:</p> <ul style="list-style-type: none"> ● I believe adults in this school care about my student. <ul style="list-style-type: none"> ○ Baseline: 86% ○ 2023 Target: 87% <p>2. Percent Positive Responses (% Often</p>		Baseline	2023 Target	3rd LA	31%	38%	3rd MA	39%	45%	4th LA	32%	39%	4th MA	40%	46%	5th LA	38%	44%	5th MA	25%	33%	5th Sci	38%	44%
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			<p>True + % Almost Always True) on the following EES-FAMILY survey items:</p> <ul style="list-style-type: none"> ● This school is doing a good job of preparing my student for a successful future. <ul style="list-style-type: none"> ○ Baseline: 86% ○ 2023 Target: 87%
<p>LSPI 90 Day Update</p> <ul style="list-style-type: none"> ● 1st Semester PTA events/support <ul style="list-style-type: none"> ○ Harvest Fest ○ Thanksgiving Feast ○ Fun Run ○ Holiday Shop ● Methods of communication <ul style="list-style-type: none"> ○ Class Dojo ○ Newsletters ○ School Messenger ○ Marquee ○ Friday Folders ○ Emails ○ Phone Calls ○ Facebook ● Parent Workshops to Date <ul style="list-style-type: none"> ○ English classes are offered every Thursday ○ Play 2 Learn is offered every Friday (2 sessions) ○ January 31st- Home buying workshop part 1 ○ February 7th, 14th, 21st and 28th – UGA Nutrition/wellness workshops ○ February 8th- Home buying workshop part 2 ○ February 15th- UGA parenting workshop ○ February 22nd- 1234 Pre-k to K math workshop ● 1st Semester Clubs (* new clubs for 2022-2023) 			<p>Data Update on Available Measures</p> <ul style="list-style-type: none"> ● Milestones and Survey data available at 180 day review

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<ul style="list-style-type: none">○ All-Stars Sport Squad*○ Animation Crew*○ Chorus○ PatrioBots○ Patriot Player*○ The Book is Always Better*○ Young Lady Patriots*	
LSPI 180 Day Update	Data Update on Available Measures