

## 2022-2023 Local School Plan for Improvement (LSPI)

**School: Camp Creek Elementary School      Principal: Valerie Robinett**

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)
<b>Empathy 1A:</b> Cultural competence	Camp Creek ES strives to increase the cultural competence and proficiency of staff members to improve service delivery, strengthen programs, and enhance engagement across the full spectrum of our diverse community.	<ol style="list-style-type: none"> <li>1. Increase sense of belonging by incorporating literature representative of the community; expand beyond the media center into classroom libraries.</li> <li>2. Create a Cultural Competence Committee that will facilitate events and activities to highlight various cultures represented within our school.</li> <li>3. Provide Professional Development opportunities that approach adult learning with an EMPATHY lens.</li> </ol>	<p><b>Cultural Proficiency – Staff Survey</b> Baseline Spring 2022 = 74.5% Target Spring 2023 = 76.0%</p> <p><b>Cultural Proficiency – Student Survey</b> Baseline Spring 2022 = 66.0% Target Spring 2023 = 69.9%</p> <p><b>Cultural Proficiency – Family Survey</b> Baseline Spring 2022 = 86.0% Target Spring 2023 = 87.0%</p>

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		4. Create additional opportunities for parent and student involvement representative of various cultures – i.e. International Night.	<p><b>Sense of Belonging – Student Survey</b> Baseline Spring 2022 = 74.0% Target Spring 2023 = 75.0%</p> <p><b>Sense of Belonging – Family Survey</b> Baseline Spring 2022 = 90.3% Target Spring 2023 = 91.0%</p>
<b>LSPI 90-Day Update</b>			<b>Data Update on Available Measures</b>
<p><b>Increase sense of belonging by incorporating literature representative of the community; expand beyond the media center into classroom libraries.</b></p> <ul style="list-style-type: none"> <li>Teachers were allocated funds to purchase literature to expand classroom collection with a focus on Diversity, Equity, and Inclusion (DEI).</li> </ul> <p><b>Create a Cultural Competence Committee that will facilitate events and activities to highlight various cultures represented within our school.</b></p> <ul style="list-style-type: none"> <li>Added Parent Liaison position for the purpose of increasing parent engagement and identifying potential members to serve on the Cultural Competence Committee.</li> </ul> <p><b>Provide Professional Development opportunities that approach adult learning with an EMPATHY lens.</b></p> <ul style="list-style-type: none"> <li>Classified Staff is currently participating in the Introduction to Social Emotional Learning Professional Development series.</li> <li>Teachers selected professional learning texts with a focus on Diversity, Equity, and Inclusion (DEI) to expand professional knowledge / increase empathy.</li> </ul>			<p>2023 Student Educational Effectiveness Survey (EES) results will be analyzed upon receipt in Spring 2023.</p> <p>2023 Staff Educational Effectiveness Survey (EES) results will be analyzed upon receipt in Spring 2023.</p> <p>2023 Parent Educational Effectiveness Survey (EES) will be administered February 28, 2023 through March 10, 2023.</p>

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<p><b>Create additional opportunities for parent and student involvement representative of various cultures – i.e. International Night.</b></p> <ul style="list-style-type: none"> <li>● International Night was held on January 23, 2023 in which the following countries were represented through food or performance: Argentina, China, Costa Rica, Cote d'Ivoire, Dominican Republic, Ethiopia, India, Kenya, Mexico, Nepal, Pakistan, Peru, Spain, Uganda.</li> <li>● Cubby Connects has shared information regarding the following: Hispanic Heritage Month, Native American Heritage Month, Lunar New Year, Black History Month.</li> </ul>			
<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>Camp Creek ES aims to 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.</p>	<ol style="list-style-type: none"> <li>1. Utilize iReady Universal Screener to identify students with academic concern.</li> <li>2. Establish a Multi-Tiered System of Supports (MTSS) Team to support the academic and non-academic needs of students and plan for interventions in Tier 1, 1+, 2, &amp; 3.</li> <li>3. Implement PBIS with fidelity to move from Operational to Distinguished.</li> </ol>	<p><b>MTSS Screening – Academic</b> Baseline Fall 2022 = 0.0% Target Spring 2023 = 95.0%</p> <p><b>MTSS Screening – Wellbeing</b> Baseline Fall 2022= 0.0% Target Spring 2023 = 95.0% Percent of students who are universally screened for wellbeing. <u>Fall Baseline:</u> Grades 3-5, <u>Spring Baseline:</u> Grades 2-5</p> <p><b>% Reading Below Grade Level on Milestones – 3rd Grade, historically underserved groups</b> Baseline Spring 2022 = 33.6% Target Spring 2023 = 31.0%</p> <p><b>Student Improvement – % Beginning on Milestones</b> Baseline Spring 2022 = 14.9% Target Spring 2023 = 14.0%</p>

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			<b>PBIS Implementation/Distinguished Status</b> Baseline Fall 2022 = Operational Target SY2023 = Operational PBIS school status – prior year and current year
<b>LSPI 90-Day Update</b>			<b>Data Update on Available Measures</b>
<b>Utilize iReady Universal Screener to identify students with academic concern.</b> <ul style="list-style-type: none"> <li>Administered beginning and mid-year Universal Screener.</li> </ul> <b>Establish a Multi-Tiered System of Supports (MTSS) Team to support the academic and non-academic needs of students and plan for interventions in Tier 1, 1+, 2, &amp; 3.</b> <ul style="list-style-type: none"> <li>MTSS Team established.</li> <li>MTSS Team meets regularly to review data and engage in progress monitoring for academic and non-academic needs of students.</li> <li>MTSS Team works collaboratively with teachers to develop interventions for Tier 1, 1+, 2, &amp; 3 students.</li> <li>MTSS Team reviews and analyzes Universal Screener growth data to identify next steps for supporting students.</li> </ul> <b>Implement PBIS with fidelity to move from Operational to Distinguished.</b> <ul style="list-style-type: none"> <li>PBIS Team meets regularly to analyze PBIS matrix and create action steps needed to move local school from operational to distinguished.</li> <li>Expanded PBIS Team to include GCPS Behavior Coaches.</li> </ul>			<b>MTSS Screening – Academic</b> Fall 2022 = 98.0% Target Spring 2023 = 95.0%  <b>MTSS Screening – Wellbeing</b> Fall 2022= 98.0% Target Spring 2023 = 95.0%
<b>Equity 2B:</b> Opportunity and access	Camp Creek ES seeks to expand student opportunities to engage in and access high-quality, rigorous, and culturally	1. Implement Kindergarten Readiness Program (Play2Learn). 2. Increase enrollment in Summer Learning – Support Enrichment	<b>Kindergarten Readiness, Historically Underserved Groups</b> Baseline = 27.9% Target = 30.0%

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	relevant curriculum and enrichment activities.	<p>Acceleration (SEA) Program for rising Kindergarten students.</p> <p>3. Increase opportunities to learn through consistently implementing a high-quality curriculum that reflects grade level expectations by piloting Wit &amp; Wisdom in Kindergarten ELA.</p> <p>4. Increase focus on identifying gifted students in underserved populations.</p>	<p><b>Kindergarten Teachers Implementing Wit &amp; Wisdom</b>                      Baseline Fall 2022: 0%                      Target Spring 2023: 100%</p> <p><b>Gifted &amp; Talented Representation – Number of Student Racial / Ethnic Groups Underrepresented in Gifted &amp; Talented Programs</b>                      Baseline Fall 2022 = 5                      Target Spring 2023 = 4</p>
<b>LSPI 90-Day Update</b>			<b>Data Update on Available Measures</b>
<p><b>Implement Kindergarten Readiness Program (Play2Learn).</b></p> <ul style="list-style-type: none"> <li>At this time, 27 students are being served in the Play2Learn program at Camp Creek ES.</li> <li>Play2Learn offers two sessions per week to support family members in becoming their child’s best first teacher.</li> </ul> <p><b>Increase enrollment in Summer Learning – Support Enrichment Acceleration (SEA) Program for rising Kindergarten students.</b></p> <ul style="list-style-type: none"> <li>Planning has begun for 2023 Summer Learning - Support Enrichment Acceleration (SEA) Program in Grades 1-5.</li> <li>Planning has begun for 2023 Rising Kindergarten Academy.</li> </ul>			<p><b>Kindergarten Teachers Implementing Wit &amp; Wisdom</b>                      Fall 2022: 100%                      Target Spring 2023: 100%</p>

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<p><b>Increase opportunities to learn through consistently implementing a high-quality curriculum that reflects grade level expectations by piloting Wit &amp; Wisdom in Kindergarten ELA.</b></p> <ul style="list-style-type: none"> <li>● Kindergarten teachers, not including DLI, are successfully implementing and delivering Wit &amp; Wisdom lessons (daily).</li> </ul> <p><b>Increase focus on identifying gifted students in underserved populations.</b></p> <ul style="list-style-type: none"> <li>● During the 2023-2023 school year, we have used universal screening to expand our gifted and talented identification process.</li> </ul>			
<p><b>Effectiveness 3B:</b> Talent management</p>	<p>Camp Creek ES plans to support the district in sustaining a legacy of excellent performance while responding to the diverse needs of a growing community through best practices in teacher hiring, development, and retention.</p>	<ol style="list-style-type: none"> <li>1. Implement comprehensive professional learning that provides coaching cycles, mentorship, and opportunities for improved teacher practices.</li> <li>2. Engage new teachers in coaching cycles with instructional coaches.</li> <li>3. New teachers will meet regularly with their assigned mentors.</li> <li>4. Continue to provide opportunities for teachers to participate in professional learning locally and at the district level.</li> </ol>	<p><b>New Teachers Participating in Coaching Cycle</b> Baseline Fall 2022: 0% Target Spring 2023: 100%</p> <p><b>Teacher Transfer / Resignation Rate</b> Baseline Spring 2022: 9.8% Target Spring 2023: 9.0%</p>

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<b>LSPI 90-Day Update</b>		<b>Data Update on Available Measures</b>	
<p><b>Implement comprehensive professional learning that provides coaching cycles, mentorship, and opportunities for improved teacher practices.</b></p> <ul style="list-style-type: none"> <li>● Collaborated and completed learning walks across K-5 classrooms with GCPS Instructional Coaches and local school leaders.</li> <li>● Provided modeling and feedback to select teachers for improved teacher practices.</li> </ul>		<p><b>New Teachers Participating in Coaching Cycle</b>            Fall 2022: 100%            Target Spring 2023: 100%</p>	
<p><b>Engage new teachers in coaching cycles with instructional coaches.</b></p> <ul style="list-style-type: none"> <li>● New teachers are engaged in coaching cycles with GCPS Instructional Coaches and local school leaders in the areas of Behavior Support, Literacy, and Math.</li> </ul>		<p><b>Teacher Transfer / Resignation Rate</b>            Will be analyzed at the completion of the Placement Preference Process.</p>	
<p><b>New teachers will meet regularly with their assigned mentors.</b></p> <ul style="list-style-type: none"> <li>● New teachers meet with their mentor teacher on a monthly basis for just-in-time support, professional learning, and celebrations.</li> </ul>			
<p><b>Continue to provide opportunities for teachers to participate in professional learning locally and at the district level.</b></p> <ul style="list-style-type: none"> <li>● K Teachers participate in ongoing Foundations, Wit &amp; Wisdom, and Geodes training.</li> <li>● Grades 1-2 Teachers have participated in Introduction to Multisensory Instruction Using the Orton-Gillingham Approach professional learning.</li> <li>● Grades 3-5 Teachers participate in ongoing Reveal Math training.</li> <li>● Staff members participate in ongoing GCPS Bootcamp Professional Learning offerings.</li> </ul>			

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<b>Excellence 4B:</b> Post-secondary and workforce readiness	Camp Creek ES works daily to establish a strong K-5 foundation so that each and every student has the opportunity to experience postsecondary and workforce readiness.	<ol style="list-style-type: none"> <li>1. Extend daily AKS.CQI Intervention Block to provide 45 minutes of targeted instruction.</li> <li>2. Implement K-5 Career Fair.</li> <li>3. Refine college and career lessons to be delivered through Student Engagement and Support (SES) Special.</li> </ol>	<b>Reading On or Above Grade Level GMAS – 5th Grade</b> Baseline Spring 2022 = 84.8% Target Spring 2023 = 85.0%
<b>LSPI 90-Day Update</b>			<b>Data Update on Available Measures</b>
<p><b>Extend daily AKS.CQI Intervention Block to provide 45 minutes of targeted instruction.</b></p> <ul style="list-style-type: none"> <li>● We have established a daily 45 minute AKS/CQI Intervention Block that provides targeted instruction school-wide.</li> </ul> <p><b>Implement K-5 Career Fair.</b></p> <ul style="list-style-type: none"> <li>● Pathful Junior lessons will continue with our students.</li> <li>● Grade 5 Career Portfolios are in development and will be completed by the end of the school year.</li> </ul> <p><b>Refine college and career lessons to be delivered through Student Engagement and Support (SES) Special.</b></p> <ul style="list-style-type: none"> <li>● Students in Grades 1-5 have completed Career Cluster lessons through the Student Engagement and Support (SES) Special.</li> </ul>			GMAS results will be analyzed upon receipt in Spring 2023.