

2022-2023 Local School Plan for Improvement (LSPI)

School: Freeman’s Mill ES Principal: Angie Pacholke

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	The Freeman’s Mill Elementary mission is to build strong relationships with students and staff to ensure everyone feels a sense of belonging and enjoys coming to school/work.	Freeman’s Mill Elementary will fully implement PBIS school-wide. Students will earn Bear Bucks for meeting school-wide expectations. (Respect Yourself, Respect Others, Respect Our School) Bear Bucks may be used to purchase rewards during the school year. Special events will be held throughout the year to	Percent of students responding positively to the following student wellbeing EES Student Survey items: I enjoy coming to this school <ul style="list-style-type: none"> ● Baseline: 40% ● Target: 46% I am not discouraged when things aren’t going well <ul style="list-style-type: none"> ● Baseline: 33% ● Target: 40%

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		<p>provide students opportunities to engage in fun team building activities with their peers and staff.</p> <p>Social Emotional Learning (SEL) lessons will be taught to all students on a weekly basis. Lessons each week will focus on a SEL topic and students will be recognized on the weekly announcements and earn a brag tag for exhibiting the lessons' intended behaviors.</p> <p>We will implement Navigate 360 to support students with behavioral and emotional Tier II and Tier III needs.</p> <p>Our two school counselors will provide small group sessions to support students with social and emotional needs.</p> <p>SEL training will be provided to staff throughout the school year as part of Professional Learning.</p>	<p>Percent of staff responding positively to the following student wellbeing EES Staff Survey item:</p> <p>When there is a problem in my school, we talk about how to solve it.</p> <ul style="list-style-type: none">● Baseline: 97%● Target: 98%
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		<p>Freeman’s Mill teachers who are new to the profession will participate in a Mentoring program to ensure they have the support and resources needed to be successful.</p> <p>Staff will participate in fun and engaging team building events/activities throughout the school year.</p> <p>Professional learning opportunities will be provided by the school and district to ensure teachers have the training and resources they need to continue to grow as educators.</p>	
LSPI 90-Day Update			Data Update on Available Measures
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Freeman’s Mill Elementary is committed to providing an engaging, challenging and innovative learning environment for each and every student to ensure improved student achievement and student well-being.</p>	<p>Freeman’s Mill Elementary teachers will participate in weekly staff development sessions focused on teaching and learning to increase student achievement.</p> <p>Each and every student will be assessed on a regular basis to</p>	<p>Percent of 3rd graders reading below grade level on Milestones:</p> <ul style="list-style-type: none"> ● All students <ul style="list-style-type: none"> ○ Baseline 15% ○ Target 13% <p>Percent of all Milestones tests in which students scored at Beginning level, lowest performance level.</p>

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		<p>identify the individual needs of the students. Students will consistently have opportunities for enrichment and remediation based on their individual needs.</p>	<p>ELA (grades 3-5)</p> <ul style="list-style-type: none"> ● Baseline: 15% ● Target: 13% <p>Math (grades 3-5)</p> <ul style="list-style-type: none"> ● Baseline: 12% ● Target: 11% <p>13% in Science (5th grade)</p> <ul style="list-style-type: none"> ● Baseline: 13% ● Target: 12% <p>Percent of students in grades K-5 who are universally screened in Math and ELA.</p> <ul style="list-style-type: none"> ● Baseline: 0% ● Target: 95% <p>Percent of students who are universally screened in wellbeing.</p> <ul style="list-style-type: none"> ● Baseline: 0% ● Target: 95%
LSPI 90-Day Update		Data Update on Available Measures	
<p>Equity 2B: Opportunity and access</p>	<p>Freeman’s Mill Elementary is committed to providing each and every student opportunity and access to engaging, rigorous, and innovative learning opportunities.</p>	<p>Freeman’s Mill Elementary will provide a Play2Learn program for children from ages birth to 5 for the academic school year.</p> <p>Throughout the school year, Freeman’s Mill will provide</p>	<p>Percent of kindergarten students who are kindergarten ready.</p> <ul style="list-style-type: none"> ● Baseline: 62% ● Target: 66% <p>Percent of students in Gifted/Talented program.</p> <ul style="list-style-type: none"> ● Baseline: 10%

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	<p>Early Learning opportunities for families in the community to target the families with children from birth to 5.</p> <p>Freeman's Mill will provide additional opportunities for all students to be screened for the gifted program. In addition, all 3rd, 4th, and 5th grade students will be taught by Gifted certified teachers.</p> <p>Students in 3rd, 4th and 5th grade are offered Advanced Content Math.</p> <p>In addition to Art, Music and Physical Education, all students are provided a Special in Computer Science, STEM, and Quest (Project Based Learning focus).</p> <p>In addition to extra-curricular clubs that are offered before/after school, Freeman's Mill will provide clubs to all students (K-5) during the school day one time each month to ensure each and every child</p>	<ul style="list-style-type: none"> ● Target: 12% <p>Percent of students responding positively to the following student wellbeing EES Student Survey items:</p> <p>All students have access to rigorous courses and supports.</p> <ul style="list-style-type: none"> ● Baseline: 29% ● Target: 36% <p>My teacher(s) provides lessons and activities that challenge me to learn.</p> <ul style="list-style-type: none"> ● Baseline: 43% ● Target: 49%
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		<p>has opportunity and access to participate in a club of their choice based on their individual interests and talents.</p>	
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<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Freeman’s Mill Elementary is committed to ensuring each and every student continues to improve academically by providing them with engaging and rigorous learning opportunities based on their individual strengths and areas of growth.</p>	<p>Freeman’s Mill Elementary teachers will participate in weekly staff development sessions focused on teaching and learning to increase student achievement.</p> <p>Teachers will formatively assess students on a regular basis to identify their individual needs and provide resources to support each student.</p> <p>Student learning will be individualized. Students will consistently have opportunities for enrichment and remediation lessons.</p> <p>Teachers will have high expectations and provide quality and engaging daily instruction to each and every</p>	<p>Freeman’s Mill Elementary will increase the percent of students improving on district benchmark assessments between 1st and 2nd semester administrations during the 2022-23 school year.</p> <ul style="list-style-type: none"> ● Baseline data not currently available <p>Percent of staff responding positively to the following student wellbeing EES Staff Survey item:</p> <p>I believe that all students can meet state standards.</p> <ul style="list-style-type: none"> ● Baseline: 70% ● Target: 73% <p>I receive training on instruction to support social emotional learning.</p> <ul style="list-style-type: none"> ● Baseline: 74% ● Target: 77%

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		<p>student. Teachers will follow a clear and concise instructional framework. Daily monitoring of instruction will occur and ongoing feedback will be provided to teachers to ensure the needs of all students are met.</p>	
LSPI 90-Day Update		Data Update on Available Measures	
<p>Excellence 4A: Preferred education destination</p>	<p>Freeman's Mill Elementary believes students don't care what you know until they know that you care. We want to create an environment where staff, students and families feel welcomed, valued and respected in order to ensure students achieve at high levels.</p>	<p>Freeman's Mill Elementary will create an environment to ensure all stakeholders (staff, students, parents and community) have a sense of belonging within the school community. This will be accomplished through the PTA, School Council, All Pro Dads, International Night, Polar Express, Color Run, STEM Night, Kids Hope Mentoring program, Roaring Readers program, Student Council, GCPS Book Mobile visits, Cultural Arts events, Bears and Books Nights, student field trips, and fun family events sponsored by the school and/or PTA (dances, bingo, movie nights, etc.)</p>	<p>Percent of families responding positively to the following family satisfaction EES Family Survey items:</p> <p>The school is doing a good job of preparing my student for a successful future.</p> <ul style="list-style-type: none"> ● Baseline: 89% ● Target: 90% <p>I believe adults in this school care about my student</p> <ul style="list-style-type: none"> ● Baseline: 91% ● Target: 92% <p>Percent of students responding positively to the following student satisfaction EES Student Survey items:</p> <p>Work I do in this school is useful and interesting to me.</p> <ul style="list-style-type: none"> ● Baseline: 33% ● Target: 40%

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			<p>Adults in this school help me plan and set goals for my future.</p> <ul style="list-style-type: none">• Baseline: 39%• Target: 45% <p>Freeman's Mill Elementary will increase the percentage of Milestones tests in which students scored Proficient or Distinguished.</p> <ul style="list-style-type: none">• Baseline: 61.4%• Target: 65.4%
LSPI 90-Day Update			Data Update on Available Measures