

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

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	There is a need to promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	<ul style="list-style-type: none"> ● Provide all staff with professional learning on Social Emotional Learning (SEL) practices. ● Incorporate SEL practices (Welcoming Rituals, Engaging Activities, and Optimistic Closings) in staff meetings and classrooms. ● Utilize SEL resources from the Communication Center to support staff and student development and well-being. ● Revamp Positive Behavior Interventions and Support (PBIS) rewards and 	<p>EES Survey - Staff I received training on instruction to support social emotional learning. - 56.9% (TARGET: 58%)</p> <p>EES Survey - Student I enjoy coming to school. - 50% Almost Always True (TARGET: 51%)</p> <p>I feel safe at this school. - 63% Almost Always True (TARGET: 64%)</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

		<p>recognition so all students have the opportunity to be recognized.</p>	
<p>LSPI 90-Day Update Implementation Plan Progress: <i>*Staff have received monthly professional learning on SEL and SEL practices are implemented in classrooms and during staff meetings.</i> <i>*SEL resources and lessons have been utilized in each classroom.</i> <i>*Students trade in PBIS points for a variety of rewards. We recognize students as Wildcats of the Month.</i></p> <p>Implementation Plan Next Steps: <i>*Monthly professional learning sessions will continue for the rest of the school year.</i></p>		<p>Data Update on Available Measures</p> <p><i>*Survey data for growth measures above will be available at the 180 day updates.</i></p>	
<p>Equity 2A: Multi-tiered system of supports (MTSS)</p>	<p>By addressing the needs of the whole child, each and every student will have the opportunity to reach success.</p>	<ul style="list-style-type: none"> ● Create an MTSS working Team. ● Provide training to all teachers on the resources available to support students. ● Utilize intervention time (Wildcat Time) daily to remediate and enrich instruction for students based on identified needs. ● Implement PBIS in common areas and classrooms 	<p>Milestones ELA on Reading Status 21-22 (3rd grade):</p> <p>All Students: 79% read on grade level or above (TARGET: 80%)</p> <p>Student Groups: ELL - 75.6% reading on grade level or above (TARGET: 77%) Free Meals - 71.4% reading on grade level or above (TARGET: 73%) SWD - 65.5% reading on grade level or above (TARGET: 67%)</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

			<p>Black - 70% reading on grade level or above (TARGET: 72%) Hispanic - 77.8% reading on grade level or above (TARGET: 79%)</p> <p>Percent Beginning on ELA Milestones Data 21-22</p> <p>Free Meals 3rd - 35% (TARGET: 34%) 4th - 16% (TARGET: 15%) 5th - 20% (TARGET: 19%)</p> <p>SPED 3rd - 41% (TARGET: 40%) 4th - 31% (TARGET: 30%) 5th - 45% (TARGET: 44%)</p> <p>PBIS: Move from Operational to Distinguished on the GaDOE PBIS levels of school recognition (within three years).</p>
<p>LSPI 90-Day Update Implementation Plan Update: <i>*There is an MTSS Team with teacher representation from across grade levels and areas. *Selected teachers (EIP, IRR, ESOL) have trained on intervention programs. *Teachers are utilizing data to determine instructional changes that can support students during Wildcat Time, which happens daily in all classrooms. *PBIS is implemented in classrooms and in common</i></p>			<p>Data Update on Available Measures</p> <p><i>*Milestones data for growth measures above will be available at the 180 day updates. *PBIS recognition level will be available at the end of the year.</i></p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

Implementation Plan Next Steps: <i>*The MTSS Team will convene to review current processes and implementation of interventions.</i> <i>*Teachers will continue training on interventions.</i>			
Equity 2B: Opportunity and access	Expanding opportunities for students to engage in high-quality and challenging course work and enrichment opportunities.	<ul style="list-style-type: none"> Expand the Gifted Enrichment program and utilize universal screeners to allow for multiple identification opportunities for the Gifted Program. Offer a Computer Science Special for all K-5th students. Create a variety of clubs that promote engagement for students: Robotics, Guitar, Chorus, Drawing and Read, Deed, Run. 	Percent of students who are universally screened in Math and ELA - 100% EES - Student Survey All Students have access to rigorous courses and supports. - 38% Almost Always True (TARGET: 40%) EES - Parent Survey My student is challenged with a rigorous course of study at this school - 53% Almost Always True (TARGET: 55%)
LSPI 90-Day Update Implementation Plan Progress: <i>* The universal screener data is used to identify students for eligibility consideration for the Gifted Program.</i> <i>* All students participate in Computer Science.</i> <i>*A variety of clubs allow for student participation. Chess Club was also added for students across grade levels.</i>			Data Update on Available Measures *94% of students (1st-5th grades) participated in the universal screeners (Math and ELA) in August. Students are currently completing the midyear universal screener. *Survey data for growth measures above will be available at the 180 day updates.
Implementation Plan Next Steps: <i>* Screener data will be reviewed to identify additional students for eligibility into the Gifted Program.</i>			
Effectiveness 3A:	Redesigning RBES, will allow	<ul style="list-style-type: none"> Develop grade level/team goals aligned to the Local School Plan for Improvement 	Percent of students improving on district assessments (1st and 2nd grades in ELA

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

<p>Results-Based Evaluation System (RBES)</p>	<p>teachers to have a more meaningful connection to their goals, focusing on student achievement and professional learning.</p>	<p>(LSPI) to create focus and unity around growth for each and every student.</p> <ul style="list-style-type: none"> ● Follow the Continuous Quality Improvement Cycle (Plan-Do-Check-Act) during collaborative planning. ● Utilize protocols to facilitate professional conversations and discussions around instruction and data. 	<p>and Math) and GCPS benchmarks (3rd, 4th, and 5th grades in ELA and Math) between 1st and 2nd semester - TARGET: 100%</p> <p>EES - Staff Survey We reflect upon instructional practice to inform our conversations about improvement. - 63% Almost Always True (TARGET: 64%)</p> <p>We monitor the effectiveness of instructional interventions. - 64% Almost Always True (TARGET: 65%)</p>
<p>LSPI 90-Day Update Implementation Plan Progress: <i>* Teachers have grade level goals aligned to the LSPI.</i> <i>* The Continuous Quality Improvement Cycle is followed during collaborative planning sessions and protocols guide data reviews and instructional conversation.</i></p> <p>Implementation Plan Next Steps: <i>* The Plan-Do-Check-Act cycle will continue during collaboration.</i></p>			<p>Data Update on Available Measures</p> <p><i>*District Assessment data for growth measures above will be available at the 180 day updates.</i></p> <p><i>*Survey data for growth measures above will be available at the 180 day updates.</i></p>
<p>Excellence 4C: World-class communications and engagement</p>	<p>Trust between the various stakeholders is essential to achieving valuable collaborative outcomes. These relationships build networks that develop credible, united voices about</p>	<ul style="list-style-type: none"> ● Increase communication with families through School Messenger. ● Add opportunities for two-way communication with families and students (ie. Zoom meetings - Coffee Talk with Dr. Hahn) ● Offer Family and Community Engagement workshops ● Utilize our Parent Outreach Liaison to increase home/school communication. 	<p>EES - Family Survey Percentage of families participating in the annual EES Family Survey -15% (TARGET: 20%)</p> <p>I am informed about progress toward the improvement goals of the school - 64% Almost Always True (TARGET: 65%)</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Principal: Dr. Erin Hahn

	<p>issues and/or services that are important to our school.</p>		<p>Parents/Families participate in important decisions about their student’s education - 59% Almost Always True (TARGET: 60%)</p> <p>EES - Staff Survey With important decisions we seek input from parents and the community. - 47% Almost Always True (TARGET: 48%)</p>
<p>LSPI 90-Day Update Implementation Plan Progress: <i>* There have been two Coffee Talks for parents (September and November).</i> <i>* Home/school communication is facilitated by our Parent Outreach Liaison and issued through School Messenger.</i> <i>* Workshops on literacy and internet safety and the Title I annual meeting were offered to families. Curriculum Night was held in August.</i></p> <p>Implementation Plan Next Steps: <i>* Additional workshops will be offered to families: Kindergarten Transition, SEL workshop, Multi-language Learner Parent Workshop.</i> <i>* We will continue to seek feedback and increase two-way communication.</i></p>			<p>Data Update on Available Measures</p> <p><i>*Survey data for growth measures above will be available at the 180 day updates.</i></p>