

2022-2023 Local School Plan for Improvement (LSPI)

School: Nesbit Elementary

Principal: Dr. Marketa Myers

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 1A: Cultural competence	At Nesbit Elementary we want to celebrate each and every member of our school community (students, parents, and staff). Our goal is to help each stakeholder feel like they belong to the Nesbit community.	<ol style="list-style-type: none"> 1. International Night/ Fine Arts Night Academic Parent Teacher Teams (APTT) - March 2023 2. Have daily Morning Meetings to support Social Emotional Learning (SEL) led by classroom teachers. 3. Map of the World to see where the Nesbit Family is from (in front of the parent center). 4. Provide documents and meetings in native language (Spanish) 5. Individual and small group counseling 	Percent of staff responding positively to the following cultural proficiency - EES Staff Survey item - We are providing training to meet the needs of a diverse student population in our school. <ul style="list-style-type: none"> • Baseline SY 21-22 -73% Goal SY 22-23 – 76% Percent of students responding positively to the following cultural proficiency EES Student Survey item – I am comfortable interacting with people from a different racial or ethnic background. <ul style="list-style-type: none"> • Baseline SY 21-22 47% Goal SY 22-23 50% Percent of families participating the EES Family Survey <ul style="list-style-type: none"> • Baseline SY 21-22 – 8% Goal SY 22-23 –15%

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		<ol style="list-style-type: none"> 6. Celebrate Exceptionalities 7. Celebrate Women’s History, Black History & Hispanic Heritage Months 8. Mustang of the Month Celebration (Staff member with that SHINES) 9. Purchase books in the media center that represent the ethnicities, cultures, and languages of the students at Nesbit. 10. Have English classes for parents 	
<p>LSPI 90 DAY UPDATE</p>			<p>AVAILABLE DATA MEASURES</p>
<p>We are planning for International Night that is being held in March. The Supportive Community Leadership Team is providing a calendar of focus SEL lessons to all classroom teachers. Teachers consistently hold morning meetings with students. The Parent Center has a world map celebrating the different countries that are represented here at Nesbit. Our Media center has books that represent the ethnicities, cultures, and languages of the students at Nesbit. Counselors are providing individual and small group counseling sessions . The small groups include anger management group, newcomers group (students new to the country), and family changes group. Each month during faculty meetings teachers celebrate one teacher that has been supportive of others as the Mustang of the Month. Teachers celebrate students that have been good citizens as Mustang of the Week. The Parent Outreach Liaison is teaching English classes for m over 20 parents in the Nesbit parent center weekly. Nesbit has celebrated different cultures through Hispanic History Month, Black History Month, and Exceptionalities. We look forward to celebrating Women’s History Month in March and Asian Pacific Islander month in May. Documents are sent home in both English and Spanish. Translators are available for all families as needed during Academic Parent Teacher Teams and parent/teacher conferences. Nesbit’s marquee is translated into both English and Spanish.</p>			<p>Student,Staff, and Family survey results are pending.</p>

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<p>Equity 2A: Multi-tiered system of supports</p>	<p>Multi-tiered Systems of Support (MTSS) will help support student achievement by focusing on both academic press and supportive community. Nesbit Elementary will make data-based decisions in order to ensure that students receive the support/interventions that are needed for both academic press and supportive community.</p>	<ol style="list-style-type: none"> 1. Scheduled Morning Meetings focusing on Positive Behavior Supports and Interventions (PBIS) and Social Emotional Learning (SEL) 2. School Focused data decisions for extended learning time (ELT). 3. Co Teaching agreements & professional development for special education and English Language Learner teachers. 4. Parents “chew and chat” at the beginning of year for high absentee students (15+ days). 5. Building teacher capacity by creating leadership teams to support both Academic Press and Supportive Community in order to support the MTSS process. 6. Provide a 45 minute intervention segment daily that provides students with data driven instructional support. 7. Counselor classroom guidance, including one-on-one & small groups focused on supportive community 8. Have three Academic Parent Teacher Team nights in order to increase parent’s capacity to support academic learning at home. 	<p>PBIS Status</p> <ul style="list-style-type: none"> ● Baseline 21-22 – Operational ● Goal 22-23 – Operational <p>Academic Press Screener – iReady Math/ iReady Reading</p> <ul style="list-style-type: none"> ● 95% of students who eligible participate <p>Supportive Community Screener – EES Wellness Screener</p> <ul style="list-style-type: none"> ● 95% of students who are eligible participate <p>School Improvement Increase percentage of students in the developing range or above</p> <p>GMAS:</p> <p>3rd grade ELA Baseline SY 21-22 - 44% Goal SY 22-23 - 47%</p> <p>3rd grade Math Baseline 21-22 – 63% Goal SY 22-23 -66%</p> <p>4th grade ELA Baseline SY 21-22 – 44% Goal SY 22-23 - 47%</p> <p>4th grade Math Baseline SY 21-22 – 57% Goal SY 22-23 – 60%</p> <p>5th grade ELA Baseline SY 21-22 - 50% Goal SY 22-23 - 53%</p> <p>5th grade Math Baseline SY 21-22 – 45% Goal SY 22-23- 48%</p> <p>Percentage of Students Exiting EL</p> <p>SY 21 -22 - 1%</p> <p>SY 22 2 - 4%</p>
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		<p>9. Family workshops that support community and academic press to build parent capacity. .</p> <p>10. Implement PBIS in all school settings (bus, classroom, cafeteria, and playground)</p>	
<p>LSPI 90 DAY UPDATE</p>		<p>AVAILABLE DATA MEASURES</p>	
<p>Nesbit students and teachers have daily morning meetings. Nesbit had a Fall Extended Learning Time (after school tutoring) and will have four weeks of a Spring Extended Learning Time with transportation provided. Over 200 students have been invited to Extended Learning Time. Data was used to select students who needed additional support in English Language Arts and Math. Special Education Teachers and Instructional Support teachers have made co-teaching agreements as they work with classroom teachers to provide intensive small group instruction for students. In September parents of students who missed more than 15 days of school in the 2022-23 school year were invited to meet with our school counselor and social workers to discuss the support that the school can provide to help with attendance during a Chat and Chew with the counselors. Nesbit Leadership Teams meet monthly to support both academic press, supportive community, and MTSS. The MTSS team has reviewed academic screener data and supported teachers by identifying students that need additional interventions during our Nesbit Mighty Minds. All students work on their areas of need during Mighty Minds our 45 minute daily intervention segment. Students who continue to receive the Mighty Minds intervention and continue to struggle are placed in an additional 45 minute Academic Press segment with a trained intervention teacher. Grade level teams meet monthly to collaborate and discuss students' needs, interventions, and academic/behavioral next steps. Nesbit hosts two Play 2 Learn classes for parents and children that are under five years old. Nesbit Play 2 Learn classes have over 40 children and we currently have a waiting list as both classes are full. We have three Academic Parent Teacher Team nights where parents are taught through games how to support their child in developing foundational Reading and Math skills. Nesbit implements PBIS in all school settings. Students receive tickets to celebrate their positive/desired behavior. Students of the week who have positive behavior in their classroom are identified as the student of the week. Students receive a small gift and their name is on the morning announcement as the Mustang of the week for their class. This year Instructional Technology Coach is coaching teachers on how students can show mastery through video. Students are also using mobile broadcast stations and interactive technology to create videos that show instructional mastery.</p>		<p>Nesbit's PBIS status is pending.</p> <p>Academic Press Screener -</p> <p>96% of student participation on iReady Reading and 97% of student participation on iReady Math .</p> <p>Supportive Community Screener will be taken this Spring.</p> <p>GMAS will be taken in April/May 2023.</p> <p>ACCESS scores are pending (Percentage of students exiting EL)</p>	

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<p>Equity 2B: Opportunity and access</p>	<p>Nesbit Elementary will expand student opportunities to engage in and have access to high quality rigorous, and culturally relevant curriculum, and enrichment activities.</p>	<ol style="list-style-type: none"> 1. Accelerated Math course for 3rd, 4th, and 5th grades 2. Accelerated ELA course for 3rd, 4th, and 5th grades 3. Pre –K pilot program 4. Engage parents in two Play 2 Learn classes weekly . 5. Academic Parent Teacher Team (APTT) Nights - three times a year to build parent capacity to support student achievement. 6. Provide students books through the bookmobile at APTT nights. 7. Have a food drive during APTT nights for families in need. 8. Provide in house field trips for students during APTT nights. 9. Expand the robotics/Lego league program 2nd through 5th grades. 10. Provide STEM/Computer Science in Specials K-5. 11. Employ both a PIC (Parent Instructional Coordinator) and a POL (Parent Outreach Liaison) to run the parent center and provide parent workshops. 12. Provide training and materials for parents. 13. Increase our English as a Second Language (ESOL)-certified teachers during the school year by 	<p>Percentage of discipline incidents (the goal is to decrease discipline incidents)</p> <ul style="list-style-type: none"> ● Baseline - SY 21-22 - 7.7% ● Goal – SY 22-23 – 5% <p>Participation in iReady Math Pilot</p> <ul style="list-style-type: none"> ● Baseline SY 21-22 - 0 % ● Goal SY 21 – 100% <p>Percentage of Classroom and Instructional support Teachers ESOL certified</p> <ul style="list-style-type: none"> ● SY 21-22 - 47% ● SY 22-23 - 62% (10 additional teachers endorsed) <p>Increase percentage of students identified as gifted</p> <ul style="list-style-type: none"> ● SY 21-22 - 5% ● SY 22-23 - 7%
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		<p>participating in the Meadowcreek Cluster Endorsement Cohort.</p> <p>14. All 3rd, 4th and 5th grade Math teachers will implement iReady Math in their classroom.</p>	
LSPI 90 DAY UPDATE		AVAILABLE DATA MEASURES	
<p>Nesbit has both Accelerated Math and Accelerated Reading that is offered for 3rd, 4th, and 5th grade students. Nesbit is part of the Pre-K pilot program. Nesbit holds two Play 2 Learn weekly classes. We have had two of the three APTT Nights during the first semester. The third APTT night is scheduled for next month. APTT helps build parent capacity to support student achievement. During the APTT nights students are provided books through the Bookmobile. Nesbit also has a food drive for families in need on APTT nights. While parents are participating in APTT in their child's classroom, students have enjoyed engaging in-house field trips that are aligned to grade level AKS. We have expanded the robotics/Lego league program for 2nd - 5th grade students. All students, grades K-5 attend STEM specials as part of their regular specials rotation. Nesbit has both a PIC and POL who run the parent center and provide relevant parent workshops. Nesbit provides training and materials for parents through the Parent Center and APTT. Nesbit is increasing our ESOL certified teachers during the school year through the Meadowcreek Cluster Endorsement Cohort. All 3rd, 4th, and 5th grade teachers are implementing iReady in their classrooms. The average absence of a student at Nesbit is 9 days as compared to the average absence of a student in Gwinnett County Public Schools is 7 days. Nesbit counselors are going to recognize students who have perfect attendance monthly. The number of Nesbit students disciplined this year is half of the Gwinnett County public schools average of discipline incidents.</p>		<p>Nesbit currently has 25 discipline incidents year to date. Currently we have 100% participation in the iReady Math pilot for 3rd, 4th, and 5th grades Data is pending on the number of teachers that are EL certified. 43 students identified as potential gifted students.</p>	
<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Nesbit Elementary will use data to measure our growth. We will celebrate our achievements and</p>	<p>1. Celebrate academic growth individual/grade level team growth/ individual student growth</p>	<p>Percent of students responding positively to the following EES Student Survey item – All students have access to rigorous courses and support.</p>

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	<p>provide interventions/support for our areas of growth.</p>	<ol style="list-style-type: none"> 2. Student Work Analysis and being responsive to formative data. 3. Share schoolwide teacher and student attendance data with staff and parents. 4. Building teacher capacity by having collaborative teams in order to support the MTSS process. 5. Review - Science of Reading 6. iReady Math Pilot (3,4,5) 7. Give Formative Assessments & practice responsiveness in both Math and ELA 8. Technology Leadership Team develops Transformed Classrooms. 9. Using videos to demonstrate mastery for students. 11. Participate in the Cluster initiative and implement Instructional Conversations. 12. Providing professional development through Guided Cohorts 13. Nesbit New Crew -/Nesbit New Teacher Cohort; Nesbit New Crew operational meetings 14. Successful Start Reading Intervention 	<ul style="list-style-type: none"> • Baseline – SY 21-22 – 34% Goal – SY 22-23 – 37% <p>Percent of staff responding positively to the following EES Staff Survey item – Our staff believes that all students can meet state standards.</p> <ul style="list-style-type: none"> • Baseline – SY 21-22 - 71% Goal – SY 22-23 – 74% <p>School Improvement Increase percentage of students in the developing range or above</p> <p>GMAS:</p> <p>3rd grade ELA Baseline SY 21-22 - 44% Goal SY 22-23 - 47%</p> <p>3rd grade Math Baseline 21-22 – 63% Goal SY 22-23 -66%</p> <p>4th grade ELA Baseline SY 21-22 – 44% Goal SY 22-23 - 47%</p> <p>4th grade Math Baseline SY 21-22 – 57% Goal SY 22-23 – 60%</p> <p>5th grade ELA Baseline SY 21-22 - 50% Goal SY 22-23 - 53%</p> <p>5th grade Math Baseline SY 21-22 – 45% Goal SY 22-23- 48%</p>
<p>LSPI 90 DAY UPDATE AVAILABLE DATA MEASURES</p>			

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<p>We have celebrated academic growth for individual teachers, grade levels, and individual students. A few of the ways we have celebrated this growth are during faculty meetings when we have compared the initial iReady Diagnostic to the second administration diagnostic. The principal, APs and instructional coaches have guided teams and individual teachers to celebrate growth and promote continued growth through various measures during CLT and individual conversations. Teacher collaborative learning teams have been restructured so teachers are able to analyze student work and plan small group instruction based on students misconceptions. During CLT and Late Tuesday Collaboration, teachers analyze individual student work in various forms with the guidance of administration and instructional coaches. We have also leveraged our Math District Specialist, Catherine Smith, to refine this valuable process. The coaches have worked closely with leadership teams and grade level teams to develop intentional formative assessments. During CLT, instructional coaches have developed a framework to “plan forward” as teachers anticipate possible student misconceptions and complete the Teacher Planner.</p> <p>Attendance data has been shared with staff and individual students/parents have been informed of student attendance. Teacher professional development has included the “Science of Reading”. 3rd, 4th, and 5th grade teachers have participated in the iReady Math pilot. The technology leadership team has shared with grade level teachers technology best practices in helping students to show mastery through video. Nesbit has an instructional conversation leadership team that is helping classroom teachers see how to give students that opportunity to have meaningful instructional conversations. We have a spring guided reading and guided math cohort that have learned small group best practices. Currently teachers are participating in the spring guided cohorts. Nesbit new teachers completed the fall new teacher cohort. New teachers have monthly new crew operational meetings. Six teachers (5 Kindergarten and 1 Instructional Support) are enrolled in a year-long training for Successful Start. In addition to the full day training, Christina Auten (Successful Start Trainer) provides continued support by visiting individual teachers to support them with the implementation of their new learning. Previously trained Successful Start teachers participate in half-day training and visits to support continued learning and implementation of Successful Start. All first grade teachers participate in half-day trainings that support small group literacy instruction in their classrooms. All new teachers have a mentor that is on their grade level. Moving forward Nesbit will provide mentor teachers with training on how to support new teachers.</p>		<p>Student and Staff survey results are pending. GMAS will be given in April/May 2023.</p>		
<p>Excellence 4A: Preferred education destination</p>	<p>Nesbit Elementary has a desire 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.</p>	<table style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%; border-right: 1px solid black; padding: 5px;"> <ol style="list-style-type: none"> 1. Have town hall meetings/ School Council meetings to involve parents. 2. Students will recite the Local School Mustang Pledge everyday on the morning announcements. </td> <td style="padding: 5px;"> <p>Percent of students responding positively to the following EES Student Survey item – There’s at least one adult in this school I can talk to if I have a problem.</p> <ul style="list-style-type: none"> ● Baseline SY 21-22 - 77% Goal SY 22-232 – 80% </td> </tr> </table>	<ol style="list-style-type: none"> 1. Have town hall meetings/ School Council meetings to involve parents. 2. Students will recite the Local School Mustang Pledge everyday on the morning announcements. 	<p>Percent of students responding positively to the following EES Student Survey item – There’s at least one adult in this school I can talk to if I have a problem.</p> <ul style="list-style-type: none"> ● Baseline SY 21-22 - 77% Goal SY 22-232 – 80%
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LSPI 90 DAY UPDATE			AVAILABLE DATA MEASURES
<p>Nesbit Elementary has school council meetings and town hall meetings in order to gather feedback from parents. The mustang pledge is played on the morning announcements daily. Nesbit has a lego league club for students in grades 2nd through 5th. Each grade level has taken at least one field trip and plans to take another field trip this semester. In house field trips have been planned for the 2nd semester with the Planetarium bus and the Georgia Aquarium bus. Students who have participated in clubs have increased their engagement in school. Collaborative Learning Teams. In order to engage parents we have invited parents in for All Pro Dads and a Moms Tea. Each of these events have had over 100 parents in attendance. The Girls on the Run Club has 28 girls who are members. Currently Nesbit has over 7 clubs that have over 70 students who are members.</p>			<p>Student, Staff, and Family survey results are pending.</p>