

2022-2023 Local School Plan for Improvement (LSPI)

School: R.L. Norton Elementary School

Principal: Melanie Lee

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	Norton will continue to promote and increase student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	1) SEL lessons will be implemented across all grade levels from 8:15 to 8:30 Monday through Friday. District Nearpod lessons will be used to implement this support from teachers to students. 2) The SEL Committee will create a monthly calendar of events involving students and staff with implementing actions to improve self-care, physical	1, 2, 3, 4, 5) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements: a) I feel safe at this school Student SY 2022 Baseline: 38% Student SY 2023 Target: 50% b) I enjoy coming to this school Student SY 2022 Baseline: 39% Student SY 2023 Target: 50%

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		<p>and mental health, and social emotional learning.</p> <p>3) Staff will engage in professional development throughout the school year focused on SEL training and other capacity building training for all staff to respond to student and/or staff actions which will lead to improved wellbeing for all stakeholders.</p> <p>4) Norton will implement a student council to provide additional opportunities to elevate student voice, ownership, and agency in the design of our school experience and staff will be responsive to their ideas and requests.</p> <p>5) The Comet Involvement Committee will organize a calendar of events to help build relationships between stakeholders and opportunities for self-care events throughout the school year.</p>	<p>c) Most students are respectful of others at this school Student SY 2022 Baseline: 17% Student SY 2023 Target: 50%</p> <p>d) Setbacks don't discourage me Student SY 2022 Baseline: 36% Student SY 2023 Target: 50%</p> <p>1, 3) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I receive training on instruction to support social emotional learning Staff SY 2022 Baseline: 50% Staff SY 2023 Target: 75%</p> <p>b) I incorporate social emotional instruction into my daily instructional delivery Staff SY 2022 Baseline: 56% Staff SY 2023 Target: 75%</p>
<p>Empathy 1B: Staff and student wellbeing</p> <p>LSPI 90 Day Update</p> <p>Implementation Design Progress: 1) <u>SEL Lessons</u></p>	<p>Empathy 1B: Staff and student wellbeing</p> <p>LSPI 90 Day Data Update:</p> <p>Student Educational Effectiveness Survey: Measures will be available on 180 day update.</p>		

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- Every teacher has and uses a 15 minute block at the beginning of the day.
- Every teacher has access to lessons and is able to adjust as needed based on student needs.
- Every Friday Ms. Lee presents SEL lessons on our Morning Announcements.
- Monthly Comet Care calendar embeds SEL competencies for the month.
- Based on needs observed, counselors presented SEL lessons to groups of students.
- SEL lessons given to parents when a need arises.
- Staff SEL Instruction and implementation MOY Survey in January
- Teachers adjust daily SEL lessons to differentiate for the needs of their class according to classroom observations, discipline data, classroom community needs, parent feedback, etc...
- Staff Wellness Room survey and create registry for creating the wellness room

2) SEL Committee

- Meets 1 or 2 times a month
- Creates Comet Care Calendar
- Creates Nearpod Lesson Plans (based on GCPS SEL lesson plan pacing) for SEL block and Morning Announcements
- Creates activities for curriculum nights/Title I Events that embed SEL.

Staff Educational Effectiveness Survey: Measures will be available on 180 day update.

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- Plans for activities and resources that support Adult SEL

3) PD/SEL Training

- Administrators met with GCPS Behavior Coaches to learn how to implement the process of requesting coaching cycles for individual teachers

4) Student Council

- Monthly meetings
- Thankful Turkey Messages to staff
- Wellness Wednesday
- Comet Care Closet

5) Comet Involvement Committee

- EL Night with Multicultural Committee
- Hats-off for Self-Awareness and SEL
- Pictures for recognize
- 70th and 80th day of school celebration

Implementation Design Next Steps:

1) SEL Lessons

Continue with leader actions implemented within first 90 days, as well as:

- a) Provide more PD during CLTs (based on Jan. 31st survey)
 - Teacher implemented SEL lessons during

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SEA and shared experiences with the teacher and continues to imbed in daily lesson plans.

- Every Friday Ms. Lee presents SEL lessons on our Morning Announcements.
- Monthly Comet Care calendar embeds SEL competencies for the month.
- Based on needs observed, counselors presented SEL lessons to groups of students.
- SEL lessons given to parents when a need arises.
- Create staff wellness room

2) SEL Committee

Continue and adjust based on survey data and teacher other stakeholder feedback:

- Meets 1 or 2 times a month
- Creates Comet Care Calendar
- Creates Lesson (based on GCPS SEL lesson plan pacing) Plans for SEL block and Morning Announcements
- Creates activities for curriculum nights/Title I Events - Math and Science Night and parent workshops that embed SEL.
- Plans for activities and resources that support Adult SEL
- Create staff wellness room

3) PD/SEL Training

- GCPS Behavior Coaches conduct coaching cycles with individual teachers based on GTES observations, teacher needs and

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<p>student needs in the areas of classroom management and student behavior</p> <ul style="list-style-type: none"> • SEL district self-paced training to be completed by staff <p>4) Student Council</p> <ul style="list-style-type: none"> • Monthly meetings • Messages to staff • Wellness Wednesday • Comet Care Closet <p>5) Comet Involvement Committee</p> <ul style="list-style-type: none"> • ELL Title I Workshop • 100th Day of School Events (pics for social media and newsletters) • Pen to Paper - Your Magic community business partner (Women’s History and Read Across America) 			
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Norton will 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>	<p>1) Norton will implement PBIS and the PBIS team/committee will provide staff with training, opportunities to analyze data, and implement strategies to promote a positive and safe learning environment.</p> <p>2) SEL lessons will be implemented across all grade levels from 8:15 to 8:30 Monday through Friday. District Nearpod lessons will be used to implement this support from teachers to students.</p>	<p>1, 2) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I feel safe at this school Student SY 2022 Baseline: 38% Student SY 2023 Target: 50%</p> <p>b) I enjoy coming to this school Student SY 2022 Baseline: 39% Student SY 2023 Target: 50%</p> <p>c) Most students are respectful of others at this school Student SY 2022 Baseline: 17%</p>

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		<p>3) Norton staff will formalize academic response to intervention (RTI) processes to reduce variability and improve fidelity of implementation across all grade levels which include:</p> <p>a) Universal screening of all children</p> <p>b) Evidence-based interventions at increasing level of intensity corresponding with greater student need based on identified tier (LLI provided by certified teachers and support staff, Comet Time instructional block for data driven intervention and enrichment).</p> <p>c) High-quality tier 1 instruction for all students that includes targeted small groups, grade level curriculum, ongoing formative assessments, and progress monitoring.</p>	<p>Student SY 2023 Target: 50%</p> <p>1, 2, 3) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I receive training on instruction to support social emotional learning Staff SY 2022 Baseline: 50% Staff SY 2023 Target: 75%</p> <p>b) I incorporate social emotional instruction into my daily instructional delivery Staff SY 2022 Baseline: 56% Staff SY 2023 Target: 75%</p> <p>c) Struggling students receive early intervention and remediation to acquire skills Staff SY 2022 Baseline: 54% Staff SY 2023 Target: 75%</p> <p>3) Increase in the percent of 3rd through 5th grade students performing in the Proficient and Distinguished levels of the ELA Georgia Milestones Assessment. 2022 ELA Baseline for Proficient and Distinguished: 3rd Grade: Black:40%, Hispanic: 31%, Special Education: 12%, EL: 12%, Free Meals: 31%, Other Groups: 25%</p>
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			<p>4th Grade: Black: 27%, Hispanic: 14%, Special Education: 13%, EL: 15%, Free Meals: 26%, Other Groups: 40%</p> <p>5th Grade: Black: 37%, Hispanic: 33%, Special Education: 13%, EL: 27%, Free Meals: 36%, Other Groups: 50%</p> <p>2023 ELA Target for Proficient and Distinguished:</p> <p>3rd Grade: Black: 50%, Hispanic: 41%, Special Education: 22%, EL: 22%, Free Meals: 41%, Other Groups: 35%</p> <p>4th Grade: Black: 37%, Hispanic: 24%, Special Education: 23%, EL: 25%, Free Meals: 36%, Other Groups: 50%</p> <p>5th Grade: Black: 47%, Hispanic: 43%, Special Education: 23%, EL: 37%, Free Meals: 46%, Other Groups: 60%</p>
<p>Equity 2A: Multi-tiered system of supports</p> <p>LSPI 90 Day Update</p> <p>Implementation Design Progress:</p> <p>1) PBIS</p> <ul style="list-style-type: none"> ● Revisit/reteach lesson plans for second semester. ● Upcoming PBIS Walkthrough ● Gotcha Card store ● Monthly Golden Gotcha card from Admin 	<p>Equity 2A: Multi-tiered system of supports</p> <p>LSPI 90 Day Data Update:</p> <p>Student Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>Staff Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>ELA Georgia Milestones Assessment: Measures will be available on 180 day update.</p>		

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- Class gotcha card
- Monthly PBIS Committee meetings
- Representative from all teams/grade levels

2) SEL Lessons

- Every teacher has and uses a 15 minute block at the beginning of the day.
- Every teacher has access to lessons and is able to adjust as needed based on student needs.
- Every Friday Ms. Lee presents SEL lessons on our Morning Announcements.
- Monthly Comet Care calendar embeds SEL competencies for the month.
- Based on needs observed, counselors presented SEL lessons to groups of students.
- SEL lessons given to parents when a need arises.
- Staff SEL Instruction and implementation MOY Survey in January
- Teachers adjust daily SEL lessons to differentiate for the needs of their class according to classroom observations, discipline data, classroom community needs, parent feedback, etc...
- Staff Wellness Room survey and create registry for creating the wellness room

3) RTI

- Universal iReady screener for 1st-5th (completed in Jan. for mid-year)

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- Kindergarten gave Dibels as a Fall Screener and in Jan. they completed the iReady screener
- SPED teachers are trained in S.P.I.R.E and Wilson
- SST Coordinator, EIP teachers and Admin have been trained in mClass and iSTEEP (Gaston, Tate, Stewart, and Spruiell)
- Kindergarten teachers trained in mClass
- Carryover tier III students from 21-22 had SST meetings and started EZCBM interventions, Dibels 8 and iSTEEP progress monitoring.
- Some EIP students (Tier III) receive Foundations interventions during Comet Time
- Small groups of students in grades 1-5 are receiving LLI intervention with special areas teachers during comet time
- Students on Tier II (11th-25th percentile) on iReady screener are invited to after school intervention

Implementation Design Next Steps:

1) PBIS

- Share PBIS data with staff monthly
- Provide Just in time training (ex. Classroom management during CLT PD's)
- Working on a video to introduce new staff and students.

2) SEL Lessons

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Continue with leader actions implemented within first 90 days, as well as:

- a) Provide more PD during CLTs (based on Jan. 31st survey)
- Teacher implemented SEL lessons during SEA and shared experiences with the teacher and continues to imbed in daily lesson plans.
 - Every Friday Ms. Lee presents SEL lessons on our Morning Announcements.
 - Monthly Comet Care calendar embeds SEL competencies for the month.
 - Based on needs observed, counselors presented SEL lessons to groups of students.
 - SEL lessons given to parents when a need arises.
 - Create staff wellness room

3) RTI

- Tier I+ students will receive reading tutoring through Future Forward in November through the end of the school year.
- Continue First quarter strategies and adjust student groupings and interventions based on MOY iReady screener data
- iReady Rep will provide PD for teachers to analyze new screener data and make adjustments as needed (Jan. 31st)
- New Tier III students based on iREADY are being screened-Dibels 8 and iSTEEP (based on Mid Year data)
- All teachers will be trained on mCLASS burst

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<p>lessons and assessment/progress monitoring (Jan. 24th)</p> <ul style="list-style-type: none"> ● Use EWS to determine Tier III interventions ● Train teachers on Tier II (KidTalk) processes (Jan. 30th) ● SARC meetings are scheduled for Jan/Feb 			
<p>Equity 2B: Opportunity and access</p>	<p>Norton will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities.</p>	<ol style="list-style-type: none"> 1) Professional development to review small group instructional strategies to support each and every student focused on intervention and enrichment. 2) Professional development to differentiate student learning in order to create higher levels of active engagement. 3) Increase the % of students served in the gifted program. 4) Teachers will engage in peer observations, observations and coaching cycles with instructional coach, debrief with administration and peers regarding observations, and provide and receive timely and specific feedback for continuous quality improvement strategies related to evaluation plans (GTES). 	<p>1, 2, 3) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <ol style="list-style-type: none"> a) In my classes, students are busy doing schoolwork Student SY 2022 Baseline: 29% Student SY 2023 Target: 50% b) All students have access to rigorous courses and supports Student SY 2022 Baseline: 31% Student SY 2023 Target: 50% <p>1, 2, 3, 4) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <ol style="list-style-type: none"> a) We are provided training to meet the needs of a diverse student population in our school Staff SY 2022 Baseline: 56% Staff SY 2023 Target: 75%

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			<p>b) Feedback from classroom observations leads to meaningful change in instructional practice Staff SY 2022 Baseline: 59% Staff SY 2023 Target: 75%</p> <p>3) September 2022 - Ethnicity data baseline: 67% Black, 21% Hispanic, 3% Asian/Pacific Islander, 5% Multiracial, 5% White. Gifted Baseline: 5% May 2023 – Gifted Target: 8%</p>
<p>Equity 2B: Opportunity and access</p> <p>LSPI 90 Day Update</p> <p>Implementation Design Progress:</p> <p>1) <u>PD - small groups</u></p> <ul style="list-style-type: none"> ● Just in time training and PD on current and on-going differentiation and small group instruction for AKS standards are provided for grade level teachers during CLT times on Tuesdays and Thursdays in both ELA and Math. <p>2) <u>PD - Differentiation</u></p> <ul style="list-style-type: none"> ● Just in time training and PD on current and on-going differentiation and small group 	<p>Equity 2B: Opportunity and access</p> <p>LSPI 90 Day Data Update:</p> <p>Student Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>Staff Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>September 2022 - Ethnicity data baseline: 67% Black, 21% Hispanic, 3% Asian/Pacific Islander, 5% Multiracial, 5% White. Gifted Baseline: 5% May 2023 – Gifted Target: 8% January 2023 - Gifted Participation 7%</p>		

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instruction for AKS standards are provided for grade level teachers during CLT times on Tuesdays and Thursdays in both ELA and Math.

- Video Model lessons were provided by grade level teachers. Peers observed instruction through the videos, implemented math small group problem solving strategies and lessons, then analyzed students' work, gave model teachers feedback, and reflected on ways to improve their practice.
- Model Lesson sign up for fact fluency lessons, student leveling and student practice.

3) **Gifted**

- Using iReady screener based on ARC about 90+ students have been identified and are in the testing process
- Based on iReady screener gifted and high performing students receive after school enrichment and acceleration through the ELT program

4) **Peer and Modeled Observations/Coaching**

- Just in time training and PD on current and on-going differentiation and small group instruction for AKS standards are provided for grade level teachers during CLT times on Tuesdays and Thursdays in both ELA and Math.
- Teachers sign up for model lessons taught by

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AP and Instructional coach for differentiation and small groups implementation of current and ongoing AKS. (coaching cycle)

- Peer teachers work with the instructional coach and AP to complete modeling and coaching cycles with other classroom teachers to focus on instructional growth areas. (Example: Teasley/Lawrence)
- Teacher choice peer walkthroughs to observe instructional strategies and resources in ELA and Math (Jan 12th).

Implementation Design Next Steps:

1) PD- small groups

- CLTs continue learning on differentiation and small group instruction for AKS standards in ELA and Math.

2) PD - Differentiation

- CLTs continue learning on differentiation and small group instruction for AKS standards in ELA and Math.
- Continue - Video Model lessons were provided by grade level teachers. Peers observed instruction through the videos, implemented math small group problem solving strategies and lessons, then analyzed students' work, gave model teachers feedback, and reflected on ways to improve their practice.

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<ul style="list-style-type: none"> ● Saturday Collaborative Planning PD for fact fluency centers ● Analyze student work in reading (response to reading) to determine next steps in classroom differentiation <p>3) Gifted</p> <ul style="list-style-type: none"> ● Using iReady screener based on ARC additional students will be identified and placed in the testing process ● Based on iReady screener gifted and high performing students receive after school enrichment and acceleration through the ELT program <p>4) Peer and Modeled Observations/Coaching</p> <ul style="list-style-type: none"> ● CLTs continue learning on differentiation and small group instruction for AKS standards in ELA and Math. ● Continue teacher model lessons and coaching cycles ● Continue peer model lesson and coaching cycles with focus on targeted instructional strategies and resources in ELA and Math (focus modeling on specific teacher moves to increase student achievement) 			
<p>Excellence 4A: Preferred education destination</p>	<p>Norton will be the first choice of students and families for excellent schools and the</p>	<p>1) Norton will value employees by recognizing their work through monthly Star Staff Recognition, Monthly Staff Superlatives, positive feedback in notes/emails/schoolwide communications,</p>	<p>1, 2) Increase in the percent of staff indicating positive responses on the Educational Effectiveness Survey towards these statements:</p>

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	<p>employer of choice for educators and staff to fulfill their careers.</p>	<p>and providing incentives for accomplishments.</p> <p>2) Norton will use surveys and other feedback tools to elevate staff voices in decision-making and collaborate with the school's leadership team to implement staff feedback ideas and/or initiatives.</p> <p>3) Norton will use surveys and other feedback tools to elevate family voices in decision-making and collaborate with families to implement ideas and/or initiatives for improvement.</p> <p>4) Norton will implement a student council to provide additional opportunities to elevate student voice, ownership, and agency in the design of our school experience and staff will be responsive to their ideas and requests.</p>	<p>a) My principal facilitates systems/processes to support school improvement Staff SY 2022 Baseline: 72% Staff SY 2023 Target: 85%</p> <p>3) Increase in the percent of families indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I am comfortable expressing my ideas or concerns to the administrator(s) of this school Family SY 2022 Baseline: 74% Family SY 2023 Target: 85%</p> <p>b) My student is challenged with a rigorous course of study at this school Family SY 2022 Baseline: 56% Family SY 2023 Target: 75%</p> <p>c) Teachers accommodate my student's individual needs by adjusting instruction Family SY 2022 Baseline: 62% Family SY 2023 Target: 75%</p> <p>4) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements:</p>
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			<p>a) Students are involved in solving problems in this school Student SY 2022 Baseline: 53% Student SY 2023 Target: 75%</p> <p>b) I feel proud of my school Student SY 2022 Baseline: 49% Student SY 2023 Target: 75%</p>
<p>Excellence 4A: Preferred education destination</p> <p>LSPI 90 Day Update</p> <p>Implementation Design Progress:</p> <p>1) <u>Staff Recognition</u></p> <ul style="list-style-type: none"> ● Monthly Superlatives ● Comet Connections ● Email (custodian and cafeteria) ● Email <p>2) <u>Staff Feedback</u></p> <ul style="list-style-type: none"> ● Monthly/Quarterly Staff Feedback Surveys ● PBIS survey ● Leadership Team ● PD Feedback <p>3) <u>Family Feedback</u></p>	<p>Excellence 4A: Preferred education destination</p> <p>LSPI 90 Day Data Update:</p> <p>Student Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>Staff Educational Effectiveness Survey: Measures will be available on 180 day update.</p> <p>Family Educational Effectiveness Survey: Measures will be available on 180 day update.</p>		

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- Title I Events/Meetings
- Calendar Feedback
- Local School Council

4) Student Council

- Two teachers lead our Student Council
- Student Council meets monthly
- 4-5 grade students are represented
- Each 4-5 class has a representative

Implementation Design Next Steps:

1) Staff Recognition

Continue with...

- Monthly Superlatives
- Comet Connections
- Star Staff (Starburst jars)
- Email

2) Staff Feedback

Continue with...

- Quarterly Staff Feedback Surveys
- PBIS survey
- Leadership Team
- PD Feedback

3) Family Feedback

Continue with...

- Title I Events/Meetings
- Local School Council

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<p>4) Student Council Allow 1-2 representatives to attend and share student perspective at the Local School Council Meeting</p>	
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