

2022-2023 Local School Plan for Improvement (LSPI)

School: Puckett’s Mill Elementary Principal: Lisa Rhodes

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	Puckett’s Mill will work to promote staff and student well being by creating a culture where all stakeholders feel a sense of belonging.	<u>Student</u> <ol style="list-style-type: none"> 1. Implementation of PBIS 2. Dedicate 1 Hawk Time (45 minute intervention time) per week to class SEL lessons. 3. Staff mentors for students (PAL) 4. Safety Plan Process 5. Utilize the sensory rooms and behavior recovery room to provide students with restorative practice opportunities 	ESS Survey Data: <u>Student:</u> In this school, there is at least one adult who knows and cares about me. Baseline Data: 77% positive responses 2022-2023 Goal: 79% positive responses I enjoy coming to this school. Baseline Data: 48% positive responses 2022-2023 Goal: 53% positive responses

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		6. Small group and individual check-ins with counselors as part of MTSS 7. Mid-Year How's It Going Conferences to talk about each and every student <u>Staff</u> 1. Implementation of PBIS 2. Administrative book study and redelivery of 180 Days of Self-Care for Busy Educators (Tina H Boogren) 3. Implementation of Student/Staff Recognition Committee; Cultural Awareness and Inclusion Committee; SEL Team and MTSS Team 4. New Teacher mentoring program 5. Increase counselors' hours	In school, I feel that I belong to a group of friends. Baseline Data: 52% positive responses 2022-2023 Goal: 56% positive responses <u>Staff:</u> Staff at all levels are treated fairly here. Baseline Data: 81% positive responses 2022-2023 Goal: 83% positive responses I understand instructional strategies to support social emotional learning objectives. Baseline Data: 80% positive responses 2022-2023 Goal: 82% positive responses Staff members enforce consistent behavior expectations and consequences in their classrooms. Baseline Data: 87% positive responses 2022-2023 Goal: 88% positive responses
90 Day Review: Action Steps: 1. PBIS - The PBIS team has met monthly to begin our PBIS implementation. Roles have been assigned and a matrix has been created for all areas of the school. The team attended training on February 2, 2023 and will attend the next training in March.			

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	<p>Additionally, the PBIS team will attend professional learning for restorative practices on March 27th.</p> <ol style="list-style-type: none"> 2. Our SEL committee meets monthly to create classroom lessons for 1 day per week during Hawk Time. Additional activities are done school wide through the morning announcements. 3. Safety plan protocols are in place. Safety plans are located in the MTSS plans. 4. 180 Days of Self-Care is shared weekly through the staff newsletter, The Connection. 5. Student recognition has increased with a monthly recognition of “Student of the Month”. This celebration includes 2 students from each class and is a donut treat with administration and a certificate. 6. The Cultural Awareness and Inclusion Team has created a bulletin board to display upcoming holidays for a variety of cultures. The committee also collaborates with our morning news production team to incorporate information videos, broadcasts and testimonials. 7. “How’s It Going” Conferences are scheduled for mid-February to discuss each and every student and their progress. 8. The MTSS committee meets monthly to review processes and procedures of the synergy tool as well as the interventions offered/needed to support students. 9. New Teacher Mentoring is led by Mandy Collins, who is currently a part of Mentor Gwinnett. The group meets monthly with planned activities to support teachers new to Puckett’s and new to the profession. 		
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Puckett’s Mill will utilize a variety of data sources to design specific supports incorporating academic press and supportive community that will</p>	<ol style="list-style-type: none"> 1. Utilize iReady Universal Screeners in LA and Math to identify academic concerns and expedite support 2. Utilize data from EES survey and Student Wellness Screener 	<p>Georgia Milestones:</p>

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	increase opportunities for student success.	<ol style="list-style-type: none"> 3. 45 minute intervention time (Hawk Time) block will be built into students schedules <ol style="list-style-type: none"> a. K - 3 will have a dedicated time at the beginning of the day b. 4 - 5 will carve time out of their instructional blocks 4. Provide professional development for Tier 2 interventions during Hawk Time 5. Implementation of PBIS Framework strategies and interventions to support all students 6. BIC (Building Instructional Capacity) will meet quarterly (during DLD's) to review student data 7. Implementation of MTSS team 8. GCPS sponsored tutoring 	ELA - % Beginning				
				2022 Black Students	2023 Black Students Goal	2022 All Students	2023 All Students Goal
			3rd	27%	25%	10%	9%
			4th	11%	10%	3%	2%
			5th	7%	6%	6%	5%
			Math - % Beginning				
				2022 Black Students	2023 Black Students Goal	2022 All Students	2023 All Students Goal
			3rd	9%	8%	6%	5%
			4th	5%	4%	2%	2%
			5th	25%	23%	11%	10%

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			<p>ESS Survey: <u>Student:</u> My teacher(s) provide lessons and activities that challenge me to learn. Baseline Data: 63% positive responses 2022-2023 Goal: 69% positive responses</p>																							
<p>90 Day Review: Action Steps:</p> <ol style="list-style-type: none"> 1. Grade level teachers update MTSS logs. These logs document student progress on screeners as well as benchmark data. Interventions are noted in the log. 2. Hawk Time has been implemented for K - 2 at the beginning of the day; 3rd grade at 9:30 and 4th and 5th has been embedded into their block schedules. 3. Professional development has been provided for <ol style="list-style-type: none"> a. Tier 2 interventions: <ol style="list-style-type: none"> i. mCLASS - Burst Lessons ii. iReady Toolkits b. Tier 3 interventions: <ol style="list-style-type: none"> i. Read 180 ii. Wilson iii. SPIRE iv. Just Words c. Progress Monitoring: <ol style="list-style-type: none"> i. mCLASS ii. iSTEOP 			<p>** Mid-Year data is based on students performing in the "reteach" category</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">ELA - Reteach</th> <th style="width: 25%;">2022 Black Students Mid Year Milestones Benchmark</th> <th style="width: 25%;">2022 All Students Mid Year Milestones Benchmark</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>20%</td> <td>18%</td> </tr> <tr> <td>4th</td> <td>21.7%</td> <td>12%</td> </tr> <tr> <td>5th</td> <td>26%</td> <td>15%</td> </tr> <tr> <td colspan="3" style="text-align: center;"> </td> </tr> <tr> <th style="width: 25%;">Math - Reteach</th> <th style="width: 25%;">2022 Black Students Mid Year Milestones Benchmark</th> <th style="width: 25%;">2022 All Students Mid Year Milestones Benchmark</th> </tr> <tr> <td>3rd</td> <td>30%</td> <td>18%</td> </tr> </tbody> </table>			ELA - Reteach	2022 Black Students Mid Year Milestones Benchmark	2022 All Students Mid Year Milestones Benchmark	3rd	20%	18%	4th	21.7%	12%	5th	26%	15%				Math - Reteach	2022 Black Students Mid Year Milestones Benchmark	2022 All Students Mid Year Milestones Benchmark	3rd	30%	18%
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<p>4. PBIS matrix has been posted throughout the building. The cafeteria has begun using Class Dojo to reward classes who earn points. 4th grade has implemented a ticket system for hallway behavior.</p> <p>5. BIC (Building Instructional Capacity) has met on: 9/16, 11/8, 2/3 to dig into student data and identify and plan for student needs.</p> <p>6. The MTSS committee meets monthly to review processes and procedures of the synergy tool as well as the interventions offered/needed to support students.</p> <p>7. PMES has partnered with University Instructors to provide in-class tutoring for 2 fourth grade students 3 times weekly for 12 weeks.</p>			4th	20.8%	12%
			5th	33.3%	20%
<p>Equity 2B: Opportunity and access</p>	<p>Puckett’s Mill will work to increase academic and social emotional opportunities for students. Each and every student will be engaged in high quality, rigorous and culturally relevant curriculum and enrichment activities.</p>	<ol style="list-style-type: none"> 1. Initiate Play 2 Learn for families with children birth to 5 years old 2. Offer Advanced Content Reading and Math in grades 3 - 5 3. PBL/STEM projects in every grade level 4. Chromebooks available for every student to take home when needed 5. Utilize Universal Screeners to identify potential gifted students 6. Offer high quality, culturally relevant curriculum to 3rd grade students with the Wit and Wisdom pilot and K and 1 students Math pilot 7. Cultural Awareness and Inclusion committee will offer activities 	<p>Gifted Data: Baseline Data: 13% of gifted students in grades 2 - 5 are black or multi-racial. 23% of all students in grades 2 - 5 are black or multi-racial. Disparity - 10% 2022- 2023 Goal: The disparity between all black and multi-raicial students to gifted black and multi-racial students will decrease to 9%.</p> <p>ESS Survey: <u>Student:</u> All students have access to rigorous courses and supports.</p>		

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		<p>throughout the year to focus on a variety of groups</p> <p>8. Offer a variety of enrichment clubs: Robotics, Chess, Art, Student council, BETA, Musicals, Yearbook, Readers Rally, Safety Patrol, Good News Club</p> <p>9. Gifted 101: Institute for Administrators. This professional development will build the capacity of administrators and teachers to develop a gifted program that creates access to equitable identification and effective gifted instruction in order to prepare our gifted and high ability students to be successful in college and future ready.</p>	<p>Baseline Data: 32% 2022-2023 Goal: 38%</p> <p>Student placement in advanced classes is not influenced by race, gender or socioeconomic levels. Baseline Data: 85% 2022-2023 Goal: 86%</p> <p>My teacher helps me learn by challenging me with interesting activities in class. Baseline Data: 51% 2022-2023 Goal: 55%</p>
<p>90 Day Review: Action Steps:</p> <ol style="list-style-type: none"> 1. Play to Learn is providing education centered activities for children age birth to 5 in our community. Additional opportunities are being offered in the second semester to those on the waiting list. 2. AC Reading and Math is offered in grades 3 - 5. 3. PBL/STEM projects are taking place in <i>most</i> grade levels and encouraged in all. 4. Chromebooks are available to all students on all days to take home when needed. Every student has a chromebook checked out. 5. We have widened our gifted net with the use of Universal Screeners and portfolio options to qualify students for the gifted program. 			<p>Gifted Data: Mid Year Data: 15% (20 students) of gifted students in grades 2-5 are black or multi-racial. 23.5% of all students in grades 2 - 5 are black or multi-racial. Disparity - 8.5%</p>

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<p>6. Wit and Wisdom has been implemented with fidelity. Teachers have worked with county coaches to ensure quality implementation. The administrative team completed a 1 day training on January 19th with a trainer from Wit and Wisdom to gain a deeper understanding of the program.</p> <p>7. The Cultural Awareness and Inclusion Team has created a bulletin board to display upcoming holidays for a variety of cultures. The committee also collaborates with our morning news production team to incorporate information videos, broadcasts and testimonials.</p>							
Effectiveness 3A: Results-Based Evaluation System	The teachers at Puckett's Mill will engage in the Results-Based Evaluation System to determine standards for school improvement and student growth.	<ol style="list-style-type: none"> 1. Implementation of MTSS 2. BIC (Building Instructional Capacity) will meet quarterly (during DLD's) to review student data 3. Increase the number of teachers who are Wilson trained including 1 teacher completing Level 1 Certification 4. Increase the number of teachers who are trained to administer Dibels8 5. Strategic peer observation 6. Utilize Collaborative Learning Teams (CLT) to focus on data driven instruction and common understanding of the standards 	Georgia Milestones:				
			ELA - % Proficient and Distinguished				
				2022 Black Students	2023 Black Students Goal	2022 All Students	2023 All Students Goal
			3rd	54%	58%	71%	73%
			4th	68%	71%	83%	84%
			5th	60%	63%	75%	77%
			Math - % Proficient and Distinguished				
				2022 Black Students	2023 Black Students Goal	2022 All Students	2023 All Students Goal
			3rd	55%	59%	69%	72%

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			4th	68%	71%	84%	85%									
			5th	50%	54%	73%	75%									
			<p>ESS Survey: <u>Staff:</u> Instruction is personalized to meet the needs of each student. Baseline Data: 73% 2022-2023 Goal: 75%</p> <p>I believe that all students can meet state standards: Baseline Data: 76% 2022-2023 Goal: 78%</p>													
<p>90 Day Review: Action Steps:</p> <ol style="list-style-type: none"> 1. The MTSS committee meets monthly to review processes and procedures of the synergy tool as well as the interventions offered/needed to support students. 2. Grade Levels update MTSS logs. These logs document student progress on screeners as well as benchmark data. Interventions are noted in the log. 3. BIC (Building Instructional Capacity) has met on: 9/16, 11/8, 2/3 to dig into student data and identify and plan for student needs. 4. Susan Kersh, IRR teacher, is in the process of completing the Wilson Level 1 training. 5. We currently have 32 teachers who are trained to administer Dibels 8. 			<p>** Mid-Year data is based on students performing in the “review and mastered” category</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 25%;">ELA - Review and Mastered</th> <th style="width: 25%;">2022 Black Students Mid Year Milestones Benchmark</th> <th style="width: 25%;">2022 All Students Mid Year Milestones Benchmark</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">3rd</td> <td style="text-align: center;">80%</td> <td style="text-align: center;">82%</td> </tr> <tr> <td style="text-align: center;">4th</td> <td style="text-align: center;">78.3%</td> <td style="text-align: center;">88%</td> </tr> </tbody> </table>					ELA - Review and Mastered	2022 Black Students Mid Year Milestones Benchmark	2022 All Students Mid Year Milestones Benchmark	3rd	80%	82%	4th	78.3%	88%
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<p>6. CLT's meet twice weekly during the common planning time. Additional time is given 2 times monthly during our extended day for teachers to focus on data driven instruction and common understanding of the standards.</p>			5th	74%	85%			
				Math - Review and Mastered	2022 Black Students Mid Year Milestones Benchmark	2022 All Students Mid Year Milestones Benchmark		
				3rd	70%	83%		
				4th	79.2%	88%		
				5th	66.7%	80%		
				i-Ready Diagnostic Projected Proficiency				
				ELA	Distinguished	Proficient	Developing	Beginning
				3rd Grade	19%	34%	26%	21%
				4th Grade	31%	38%	19%	12%
			5th Grade	22%	54%	20%	4%	
			Math	Distinguished	Proficient	Developing	Beginning	
			3rd Grade	21%	57%	17%	4%	
			4th Grade	19%	61%	17%	3%	
			5th Grade	22%	50%	23%	5%	

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<p>Excellence 4A: Preferred education destination</p>	<p>Puckett’s Mill Elementary will strive to be the first choice for students, families and staff.</p>	<ol style="list-style-type: none"> 1. Implement the theme “Belong” throughout the Puckett’s Mill community 2. Active PTA collaboration with the school <ol style="list-style-type: none"> a. Worked to increase parent volunteers by pairing a “veteran” volunteer with someone new to Puckett’s Mill/Volunteering b. Dads on Duty c. Many family and community events 3. Utilize Local School Council as a means to increase community understanding of the Blueprint For The Future 4. Weekly teacher collaboration to support Quality Plus Teaching Strategies 5. Implement safety protocols utilizing the Raptor for parent visitation and student check-out 6. Offer a variety of enrichment clubs: Robotics, Chess, Art, Student council, BETA, Musicals, Yearbook, Readers Rally, Safety Patrol, Good News Club 	<p>EES Survey: <u>Family:</u> My student enjoys going to this school. Baseline Data: 89% 2022-2023 Goal: 90%</p> <p>Parents/families have input into plans for improving this school. Baseline Data: 65% 2022-2023 Goal: 68%</p> <p><u>Student:</u> Student success is celebrated at this school. Baseline Data: 45% 2022-2023 Goal: 50%</p>

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		7. Invite stakeholders to see PBL in action	
<p>90 Day Review: Action Steps:</p> <ol style="list-style-type: none"> 1. The Belong theme is prevalent throughout the school. It is the cover of the 22-23 yearbook. 2. Continued work with PTA to create an inclusive environment. All classrooms matched 1 veteran room mom with a parent that had not previously been a room parent. 3. Local School Council has met on: 9/15; 10/24 (cluster school council meeting); 11/10 and 1/19. The final meeting for the year is scheduled for 4/23. 4. Many community events have brought families to the school. 5. Safety protocols have been put in place with the Raptor system as well as for high volume days such as Grandparents Lunch, PBL presentations, Book Fair, Field Day and Lunch with a Loved One. 6. The following clubs have been offered to students: Robotics, Chess, Art, Student Council, BETA, Musicals, Yearbook, Readers Rally, Safety Patrol, Good News Club 			<p>For our Grandparents Lunch, Puckett's Mill hosted 586 guests over 4 days.</p> <p>For our Lunch with a Loved One, Puckett's Mill hosted 670 guests over 5 days.</p>