

## 2022-2023 Local School Plan for Improvement (LSPI)

**School: Roberts Elementary      Principal: Dr. Dion Jones**

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)
<b>Empathy 1B:</b> Staff and student wellbeing	We believe a positive work and learning environment results in positive learning outcomes for students.	<ol style="list-style-type: none"> <li><b>1. RES School Wellness Program</b> The school will continue to support, improve, and expand our wellness program for students and staff. We will offer school events, both during and after the school day around self-care, inclusion and connecting, physical and mental health, and social emotional wellbeing. We will continue to integrate wellness in the school environment.</li> <li><b>2. Student Wellness Program</b> All students will engage in lessons in areas such as: Life Skills, SEL and other lessons to increase student sense of belonging.</li> </ol>	<p><b>Percent of staff responding positively to the following EES Staff Survey items (weighted average):</b> When there is a problem in my school, we talk about how to solve it <b>Baseline:</b> 75% <b>Goal:</b> 78%</p> <p><b>Percent of students responding positively to the following EES Student Survey items (weighted average):</b> I enjoy coming to this school <b>Baseline:</b> 47% <b>Goal:</b> 50%</p>

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<p><b>LSPI 90 Day Update:</b></p> <ul style="list-style-type: none"> <li>● SEL is implemented schoolwide on a daily basis and we continue to seek ways to enhance the program. Our counselors provide a weekly focus and leverage county supported resources to accompany the lessons. In addition, SEL is implemented with staff during staff meetings, grade level meetings and office meetings. In addition, the school has a wellness room for staff to use on a daily basis.</li> <li>● We are in the process of developing a wellness space for students to use during the school day that would mirror our faculty wellness room.</li> <li>● For families, we have held several events to engage the community during and outside of school hours. Events include Bingo Night, International Night, Bucks For Bulldogs, All Pro Dads, Talent Show and Spirit Nights. These activities are great ways to engage our community.</li> </ul>																															
<p><b>Equity 2A:</b> Multi-tiered system of supports(MTSS)</p>	<p>Students at our school have unique needs and through several support systems in place, we plan to ensure their individual needs are met throughout the year.</p>	<p><b>1. Academic Press Support</b> Common Formative Assessments as well as universal screeners will be administered to determine enrichment and acceleration interventions through the iReady program and classroom activities.</p> <p><b>2. Student Wellness Screener</b> Students will complete the student wellness screener to identify areas to support their overall social emotional well being.</p> <p><b>3. PBIS</b> Roberts Elementary will recognize and celebrate positive student behaviors through the Positive Behaviors Intervention and Supports (PBIS).</p>	<p>Increase percent of 3rd-5th grade students scoring Proficient and Distinguished as measured on the Georgia Milestones in the areas of ELA and Math.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 15%;">Grade</th> <th style="width: 15%;">Subject</th> <th style="width: 15%;">Baseline</th> <th style="width: 15%;">Goal</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>Math</td> <td>71%</td> <td>74%</td> </tr> <tr> <td>3rd</td> <td>ELA</td> <td>75%</td> <td>78%</td> </tr> <tr> <td>4th</td> <td>Math</td> <td>76%</td> <td>79%</td> </tr> <tr> <td>4th</td> <td>ELA</td> <td>72%</td> <td>75%</td> </tr> <tr> <td>5th</td> <td>Math</td> <td>80%</td> <td>83%</td> </tr> <tr> <td>5th</td> <td>ELA</td> <td>77%</td> <td>80%</td> </tr> </tbody> </table> <p>Percent of students completing the student wellness screener.  <b>Baseline:</b> 94%  <b>Goal:</b> 97%</p> <p><b>PBIS</b></p>	Grade	Subject	Baseline	Goal	3rd	Math	71%	74%	3rd	ELA	75%	78%	4th	Math	76%	79%	4th	ELA	72%	75%	5th	Math	80%	83%	5th	ELA	77%	80%
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			Roberts Elementary will be recognized as an “Installing” school in the PBIS program.
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**LSPI 90 Day Update:**

- We will continue to use district and local formative assessments to drive our instruction. School administrators have worked with each grade level to review data and ensure that appropriate interventions have been identified and implemented based on student needs.
- Counselors and teachers use the wellness screener to identify student needs and provide support either in small group or class sessions. These supports are provided during our morning CQI time.
- The PBIS team has completed initial state provided training in February 2023 with plans to continue implementation 2023-2024.

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<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Roberts will expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities.</p>	<p><b>1. Gifted and Talented</b></p> <p>RES will continue to pull out students who have been identified for the Gifted and Talented Program in grades 2nd - 5th.</p> <p>RES will continue to provide a 6th grade accelerated class for identified students.</p> <p><b>Teacher Certification</b> RES will continue working towards increasing the % of teachers who are gifted certified. This will provide teachers with strategies to accelerate and enrich learning for all students.</p> <p><b>Play2Learn</b> RES will add the Play2Learn program for children birth-to-5 for 90 minutes each week to build foundational school skills.</p> <p><b>Before and After School Clubs</b> RES will continue to offer before and after school clubs for students in grades K-5.</p>	<p><b>Gifted Endorsed Teachers</b> Increase the percentage of teachers with a Gifted Endorsement <b>Baseline:</b> 95% <b>Goal:</b> 100%</p> <p><b>Gifted/Talented:</b> Increase the percentage of students in the Gifted and talented Program <b>Baseline:</b> 18% <b>Goal:</b> 21%</p>
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### **LSPI 90 Day Update:**

- For gifted services, we provide gifted pullout instruction in the areas of reading and math for grades 2-5, along with providing 6th grade accelerated math. At this time, we are also beginning to screen our kindergarten students for gifted eligibility using county guidelines.
- In terms of teacher certification, we currently have over 95% of our staff who are endorsed in gifted education. We have two teachers currently in the gifted endorsement program who will complete the program in May. This benefits our students as they receive additional enrichment lessons throughout all academic areas.
- Our Play to Learn (P2L) program currently supports 15 students and their families. They meet once a week, on Tuesdays, for 90 minutes.
- We are running 15 before and afterschool clubs ranging from Art to Drama. A total number of students for all clubs is over 300 students. Our new Robotics club won Region and has now placed 13th overall at the State Competition with a 3rd place finish in Robot Design.

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<p><b>Effectiveness 3B:</b> Talent management</p>	<p>Roberts will transform human resources function into a strategic talent management organization that supports educators and staff to achieve district goals.</p>	<p><b>1.Educator Support</b></p> <p><b>New Teacher Network (NTN)</b> New teachers will receive support and mentoring through our new teacher program called New Teacher Network(NTN). This support group will meet monthly to focus on various “just in time” topics.</p> <p><b>Teacher Leaders</b> Teacher leader cohort for teachers who are looking for leadership opportunities either locally or at district level.</p> <p><b>Peer Observations</b> Peer observations will allow all teachers the opportunity to engage with and learn best teaching practices from their peers.</p> <p><b>Collaborative Learning Teams/Professional Learning</b> Teams will receive training in the areas of small group instruction and differentiation to support the individualized needs of the students they serve.</p>	<p><b>Increase percent of 3rd-5th grade students scoring Proficient and Distinguished as measured on the Georgia Milestones in the areas of ELA and Math.</b></p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 15%;">Grade</th> <th style="width: 15%;">Subject</th> <th style="width: 15%;">Baseline</th> <th style="width: 15%;">Goal</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>Math</td> <td>71%</td> <td>74%</td> </tr> <tr> <td>3rd</td> <td>ELA</td> <td>75%</td> <td>78%</td> </tr> <tr> <td>4th</td> <td>Math</td> <td>76%</td> <td>79%</td> </tr> <tr> <td>4th</td> <td>ELA</td> <td>72%</td> <td>75%</td> </tr> <tr> <td>5th</td> <td>Math</td> <td>80%</td> <td>83%</td> </tr> <tr> <td>5th</td> <td>ELA</td> <td>77%</td> <td>80%</td> </tr> </tbody> </table> <p><b>The effectiveness of this initiative will be measured by the positive responses of the following Staff Educator Effectiveness Survey item:</b> Peer observations/coaching and feedback is a tool we use to improve instruction. <b>Baseline:</b> 56.8% <b>Goal:</b> 59.8%</p>	Grade	Subject	Baseline	Goal	3rd	Math	71%	74%	3rd	ELA	75%	78%	4th	Math	76%	79%	4th	ELA	72%	75%	5th	Math	80%	83%	5th	ELA	77%	80%
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**LSPI 90 Day Update:**

- Our New Teacher Network (NTN) program meets monthly and covers a variety of topics to support new teachers or even new to a grade level. Each new teacher is assigned a mentor from their team to help them with practices, routines and expectations of grade level, school, and GCPS>
- Our Teacher Leader program meets monthly to discuss leadership topics to prepare teachers for leadership at the local or district level. We have recently completed the Clifton Strengths Finder to leverage additional conversations and self reflection. We continue to seek and provide additional opportunities for these teachers to attend and participate in a variety of leadership opportunities both in and outside of Roberts.
- In terms of peer observations, admin will be sharing with teachers at the next faculty meeting a plan for an initial peer observation framework starting with one grade level with plans to continue into the 2023-2024 school year.
- Grade levels meet weekly as a Collaborative Learning Team (CLT) to examine AKS, discuss pacing, share ideas and discuss student data that will enhance learning in the classroom. This work in CLT directly positions us to meet our goals in the area of reading and math on Ga Milestones.

**Excellence 4C:**  
World-class communications and engagement

We will continue to model and support communication best practices through our social media platforms, school meetings, parent nights, School Council and PTO Board.

We value stakeholder input and engagement, and will continue to seek feedback for programs and school initiatives throughout the year.

**1. Support transparent, two-way communication and feedback with all school stakeholders.**

We seek to improve social media communication to ensure our positive story is highlighted in public forums which include our website, Facebook, and Instagram.

Our newsletter will continue to be sent via two mediums: video and electronic print.

We will continue to host school events that allow the community a chance to come into the building, meet our staff, and experience Roberts fully beyond the classroom.

**Percent of families that complete the EES Parent Survey.**

**Baseline:** 49%

**Goal:** 52%

**Percent of families responding positively to the following family satisfaction EES Family Survey items (weighted average).**

I feel welcome at this school

**Baseline:** 82%

**Goal:** 85%

**LSPI 90 Day Update:**

- Families receive direct communication from the principal and staff in a variety of ways. This includes video newsletters sent out monthly, teacher newsletters, as well Facebook updates, Instagram Stories and Twitter Feeds.
- Teachers receive direct communication from the principal in a weekly loom video as well as daily email updates.

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- School Council meets quarterly to share ideas, updates and discuss concerns. We have had additional visitors from other clusters and organizations come to learn from Roberts and engage with administration on how to successfully establish a positive school culture.
- For families, we have held several school events to engage the community during and outside of school hours. Events include Bingo Night, International Night, Bucks For Bulldogs, All Pro Dads, Talent Show and Spirit Nights. These activities are great ways to engage our community.