

2022-2023 Local School Plan for Improvement (LSPI)

School: Margaret Winn Holt ES Principal : [Lisa Glausier](#)

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	Winn Holt ES will continue efforts to build an intentional, well-established SEL program that strategically provides support for students and staff. We will maintain or increase positive responses on the EES student and staff surveys.	Student Wellness Implementation will continue to include: morning meetings; counseling sessions (1:1, small group, whole group); CHAMP time; extracurricular clubs; food bags through Nothing But the Truth; brain breaks; KidsNet referrals; differentiated behavior plans; book buddies; PBIS. Student Wellness	KPI Growth Measure		
			SY 2022 KPI Baseline	SY 2023 KPI Target	Student Wellbeing: % of students indicating positive responses on the Supportive Learning Environment questions of the Educational Effectiveness Survey

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		<p>Implementation activities to be added: additional SEL block added to the master schedule; Strategic Play for grades K-5 added to the master schedule; additional counselor added to school staffing plan; Care Closet; Share Table.</p> <p>Staff Wellness Implementation will continue to include: Sunshine committee; Teacher Appreciation Week; Happenings shoutouts; Welcome Angels; Winter holiday staff activities; WHES volleyball team; yoga classes; staff snack cart; <i>coffee cart; Friday Spinner Wheel; Perfect attendance incentive</i></p> <p>Staff Wellness Implementation activities to be added: Welcoming Ritual and Optimistic Closing at each meeting; intentional monthly staff treats; staff appreciation notes from parents.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="1241 293 1757 625"> <ul style="list-style-type: none"> ● I feel safe at this school. ● I enjoy coming to this school. ● In this school, there is at least one adult who knows and cares about me. ● Most students are respectful of others in this school. ● The rules against bullying are enforced by adults in this school. </td> <td data-bbox="1757 293 1864 625" style="text-align: center;"> 54% 46% 75% 20% 77% </td> <td data-bbox="1864 293 1982 625" style="text-align: center;"> 60% 55% 80% 30% 85% </td> </tr> <tr style="background-color: #e0e0e0;"> <td data-bbox="1241 625 1757 727" style="text-align: center;">KPI Growth Measure</td> <td data-bbox="1757 625 1864 727" style="text-align: center;">SY 2022 KPI Baseline</td> <td data-bbox="1864 625 1982 727" style="text-align: center;">SY 2023 KPI Target</td> </tr> <tr> <td data-bbox="1241 727 1757 1382"> <p>Staff Wellbeing: % of staff indicating a positive response on the Supportive Learning Environment questions of the Educational Effectiveness Survey</p> <ul style="list-style-type: none"> ● Staff believes school is a safe place. ● The school has effective equity practices for all. ● Students believe the adults in this school genuinely care about them. ● Staff at this school value and respect all students. ● Staff enforce the bullying/harassment policy of this school. </td> <td data-bbox="1757 727 1864 1382" style="text-align: center;"> 98% 89% 94% 95% 96% </td> <td data-bbox="1864 727 1982 1382" style="text-align: center;"> 98% 95% 98% 98% 98% </td> </tr> </table>			<ul style="list-style-type: none"> ● I feel safe at this school. ● I enjoy coming to this school. ● In this school, there is at least one adult who knows and cares about me. ● Most students are respectful of others in this school. ● The rules against bullying are enforced by adults in this school. 	54% 46% 75% 20% 77%	60% 55% 80% 30% 85%	KPI Growth Measure	SY 2022 KPI Baseline	SY 2023 KPI Target	<p>Staff Wellbeing: % of staff indicating a positive response on the Supportive Learning Environment questions of the Educational Effectiveness Survey</p> <ul style="list-style-type: none"> ● Staff believes school is a safe place. ● The school has effective equity practices for all. ● Students believe the adults in this school genuinely care about them. ● Staff at this school value and respect all students. ● Staff enforce the bullying/harassment policy of this school. 	98% 89% 94% 95% 96%	98% 95% 98% 98% 98%
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LSPI 90-Day Update		Data Update on Available Measures																	
<ul style="list-style-type: none"> ● <i>Additional SEL block addition to master schedule has been adjusted to take place after morning announcements</i> ● <i>Strategic Play focus has been modified to Joyful Learning for Kindergarten students</i> ● <i>Share Table implementation moved to Spring 2023</i> ● <i>Wellness Room implementation moved to Fall 2023; beginning with an intentional space for staff lunch</i> ● <i>Welcoming Ritual & Optimistic Closing are pervasive in PLC meetings and in progress for faculty meetings</i> 																			
Equity 2A: Multi-tiered system of supports	Winn Holt ES will implement a comprehensive multi-tiered system of supports (MTSS) to address academic and non-academic students' needs in an effort to remove barriers to success.	MTSS processes, procedures, and structures to be maintained will include: Winn Time; MTSS Coordinator; Tier 2 Talks; attendance monitoring; individualized behavior plans; EIP and Reading Recovery support; IEP implementation; CHAMP time; formative and summative assessments; counseling support (1:1, small group, whole group); SST meetings; extended Saturday tutoring sessions; Knight of Learning events to support parents; SEA; in-house field trips; student supplies and materials. MTSS processes, procedures, and structures to be added will include: Tier 2 team meetings monthly; dedicated tier 2 and tier 3	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #e0e0e0;"> <th style="text-align: center; padding: 5px;">KPI Growth Measure</th> <th style="text-align: center; padding: 5px;">SY 2022 KPI Baseline</th> <th style="text-align: center; padding: 5px;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"> <ul style="list-style-type: none"> ● % of students in grades 3-5 who are universally screened in wellbeing </td> <td style="text-align: center; padding: 5px;">0%</td> <td style="text-align: center; padding: 5px;">95%</td> </tr> <tr> <td style="padding: 5px;"> <ul style="list-style-type: none"> ● decrease the % of 3rd graders performing at the beginning level on the Georgia Milestones ELA assessment </td> <td style="text-align: center; padding: 5px;">40.5%</td> <td style="text-align: center; padding: 5px;">35%</td> </tr> <tr> <td style="padding: 5px;"> <ul style="list-style-type: none"> ● decrease % of 3rd-5th graders receiving free meals performing at the beginning level on the Georgia Milestones ELA assessment </td> <td style="text-align: center; padding: 5px;">36.6%</td> <td style="text-align: center; padding: 5px;">30%</td> </tr> <tr> <td style="padding: 5px;"> <ul style="list-style-type: none"> ● increase % of EL students progressing towards language proficiency </td> <td style="text-align: center; padding: 5px;">88%</td> <td style="text-align: center; padding: 5px;">92%</td> </tr> </tbody> </table>		KPI Growth Measure	SY 2022 KPI Baseline	SY 2023 KPI Target	<ul style="list-style-type: none"> ● % of students in grades 3-5 who are universally screened in wellbeing 	0%	95%	<ul style="list-style-type: none"> ● decrease the % of 3rd graders performing at the beginning level on the Georgia Milestones ELA assessment 	40.5%	35%	<ul style="list-style-type: none"> ● decrease % of 3rd-5th graders receiving free meals performing at the beginning level on the Georgia Milestones ELA assessment 	36.6%	30%	<ul style="list-style-type: none"> ● increase % of EL students progressing towards language proficiency 	88%	92%
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		<p>interventions and progress monitoring; teacher training on inventions and progress monitoring tools during CLT time; Admire and Acquire sessions 2x per year for all teachers; student digital 1:1 access.</p>										
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<ul style="list-style-type: none"> ● <i>Grade levels are working to use Winn Time (CQI) to target specific standards and student needs. Some grade levels are working to possibly share students to better meet the needs of students.</i> ● <i>Our SST rep and grade levels meet quarterly for Kid Talk meetings</i> ● <i>Teacher training on interventions and progress monitoring tools are taking place at the county level</i> 		<p>Students in grades 3-5 will participate in the Milestone assessments in April/May, so we currently have no data to report.</p> <p>100% of students in grades K-5 were universally screened in Math and EL during the Fall administration.</p> <p>100% of students were universally screened in the Fall Wellbeing screener.</p>										
<p>Equity 2B: Opportunity and access</p>	<p>Winn Holt ES will expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum and enrichment activities.</p>	<p>Current processes, procedures, and structures to be continued will include: provide access to classroom experiences through implementation of current PBIS framework to teach behavior expectations; acknowledge and reward positive behaviors; provide relevant and timely parent communication; implement a high-quality curriculum through</p>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="width: 70%;">KPI Growth Measure</th> <th style="width: 15%;">SY 2022 KPI Baseline</th> <th style="width: 15%;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: left;"> <ul style="list-style-type: none"> ● increase the % of kindergarten students receiving free meals who are kindergarten ready </td> <td>39%</td> <td>50%</td> </tr> <tr> <td style="text-align: left;"> <ul style="list-style-type: none"> ● increase the % of students that are underrepresented </td> <td>28%</td> <td>35%</td> </tr> </tbody> </table>	KPI Growth Measure	SY 2022 KPI Baseline	SY 2023 KPI Target	<ul style="list-style-type: none"> ● increase the % of kindergarten students receiving free meals who are kindergarten ready 	39%	50%	<ul style="list-style-type: none"> ● increase the % of students that are underrepresented 	28%	35%
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		<p>collaborative planning for teachers; expand current Play 2 Learn program as needed to meet community needs; extracurricular clubs; FOCUS, AC reading and AC math programs; Family learning events such as Knights of Learning and International Night; Think Labs to increase identification of gifted students; Rising K Academy.</p> <p>New processes, procedures, and structures to be added will include: Universal Screeners, Joyful Learning in Kindergarten; SEL team to focus on student well-being; In-house cultural and diversity acknowledgement; Foster inclusive environment for students with disabilities by creating additional opportunities to spend time with gen ed peers on the playground with the additional fenced off area for safety; master schedule adjusted to encourage enrollment of special education students in general ed connections classes, promote inclusion and teamwork among staff and students across the school environment with the addition of a coffee cart.</p>									
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<ul style="list-style-type: none"> ● <i>Knights of Learning was help in the Fall with large family participation & engagement</i> ● <i>Strategic Play has been adjusted to a focus on Kindergarten for Joyful Learning</i> ● <i>In-house cultural and diversity acknowledgements</i> <ul style="list-style-type: none"> ○ <i>Hispanic Heritage Month</i> ○ <i>Native American Month</i> ○ <i>Christmas around the world</i> ● <i>Self contained students run the coffee (every Friday)</i> 			<p>Currently 7% of students have qualified for the Gifted program. We anticipate an increase in the percentage as we are still screening students based on Fall and Winter Universal Screener data.</p>								
<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Winn Holt ES will revise and implement updated systems, structures, and processes for progress monitoring of LSPI implementation, with proactive opportunities to course-correct with additional resources and support within the academic year.</p>	<p>Current processes, procedures, and structures to be continued will include: strategy groups to address learning gaps; data discussion meetings to analyze student progress; differentiated learning groups; student achievement celebrations; GTES Pre, Mid, and EOY conferences; Mentor team; local school literacy professional learning; county staff development sessions; GTES feedback; SST meetings; Saturday Intervention; web-based subscriptions; technology materials; New special education teachers assigned a county and local school mentor.</p> <p>New processes, procedures, and structures to be added will</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th style="text-align: center;">KPI Growth Measure</th> <th style="text-align: center;">SY 2022 KPI Baseline</th> <th style="text-align: center;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top; padding: 5px;"> <ul style="list-style-type: none"> ● Increase in the % of students in grades 1-2 performing at the Mastered levels on the benchmark assessment <ul style="list-style-type: none"> ○ 1st Grade LA ○ 1st Grade Math ○ 2nd Grade LA ○ 2nd Grade Math ● Decrease in the % of students in student groups achieving Beginning on GA Milestones (Grades 3-5) <ul style="list-style-type: none"> ○ 3rd Grade ELA </td> <td style="vertical-align: top; text-align: center; padding: 5px;"> 29% 29% 17% 30% </td> <td style="vertical-align: top; text-align: center; padding: 5px;"> 35% 39% 25% 40% 35% </td> </tr> </tbody> </table>			KPI Growth Measure	SY 2022 KPI Baseline	SY 2023 KPI Target	<ul style="list-style-type: none"> ● Increase in the % of students in grades 1-2 performing at the Mastered levels on the benchmark assessment <ul style="list-style-type: none"> ○ 1st Grade LA ○ 1st Grade Math ○ 2nd Grade LA ○ 2nd Grade Math ● Decrease in the % of students in student groups achieving Beginning on GA Milestones (Grades 3-5) <ul style="list-style-type: none"> ○ 3rd Grade ELA 	29% 29% 17% 30%	35% 39% 25% 40% 35%
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		<p>include: Tier 2 meetings; Universal Screeners; Orton-Gillingham training for all certified staff; Milestones Benchmark Assessments; Common Formative Assessments; <i>Common Unit Assessments</i></p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>○ 3rd Grade Math</td> <td style="text-align: center;">26%</td> <td style="text-align: center;">20%</td> </tr> <tr> <td>○ 4th Grade ELA</td> <td style="text-align: center;">41%</td> <td style="text-align: center;">36%</td> </tr> <tr> <td>○ 4th Grade Math</td> <td style="text-align: center;">28%</td> <td style="text-align: center;">22%</td> </tr> <tr> <td>○ 5th Grade ELA</td> <td style="text-align: center;">29%</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>○ 5th Grade Math</td> <td style="text-align: center;">27%</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>○ 5th Grade Science</td> <td style="text-align: center;">25%</td> <td style="text-align: center;">20%</td> </tr> </table>	○ 3rd Grade Math	26%	20%	○ 4th Grade ELA	41%	36%	○ 4th Grade Math	28%	22%	○ 5th Grade ELA	29%	25%	○ 5th Grade Math	27%	25%	○ 5th Grade Science	25%	20%
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<ul style="list-style-type: none"> ● <i>We are moving from Common Formative Assessments to the use of Common Unit Assessments for the 2nd semester</i> <ul style="list-style-type: none"> ○ <i>Teachers will continue to use various formative measures to monitor student progression towards the standard</i> ● <i>Teachers are implementing OG strategies within classroom instruction</i> ● <i>Knights of Learning was a successful event in the Fall with large family participation & engagement. We will hold another Knight of Learning in March with the hope of also having our first PTA meeting</i> 		<p><i>Current baseline data for goals have been updated. 1st and 2nd grade data now reflects baseline and goal for benchmark assessments. 3rd, 4th, and 5th grade data now reflects baseline and goal for Georgia Milestones.</i></p> <p><i>Students are still participating in district benchmark assessments, so we currently have no data to report. Staff are currently participating in the EES survey.</i></p>																			
<p>Excellence 4C: World-class communication and engagement</p>	<p>Winn Holt ES will demonstrate world-class communication and engagement to build stakeholder trust and confidence.</p>	<p>Current processes, procedures, and structures to be continued will include: SchoolMessenger; Winn Holt School website; classroom weekly newsletters; Class Dojo; eClass; digital billboard; morning news show; afternoon announcements; daily scrolling announcements; flyers;</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #cccccc;"> <th style="text-align: center;">KPI Growth Measure</th> <th style="text-align: center;">SY 2022 KPI Baseline</th> <th style="text-align: center;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td> <ul style="list-style-type: none"> ● increase the % of parents creating and accessing Parent Portal accounts ● % of parents/guardians </td> <td style="text-align: center; vertical-align: top;">27%</td> <td style="text-align: center; vertical-align: top;">40%</td> </tr> </tbody> </table>	KPI Growth Measure	SY 2022 KPI Baseline	SY 2023 KPI Target	<ul style="list-style-type: none"> ● increase the % of parents creating and accessing Parent Portal accounts ● % of parents/guardians 	27%	40%												
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		<p>Holt Happenings; Parent Portal; parent engagement communication publications and activities; Parent Center supplies; Twitter</p> <p>New processes, procedures, and structures to be added will include: Community Parent Newsletter; Facebook; Digital portable billboards; Time provided for special education and general ed teachers to collaborate and plan together.</p>	<p>indicating positive responses on the Collaboration and Communication questions of the Educational Effectiveness Survey</p> <ul style="list-style-type: none"> ○ Parents/families and employees at this school talk respectfully with one another. 96% ○ Communication and/or materials I receive from the school are in a language I can understand. 86% ○ This school communicates effectively with my family. 86% ○ I am encouraged to collaborate with my student's teachers about my student's learning. 82% ○ This school communicates with me about my student's progress. 86% 	<p>98%</p> <p>92%</p> <p>92%</p> <p>88%</p> <p>92%</p>	
<p>LSPI 90-Day Update</p>			<p>Data Update on Available Measures</p>		
<ul style="list-style-type: none"> ● <i>Monthly Parent Newsletter is sent home via SchoolMessenger</i> ● <i>Winn Holt ES' Facebook page was created</i> 					

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| <ul style="list-style-type: none">• <i>Plans for an upgrade to the Parent Center is in progress to better welcome parents and create a more inviting space</i> | |
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