

2022-2023 Local School Plan for Improvement (LSPI)

School: Sweetwater Middle Principal: Chekquita Johnson

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	Sweetwater desires a supportive and safe environment for all staff and students. Our focus is to create a rich culture of belonging, voice equity, and embracing diverse cultures.	<ol style="list-style-type: none"> 1. SEL Initiatives <ol style="list-style-type: none"> a) Weekly advisement lessons b) Counselor lessons and support c) Monday Morning Check-Ins for Teachers and Staff d) SHINE cards and notes e) SEL Consultant to deliver Professional Learning f) You are the Team book study 2. Sweetwater Engagement Committees comprised of teachers and staff who help with the design 	<p>Percent of staff responding positively to the following staff satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>I receive training to support social and emotional learning</i> Baseline:(35%); 2023 Target:(41.5%) - <i>There is a willingness to address conflict in this school</i> Baseline:(57%); 2023 Target: (61.3%) <p>Percent of students responding positively to the following student satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>I enjoy coming to school</i>

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		<p>and develop of initiatives, systems, and processes for school improvement</p> <p>3. Sweetwater Advisory Committee (Teachers and Staff)</p> <p>4. Sweetwater Student Advisory Committee (students) Sweetwater Leadership Team (teacher leaders)</p> <p>5. PBIS Continuing to use the Go FAR matrix to incentivize students to show good behavior, including Go FAR bucks, quarterly events, and weekly positive referrals.</p> <p style="padding-left: 40px;">a) Implementing PBIS for staff to sustain morale and to incentive, including Teacher/Staff bucks, jean passes, spirit days, refreshments/snacks, duty free lunches.</p> <p style="padding-left: 40px;">b) Teachers receive the “gift of time”</p> <p>6. Mentorship</p> <p style="padding-left: 40px;">a) We offer a WINGS mentorship program for students</p> <p style="padding-left: 40px;">b) New teachers are a part of our NTO/SPA mentorship</p>	<p><i>Baseline: (46.8%); 2023 Target:(52.12%)</i></p> <p>- <i>The work I do in this school is useful and interesting to me</i> <i>Baseline:(47.3%); 2023 Target:(52.57%)</i></p> <p>- <i>Most students are respectful of others at this school</i> <i>Baseline: (31.5%); 2023 Target:(38.35%)</i></p> <p>- <i>I feel safe at this school</i> <i>Baseline: (57%); 2023 Target:(61.3%)</i></p>
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		<p>program, with cohorts for teachers new to the profession, new to SMS, new to GPCS, and who are with 0-3 years' experience.</p> <p>7. Clubs</p> <ul style="list-style-type: none">a) Students are encouraged to join at least 1 club or extracurricular activityb) Teachers are encouraged to join a hobby/interest-based club to build community amongst teachers and staffc) The last Friday of each month is our Patriots Exchange, where students will build community, team, and collaboration with students and teachers throughout grade levels	
<p>LSPI 90 Day Update</p> <p>As a school we have implemented the following:</p> <ul style="list-style-type: none">- All students are participating in weekly advisory lessons.- All faculty and staff are invited to complete a weekly check-in for a pulse check and areas of needs and support.- Administrators give weekly notes and celebrations through Shine shout outs to faculty and staff.			<p>Data Update on Available Measures</p> <p>TBD: EES Survey Results for Staff and Students</p>

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<ul style="list-style-type: none"> - All faculty and staff are participating in our book study, <i>You are the Team</i>, with 5/6 chapters completed, with reflections, team commitments, and school wide challenges. - February 3rd, we opened our Wellness Room for faculty and staff. - We have had 7 PBIS events, including 3 pop-up snack shops, 1 community Fall Festival, 1 Fall Palooza, and 2 Spirit Weeks. - We have adopted the Social Emotional Learning(SEL) protocol/framework with optimistic openings and closings for all meetings and collaborations. - 545 students received positive behavior referrals based on our PBIS matrix. - Teachers have an opportunity to participate in a weekly SEL challenge. - Counselors encourage students to participate in mindfulness exercises during the morning announcements. - We have created a SEL committee to support teachers in implementation of strategies, resources, and best practices. - We established a Principal Advisory Committee with 15 Teacher/Staff Members and 59 Primary and 59 Alternative Student Advisory Committee Members. - Counselors developed a Grief Counseling Support group for 7 students. 					
LSPI 180 Day Update			Data Update on Available Measures		
Equity 2A: Multi-tiered system of supports	To provide tiered supports to ensure that all students are successful.	1. Patriots Time/ELT - 30 minutes of additional instruction for remediation and enrichment across all academics, to include LLI/Wilson interventions 2. REP - remediation and support classes for identified students	MTSS Screening: Academic Fall Participation Rate: 98% Reading and Math MTSS Screening: Wellbeing Fall Participation Rate: 99% On the GA Milestones, decrease the percentage of students scoring in the Beginning Level. <u>SY2022 Baseline:</u>		

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		<p>3. Small group instruction-individualized instruction and support to help students obtain AKS mastery.</p> <p>4. Individualized instruction with after-school tutoring and Read 180</p> <p>5. Kid Talks - bi-weekly identification and monitoring of interventions and supports for students</p> <p>6. SEL</p> <p style="padding-left: 20px;">a) Monthly Goal Setting for academic, behavior, and emotional success, differentiated across grades 6-8</p> <p style="padding-left: 20px;">b) Counselor small groups to support and monitor students</p> <p style="padding-left: 20px;">c) Administrative small groups to support and monitor students</p>	<p>Black: 24.4% Hispanic: 34.8% SPED: 65.8%</p> <p><u>SY2023 Target:</u> Black: 16.8% Hispanic: 28.8% SPED: 62.38%</p>
<p>LSPI 90 Day Update As a school we have implemented the following:</p> <ul style="list-style-type: none"> - We offer Patriots Time (ELT) to all students for remediation and enrichment, to include Level Literacy Intervention(LLI) and Wilson. - We offer an after school program for 21 identified students in the areas of Math and Language Arts through iTutor. 			<p>Data Update on Available Measures MTSS Screening: Academic <i>iReady Reading Administration Results:</i> <i>Students increased in Level 3 & 4 and decreased in Levels 2 and 1 except in 7th grade.</i></p>

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- 266 Language Arts and 250 Math Students have been placed in Remedial Education Program(REP) sections to support MTSS implementation.
- Small Group Instruction models are prioritized during CLT instructional planning.
- During Kid Talks, teams identify and collect data for students who qualify for targeted and intensive individual intervention support.
- Administrators have grade level mentor groups of 28 students to support behavior and academic needs.
- All students participate in monthly Goal Setting activities for academic and behavioral growth and overall well being.
- Counselors formed small groups based on the wellness screener and students intensive individual intervention support.

6th Rdg iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)
Window 1	86	116	245
Window 2	122	107	218
7th Rdg iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)
Window 1	82	162	235
Window 2	114	124	241
8th Rdg iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)
Window 1	121	175	168
Window 2	144	159	161

***iReady Math Administration Results:
Students increased in Level 3 & 4 and decreased in
Levels 2 and 1 except in 7th grade.***

6th Math iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)
Window 1	30	191	226
Window 2	66	176	205
7th Math iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)

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			<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td>Window 1</td> <td>60</td> <td>201</td> <td>225</td> </tr> <tr> <td>Window 2</td> <td>76</td> <td>184</td> <td>226</td> </tr> <tr> <td>8th Math iReady</td> <td>Level 3 & 4 (Proficiency)</td> <td>Level 2 (Developing)</td> <td>Level 1 (Beginning)</td> </tr> <tr> <td>Window 1</td> <td>81</td> <td>186</td> <td>191</td> </tr> <tr> <td>Window 2</td> <td>111</td> <td>167</td> <td>180</td> </tr> </table>				Window 1	60	201	225	Window 2	76	184	226	8th Math iReady	Level 3 & 4 (Proficiency)	Level 2 (Developing)	Level 1 (Beginning)	Window 1	81	186	191	Window 2	111	167	180
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LSPI 180 Day Update			Data Update on Available Measures																							
Equity 2B: Opportunity and access	To expand student exposure, engagement, and cultural relevance with	1. STEAM- improve the implementation of STEAM practices to earn STEAM accreditation and parent workshops.	Percent of students responding positively to the following student satisfaction EES Family Survey items(weighted average):																							

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	<p>varied, high quality, high impact learning opportunities</p>	<p>2. DLI - maintain student enrollment in our DLI program for all 3 years with parent workshops.</p> <p>3. GEAR Up - ensure that students are on track to meet credit requirements to enter HS as a 10th grader and parent night.</p> <p>4. Students can recover credits through Academic Assistance Program</p> <p>5. Gifted - increase the number of students who are tested and identified as Gifted</p> <p>6. Build teacher capacity by increasing the number of teachers who are Gifted Endorsed to better meet the needs of our students</p> <p>7. Leverage PBIS to better implement a progressive discipline model to include mentoring, interventions, support groups, modeling, reflection, and MIR processes, and parent workshops</p>	<ul style="list-style-type: none"> - <i>What we do in school will help me succeed in life</i> Baseline:(63%); 2023 Target:(69.7%) - <i>This school is doing a good job of preparing me to succeed in my life</i> Baseline:(63%); 2023 Target:(66.7%) - <i>My teacher(s) help me learn by challenging me with interesting activities in class</i> Baseline:(62%); Target:(65.8%) <p>Percent of families responding positively to the following family satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>My student is challenged with a rigorous course of study at this school</i> Baseline:(71.4%); 2023 Target:(74.26%) <p><u>Baseline Data</u></p> <p>STEAM Endorsement: currently 0 teachers completing the STEAM endorsement for 22-23</p> <p>Gifted Endorsed Teachers: 22 currently</p>
<p>LSPI 90 Day Update As a school we have implemented the following:</p>			<p>Data Update on Available Measures</p>

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<ul style="list-style-type: none"> - We have begun our Academic Assistance Programs (AAP) for 285 out of 381 invited students who were not academically successful in the 1st semester. - Our Gifted Lead Teachers have begun testing and screening of 108 students based on iReady scores and teacher recommendations for Gifted eligibility. - Our GEAR UP students have had the opportunity to partner with Berkmar HS, Gwinnett Tech, and Maxwell for career exploration and high school readiness. - Our GEAR UP students participated in the high school articulation process. - Three of our teachers are currently a part of the GCPS STEM Endorsement program. - The administration team participated in the GCPS Restorative Practice training. - Based on faculty and staff feedback and discipline data, the PBIS team refined our MIR (Minor Incident Report) discipline processes and interventions to implement a progressive discipline model that prioritizes restorative opportunities. - Students are utilizing the Navigate 360 program as a discipline intervention for minor infractions. 			<p>TBD: EES Survey Results for Family and Students</p> <p><u>90 day Data Update</u></p> <p>STEAM Endorsement: currently 3 teachers completing the STEAM endorsement for 22-23</p> <p>Gifted Endorsed Teachers: currently 2 teachers completing the Gifted Endorsement for 22 -23</p>	
LSPI 180 Day Update			Data Update on Available Measures	
<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>To monitor and measure teacher effectiveness towards student achievement</p>	<ol style="list-style-type: none"> 1. Professional Development, Peer Observations, and Coaching Cycles - offered as a component of staff development to build teacher capacity and teacher support 2. PBIS - to prevent student behaviors that may interfere with academic success and achievement 3. CLT (Collaborative Learning Teams): collaborative planning among academic teams to align 	<p>Percent of staff responding positively to the following staff satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>Our staff believe all students can meet state standards</i> <i>Baseline:(51%); 2023 Target:(56%)</i> - <i>Peer observation/coaching and feedback is a tool we use to improve instruction</i> <i>Baseline: (53%); 2023 Target:(57.7%)</i> - <i>We reflect upon our instructional practices to inform our conversations about improvement</i> <i>Baseline:(59.6%); 2023 Target:(63.1%)</i> 	

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		<p>instructional and student practices with the AKS to promote mastery at the proficient and distinguished levels</p> <p>4. Data Talks: opportunities for teams to review formative and summative assessments to identify students with low performing academic needs and to determine areas for remediation, intervention, and/or enrichment. Provide Bootcamps for identified students</p>	<p>Baseline Data: # of Teachers completing a coaching cycle:</p> <p>Increase the percent of students improving on the District Milestone Benchmarks between 1st and 2nd Semester: % of Student Achievement Fall 2022 % of Student Achievement Spring 2023</p>
<p>LSPI 90 Day Update As a school we have implemented the following:</p> <ul style="list-style-type: none"> - Teachers participate in peer observation coaching cycles focusing on the following areas: ESOL strategies, co-teaching models, and small group instruction. - Teachers meet weekly during “Sacred Tuesday” for instructional planning and content alignment. - ALL Language Arts and Math teachers are supported by district instructional coaches and specialists to build capacity with instructional planning and practices. - Language Arts and Math content leads are participating in a professional development series focusing on best practices for facilitating effective and collegial team collaboration. - Teachers participate in data talks to assess student achievement on common assessments and Milestone benchmarks and determine areas of growth. - Language Arts and Math teachers participate in data talks to analyze iReady data, with a focus on students’ stretch goals to increase the number of students performing in the proficient and distinguished ranges. - All teachers and support staff attend local school professional development with choice sessions that focus on empathy and effectiveness. 		<p>Data Update on Available Measures</p> <p>TBD: EES Survey Results for Staff</p> <p>90 day update: 14 Teachers are completing a coaching cycle in ESOL/SPED instructional strategies and co-teaching models.</p> <p>4 New Teachers completed a coaching cycle in content and planning/instructional strategies</p> <p>5 teachers are participating in a coaching cycle with district behavioral specialists.</p> <p>Increase the percent of students improving on the District Milestone Benchmarks between 1st and 2nd Semester:</p>	

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			TBD: Pending 2nd Semester Milestones Benchmark Administration
LSPI 180 Day Update			Data Update on Available Measures
<p>Excellence 4A: Preferred education destination</p>	<p>To become a world class school that teachers, staff, parents, students, and communities are proud to be a part of.</p>	<ol style="list-style-type: none"> 1. Parent Center 2. Cultural and Curriculum Events 3. Cluster Vertical Alignment –CLASE 4. GA Milestones Parent and Student Informational Night 5. English and Civics class for parents. 6. Technology Integration and Innovation for parent translations and parent center. <ol style="list-style-type: none"> a) Ipads for translations b) Tutoring program for support with homework and academic needs. 7. Rising 6th Grade Camp with parent meeting to orient to the middle school experience 	<p>Percent of families responding positively to the following family satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>I believe the adults in this school care about my students.</i> <i>Baseline:(81%); 2023 Target:(83%)</i> - <i>This school communicates with me about my student's progress</i> <i>Baseline:(78%); 2023 Target:(80.2)</i> - <i>Teachers in this school are dedicated to helping all students succeed</i> <i>Baseline:(87%); 2023 Target:(88.3%)</i> <p>Percent of students responding positively to the following student satisfaction EES Family Survey items(weighted average):</p> <ul style="list-style-type: none"> - <i>I feel proud of my school</i> <i>Baseline: (55.9%); 2023 Target:(60.31%)</i> <p>Increase the percentage of students scoring in the proficient and distinguished range on the GA Milestones for Language Arts and Math.</p> <p><u>SY 2022 Baseline Data:</u> 37.3% of ALL students scoring P/D on LA Milestones 36.7% of ALL students scoring P/D on Math Milestones</p> <p><u>SY2023 Target:</u> 43.7% of ALL students scoring P/D on LA Milestones</p>

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			43.03% of ALL students scoring P/D on Math Milestones
<p>LSPI 90 Day Update</p> <p>As a school we have implemented the following:</p> <ul style="list-style-type: none"> - Our Parent Instructional Coordinator(PIC) implemented 5 parent information meetings and workshops focusing on topics like ACCESS testing and LLI intervention. - Our school hosted a fall festival on October 29, 2022. - Our school had school wide celebrations for Holidays around the World, Hispanic Heritage, Native American, and Black History months. - We have school representatives participating in the CLASE IC Foundational Institute to support our multi-language learners. - We have 22 SMS parents who participate in our bi-weekly intermediate English learning classes. - We are offering beginner English classes for non-English speakers (SMS parent and student) after school with 24 currently enrolled. - We have ordered 15 Jarvisen translator devices to assist parent communication and minimize language barriers between parents, teachers, and students. - Teachers receive instructional feedback using our SMS Walkthrough Form as an additional support to GTES evaluations and observations. 			<p>Data Update on Available Measures</p> <p>TBD: EES Survey Results for Students and Family</p> <p>TBD: Pending GA Milestones Spring Administration</p>
<p>LSPI 180 Day Update</p>			<p>Data Update on Available Measures</p>