

2022-2023 Local School Plan for Improvement (LSPI)

School: GIVE Center East

Principal: Dr. Brandon Bell

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	GIVE Center East exists to ensure individualized, authentic instruction through the implementation of <i>GIVE Focus</i> , Social Emotional Learning, Trauma Informed Care, and Restorative Practices, with an emphasis on student and staff well-being, self-care, physical and mental	<u>Student</u> 1. 200+ minutes of Advisement per week 2. Individual Advisement student portfolios 3. <i>Sown to Grow</i> check-in two times per week during Advisement 4. At least 20% of students assigned "Check In/Check/Out" teacher 5. Targeted conflict resolution, decision making, and communication courses assigned as part of our Multi-Tiered System of Supports	<u>Student</u> During the 2023 school year, GIVE Center East will increase the Weighted average of Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items by 10%:			
			Student Survey Item	Baseline SY 22	Target SY 23	
			In my school, I feel that I belong to a group of friends			

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	health, and social emotional learning.	6. One counselor assigned to each grade level team 7. One Social Worker funded with School Improvement Grant <u>Staff</u> 1. Prioritizing adult Social Emotional Learning 2. Social Emotional Learning, Restorative Practices, and Positive Behavior Intervention and Support 3. Incentivizing staff member participation in monthly school based wellness activities 4. Staff Wellness Room	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 60%;">There's at least one adult in this school I can talk to if I have a problem</td> <td style="width: 15%;">67%</td> <td style="width: 25%;">74%</td> </tr> <tr> <td>Adults in this school help me plan and set goals for my future</td> <td>54%</td> <td>59%</td> </tr> <tr> <td>If I want to talk with my teacher(s), they are available to me</td> <td>61%</td> <td>66%</td> </tr> <tr> <td>In this school, there is at least one adult who knows and cares about me</td> <td>75%</td> <td>83%</td> </tr> <tr> <td>I feel safe at this school</td> <td>56%</td> <td>62%</td> </tr> <tr> <td>I enjoy coming to this school</td> <td>52%</td> <td>57%</td> </tr> </table> <p>Staff During the 2023 school year, GIVE Center East will increase the Weighted average of Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items by 10%:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">Staff Survey Items</th> <th style="width: 15%;">Baseline SY22</th> <th style="width: 25%;">Target SY 23</th> </tr> </thead> <tbody> <tr> <td>I receive training on instruction to</td> <td>58%</td> <td>64%</td> </tr> </tbody> </table>	There's at least one adult in this school I can talk to if I have a problem	67%	74%	Adults in this school help me plan and set goals for my future	54%	59%	If I want to talk with my teacher(s), they are available to me	61%	66%	In this school, there is at least one adult who knows and cares about me	75%	83%	I feel safe at this school	56%	62%	I enjoy coming to this school	52%	57%	Staff Survey Items	Baseline SY22	Target SY 23	I receive training on instruction to	58%	64%			
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			support social-emotional learning		
			I incorporate social-emotional instruction into my daily instructional delivery	77%	85%
			The development of students' social-emotional learning enhances the learning environment	69%	76%
			I understand instructional strategies to support social emotional learning objectives	92%	99%
<p>LSPI 90 Day Update: Staff and Student Wellbeing</p> <ul style="list-style-type: none"> ● GIVE Center East opened the 2022-23 school year in July with professional development around Social Emotional Learning, Restorative Practices, and Trauma Informed Care Practices for all staff members. Our current master schedule allotted 44 minutes per day for teachers to incorporate Social Emotional Learning into the day via our Advisement period. ● We have incorporated professional development sessions on Social Emotional learning into each monthly staff meeting, as well as monthly department meetings. ● We are working alongside our Behavior Coaches for the Norcross Cluster to support effective Tier 1 and 2 behavior interventions, as well as classroom management strategies. Select teachers are currently receiving support via coaching cycles. ● Our Positive Behavioral Interventions and Supports (P.B.I.S.) program continues to provide support to students at a Tier 1+ level for the 22-23 school year. Updates from our P.B.I.S. committees are incorporated into monthly Restorative Practices and P.B.I.S. checkpoint 			<p>Data Update on Available Measures</p>		

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		<p>meetings. The initial staff Self-Assessment Survey revealed feedback and results that will drive our school-wide P.B.I.S. implementation (survey results).</p> <ul style="list-style-type: none"> ● We have partnered with Dr. G Speaks to implement a quarterly student seminar series titled, <i>What's Strong With You?</i> Each session is designed to hone in on purpose, knowing your why, and self-awareness. ● Our counseling department has developed a program called, Project Success, that takes a Dialectical Behavior Therapy (DBT) approach to supporting students in building stronger emotional problem solving and communication skills. This program has been built into our master schedule. ● We instituted a SEL & Wellness Committee this year with multiple staff members volunteering to serve above their duties and responsibilities. The SEL Committee shares monthly updates at staff meetings and via email. The SEL & Wellness Committee leads monthly staff wellness activities/initiatives. They have been instrumental in the establishment of our school-wide wellness room. ● Our teachers regularly incorporate SEL strategies into their weekly, core academic lesson plans. 							
LSPI 180 Day Update			Data Update on Available Measures						
<p>Equity 2A: Multi-Tiered System of Supports</p>	<p>GIVE Center East will use observational, anecdotal, performance, and student growth data to implement a comprehensive, fully operational framework of support to address academic and non-academic student</p>	<ol style="list-style-type: none"> 1. GIVE Center East will actively monitor all students granted an Early Return Contract for contract completion with 30, 60, 90 day progress checks. 2. Daily Check In/Check Out interventions for select students 3. Revitalize our In School Suspension program and process; placing a greater emphasis on strategically re-teaching GCPS and campus expectations. GIVE 	<p>On the 2023 Georgia Milestones, GIVE Center East will decrease the percent of students scoring in the Beginning category in each EOG and EOC subject area by 10% On the 2023 Georgia Milestones, at least 30% of students will move at least one performance band for each EOG and EOC subject area.</p> <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th style="width: 60%;">EOG/EOC Subject</th> <th style="width: 20%;">Beginning SY 22</th> <th style="width: 20%;">Beginning SY 23</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	EOG/EOC Subject	Beginning SY 22	Beginning SY 23			
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	needs, thus removing barriers to success. GIVE Center East will ensure that every student demonstrates critical thinking skills and has a clear path to content mastery	<p>Center East Students will have a restorative re-entry to class (when applicable)</p> <ol style="list-style-type: none"> 4. Monday-Thursday 3-5pm academic support sessions 5. 10 Saturday School sessions throughout the 2022-23 school year 6. Social-Emotional and Academic Support (S.E.A.S.) team that takes an individualized approach to providing tiered support to teachers and students experience successful outcomes in the classroom. This team will convene two (2) times per month 	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="width: 70%;"></th> <th style="width: 15%;">Baseline</th> <th style="width: 15%;">Target</th> </tr> </thead> <tbody> <tr> <td>7th Grade ELA</td> <td>59%</td> <td>53%</td> </tr> <tr> <td>7th Grade MA</td> <td>51%</td> <td>46%</td> </tr> <tr> <td>8th Grade ELA</td> <td>49%</td> <td>44%</td> </tr> <tr> <td>8th Grade MA</td> <td>78%</td> <td>70%</td> </tr> <tr> <td>HS Physical SCI</td> <td>88%</td> <td>79%</td> </tr> <tr> <td>8th Grade SS</td> <td>50%</td> <td>45%</td> </tr> <tr> <td>American Lit. & Comp</td> <td>74%</td> <td>67%</td> </tr> <tr> <td>Algebra I</td> <td>74%</td> <td>67%</td> </tr> <tr> <td>Biology</td> <td>74%</td> <td>67%</td> </tr> <tr> <td>U.S. History</td> <td>49%</td> <td>44%</td> </tr> </tbody> </table> <p>100% of students identified for Tier II support, receive at least 2 semester-long interventions in alignment with area of concern</p>		Baseline	Target	7th Grade ELA	59%	53%	7th Grade MA	51%	46%	8th Grade ELA	49%	44%	8th Grade MA	78%	70%	HS Physical SCI	88%	79%	8th Grade SS	50%	45%	American Lit. & Comp	74%	67%	Algebra I	74%	67%	Biology	74%	67%	U.S. History	49%	44%
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<p>LSPI 90 Day Update LSPI 90 Day Update: Multi-Tiered System of Supports</p> <ul style="list-style-type: none"> The GIVE Center East MTSS Data team has been working diligently to individualize support for students that have presented academic and behavioral concerns (Sample agenda). Our Early Return Agreement Liaison has led initial parent/student meetings to establish personalized Early Return Contracts grounded in interventions to address the reasons a student was separated from their home school. Additionally, our Early Return Contract Liaison works to engage parents/students in follow-up 30, 60, 90 day progress checks. The facilitators for our Monday-Thursday, 3pm-5pm Extended Learning Time (ELT) team has provided academic assistance for more than 200 students. Teachers use iReady universal screener teacher resources to support learning. Since the completion of our mid-year universal screener, we have provided Just-In-Time professional development for teachers around using the iReady growth data to drive instruction and individualize student intervention. We are currently utilizing iReady screener data, in combination with other data sets, to determine students that would benefit from our multiple Extended Learning Time (ELT) opportunities. From September 2022-December 2022 we have coordinated 5-2 hour Saturday Intervention Program sessions (ELT). Members of our MTSS Team have met with the district’s Coordinator of Instructional Development and Support to ensure our school’s MTSS process aligns with the district vision. Individually tailored Navigate 360 and reflective/scenario based activities have been the crux of our Reflect and Restore program as part of our tiered support system. 			<p>Data Update on Available Measures</p>				
<p>LSPI 180 Day Update</p>			<p>Data Update on Available Measures</p>				
<p>Equity 2B: Opportunity and access</p>	<p>At GIVE Center East we believe all students should have access to a rigorous</p>	<p>1. Quarterly Parent Nights and increased communication measures (social media, GIVE Center East website, flyers,</p>	<table border="1" style="margin: auto; border-collapse: collapse;"> <tr> <td style="padding: 5px;">KPI</td> <td style="padding: 5px;">SY 23</td> <td style="padding: 5px;">SY 24</td> </tr> </table>		KPI	SY 23	SY 24
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	curriculum and opportunities to engage in relevant, individualized learning experiences that prepare students to be successful beyond the K-12 environment.	emails, etc.) around Dual enrollment and the ASVAB assessment. 2. Gwinnett Technical College partnership 3. 11th and 12th Grade classroom guidance lessons that focus on the benefits of dual enrollment and ASVAB testing	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%;">Baseline</th> <th style="width: 20%;">Target</th> </tr> </thead> <tbody> <tr> <td>Increase the percent of 11th and 12th grade students participating in dual enrollment by 10% during the 2023-2024 school year</td> <td>*0%</td> <td>10%</td> </tr> </tbody> </table> <p><i>Note: The 2022-23 school year will serve as a baseline year.</i></p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;">KPI</th> <th style="width: 20%;">SY 23 Baseline</th> <th style="width: 20%;">SY 24 Target</th> </tr> </thead> <tbody> <tr> <td>Increase the percent of 11th and 12th grade students participating in Armed Services Vocational Aptitude Battery (ASVAB) assessment.</td> <td>*0%</td> <td>10%</td> </tr> </tbody> </table> <p><i>Note: The 2022-23 school year will serve as a baseline year.</i></p>				Baseline	Target	Increase the percent of 11th and 12th grade students participating in dual enrollment by 10% during the 2023-2024 school year	*0%	10%	KPI	SY 23 Baseline	SY 24 Target	Increase the percent of 11th and 12th grade students participating in Armed Services Vocational Aptitude Battery (ASVAB) assessment.	*0%	10%
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LSPI 90 Day Update: Opportunity and Access <ul style="list-style-type: none"> All certified teachers participated in peer observations/learning walks during the month of November. A second round of learning walks will take place during the month of February (Learning Walk Look For Form). Our Collaborative Learning Team (CLTs) meetings focus on effective Tier 1 instruction in ALL content areas. 			Data Update on Available Measures														

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		<ul style="list-style-type: none"> ● 100% of GIVE Center East students have access to AKS aligned assignments and resources, 24 hours a day, 7 days a week. ● 100% of GIVE Center East students are able to receive additional academic and behavior support via our GIVE Help opportunities (every Monday-Thursday, 3p-5p, Saturday Intervention Program, and credit recovery opportunities. ● 100% of students remanded to GIVE Center East receive transportation from their home school to GIVE Center East in the morning, and directly to their house in the afternoon. ● Dual enrollment partnership formed with Gwinnett Tech for all 11th/12th grade students. ● ASVAB school-wide testing event scheduled for Tuesday, February 28, 2023. 	
LSPI 180 Day Update			Data Update on Available Measures
Effectiveness 3A: Results-Based Evaluation System	Redesign Results-Based Evaluation System (RBES) by redefining the inputs, behaviors, and outcomes that determine the standards for student success.	<ol style="list-style-type: none"> 1. Admin schedule that allows for select administrators to devote segments of the day (unless an emergency occurs) to classroom observation and feedback. Each AP will have at least 45 minutes per day of uninterrupted time allocated for learning walks. 2. Each learning walks will have a designated focus; the following areas will be prioritized: Community Connectedness; Culture of Learning; Tightly Aligned Instruction and the Task; Academic Ownership; All Students Learning 	<p>Have learning walks and instructional coaching cycles contributed to an increase in my effectiveness as a practitioner?</p> <ul style="list-style-type: none"> ● Learning walks targeted in areas of Strengths ● Learning walks targeted in areas of development ● Learning walks targeted in areas of school-wide focus <p>Each evaluator will conduct at least one learning walk (minimum of 10 minutes) per week for each content teacher to support instructional practice.</p> <p>100% of students attending GIVE Center East for the entire 2022-23 school year will improve one performance band on</p>

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		<ol style="list-style-type: none"> 3. Formative data analysis by course with targeted student support following each Milestones benchmark administered 4. Peer Observations - School wide observation protocol for teachers to give and receive feedback from their peers. 5. Monthly collaborative learning opportunities to assess data, student work samples, and preview new content to ensure we are meeting the needs of all students. 6. Tiered support implemented through Remedial Education Program where students receive remediation of the AKS Enrichment and Interventions. 7. Monday-Thursday 3-5pm academic support sessions 8. 10 Saturday School sessions throughout the 2022-23 school year 	<p>the Milestones benchmark between 1st and 2nd semester.</p> <p><u>Family Satisfaction</u> During the 2023 school year, GIVE Center East will increase the Weighted average of Percent Positive Responses (% Often True + % Almost Always True) on the following EES-FAMILY survey items by 10%:</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 70%;">Family Survey Item</th> <th style="width: 15%;">SY 22 Baseline</th> <th style="width: 15%;">SY 23 Target</th> </tr> </thead> <tbody> <tr> <td>I believe adults in this school care about my student</td> <td style="text-align: center;">75%</td> <td style="text-align: center;">83%</td> </tr> <tr> <td>Parents/families and employees at this school talk respectfully with one another</td> <td style="text-align: center;">75%</td> <td style="text-align: center;">83%</td> </tr> <tr> <td>This school is doing a good job of preparing my student for a successful future</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>The principal of this school is committed to quality education</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	Family Survey Item	SY 22 Baseline	SY 23 Target	I believe adults in this school care about my student	75%	83%	Parents/families and employees at this school talk respectfully with one another	75%	83%	This school is doing a good job of preparing my student for a successful future	100%	100%	The principal of this school is committed to quality education	100%	100%
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LSPI 90 Day Update: Results-Based Evaluation System <ul style="list-style-type: none"> ● Weekly learning walks conducted administrators with an emphasis on prioritized areas of our instructional framework (GIVE Focus) ● Monthly Collaborative Learning Team meetings occur with a primary focus of addressing specific teacher concerns and strategies for increasing student engagement and performance (Tier 1: Academic Toolkit) ● Two peer observation cycles have occurred thus far during the 2022-23 school year. Teachers were asked to look for the presence of the following: <i>Culture of Learning, Community Connectedness, and Tightly Aligned Instruction and the Task.</i> ● Remedial education segments were added to our master schedule to allow for data-driven, individualized student academic support in both Reading and Math. 			Data Update on Available Measures												
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Excellence 4C: World-class communications and engagement	At GIVE Center East we believe all stakeholders need to be informed and given the opportunity to provide input for shared decision making. We will accomplish this through transparent, two-way communication to build stakeholder trust and confidence.	<ol style="list-style-type: none"> 1. Progress reports sent home every two weeks 2. Quarterly awards ceremonies 3. Increased and improved communication between teachers and parents (positive referrals, bi-weekly parent newsletters, quarterly parent conferences, etc.) 4. Title I meetings, additional self-help and informational resources and materials (Title I funds used for additional resources and programs) 5. Increase the number of mentorship programs from one boys program and one girls program, to three boys mentor 	Increase the % of students that participate in quarterly parent-teacher conferences EES Family Satisfaction Rating <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 70%;">Family Survey Item</th> <th style="width: 15%;">SY 22 Baseline</th> <th style="width: 15%;">SY 23 Target</th> </tr> </thead> <tbody> <tr> <td>The school communicates with me about my student's progress</td> <td style="text-align: center;">75%</td> <td style="text-align: center;">83%</td> </tr> <tr> <td>The school communicates effectively with my family</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> <tr> <td>When I share concerns with my</td> <td style="text-align: center;">100%</td> <td style="text-align: center;">100%</td> </tr> </tbody> </table>	Family Survey Item	SY 22 Baseline	SY 23 Target	The school communicates with me about my student's progress	75%	83%	The school communicates effectively with my family	100%	100%	When I share concerns with my	100%	100%
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		programs and two girls mentor programs.	student's teacher, they listen		
			The school tells me how I can help my student with homework	100%	100%
			Parents/families participate in important decisions about their student's education	100%	100%
			I feel welcome at this school	100%	100%
			<i>*SY 22 Family EES survey data based on 4 respondents</i>		
LSPI 90 Day Update: World-Class Communication and Engagement <ul style="list-style-type: none"> ● Six (Diamonds in the Rough, G.E.M.S., She's Great, Guided Men, Be More Positive, and Distinguished Gs) Mentor programs, have supported more than 70 GIVE Center East students in the areas of communication, decision making, and conflict resolution. ● GIVE Center East newsletter is created for the greater GIVE Center East community on a monthly basis (GIVE Center East Newsletter). ● Semester 1 Re-Entry meetings were conducted for 156 students returning to 22 traditional schools. ● October parent conference week allowed for teachers to connect with parents in the communication platform (in-person or virtual) that was most convenient for them. 			Data Update on Available Measures		
LSPI 180 Day Update			Data Update on Available Measures		