

2022-2023 Local School Plan for Improvement (LSPI)

School: Creekland Middle Principal: Dr. Kimberly Gillett

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)
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Empathy 1B:
 Staff and student wellbeing
 Creekland staff believes in supporting the total middle school learner. We believe building positive relationships with students will support their sense of belonging and wellness.
 Creekland staff believes in doing their best work to support the

students we teach. We strive to be professional colleagues that build good working Student
 ● Continue the work of PBIS, Eagle of the Week, Quarterly Socials, Multicultural

team trivia and celebrations, and MOYA (Month of the Young Adolescent)
 Baseline data will be generated from the following questions as connected to the Educator Effectiveness Survey (EES) Spring 2022 data and our PBIS rating:

PBIS Rating
 Baseline: Operational Target:
 Distinguished **Student:**
1.) I feel proud of my school.

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	<p>relationships to support our students as well as being supported in our social emotional needs.</p> <ul style="list-style-type: none"> ● Encourage and increase student voice and participation through our Student Ambassadors, Student Government, Peer Leaders, and Student clubs ● Provide students with recognition through positive notes and tokens to be redeemed through our Soarbucks cafe. ● Use Restorative Practices and mediation to talk through conflicts. 	<p>Baseline: 47% Target: 50%</p> <p>2.) In class we often work with other students to solve a problem/do a task</p> <p>Baseline: 51% Target: 54%</p> <p>3.) I enjoy coming to this school.</p> <p>Baseline: 38% Target: 41%</p> <p><u>Staff:</u></p> <p>1.) We have a system for celebrating student success.</p> <p>Baseline: 84% Target: 87%</p> <p>2.) My principal/administrator cares about me as a person.</p> <p>Baseline: 80% Target: 83%</p> <p>3.) We were provided training to meet the needs of a diverse student population in our school.</p> <p>Baseline: 61% Target: 64%</p>
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	<ul style="list-style-type: none"> ● Include more SEL(Social Emotional Learning) lessons and modeling of the PBIS motto: Be Ready, Responsible, and Respectful to a peer to peer interaction. ● Students are able to celebrate their unique identity through their Express Yourself ID cards. <p style="text-align: center;"><u>Staff</u></p>	
LSPI 90-DAY Update		Data Update on Available Measures

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	<ul style="list-style-type: none"> ● Continue to honor and acknowledge staff through our weekly highlights, monthly staff/teacher of the month, Admin Affirmations, Creekland Why and G-Bills ● Continue to seek staff voice through our Strategic Priority teams of Empathy, Equity, Effectiveness, and Excellence ● Build the capacity of teacher leaders through Curriculum Instructional Leads, Team Leads, Department Heads, and Sub-committees of the Strategic Planning teams 	
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LSPI 90-DAy Update		Data Update on Available Measures
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Creekland Middle school is utilizing MTSS to incorporate ways into the daily school operations to meet the Academic Press and Supportive Community components for school Improvement.</p> <p>Action Steps:</p> <p><u>Staff:</u></p> <ul style="list-style-type: none"> ● MTSS team developed. ● Weekly student talks and data review by the team. ● Engage in the Universal screener 3 times a year. Use Data to ensure students are appropriately placed. ● Weekly admin report outs and bi-weekly staff report outs. ● Student Support team will engage weekly in student data talks. ● Continue to use PBIS to teach the students about being Ready, Responsible, and Respectful. ● Utilize PBIS to provide student engagement awards and incentives. 	<p>Baseline and measurable data points will be generated from the MTSS Screener and the MTSS Student Wellbeing screener for participation. We will also utilize Milestones Assessment data to reduce the number of students in Beginning Learner level.</p> <p>% of Students Universally screened-Academic Baseline: 0% Target: 95% or better</p> <p>% of Students participating in the Universal</p> <p>Screening for Wellbeing</p> <p>Baseline: 0% Target: 95% or better</p> <p>Decreasing the number of Students in the Beginning Level category of Milestones</p> <p>Baseline: 21% Target: 18%</p>

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<p>Equity 2B: Opportunity and access</p>	<p>Creekland Middle School is a very diverse school. It is important to ensure school practices are aligned to meet the academic and social/ emotional needs of all learners.</p> <p>Staff:</p> <ul style="list-style-type: none"> ● Teacher and staff sign-up for preferred Strategic Planning team. Establish dates for monthly meetings to outline, review and discuss year long goals. ● Develop strategic planning teams and outline the work of the team. ● Monthly collaborations and report-out of school wide events/activities that support student access. 	<p>Baseline and measurable data points will be generated from the Discipline and Gifted Reports.</p> <p>Reduce the Discipline Disproportionality Index for the All Student groups</p> <p>Baseline: 15% (ISS) Target: 12% (ISS) Baseline 8.1% (OSS) Target: 5% (OSS)</p> <p>Increase % of Students Identified as Gifted Baseline: 16% Target: 19%</p>

	<ul style="list-style-type: none"> ● Review formative data and communicate with the stakeholders our progress and continue to ensure all work instructionally, emotionally, and 	
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	<p align="center">socially are aligned with equity.</p>	
LSPI 90-DAY Update		Data Update on Available Measures

<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Creekland Middle School believes in Every Child, in Every Class, and Every Day. We believe in providing them with those fair and equitable opportunities to learn in a positive learning environment.</p> <p>Upon reviewing our Milestones historical data, we as a staff have identified areas of strength and growth instructionally. We will intentionally monitor our practice.</p> <p>Action Steps:</p> <p>Staff:</p> <ul style="list-style-type: none"> ● Data presentation to the staff and update all data notebooks and walls. ● Set measurable goals Content-Area goals. ● Determine professional learning opportunities locally and at the district level for staff to attend. ● Collaborative planning for all 4-Core content areas, twice a week. ● Use local common quizzes, CFA, and Milestones Benchmark data to formatively measure our progress. 	<p>Baseline and measurable data points will be generated from the CCRPI Progress on Milestones as well as the Instructional component of the Staff Effectiveness Survey.</p> <p>Baseline data:</p> <p>1.) Instruction is personalized to meet the needs of each student. Baseline: 53% Target: 56%</p> <p>2.) My professional learning community work results in improved student learning. Baseline: 77% Target: 80%</p> <p>3.) I incorporate social emotional instruction into my daily instructional delivery. Baseline: 72% Target: 75%</p>
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	<ul style="list-style-type: none"> ● Utilize monthly PLC sessions to provide on-going, “Just-In Time training” staff-wide. ● Monitor the Eagle Time interventions. ● Provide morning tutoring and Saturday school. ● Monthly newsletters to parents and weekly messenger reminders to support events and/or activities. 	<p>4.) Struggling students receive early intervention and remediation to acquire skills.</p> <p>Baseline: 60% Target: 63%</p> <p>5.) The school communicates effectively with families of all cultures.</p> <p>Baseline: 77% Target: 80%</p> <p>CCRPI progress:</p> <p>Baseline: 79.3 (SY 2019) Target: 81</p>
<p>LSPI 90-DAY Update</p>		<p>Data Update on Available Measures</p>
<p>Excellence 4C: World-class communications and engagement</p>	<p>Creekland Middle School believes in operating as a World-Class learning environment. We will continue to ensure the benchmarks of success are celebrated, acknowledged, and honored throughout the year.</p> <p>Action Steps:</p> <p><u>Staff:</u></p> <ul style="list-style-type: none"> ● Teacher and staff sign-up for the preferred Strategic Planning team. <p>Establish dates for</p>	<p>Baseline and measurable data points will be generated from the Staff Survey & Parent Participation. As well as increased Parent Portal accounts.</p> <p>Parent Survey Participation</p> <p>Baseline data: 25% (SY 2022)</p>

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	<p>monthly meetings to outline, review and discuss year long goals.</p> <ul style="list-style-type: none"> ● Assign sub-committee captains to lead the different events that will occur under this team. ● Each month the Excellence team will lead the charge of developing and implementing activities, positive messaging, and other initiatives to support the staff/student well-being. ● Ensure activities/events are executed as outlined with follow-up reflection. ● Facilitate the Parent University series. ● Awards Nights ● Awards and Recognition programs ● Celebration of content areas and teams 	<p>Target: 30% (SY 2023)</p> <p>The following questions will be generated from the Staff EES Survey.</p> <p>1.) My principal facilitates systems/processes to support school improvement.</p> <p>Target: 78% Baseline: 81%</p> <p>2.) We celebrate progress toward improvement plan goals.</p> <p>Target: 79% Baseline: 82%</p> <p>3.) My principal/administrator cares about me as a person.</p> <p>Target: 74% Baseline: 77%</p>
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	meeting their Benchmark goals.	
LSPi 90-DAY Update		Data Update on Available Measures