2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

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	We believe wellbeing improves students' academic performance, behavior, social integration, and satisfaction. In addition, wellbeing improves teachers' ability to interact with students, teach concepts, face challenges,	• Administrators and teachers will be trained to use district-provided SEL (Social Emotional Learning) lessons to engage our students and be more aware of how students are doing socially and emotionally and how this could have an impact on their academic learning.	*Based on the percent of students responding positively to the following EES (Educational Effectiveness Survey) student survey items.* Student Survey: I feel safe at this school. **Baseline = <u>54 %</u>** **Target = <u>59.6%</u>** Student Survey: I enjoy coming to this school. **Baseline = <u>50%</u>** **Target = <u>55%</u>** Student Survey: I can calm myself down when I am excited or upset.

| | and avoid burnout. Walnut Grove prioritizes wellbeing as one way to nurture the whole child. | ● Teachers will review our PBIS (Positive Behavior Intervention Support) matrix to determine how we can use this information to support positive student behavior.

 ● Walnut Grove will implement the PBIS matrix (a schoolwide chart that clearly defines school expectations) to promote and support a positive, predictable, and safe learning environment.

 ● Students and staff will receive monthly guidance lessons with an emphasis on social and emotional learning to master self-awareness, self-management, social awareness, relationship skills and responsible decision making. Students and staff will also have access to the counselor for additional support as needed. | **Baseline = <u>43%</u>**
 Target = <u>48.7%</u>

 Based on the percent of staff responding positively to the following EES (Educational Effectiveness Survey) staff survey items.

 Staff Survey: When there is a problem in my school, we talk about how to solve it
 Baseline = <u>85%</u>
 Target = <u>86.5%</u>

 Staff Survey: My principal facilitates systems / processes to support school improvement.
 Baseline = <u>94%</u>
 Target = <u>94.6%</u> |

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

		- Staff will participate in various district-approved SEL professional development sessions to support effective teaching practices and implementation of SEL lessons to develop student self-awareness, self-control, and interpersonal skills that are vital for school, work, and life success. - Student and staff will be recognized and honored through positive affirmations through a variety of mediums, such as staff meetings, announcements, marque, and hallway displays. Publicly sharing social and academic achievements will support students in feeling as they belong and noticed as having something special to offer.	

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

LSPI 90-Day Update			Data Update on Available Measures
Equity 2A: Multi-tiered system of supports	The effective use of a data-driven prevention framework that uses assessments (screening and progress monitoring) will significantly help identify and predict students who may be at risk for poor learning outcomes or who experience connectedness or wellbeing needs, and/or behavioral concerns that impact learning.	● The Positive Behavioral Intervention Supports' three-tiered framework will be used to respond to student behavioral, social, and emotional needs. ● Teachers will follow the muti-tiered system of support framework to assess students using universal screeners (academic and wellness) selected by the district to determine student academic needs and align those needs with specific individualized instruction. ● Students, staff, and families will receive multi-tiered supports through classroom guidance lessons, small group sessions and individualized counselor support in order to provide early intervention and	*Based on MTSS (Multi-tiered System of Supports) screenings.* MTSS Screening – Academic **Baseline = <u>0%</u>** **Target = <u>95%</u>** MTSS Screening – Wellbeing **Baseline = <u>0%</u>** **Target = <u>95%</u>** *Based on the percent of students responding positively to the following EES (Educational Effectiveness Survey) student survey items.* Student Survey - My teachers find other ways for me to learn things I find difficult. **Baseline = <u>62%</u>** **Target = <u>65.8%</u>** *Based on the percent of staff responding positively to the following EES (Educational Effectiveness Survey) staff survey items.* Staff Survey: Walnut Grove has effective equity practices for all. **Baseline = <u>96%</u>** **Target = <u>96.4%</u>**

		additional help in both academic and non-academic areas. ● Teachers will provide high quality instruction and use progress monitoring, ongoing formative assessments, targeted small groups, and grade level curriculum to meet the ongoing academic and non-academic needs of each student. ● School leaders will welcome and encourage participation, involvement and collaboration of all students, families, staff, and stakeholders to nurture a shared commitment to equity through multiple platforms such as school council, school leadership team, student council, safety patrol, operations team, and PTA.	*Based on the percent of families responding positively to the following EES (Educational Effectiveness Survey) family survey items.* Family Survey - Actions of school leaders promote a shared commitment for equity. **Baseline = <u>93%</u>** **Target = <u>93.7%</u>** Family Survey - Struggling students receive early intervention and additional help at Walnut Grove. **Baseline = <u>84%</u>** **Target = <u>85.6%</u>** PBIS(Positive Behavioral Intervention and Supports) **Baseline: Installing** **Target: Operational**
LSPI 90-Day Update			**Data Update on Available Measures**

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

Equity 2B: Opportunity and access	We recognize the importance of implementing a variety of instructional methods, educational services, and school resources to support students to aid in the acceleration of learning progress, catch up with peers, meet learning standards, and succeed in school. The creation of student services will stimulate personal, social, cultural, and cognitive development.	● School Leadership will review the master schedule continuously to determine any revisions needed to ensure support is provided for each and every student. ● Students and families will receive support through the CARE closet, Care Team, Hearts Against Hunger, Off To A Great Start, and Kids Hope to help meet the needs of all students including those struggling with financial difficulties, food insecurity and school supply needs as well as mentorship. ● Incorporating the Play 2 Learn Program builds the capacity of parents to be their child's first teacher within a structured environment guided by a certified teacher. ● We will continue to implement ELT (Eagle Learning Time) for all students to receive	*Based on the percent of students responding positively to the following EES (Educational Effectiveness Survey) student survey items.* Student Survey - My teachers provide activities and lessons that challenge me to learn. **Baseline = <u>66%</u>** **Target = <u>69.4%</u>** *Based on the percent of staff responding positively to the following EES (Educational Effectiveness Survey) staff survey items.* Staff Survey - Instruction is personalized to meet the needs of each and every student. **Baseline = <u>80%</u>** **Target = <u>82%</u>** *Based on the percent of families responding positively to the following EES (Educational Effectiveness Survey) family survey items.* Family Survey - My student is challenged with a rigorous curriculum at Walnut Grove. **Baseline = <u>76%</u>** **Target = <u>78.4%</u>** Family Survey - Teachers accommodate my student's individual needs by adjusting instruction. **Baseline = <u>83%</u>** **Target = <u>84.7%</u>**

		personalized instruction to review, practice and accelerate learning. ● All students are offered an opportunity to participate and explore a variety of specials and clubs that are aligned with student interest and goals to foster curiosity in a wide variety of hobbies and careers. ● We provide a multi-tiered level of support to teach positive behavior so that students develop healthy emotion regulations and peer interactions through restorative practices and social emotional learning in order to support every student and reduce disruptions to learning.	Increase the school wide percentage of students identified as gifted. **Baseline = <u>15%</u> (117 students)** **Target = <u>17%</u>** Origination of Play 2 Learn program (age 0-4) **Baseline = <u>0 participants</u>** **Target = <u>20 participants</u>**
LSPI 90-Day Update			**Data Update on Available Measures**
Effectiveness 3B: Talent management	We believe talent management is an effective tool to promote high	● Educators and staff will participate in professional development to support the district's blueprint, including	Teacher Retention: Early Career (0-5 years) **Baseline = 11 teachers** **Target = 11 Teachers**

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

	performance among educators and staff. Identifying, recruiting, and working to retain and produce the most talented staff will improve the quality of teaching and learning and achieve district goals.	social emotional learning, cultural competence, and equity. ● We will provide new teachers with a skilled and experienced mentor in order to increase skill and knowledge as well as provide guidance and understanding based on best practices. ● We will provide a staff wellness room to impact staff climate and morale in order to create an atmosphere that encourages positivity, teamwork and collaboration. ● We contribute to the physical and emotional health of all staff members through the monthly SEL staff newsletter, Fabulous Fridays and monthly staff appreciation. ● The principal will meet with the leadership team once per month, initiating discussion and asking for feedback related to processes and procedures	Teacher Retention: Experienced (5+ years) **Baseline = 59 teachers** **Target = 59 teachers** Teachers requesting a transfer to another GCPS school. **Baseline = 1 teachers** **Target = 0 teachers** *Based on the percent of staff responding positively to the following EES (Educational Effectiveness Survey) staff survey items.* Staff Survey – I receive training on instruction to support social emotional learning. **Baseline = <u>71%</u>** **Target = <u>73.9%</u>** Staff Survey – When there is a problem in my school, we talk about how to solve it. **Baseline = <u>85%</u>** **Target = <u>86.5%</u>**

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

		with the goal of implementing changes for continuous quality improvement.	
LSPI 90-Day Update			**Data Update on Available Measures**
Excellence 4C: World-class communications and engagement	Improving two-way communication, engagement, and outreach will enhance the connection between the school, families, and community stakeholders. Enhancing our communication practices will further engage our diverse families more effectively.	• Our Media Committee will strategically use social media and digital communications to connect with stakeholders. • Our Schoolwide Events Committee will plan community nights for families to strengthen involvement and foster positive relationships. • School leaders and staff will ensure news and information is relevant, timely, and effectively communicated in multiple languages. • School staff will engage in ongoing professional development to increase communication and customer service relations.	*Based on the percent of families responding positively to the following EES (Educational Effectiveness Survey) family survey items.* Family Survey – Communication materials I receive from the school are in a language I can understand. **Baseline = <u>96%</u>** **Target = <u>96.4%</u>** Family Survey – When I share concerns with my student's teacher, they listen. **Baseline = <u>93%</u>** **Target = <u>93.7%</u>** Family Survey – Parents / families have input into plans for improving this school. **Baseline = <u>79%</u>** **Target = <u>81.1%</u>** Family Survey – I am given opportunities to discuss my student's progress at school. **Baseline = <u>91%</u>** **Target = <u>91.9%</u>**

2022-2023 Local School Plan for Improvement (LSPI)

School: <u>Walnut Grove Elementary</u>   Principal: <u>Dr. Dale Pugh</u>

		• We will continue to welcome and encourage parent feedback through a variety of platforms to include school council, parent teacher conferences and daily agendas.	Family Survey – I am encouraged to collaborate with my student's teachers about my student's learning. **Baseline = <u>89%</u>** **Target = <u>90.1%</u>**
LSPI 90-Day Update			**Data Update on Available Measures**