

2022-2023 Local School Plan for Improvement (LSPI)

Public Document

School: Richards Middle School

Principal: Mark McCain

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	To maximize the teaching and learning experience, it is critical to prioritize the well-being of our staff and students, so they are in their optimal physical, mental and emotional frame of mind when they enter the classroom each day.	<ol style="list-style-type: none"> 1. A Principal Student Advisory Council is being created and other student centered activities planned, to increase opportunities for student voice throughout the school. 2. A Principal Teacher Advisory Council is being created and other incentives and recognitions planned, to increase opportunities for teacher voice and satisfaction throughout the school. 3. Student clubs and extracurricular activities are being expanded based on the needs and desires of our students as outlined in the 	<ol style="list-style-type: none"> 1. Richards Middle School EES Student Survey results will increase by 3% from 39% to 40.17% based on the theme "I enjoy coming to this school". 2. Richards Middle School EES Staff Survey results will increase by 3% from 55% to 56.65 based on the theme "when there is a problem in my school, we talk about how to solve it".

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		student EES survey.	
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		<ol style="list-style-type: none"> 4. A Wellness Coordinator is being hired to support staff well-being. 5. The school has implemented a “Respect Richards” Campaign, as a complement to our existing PBIS/SEL Advisement Program. 	
<p>LSPI 90 Day Update The following initiatives, programs, and activities have taken place to support the five action steps of the “Staff and Student Well-being” goal.</p> <ol style="list-style-type: none"> 1. A Principal Student Advisory Council is being created and other student centered activities planned, to increase opportunities for student voice throughout the school. <ul style="list-style-type: none"> ● Twenty-five peer leader students have met with the principal to increase opportunities for student and teacher voice throughout the school. 9/26/2022 and 10/24/2022 and 12/5/2022 ● Students and staff dressed up for Halloween, promoting a “Costumes for a Cause” \$1.00 fundraiser to support Relay for Life and United Way. 10/31/2022 ● Select students participated in a holiday luncheon with the school principal. 12/15/2022 ● Students participated in multiple PBIS incentive and recognition events. 9/21/2022; 08/26/2022; 10/27/2022; 12/15/2022. ● The Student Wellness Screener has been administered (09/22) and teachers have been provided individual student scores. 2. A Principal Teacher Advisory Council is being created and other staff incentives and recognitions planned, to increase opportunities for teacher voice and satisfaction throughout the school. <ul style="list-style-type: none"> ● The Teacher Advisory Council has met with the principal to provide feedback and shared voice. 7/26/2022 and 9/30/2022 and 12/6/2022. ● An after school Yoga class is offered one day a week for interested faculty members. ● We celebrated and thanked all staff in December with a Longhorn Steakhouse luncheon. 12/9/2022 ● The principal hosted Fireside Chat listening sessions with all teachers. 11/15/22 ● Staff participated in a United Way “Chili Cook Off” fundraiser, and we exceeded our United Way school goal! 11/8/22 ● Teachers were encouraged and inspired by guest speaker Sergeant Master Cedric King, at the Discovery Cluster Celebration Event. 9/16/2022 ● Teachers participated in Personality “Colors” training to better understand themselves and their teammates. 8/01/2022 ● A new “Titan Tidbit” internal monthly newsletter shares celebrations, milestones, awards, 		<p>Data Update on Available Measures</p> <p>EES Student and Staff Survey information is not yet available to measure growth on this KPI.</p>	

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<p>degree completion, etc. of Richards Middle staff. 9/14/22; 10/17/22; 11/10/22</p> <ul style="list-style-type: none">• Teachers are recognized for exemplary performance through the PBIS teacher nominated recognitions, as well as Teacher of the Month awards from School Administration. 9/14/2022; 10/21/2022; 12/15/2022• “Wellness Wednesday” promotes positive thoughts and strategies to support staff members’ well-being.• Free breakfast is provided for all staff on Fridays and substitute teachers receive a free lunch each day. <p>3. Student clubs and extracurricular activities are being expanded based on the needs and desires of our students as outlined in the student EES survey.</p> <ul style="list-style-type: none">• Sixteen student clubs and/or extracurricular teams are in full swing, with five new clubs starting this year. The new clubs include Girls on the Run, Robotics, Titan Reading Lit. Club, Woodworking, and Science Club. Clubs at Richards have grown in number from 11 last year to 16 clubs this year. <p>4. A Wellness Coordinator is being hired to support staff well-being.</p> <ul style="list-style-type: none">• Title I funding has been utilized to identify and hire a part-time Wellness Coordinator to support the well-being of our staff. The individual is on staff now in our school. <p>5. The school has implemented a “Respect Richards” Campaign, as a complement to our existing PBIS/SEL Advisement Program.</p> <ul style="list-style-type: none">• Students and staff received “Respect Richards” Celebrate Life Wristbands during the Red Ribbon Week anti-drugs campaign. 10/24/2022• The “Respect Richards” campaign/slogan continues with weekly reminders through our Monday Advisement Program, PBIS implementation, Morning Broadcast Show with motivational/inspirational segments, Respect Richards bilingual signage throughout the school, etc.• Students of the month are selected by homeroom teachers and recognized on posters near the cafeteria. Their name is also read aloud on the morning broadcast show by the principal or assistant principals.• Red Ribbon Week activities were held during 10/24-10/28/22 to emphasize anti-drug themes.	
LSPI 180 Day Update	Data Update on Available Measures

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<p>Equity 2A: Multi-tiered system of supports</p>	<p>To close learning gaps, accelerate student learning, and address the social, emotional, and behavioral needs of our students, it is imperative that we provide a multi-tiered system of intervention and enrichment supports.</p>	<ol style="list-style-type: none">1. The school will utilize data from the iReady screener to place students in the CQI Remedial Education Plan, and/or identify for possible gifted program eligibility.2. Teachers will be provided with student data profiles, so they have quick access to prior year achievement and assessment levels. Teachers will set goals for student progress, based on these and iREADY sets of data.3. An additional day of morning tutoring is being added to the schedule to support students in multiple content areas. Daily tutoring for targeted students will be provided during CQI class time.4. All Richards Middle teachers will be trained in the use of Restorative Practices to support student behavior, conflict resolution, and improved socialization with peers.5. MTSS members from Richards will participate in Discovery Cluster Vertical Collaboration to calibrate	<ol style="list-style-type: none">1. Richards Middle School will decrease the percentage of all students scoring in the Beginning level on Georgia Milestones on all tests by 5% from 32% to 30%.2. Richards Middle School will increase the English Learner progress towards English language proficiency as measured on the ACCESS Assessment by 5%, from 50% to 52.5%.
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		ideas and learn from other schools' strategies and practices.
<p>LSPI 90 Day Update The following initiatives, programs, and activities have taken place to support the five actions steps of the “Multi-tiered system of supports” goal.</p> <ol style="list-style-type: none"> 1. The school will utilize data from the iReady screener to place students in the CQI Remedial Education Plan, and/or identify for possible gifted program eligibility. <ul style="list-style-type: none"> ● The iREADY screener has been administered for over 95% of students in Math and ELA. Targeted students needing interventions have been placed in correlating REP classes. Students who might qualify for the gifted program based on iREADY data have been identified and will receive additional screening for gifted identification and program eligibility and placement. August/Sept. 2022 2. Teachers will be provided with student data profiles, so they have quick access to prior year achievement and assessment levels. Teachers will set goals for student progress, based on these and iREADY sets of data. <ul style="list-style-type: none"> ● Richards’ teachers participated in their second MTSS Data Review/Kid Talk Session. 12/1/22 ● All teachers have participated in MTSS training (10/13/22) and have received data profiles for each of their students. Teacher teams have participated in data talks and completed tiered data intervention checklists for each student. Each team received binders for students on their team. 3. An additional day of morning tutoring is being added to the schedule to support students in multiple content areas. Daily tutoring for targeted students will be provided during CQI class time. <ul style="list-style-type: none"> ● A second morning of student tutoring has been added to the weekly calendar this year. Students have the opportunity to participate in Math or Social Studies one day, and ELA or Science the other day. ● Targeted students receive remedial instructional support in math and reading during the daily CQI Titan Time class, and during their daily academic class period. ● Connections teachers are tutoring students and providing interventions during morning CQI Titan Time. Connections teachers have received training to begin using Read 180 with targeted students. 4. All Richards Middle teachers will be trained in the use of Restorative Practices to support student behavior, conflict resolution, and improved socialization with peers. <ul style="list-style-type: none"> ● All teachers, counselors, administrators and paraprofessionals have participated in training for Restorative Circles (09/29/22), to add another powerful tool to the student behavioral management toolkit. ● The GCPS Behavior Coach provided training for all new teachers - 11/18/22. She has also met 		<p>Data Update on Available Measures</p> <p>Data from the Georgia Milestones and Access Assessments are not yet available for reporting growth toward this KPI.</p>

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<p>individually with several new teachers.</p> <ul style="list-style-type: none"> ● A new behavior intervention specialist and a new counselor have been hired to support students. ● Teachers facilitated a Restorative Circle with students in their Advisement class. 10/24/22 ● The PBIS Check-in/Check-out program supports and provides daily accountability for students who are on a behavior contract and/or Rule 12 Warning. The school’s PBIS and Advisement/SEL Programs are operational to support students’ social, emotional, behavioral, and mental well-being. The PBIS Check-in/Check-out system is in place for students who are on a Behavior Correction Plan and/or Rule 12 Warning. Currently 16 students are in the program, with 10 students actively participating and making progress. <p>5. MTSS members from Richards will participate in Discovery Cluster Vertical Collaboration to calibrate ideas and learn from other schools’ strategies and practices.</p> <ul style="list-style-type: none"> ● The school’s MTSS Team participated in the Discovery Cluster MTSS Collaboration Meeting. 11/30/22 	
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LSPI 180 Day Update	Data Update on Available Measures
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<p>Equity 2B: Opportunity and access</p>	<p>Richards Middle students need unobstructed access to rigorous and relevant academic, enrichment, and extracurricular opportunities in order to help properly frame their thinking, learning, dreaming and planning for success in college, careers, and life.</p>	<ol style="list-style-type: none"> 1. The GCPS 1:1 device initiative has been initiated, with all students receiving a Chromebook for use at school and at home. 2. Extracurricular clubs and activities have been expanded for students to have greater opportunities for engagement, connection, socialization, and enrichment. 3. The school’s “Computer Science for All” initiative enters the second year with a Discovery Cluster vertical team of educators leading the work. A new Richards’ Robotics Team is a key highlight of this work. 4. An updated GCPS student behavior support plan is being implemented, allowing for additional behavioral interventions to help decrease suspensions and tribunals. Restorative Justice Training for all teachers will also support this strategy. 	<ol style="list-style-type: none"> 1. Richards Middle School will decrease the discipline disproportionality for Black students receiving ISS and OSS incidents. ISS incidents will decrease from 26.6 to 21.8 and OSS incidents will decrease from 18.89 to 15.11, representing a 20 percent change. 2. Richards Middle School will increase the percentage of Gifted Program students from 9% to 10%. The 1% increase will target Hispanic and African American student groups.
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LSPI 90 Day Update

The following initiatives, programs, and activities have taken place to support the four action steps for the “Opportunity and Access” goal.

1. The GCPS 1:1 device initiative has been initiated, with all students receiving a Chromebook for use at school and at home.
 - All Richards Middle students have been issued Chromebook devices (/08/22) and protective sleeves for use at home and school.
2. Extracurricular clubs and activities have been expanded for students to have greater opportunities for engagement, connection, socialization, and enrichment.
 - As mentioned in goal one, student clubs and extracurricular activities are in full swing, with the addition of multiple new clubs this school year. Last year the school had 11 clubs and we have added 5 clubs, bringing the number to 16 clubs.
 - Students have interviewed for the C5 Georgia Student Leadership Program. 11/22
 - Latino students from Richards Middle attended the Annual Latino Youth Leadership Conference at Emory University in December. 12/3/22.
 - 6th grade students have participated in the field trip to Junior Achievement BizTown at Discovery High School to explore a simulated economy and learn how businesses and organizations function to provide goods and services, and jobs for people in our society. 10/12-10/21/22)
3. The school’s “Computer Science for All” initiative enters the second year with a Discovery Cluster vertical team of educators leading the work. A new Richards’ Robotics Team is a key highlight of this work.
 - Richards Middle Computer Science teachers and administrators have participated in multiple Discovery Cluster Vertical Team PD (09/13/22; 10/18/22; 11/29/22), to continue implementation of the Computer Science for All initiative and planning for the Cluster Stem Night in January (01/24/23).
 - The new Robotics Team competed in several multi-educational level competitions in the first semester, concluding with the middle grades competition at Brookwood High School on 01/21/23.
4. An updated GCPS student behavior support plan is being implemented, allowing for additional behavioral interventions to help decrease suspensions and tribunals. Restorative Justice Training for all teachers will also support this strategy.
 - Teachers, counselors, paraprofessionals and administrators have received their first training in Restorative Justice Circles (9/29/22), with the challenge of implementing circles in their classes at least once by the end of this semester.
 - Advisement classes are facilitated by teachers each week on Monday’s to support the school’s SEL and character education efforts for students.

Data Update on Available Measures

1. Currently, the percentage of black students who have received ISS is 16.1% and black students who have received OSS is 8.5%. We are on a positive trajectory for meeting the school’s goal of reducing the ISS to 21.8% and OSS 15.11% for our black students.
2. The data for increasing gifted program student eligibility is not yet available.

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<ul style="list-style-type: none"> Teachers and administrators are using the updated GCPS Student Behavior Support guidelines, when determining behavioral responses to student rule violations. Additional emphasis is being placed on intervention steps prior to issuing office discipline referrals. 		
LSPI 180 Day Update		Data Update on Available Measures
Effectiveness 3A: Results-Based Evaluation System	Planning and working within a Results Based Evaluation framework will enable our teachers and leaders to utilize the plan, do, check, act process for setting goals and monitoring/measuring	<ol style="list-style-type: none"> Five new LSPI Goals will be designed, shared, implemented, and monitored to ensure both supportive community and academic press for students around the themes of Empathy, Equity, Effectiveness, and Excellence. GA Milestones' benchmarks will be incorporated in December and
		<ol style="list-style-type: none"> Richards Middle School will increase the percentage of students scoring at Overall Combined Proficient and Distinguished on the Georgia Milestones 6th-8th English Language Arts and Mathematics, 8th grade Science, and 8th grade Social Studies Assessments. <ul style="list-style-type: none"> 6th grade ELA will increase from 38.5% to 41.5%.

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	<p>incremental student progress at key intervals during the school year.</p>	<p>March of 2022-23 to measure and predict student progress, allowing time for targeted reteaching.</p> <ol style="list-style-type: none"> 3. The iREADY screener is being utilized to identify student learning levels and to ensure students receive appropriate and timely remediation and/or enrichment in Math and Language Arts. 4. Daily CQI classes and academic Connections classes will support targeted Math and Language Arts interventions for students who are learning below grade level. 5. Weekly Collaborative Learning Team meetings and professional learning opportunities will continue to be the place where instruction and assessment are aligned and the instructional variance between classrooms is reduced. 	<ul style="list-style-type: none"> ● 7th grade ELA will increase from 32% to 35%. ● 8th grade ELA will increase from 38% to 41% ● 6th grade Math will increase from 33.5 to 36.5%. ● 7th grade Math will increase from 32.8% to 35.8%. ● 8th grade Math will increase from 27.3% to 30.3%. ● 9-12 HS ALG will increase from 33.3% to 38.3%. ● 8th grade H.S. Physical Science will increase from 32.6% to 35.6%. ● 8th grade Social Studies will increase from 41% to 44%.
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<p>LSPI 90 Day Update The following initiatives, programs, and activities have taken place to support the 5 action steps for the “Results-Based Evaluation System” goal.</p> <ol style="list-style-type: none"> 1. Five new LSPI Goals will be designed, shared, implemented, and monitored to ensure both supportive community and academic press for students around the themes of Empathy, Equity, Effectiveness, and Excellence. <ul style="list-style-type: none"> ● The new GCPS Blueprint for Success, LSPI goals, and action plan have been created, shared with all key stakeholders, and are being implemented and monitored. (08/22-10/22) 2. GA Milestones’ benchmarks will be incorporated in December and March of 2022-23 to measure and predict student progress, allowing time for targeted reteaching. <ul style="list-style-type: none"> ● Students took the Edulastic midyear benchmark for the four core academic subjects (December 12th-13th). 3. The iREADY screener is being utilized to identify student learning levels and to ensure students receive appropriate and timely remediation and/or enrichment in Math and Language Arts. <ul style="list-style-type: none"> ● Students have completed the reading and math iREADY screeners and have been placed in 	<p>Data Update on Available Measures The following data is available based on i-Ready projection reports from the midyear screener for student proficiency.</p> <p>6th Reading - 35% typical growth or 42% stretch growth. 7th Reading - 28% typical growth or 36% stretch growth. 8th Reading - 34% typical growth or 43% stretch growth.</p> <p>6th Math - 22% typical growth or 31% stretch growth. 7th Math - 27% typical growth or 34% stretch growth. 8th Math - 25% typical growth or 33% stretch growth.</p>
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<p>Math and ELA “REP” sections during their math and ELA classes.</p> <p>4. Daily CQI classes and academic Connections classes will support targeted Math and Language Arts interventions for students who are learning below grade level.</p> <ul style="list-style-type: none"> ● Students scoring in the lowest 25% in Math or ELA have been placed in a “Titans Time CQI” intervention/remediation class. ● Students continue to receive differentiated small group instruction in their classrooms, based on learning levels and needs. ● Saturday and/or after school intervention opportunities have been offered six times for targeted students with grades between 50-69. (10/21/22; 11/1/22; 11/5/22; 11/12/22; 11/29/22; 12/3/22) ● Students are placed in Connections academic classes for remediation and intervention. <p>5. Weekly Collaborative Learning Team meetings and professional learning opportunities will continue to be the place where instruction and assessment are aligned and the instructional variance between classrooms is reduced.</p> <ul style="list-style-type: none"> ● Teachers continue to collaborate during weekly CLT meetings by academic content teams. Their work is to align curriculum, instruction and assessments, reduce the variance of teacher instruction, and improve student learning outcomes. ● Teachers will continue to participate in various district led staff development as offered. ● ELA and Math teachers and administrators from Richards Middle have participated in Saturday Bootcamp learning experiences. 09/10/22 and 10/15/22 ● Certified educators have created academic press and supportive community RBES goals to support the whole child in their classroom. 	<p>Semester 1 District Assessment averages were as follows, based on grade scale converted scores.</p> <p>6th Language Arts - 74% 7th Language arts - 73% 8th Language Arts - 74%</p> <p>6th Math - 72% 7th Math - 74% 8th ALG - 71% 8th ALG 1 - 82%</p> <p>6th Science - 72% 7th Science - 68% 8th Science - 80% 8th Physical Science - 76%</p> <p>6th Social Studies - 77% 7th Social Studies - 75% 8th Social Studies - 75%</p>	
LSPI 180 Day Update		
<p>Excellence 4A: Preferred education destination</p>	<p>Students in our school and families in our community deserve the very best educational experience we can provide for them. It is incumbent upon us to ensure a positive, vibrant and rigorous school experience which will excite students for future learning and</p>	<ol style="list-style-type: none"> 1. A certified educator has been hired to serve as the school’s Parent Instructional Coordinator, and to facilitate more effective communication and services to our families. 2. The school will utilize a new communication platform, “Talking Points” as well as a ViewSonic Interactive Kiosk to streamline the efficiency of our communication with parents. 3. Students will be offered opportunities to thrive in academic, art, athletic and career/ technical education settings in order to foster greater relevance and
Data Update on Available Measures		
<ol style="list-style-type: none"> 1. Richards Middle School will increase the number of family respondents participating in the EES Family Survey from 165 to 400 (which is 20% of the student enrollment). 2. Richards Middle School EES survey results will increase from 48% to 50% based on the theme “I feel proud of my school”. 		

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		<p>excitement for the overall educational experience.</p> <ol style="list-style-type: none">4. Families will be offered multiple opportunities to participate in culturally relevant celebrations, fine arts events, competitive sports activities, and a wide variety of parent informational meetings.5. Teachers will participate in weekly team collaboration and a variety of additional professional learning experiences during the year to support their growth and maximize their effectiveness with students in the classroom.	
<p>LSPI 90 Day Update</p> <p>The following initiatives, programs, and activities have taken place to support the five actions steps for the “Preferred education destination” goal.</p> <ol style="list-style-type: none">1. A certified educator has been hired to serve as the school's Parent Instructional Coordinator, and to facilitate more effective communication and services to our families.<ul style="list-style-type: none">• The school's new Parent Instructional Coordinator is offering enhanced communication and support for RMS families.• The Parent Center has been reorganized with new resources and technology for parents.• Richards Middle School teachers continually communicate with parents regarding their child's educational progress during the first 90 days of school.• Additional promotional materials, signage, and new furnishings have been purchased and placed in select areas to help promote a stronger school brand.2. The school will utilize a new communication platform, “Talking Points” as well as a ViewSonic Interactive Kiosk to streamline the efficiency of our communication with parents.<ul style="list-style-type: none">• The school was unable to obtain the Talking Points platform and use it as originally intended. As an alternative, the following approaches are employed for continuous communication with families.• Bi-monthly newsletters to families regarding school events, programs, standardized assessments, etc., were distributed throughout the semester.• The school maintains an active school webpage and updates messaging on multiple social media platforms.			<p>Data Update on Available Measures</p> <p>Data from the Family Survey and Student Survey are not yet available to measure growth toward these KPIs.</p>

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- The school uses SchoolMessenger to communicate timely information about events, activities, or special programming in the school or district. School Messenger is also used in the event of an emergency or critical information from school administration.
3. Students will be offered opportunities to thrive in academic, art, athletic and career/ technical education settings in order to foster greater relevance and excitement for the overall educational experience.
- Students are offered a wide-array of academic, beyond the core, and extracurricular activities to engage and enrich their “whole-child” learning experience while at Richards Middle School.
4. Families will be offered multiple opportunities to participate in culturally relevant celebrations, fine arts events, competitive sports activities, and a wide variety of parent informational meetings.
- Parents have attended multiple fine arts events for Band, Orchestra, and Chorus programs. They have also been able to see students participate in multiple sports’ competitions at local high schools throughout the first semester.
 - The Principal, Assistant Principal, Counselors, and Parent Instructional Coordinator held an informational Donuts and Coffee meeting with Vietnamese parents in the school. The GCPS Vietnamese translator supported this gathering. 09/08/22
 - The school celebrated Hispanic Heritage Month and capped the experience with an outdoor Band, Orchestra, Movie Night Celebration with guest speaker Jonathan Campos, food trucks, and other vendors. 10/18/22
 - The school hosted parents for Early Release conferences. 10/19-10/20/22
 - Parents and staff members participated in the beginning of the year Title I Parent Meeting to communicate the schools LSPI, Title I Budget, and Family Engagement Plan. 10/30/22
 - Parents have participated in one Local School Council meeting with the principal and other certified teachers from the school. 10/26/22; 12/13/22
5. Teachers will participate in weekly team collaboration and a variety of additional professional learning experiences during the year to support their growth and maximize their effectiveness with students in the classroom.
- Teachers meet every Tuesday for Collaborative Learning Team planning meetings.
 - Teachers have attended a wide variety of local school and GCPS professional learning opportunities and training sessions to develop their effectiveness as educators and to enhance their impact on student learning and behavioral outcomes.

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extracurricular opportunities and help to secure a successful trajectory for their lives.		
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