

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**. Additionally, schools are required to select one goal from each of the other strategic priorities. 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. 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.

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)
Empathy 1.B - Staff and Student Well Being	At Berkmar High School, it is a priority for each and every student to reach their full potential. Academic success only occurs when the student's and teacher's non-academic needs are met.	<ol style="list-style-type: none"> 1. Establish a PBIS Framework and Implementation Plan that includes feedback from students, staff, families, and community members along with collaboration from the Office of Behavior Support and Interventions. 2. Promote student engagement with current and new clubs/activities. 3. Celebrate student and staff positive impacts and gains consistently. 4. Leverage Academy Time Advisement to support Social-Emotional Learning (SEL) Lessons. 5. Monitor student attendance within MTSS and PBIS frameworks. 6. Host regular meetings where student groups, including student 	<p>Students</p> <p>Increase Percent Positive Responses on the following EES-STUDENT survey items:</p> <ul style="list-style-type: none"> • I enjoy coming to school. <ul style="list-style-type: none"> ◦ Baseline: 45% ◦ Target: 50% • I feel safe at this school. <ul style="list-style-type: none"> ◦ Baseline: 55% ◦ Target: 60% • I am hopeful of my future. <ul style="list-style-type: none"> ◦ Baseline: 82% ◦ Target: 87% • I can calm myself down when I am excited or upset. <ul style="list-style-type: none"> ◦ Baseline: 67% ◦ Target: 72% • Setbacks don't discourage me. <ul style="list-style-type: none"> ◦ Baseline: 59% ◦ Target: 64% • The work I do in this school is useful and interesting. <ul style="list-style-type: none"> ◦ Baseline: 46% ◦ Target: 51% • I feel proud of my school. <ul style="list-style-type: none"> ◦ Baseline: 50% ◦ Target: 55% • Most students are respectful of others at this school. <ul style="list-style-type: none"> ◦ Baseline: 40% ◦ Target: 45% <p>Staff</p> <p>Increase Percent Positive Responses on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> • When there is a problem in my school, we talk about how to solve it. <ul style="list-style-type: none"> ◦ Baseline: 57% ◦ Target: 62% • I receive training on instruction to Social Emotional Learning. <ul style="list-style-type: none"> ◦ Baseline: 70%

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)															
		<p>council and GLST/BSLT, can speak openly with school administrators and teachers.</p> <p>7. Encourage and support initiatives/projects proposed and led by students.</p> <p>Person Responsible:</p> <p>Administrators, Counselors, Teachers, PBIS Coach, MTSS Coordinator</p> <p>From Time Line: 01-01-1900 00:00:00.000</p> <p>To Time Line: 01-01-1900 00:00:00.000</p> <p>Budget Implication:</p> <p>Title 1 Funding</p>	<ul style="list-style-type: none">○ Target: 75%● Struggling students receive early intervention and remediation to acquire skills.○ Baseline: 60%○ Target: 65% <p>Decrease the percentage of students absent 16+ days.</p> <ul style="list-style-type: none">○ Baseline: 40%○ Target: 45%															
Equity 2.A - Multi-tiered System of Supports	Berkmar High School must develop and implement a well-defined and executed multi-tiered system of support (MTSS) for each and every student.	<p>1. Provide additional intervention supports such as after-school and Saturday tutoring and Credit Recovery opportunities.</p> <p>2. Align PBIS practices within the MTSS Framework, including attendance, discipline, and mentoring initiatives.</p> <p>3. Utilize Academy Time to support enrichment and intervention supports.</p> <p>4. Implement professional</p>	<p>Increase the % of students achieving proficient/distinguished on Milestones/District Assessment by 5%:</p> <p>Percent Proficient/Distinguished on GMAS/District Assessment</p> <table><thead><tr><th></th><th>2025 Baseline</th><th>2026 Target</th></tr></thead><tbody><tr><td>Literature & Composition</td><td>25%</td><td>30%</td></tr><tr><td>US History</td><td>34%</td><td>39%</td></tr><tr><td>Algebra I</td><td>25%</td><td>30%</td></tr><tr><td>Biology</td><td>23%</td><td>28%</td></tr></tbody></table> <p>Berkmar HS will increase content mastery in English/Language Arts by 3% (Developing and above) for the SWD population by the end of the 2025-2026 school year as evidenced on GaDOE CCRPI Reports.</p> <p>Baseline: 14%</p> <p>Target: 17%</p> <p>Decrease the percentage of students absent 16+ days.</p> <ul style="list-style-type: none">■ Baseline: 50%■ Target: 45%		2025 Baseline	2026 Target	Literature & Composition	25%	30%	US History	34%	39%	Algebra I	25%	30%	Biology	23%	28%
	2025 Baseline	2026 Target																
Literature & Composition	25%	30%																
US History	34%	39%																
Algebra I	25%	30%																
Biology	23%	28%																

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)
		<p>development focused on Multilingual Language Supports (ML Department Consultant) and Specially Designed Instruction (Special Education). ATSI- Action Steps for SWD</p> <p>5. Utilize common lesson plan templates that target AKS with differentiation for all subgroups (Gifted, Multilingual Learners, Special Education)</p> <p>6. Implement high quality Collaborative Learning Teams with the support of the Collaborative Learning Team Self-Assessment Rubric.</p> <p>7. Implement ongoing professional development for building instructional leaders.</p> <p>Person Responsible:</p> <p>Administrators, Teachers, PBIS Coach, MTSS Coordinator</p> <p>From Time Line: 07-24-2025 00:00:00.000</p> <p>To Time Line: 05-22-2026 00:00:00.000</p>	<p>Increase our 4 Year Cohort Graduation Rate</p> <ul style="list-style-type: none"> ■ Baseline: 82% ■ Target: 84% <p>Decrease the number of students receiving suspensions from class/school.</p> <ul style="list-style-type: none"> • Baseline: <ul style="list-style-type: none"> ○ ISS – 401 (13.8%) ○ OSS – 181 (6.2%) • Target: <ul style="list-style-type: none"> ○ ISS - 10% ○ OSS - 5% <p>ACCESS Score Goal: Percentage of students moving one or more proficiency levels.</p> <ul style="list-style-type: none"> • Baseline: <ul style="list-style-type: none"> ○ Moved Less Than One Band: 13% ○ Moved More Than One Band: 24% ○ Moved One Band: 19% ○ No Positive Movement: 43% • Target: <ul style="list-style-type: none"> ○ Moved Less Than One Band: 10% ○ Moved More Than One Band: 30% ○ Moved One Band: 25% ○ No Positive Movement: 35%

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)
		Budget Implication: Title 1 & Local Funding	
Equity 2.B - Opportunity and Access	Being a high school in Gwinnett County Public Schools, it is our responsibility to ensure the students at Berkmar High School have the opportunities to access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities.	<ol style="list-style-type: none"> Promote Dual Enrollment, Advanced Placement, Maxwell/Grayson Tech. course offerings based on student pathways. Align teaching practices in the Academy and CTAE programs to increase pathway completions and passing rates on the End Of Pathway Assessments (EOPA). Increase enrollment in Work-Based and Service Learning opportunities through increased business and community partnerships (Such as the Latin American Association and Plaza Las Americas) Continue partnerships with the Georgia Film Academy and Construction Companies to expose students to industry careers. Provide College and Career exposure for 	<p>Increase the number of students taking at least 1 AP exam.</p> <ul style="list-style-type: none"> ■ Baseline: 570 ■ Target: 600 <p>Increase the number of students enrolled in at least 1 Dual Enrollment course.</p> <ul style="list-style-type: none"> ■ Baseline: 90 ■ Target: 100 <p>Increase the % eligible students passing End of Pathway assessments.</p> <ul style="list-style-type: none"> ■ Baseline: 49 ■ Target: 55 <p>Increase the number of students completing CTE pathways.</p> <ul style="list-style-type: none"> ■ Baseline: 154 ■ Target: 200 <p>Increase the number of students enrolled in Work Based Learning.</p> <ul style="list-style-type: none"> ■ Baseline: 81 ■ Target: 100 <p>Increase the % of 12th graders eligible for HOPE Scholarship</p> <ul style="list-style-type: none"> ■ Baseline: 29% ■ Target: 40% <p>Increase our 4 Year Cohort Graduation Rate</p> <ul style="list-style-type: none"> ■ Baseline: 82% ■ Target: 84%

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)															
		<p>students through campus fairs, trips, and visits from military, guest speakers, and other visitors.</p> <p>Person Responsible:</p> <p>Administrators, Teachers, Counselors, Academy Team</p> <p>From Time Line: 07-24-2025 00:00:00.000</p> <p>To Time Line: 05-22-2026 00:00:00.000</p> <p>Budget Implication:</p> <p>Title 1 and Local Budget</p>																
Effectiveness 3.A - Results-Based Evaluation System	Berkmar High School is committed to improving student outcomes for academic and non-academic measures, which requires intentional planning across all areas.	<p>1. Ongoing professional development for administrators to provide consistent feedback for teacher observations.</p> <p>2. Continue coaching cycles and support from district leaders in all core areas.</p> <p>3. Leverage the Collaborative Learning Team (CLT) Rubric to enhance CLT efficacy across departments.</p> <p>4. Implement professional development focused on Multilingual Language Supports (ML Department</p>	<p>Increase the % of students achieving proficient/distinguished on Milestones/District Assessment by 5%:</p> <p>Percent Proficient/Distinguished on GMAS/District Assessment</p> <table><thead><tr><th></th><th>2025 Baseline</th><th>2026 Target</th></tr></thead><tbody><tr><td>Literature & Composition</td><td>25%</td><td>30%</td></tr><tr><td>US History</td><td>34%</td><td>39%</td></tr><tr><td>Algebra I</td><td>25%</td><td>30%</td></tr><tr><td>Biology</td><td>23%</td><td>28%</td></tr></tbody></table> <p>Berkmar HS will increase content mastery in English/Language Arts by 3% (Developing and above) for the SWD population by the end of the 2025-2026 school year as evidenced on GaDOE CCRPI Reports.</p> <p>Baseline: 14%</p> <p>Target: 17%</p> <p>Decrease the percentage of students absent 16+ days.</p> <ul style="list-style-type: none">■ Baseline: 50%■ Target: 45% <p>Increase our 4 Year Cohort Graduation Rate</p> <ul style="list-style-type: none">■ Baseline: 82%■ Target: 84% <p>Decrease the number of students receiving suspensions from class/school.</p>		2025 Baseline	2026 Target	Literature & Composition	25%	30%	US History	34%	39%	Algebra I	25%	30%	Biology	23%	28%
	2025 Baseline	2026 Target																
Literature & Composition	25%	30%																
US History	34%	39%																
Algebra I	25%	30%																
Biology	23%	28%																

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)
		<p>Consultant) and Specially Designed Instruction (Special Education). ATSI- Action Steps for SWD</p> <p>Person Responsible:</p> <p>Administrators, Counselors, MTSS Coordinator, PBIS Coach, Teachers, Support Staff</p> <p>From Time Line: 07-24-2025 00:00:00.000</p> <p>To Time Line: 05-22-2026 00:00:00.000</p> <p>Budget Implication:</p> <p>Title 1 and Local Budget</p>	<ul style="list-style-type: none"> Baseline: <ul style="list-style-type: none"> ISS – 401 (13.8%) OSS – 181 (6.2%) Target: <ul style="list-style-type: none"> ISS - 10% OSS - 5% <p>ACCESS Score Goal: Percentage of students moving one or more proficiency levels.</p> <ul style="list-style-type: none"> Baseline: <ul style="list-style-type: none"> Moved Less Than One Band: 13% Moved More Than One Band: 24% Moved One Band: 19% No Positive Movement: 43% Target: <ul style="list-style-type: none"> Moved Less Than One Band: 10% Moved More Than One Band: 30% Moved One Band: 25% No Positive Movement: 35%
Excellence 4.C - World-Class Communication and Engagement	Berkmar High School is committed to enhancing two-way communication, engagement, and outreach that connect the school with the Berkmar community, stakeholders, and district personnel.	<ol style="list-style-type: none"> 1. Improve two-way communication with ParentSquare and Social Media, including translations for families. 2. Utilize family and community feedback forums from families through Principal's Corner, Local School Council, and PTSA. 3. Increase the number of community and business partnerships through the Latin American Association and 	<p>Increase Percent Positive Responses on the following EES-Family survey items:</p> <p>I am given opportunities to discuss my student's progress at school.</p> <ul style="list-style-type: none"> Baseline: 74% Target: 79% <p>My student enjoys going to school.</p> <ul style="list-style-type: none"> Baseline: 68% Target: 73% <p>Teachers accommodate my student's individual needs by adjusting instruction.</p> <ul style="list-style-type: none"> Baseline: 73% Target: 78% <p>I am comfortable expressing my ideas or concerns to the administrator(s) of this school.</p> <ul style="list-style-type: none"> Baseline: 76% Target: 81%

2025 - 2026 Local School Plan for Improvement (LSPI)

School: BERKMAR HIGH

Principal: Gabriel Zaragoza

District Strategic Priorities/Goals	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (Baseline & Targets)
		<p>Plaza Las Americas.</p> <p>4. Continue family workshops related to academic areas and social-emotional learner, in addition to Curriculum Night, Multicultural Festival, and extracurricular activities.</p> <p>5. Elevate Employee Voice by leveraging feedback from teams, committees, one on one sessions, and other means of communication.</p> <p>6. Leverage the Public Relations Committee to enhance the image of Berkmar High School.</p> <p>Person Responsible:</p> <p>Administrators, Teachers, Counselors, Staff</p> <p>From Time Line: 07-24-2025 00:00:00.000</p> <p>To Time Line: 05-22-2026 00:00:00.000</p> <p>Budget Implication:</p> <p>Local Funds & Title 1 Funding</p>	