

2022-2023 Local School Plan for Improvement (LSPI)

School: McConnell Middle Cluster Superintendent: Bryan Long

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	McConnell MS works to ensure individualized, authentic instruction through the implementation of Social Emotional Learning and Restorative Practices, with an emphasis on student and staff well-being, self-care, physical and mental health, and social emotional learning.	Students: <ul style="list-style-type: none"> ● Access provided through the student portal for requesting individual conferences with a counselor. ● Monthly School wide professional development on improving Teacher/Students relationships ● Positive weekly postcard sent to a student by every teacher ● PBIS - Expansion <ul style="list-style-type: none"> ○ Tiger Paws ○ Tiger of the Day ○ Breakfast w/the Principal ○ Recognition pins for behavior and grades/proficiency ○ McDonald's Night ○ Tiger Paw cash-in ● Student Council/Government ● Inclusion of students in school decision making - PBIS/Advisement 	Student Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> ● I enjoy coming to this school Baseline: 32% 2023 Target: 38% ● Student Success is celebrated in this school. Baseline: 45% 2023 Target: 50%

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		<ul style="list-style-type: none"> ● Clubs - More robust than ever (30+) ● Restorative Practices <p>Staff:</p> <ul style="list-style-type: none"> ● School-wide professional development on Adult/Student relationships - focus on the whole child/diversity ● Treat Train (monthly) ● Monthly Self-care calendars sent out by counselors ● Exemplary Instruction - Coin recognition ● Recognition of PBIS Teacher of the Month ● Development of staff wellness room. ● Create challenge groups for staff (walking, etc) ● Teacher Leader Committee (monthly meeting to discuss non-academic school concerns) ● TIGER Talk w/Admin (monthly)- Focused on solving teacher concerns. 	<p>Staff</p> <p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> ● My colleagues welcome new ideas and change. Baseline: 59% 2023 Target: 63% ● We are provided training to meet the needs of a diverse population in our school. Baseline: 63% 2023 Target: 66%
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<p>Equity 2A: Multi-tiered system of supports</p>	<p>McConnell MS will use both observational, anecdotal, and performance data to ensure that every student demonstrates critical thinking skills and has a clear path to content mastery.</p>	<ul style="list-style-type: none"> ● Help Day offered weekly by all teachers ● Support Enrichment & Acceleration (SEA) ● Saturday Intervention Sessions ● Academic Assistance Program (Credit Recovery) ● Reading/Math Remediation/Intervention Connection Classes ● Wilson Reading - Reading intervention ● iReady/Read 180/Achieve 3000 - Math/Reading resources ● Small group tutoring continued ● Navigate 360 - behavioral resource ● Development of MTSS Team - Academic press/supportive community ● Frequent small group instruction ● Brain breaks during instruction ● Restorative Practice Implementation to decrease exclusionary practices. 	<p>Decrease the percentage of students scoring in the Beginning or Developing range on Milestones Assessments</p> <p><u>% Beginning + Development on GMAS (2022)</u></p>				
				Baseline	2023 Target		
			6th LA	49.1%	44.1%		
			6th MA	57.9%	53.9%		
			7th LA	54.8%	50.8%		
			7th MA	51.3%	47.3%		
			8th LA	44.6%	40.6%		
			8th MA	51%	47%		
			8th SC	45.1%	41.1%		
			8th SS	34.4%	31.1%		

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<p>Equity 2B: Opportunity and access</p>	<p>McConnell MS will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum and enrichment activities.</p>	<ul style="list-style-type: none"> ● Expanded Gifted Search/Portfolios to qualify more students ● Computer Science Connection Class ● AgStem Connection Class to support Cluster wide initiative ● PBIS/Advisement ● Encourage teachers to obtain multiple endorsements/certification to build skills (Gifted/ELL) ● Full Fine Arts Offerings to all students (Chorus, Band, Orchestra, Theater Arts, Visual Arts, Media Arts, Music Tech) ● Culturally relevant material ● Small Group Instruction ● Implement JLC Connection Class ● iReady Screener ● Family and Consumer Science Connection Class ● 1-1 Devices ● Expanded Club Opportunities 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items:</p> <ul style="list-style-type: none"> ● All students have access to rigorous courses and supports. Baseline: 62% 2023 Target: 65% ● I feel proud of my school. Baseline: 40.7% 2023 Target: 46.7%
<p>Effectiveness 3B: Talent management</p>	<p>McConnell MS will transform into a strategic talent management organization that supports educators and staff to achieve district goals.</p>	<ul style="list-style-type: none"> ● Provide specific actionable feedback to individual teachers in order to promote district goals. ● Mentor Teacher Program aligned by grade-level subject area ● Foster Student-teaching environment from nearby universities/colleges to increase McConnell's talent pool ● Professional Learning Communities weekly - teachers' curriculum planning ● Coffee w/the principal - monthly 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> ● Staff share a high sense of urgency around the need to improve Baseline: 61% 2023 Target: 64% ● When there is a problem in my school, we talk about how to solve it Baseline: 61% 2023 Target: 64%

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<p>Excellence 4C: World-class communications and engagement</p>	<p>McConnell MS will demonstrate world-class communication and engagement through modeling transparent, two-way communication to build stakeholder trust and confidence.</p>	<ul style="list-style-type: none"> ● McConnell Minute - Weekly School Newsletter ● Surveys to collect family feedback on initiatives ● Weekly Progress Reports - emailed to parents from all teachers ● Counseling eNewsletter ● Community Outreach - Quarterly <ul style="list-style-type: none"> ○ Parent Training Opportunities ○ Literacy, Learning & Lettuce Festival ● Increase bi-lingual communication ● Increase social media presence ● School Council ● MMS PTO ● Homework Calendar ● Curriculum Nights ● Parent/Teacher Conferences 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-Family survey items:</p> <ul style="list-style-type: none"> ● Parents/families have input into plans for improving this school Baseline: 59% 2023 Target: 63% ● This school tells me how I can help my student with homework Baseline: 58% 2023 Target: 62%
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