

2022-2023 Local School Plan for Improvement (LSPI)

School: Annistown Elementary School

Cluster Superintendent: Dr. Melissa Walker

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	As Annistown Elementary School becomes more multicultural and multilingual with students and staff from diverse backgrounds, it will be important to create a safe school culture focused on the	<ol style="list-style-type: none"> 1. <i>Pop in with the Principal</i> providing opportunities for staff to have open forums focused on topics related to areas of opportunity from EES survey. 2. Continue to implement Principal Advisory Group sessions with students in grades K-5 3. P.R.I.D.E. Time providing opportunities for SEL focused instruction and activities. 4. Counselor/SEL Team will participate in district training and provide professional learning opportunities for staff. 5. Plan monthly wellness activities for staff. 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c8e6c9;"> <th style="width: 70%;">Growth Measure KPI</th> <th style="width: 15%;">2022 KPI Baseline</th> <th style="width: 15%;">2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td style="vertical-align: top;"> Student Wellbeing - Increase the % of students indicating positive responses on the Supportive Learning Environment questions of the Educational Effectiveness Survey </td> <td style="text-align: center; vertical-align: middle;">44%</td> <td style="text-align: center; vertical-align: middle;">50%</td> </tr> </tbody> </table>			Growth Measure KPI	2022 KPI Baseline	2023 KPI Target	Student Wellbeing - Increase the % of students indicating positive responses on the Supportive Learning Environment questions of the Educational Effectiveness Survey	44%	50%
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	well-being of ALL students and staff.	<ol style="list-style-type: none"> 6. Continue to celebrate staff and students through recognition activities (Student - General of the Month/Staff - 5 Star General of the Month). 7. Build parent capacity on Social Emotional Learning (SEL) strategies to use at home. 8. Implement school counseling and attendance programs: Never Been Absent (NBA) Club and Never Found Late (NFL) . 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 80%;">Staff Support - Increase % of positive responses on all Staff Educational Effectiveness Characteristics</td> <td style="width: 10%; text-align: center;">77%</td> <td style="width: 10%; text-align: center;">85%</td> </tr> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c8e6c9;"> <th style="width: 60%;">Growth Measure KPI Chronic Absenteeism</th> <th style="width: 20%;">SY 2022 KPI Baseline</th> <th style="width: 20%;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td>Decrease the % of students with Chronic absenteeism</td> <td style="text-align: center;">18%</td> <td style="text-align: center;">17%</td> </tr> </tbody> </table>	Staff Support - Increase % of positive responses on all Staff Educational Effectiveness Characteristics	77%	85%	Growth Measure KPI Chronic Absenteeism	SY 2022 KPI Baseline	SY 2023 KPI Target	Decrease the % of students with Chronic absenteeism	18%	17%			
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Equity 2A: Multi-tiered system of supports	Annistown Elementary will Implement a comprehensive multi-tiered system of supports (MTSS) to address academic and non-academic student needs. Through MTSS, we will implement processes and procedures to monitor the effectiveness of	<ol style="list-style-type: none"> 1. Provide Opportunities for intervention and enrichment through Generals Target Time (30 minute CQI block). 2. Provide Extended Learning Opportunities to provide students academic and non academic learning opportunities. 3. Utilize IFT meetings for frequent data reviews 4. The MTSS team will use data from iReady/DIBELS/SEL screener to create action steps and provide specific interventions for tier II and tier III students. 5. Implement PBIS with fidelity 6. Provide professional learning opportunities focused on support specific for student groups in need. 7. Continue to build teacher capacity and leadership during IFT meetings. 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c8e6c9;"> <th style="width: 60%;">Growth Measure KPI PBIS Implementation</th> <th style="width: 20%;">2022 KPI Baseline</th> <th style="width: 20%;">2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td>PBIS school status – prior year and current year</td> <td style="text-align: center;">Operational</td> <td style="text-align: center;">Operational</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c8e6c9;"> <th style="width: 60%;">Growth Measure KPI</th> <th style="width: 20%;">2022 KPI Baseline</th> <th style="width: 20%;">2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td> </td> <td> </td> <td> </td> </tr> </tbody> </table>	Growth Measure KPI PBIS Implementation	2022 KPI Baseline	2023 KPI Target	PBIS school status – prior year and current year	Operational	Operational	Growth Measure KPI	2022 KPI Baseline	2023 KPI Target			
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	teaching practice in order to develop plans to meet the needs of students resulting in a decrease in the number of students performing at the lowest performance level.	<ol style="list-style-type: none"> 8. Pilot EL Education curriculum which engages students in reading, thinking, speaking, and writing about engaging grade level texts on meaningful/culturally responsive topics. 9. Encourage teachers to participate in district professional development. 10. Provide resources and materials for intervention and small groups. 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="padding: 5px;">Decrease the % Reading Below Grade Level on Milestones, historically underserved groups</td> <td style="text-align: center; padding: 5px;">50.4%</td> <td style="text-align: center; padding: 5px;">42%</td> </tr> <tr> <td style="padding: 5px;">Decrease the % of all Milestones tests in which students scored at Beginning level</td> <td style="text-align: center; padding: 5px;">35.3%</td> <td style="text-align: center; padding: 5px;">30%</td> </tr> </table>	Decrease the % Reading Below Grade Level on Milestones, historically underserved groups	50.4%	42%	Decrease the % of all Milestones tests in which students scored at Beginning level	35.3%	30%			
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Equity 2B: Opportunity and access	Annistown Elementary School will ensure our students have access and opportunities to engage in a high-quality, rigorous, and culturally relevant curriculum expanding beyond K-5 to include early learning access to all families in the community.	<ol style="list-style-type: none"> 1. Increase communication of Kindergarten registration to all stakeholders. 2. Increase the percentage of kindergarten students enrolled in May and attending the Rising K Academy (SEA) 3. Complete the KREP assessment with all entering Kindergarteners within the first 15 days of their school experience. 4. Partner with local daycare facilities to share information about registration dates, enrollment requirements, and SEA Program for rising kindergarteners. 5. Increase opportunities and pathways for all students to demonstrate eligibility for gifted/talented programming- training staff on multiple ways to identify GT students. 6. Provide Extended Learning and Enrichment opportunities for students weekly. 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c6e0b4;"> <th style="padding: 5px;">Growth Measure KPI</th> <th style="padding: 5px;">2022 KPI Baseline</th> <th style="padding: 5px;">2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;">Decrease % of all Milestones tests in which students scored at Beginning level</td> <td style="text-align: center; padding: 5px;">35.3%</td> <td style="text-align: center; padding: 5px;">30%</td> </tr> <tr> <td style="padding: 5px;">Decrease the percentage of students below grade level on reading in historically underserved groups . - Black, Hispanic, American Indian, EL, SWD, Free Meals</td> <td style="text-align: center; padding: 5px;">50.4%</td> <td style="text-align: center; padding: 5px;">42%</td> </tr> </tbody> </table>	Growth Measure KPI	2022 KPI Baseline	2023 KPI Target	Decrease % of all Milestones tests in which students scored at Beginning level	35.3%	30%	Decrease the percentage of students below grade level on reading in historically underserved groups . - Black, Hispanic, American Indian, EL, SWD, Free Meals	50.4%	42%
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		<ol style="list-style-type: none"> 7. Provide opportunities for extracurricular activities through before and after school clubs. 8. Improve kindergarten readiness through expanding access to purposeful playing experiences (Joyful Learning). 9. Increase opportunity to learn through EL Education curriculum Pilot which engages students in reading, thinking, talking, and writing about engaging grade level texts on meaningful/culturally responsive topics. 10. Provide content related activities that will enrich student learning experiences (in school field trips) 	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 70%;">Increase % of students scoring 70% or above in the KREP assessment</td> <td style="width: 15%; text-align: center;">31.6%</td> <td style="width: 15%; text-align: center;">35%</td> </tr> <tr> <td>Rising Kindergarten Enrollment During the Month of May</td> <td style="text-align: center;">0%</td> <td style="text-align: center;">45%</td> </tr> <tr> <td>Kindergarten Enrollment for Rising Kindergarten Academy</td> <td style="text-align: center;">25 students</td> <td style="text-align: center;">40 students</td> </tr> <tr> <td>% of Gifted and Talented students</td> <td style="text-align: center;">7%</td> <td style="text-align: center;">10%</td> </tr> </table>			Increase % of students scoring 70% or above in the KREP assessment	31.6%	35%	Rising Kindergarten Enrollment During the Month of May	0%	45%	Kindergarten Enrollment for Rising Kindergarten Academy	25 students	40 students	% of Gifted and Talented students	7%	10%
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Effectiveness 3A: Results-Based Evaluation System	Annistown Elementary staff will use the Results-Based Evaluation System (RBES) to define inputs, behaviors, and outcomes of our students to determine successes of academic press and supportive community implementations.	<ol style="list-style-type: none"> 1. Commit to analyzing and celebrating student academic growth. 2. Provide opportunities for Learning Walks and Peer Coaching. 3. Build parent capacity by providing information and communication about ELA and Math curriculum each semester and encourage families to utilize the family engagement center for resources and materials that will support learning at home. 4. Innovative Technology Instructional Specialist will collaborate with staff to explore and share ideas around the use of innovative technology to enhance instruction. 5. Continue to link Results-Based Evaluation System with the Local School Plan for Improvement 6. Weekly walk-throughs by Building Leadership Team 7. Continue to implement Instructional Focus Team meetings utilizing the best practices of professional learning communities to deepen their understanding of the AKS for literacy and math, 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c6e0b4;"> <th style="width: 70%;">Growth Measure KPI</th> <th style="width: 15%;">SY 2022 KPI Baseline</th> <th style="width: 15%;">SY 2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td> Kindergarten <ul style="list-style-type: none"> ● KREP score above 70% ● DIBELS Screener ● Reading iReady On or Above Grade Results ● MA iReady Screener Results </td> <td style="text-align: center; vertical-align: top;"> 33% N/A N/A </td> <td style="text-align: center; vertical-align: top;"> 43% </td> </tr> <tr> <td> 1st Grade <ul style="list-style-type: none"> ● Reading iReady On or Above Grade Results </td> <td style="text-align: center; vertical-align: top;"> 16% </td> <td style="text-align: center; vertical-align: top;"> 75% </td> </tr> </tbody> </table>			Growth Measure KPI	SY 2022 KPI Baseline	SY 2023 KPI Target	Kindergarten <ul style="list-style-type: none"> ● KREP score above 70% ● DIBELS Screener ● Reading iReady On or Above Grade Results ● MA iReady Screener Results 	33% N/A N/A	43%	1st Grade <ul style="list-style-type: none"> ● Reading iReady On or Above Grade Results 	16%	75%			
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		<p>share best instructional practices for implementation of EL Literacy Program, small group instruction, and analyze student assessment data and work samples to inform instruction.</p> <p>8. Provide professional learning opportunities focused on support for ELL students and NEPs.</p>	<ul style="list-style-type: none"> MA iReady Screener Results 	6%	70%
2nd Grade			<ul style="list-style-type: none"> Reading iReady On or Above Grade Results MA iReady Screener Results 	35%	67%
3rd Grade			<ul style="list-style-type: none"> LA GMAS Dev & Above Percentage Reading iReady On or Above Grade Results MA GMAS Dev & Above Percentage MA iReady Screener Results 	66%	70%
4th Grade			<ul style="list-style-type: none"> LA GMAS Dev & Above Percentage Reading iReady On or Above Grade Results MA GMAS Dev & Above Percentage MA iReady Screener Results 	66%	75%
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<p>Excellence 4C: World-class communication and engagement</p>	<p>As our community has become more diverse, we must communicate in a way that reaches all parents. Enhancing our communication to meet the needs of our diverse student population will help families stay informed of school information as well as student progress. Annistown Elementary will improve two-way communication, engagement, and outreach to reach the target audiences of families, students, teachers and the community.</p>	<ol style="list-style-type: none"> 1. Create mobile technology stations to encourage parent access and completion of parent surveys, F/R lunch forms, and mypaymentsplus. 2. Track parent participation on mypaymentsplus and Parent Portal 3. Call and assist families with connecting to mypaymentsplus and Parent Portal via phone calls and assisting the parent at the school. 4. Contact families that have not signed up for Fall and Spring parent conferences to invite them in for conferences. 5. Teachers will create a communication system where they contact families regularly and share positive behavior and academic news. <ul style="list-style-type: none"> - Class DOJO and/or email communication - Use of SIS for parent communication log 6. Monthly parent newsletter able to be translated in multiple language - Generals eNews 7. Provide communication in English and Spanish 8. Ensure teachers have access to the language bank 9. Use translation equipment for parent workshops and events 10. Weekly newsletter for staff - Monday Memo 11. Organize School Leadership Committee to increase teacher leadership and teacher led initiatives 12. Encourage more social media participation 	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr style="background-color: #c8e6c9;"> <th style="text-align: center;">Growth Measure KPI</th> <th style="text-align: center;">2022 KPI Baseline</th> <th style="text-align: center;">2023 KPI Target</th> </tr> </thead> <tbody> <tr> <td>Increase the Number of Responses in the Family Educational Effectiveness Survey Results</td> <td style="text-align: center;">63 Participants 11%</td> <td style="text-align: center;">150 Participants 21%</td> </tr> <tr> <td>Increase the % of positive Responses in the Student Educational Effectiveness Survey Belonging & Engagement Characteristic</td> <td style="text-align: center;">51%</td> <td style="text-align: center;">65%</td> </tr> <tr> <td>Increase % of positive Responses in the Staff Educational Effectiveness Survey</td> <td style="text-align: center;">71%</td> <td style="text-align: center;">85%</td> </tr> <tr> <td>Increase % of positive responses on all characteristics of the Educational Effectiveness Educational Survey Results</td> <td style="text-align: center;">77%</td> <td style="text-align: center;">85%</td> </tr> <tr> <td> Social Media Analytics <ul style="list-style-type: none"> • % increase and/or # of followers, hits, impressions, views, etc. </td> <td style="vertical-align: top;"> Followers Facebook - 112/15% Instagram - 207/29% Twitter - 113/16% </td> <td style="vertical-align: top;"> Followers Facebook - 250/35% Instagram - 250/35% Twitter - 250/35% </td> </tr> </tbody> </table>	Growth Measure KPI	2022 KPI Baseline	2023 KPI Target	Increase the Number of Responses in the Family Educational Effectiveness Survey Results	63 Participants 11%	150 Participants 21%	Increase the % of positive Responses in the Student Educational Effectiveness Survey Belonging & Engagement Characteristic	51%	65%	Increase % of positive Responses in the Staff Educational Effectiveness Survey	71%	85%	Increase % of positive responses on all characteristics of the Educational Effectiveness Educational Survey Results	77%	85%	Social Media Analytics <ul style="list-style-type: none"> • % increase and/or # of followers, hits, impressions, views, etc. 	Followers Facebook - 112/15% Instagram - 207/29% Twitter - 113/16%	Followers Facebook - 250/35% Instagram - 250/35% Twitter - 250/35%
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