

2022-2023 Local School Plan for Improvement (LSPI)

School: Berkmar High School Principal: Durrant Williams

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	At Berkmar High School, it is a priority for each and every student to reach his or her full potential. The academic success only occurs when the student and teacher non-academic needs are met.	<ol style="list-style-type: none"> 1. Implement Social Emotional Learning (SEL) lessons during Academy Time Advisement. 2. Provide individual and small group interventions for students through counselors, intervention 	Student <ol style="list-style-type: none"> 1. Increase Percent Positive Responses on the following EES-STUDENT survey items: <ul style="list-style-type: none"> ● I enjoy coming to school. Baseline: 38% 2023 Target: 45% ● I feel safe at this school. Baseline: 51% 2023 Target: : 60% ● I am hopeful of my future. Baseline: 77%

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		<p>specialists, and external support.</p> <ol style="list-style-type: none"> 3. Provide individual support for staff through our well-being coach. 4. Provide mental health Screening and support for students through the APEX counseling program. 5. Encourage staff to utilize the district Met-Life Counseling support. 6. Celebrate students and staff through PBIS structures. 7. Create additional clubs & extracurricular activities to reach more students. 8. Develop a beautification team that focuses on diverse signs and decorations around campus that 	<p>2023 Target: 80%</p> <ul style="list-style-type: none"> ● I can calm myself down when I am excited or upset. Baseline: 61% 2023 Target: 65% ● Setbacks don't discourage me. Baseline: 55% 2023 Target: 60% ● Work I do in this school is useful and interesting Baseline: 37% 2023 Target: 45% ● I feel proud of my school. Baseline: 41% 2023 Target: 50% ● Most students are respectful of others at this school Baseline: 32.5 2023 Target: 40% <p>Staff</p> <ol style="list-style-type: none"> 2. Percent Positive Responses on the following EES-STAFF survey items: <ul style="list-style-type: none"> ● When there is a problem in my school, we talk about how to solve it. Baseline: 53% 2023 Target: 57%
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		<p>represents our family backgrounds.</p>	<ul style="list-style-type: none"> ● I receive training on instruction to Social Emotional Learning. Baseline: 46% 2023 Target: 50% ● Struggling students receive early intervention and remediation to acquire skills Baseline: 46% 2023 Target: 50% <p>3. Decrease the percentage of student absent 16+ days Baseline: 35.41% 2023 Target: 30%</p>
<p>LSPI 90 Day Update</p> <ol style="list-style-type: none"> 1. Implement Social Emotional Learning (SEL) lessons during Academy Time Advisement. <ol style="list-style-type: none"> a. All teachers are utilizing the SEL lessons provided from the district to share with students twice a week during Academy Time. 2. Provide individual and small group interventions for students through counselors, intervention specialists, and external support (APEX). <ol style="list-style-type: none"> a. Our counselors, intervention specialists, and APEX counselors continue to support the social emotional needs of our students. Two new programs, W.I.N. (What I Need) and F.O.C.U.S. (Follow One Course Until Successful), provide additional academic and non-academic supports daily in a space designed to support their work. 3. Provide individual support for staff through our well-being coach. <ol style="list-style-type: none"> a. An external counselor continues to support all adult social emotional needs on campus. 			<p>Data Update on Available Measures</p> <ol style="list-style-type: none"> 1. Increase Percent Positive Responses on the following EES-STUDENT survey items: <ul style="list-style-type: none"> ● I enjoy coming to school. Baseline: 38% 2023 Target: 45% 90 Day: 37% ● I feel safe at this school. Baseline: 51% 2023 Target: : 60% 90 Day: 40% ● I am hopeful of my future. Baseline: 77% 2023 Target: 80%

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4. Provide mental health screening and support for students through the APEX counseling program.
 - a. The counseling staff screens students in need and refers them to the APEX counselors. APEX are housed on campus and funded by the Georgia Department of Behavioral Health.
5. Encourage staff to utilize the district Met-Life Counseling support.
 - a. Staff received flyers, emails, and additional promotional materials about the Met-Life Counseling support.
6. Celebrate students and staff through Positive Behavioral Interventions & Supports (PBIS) structures.
 - a. We held a celebration brunch in February for students that earned straight A's during the first semester. Our PBIS team continues to organize opportunities to recognize students for academic and non-academic accomplishments. Our social media platforms regularly share student and staff celebrations.
7. Create additional clubs & extracurricular activities to reach more students.
 - a. We created a new Skate Club to engage a group of skateboard lovers while providing leadership opportunities for students and staff. There is a partnership with the Fresh Films program for our students to engage with industry experts in film. An additional extracurricular activity was offered for students with the inception of eSports.
8. Develop a beautification team that focuses on diverse signs and decorations around campus that represents our family backgrounds.
 - a. The beautification team has added one mural to our main hallway that represents the various countries of students on our campus.

90 Day: 78%

- I can calm myself down when I am excited or upset.

Baseline: 61%

2023 Target: 65%

90 Day: 63%

- Setbacks don't discourage me.

Baseline: 55%

2023 Target: 60%

90 Day: 59%

- Work I do in this school is useful and interesting

Baseline: 37%

2023 Target: 45%

90 Day: 38%

- I feel proud of my school.

Baseline: 41%

2023 Target: 50%

90 Day: 39%

- Most students are respectful of others at this school

Baseline: 32.5

2023 Target: 40%

90 Day: 29%

Staff

1. Increase Percent Positive Responses on the following EES-STAFF survey items:

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			<ul style="list-style-type: none"> ● When there is a problem in my school, we talk about how to solve it. Baseline: 53% 2023 Target: 57% 90 Day: 42% ● I receive training on instruction to Social Emotional Learning. Baseline: 46% 2023 Target: 50% 90 Day: 51% ● Struggling students receive early intervention and remediation to acquire skills Baseline: 46% 2023 Target: 50% 90 Day: 46% <p>2. Decrease the percentage of student absent 16+ days Baseline: 35.41% 2023 Target: 30% 90 Day - 24.9%</p>
LSPI 180 Day Update			Data Update on Available Measures
Equity 2A: Multi-tiered system of supports	In order for each and every student to reach their full potential, Berkmar High School must develop a well-defined and executed	<ol style="list-style-type: none"> 1. Provide after school and Saturday tutoring as needed. 2. Increase awareness and effectiveness of our PBIS program. 	<ol style="list-style-type: none"> 1. Decrease in the % of students achieving beginning on Milestones: <u>% Beginning on GMAS (2022)</u>

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<p>multi-tiered system of support (MTSS) focused on the whole child (academically and non-academically).</p>	<ol style="list-style-type: none"> 3. Provide restorative practices through our Intervention Room with our Intervention Specialist 4. Provide mentoring opportunities for all students in need. 5. Provide alternative scheduling options for students in need. 6. Utilize Academy model to team students with core and elective teachers 7. Utilize academic and non-academic data to develop appropriate intervention and acceleration options during Academy Time. 	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 30%; text-align: center;">Baseline</th> <th style="width: 30%; text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>11th LA</td> <td style="text-align: center;">31%</td> <td style="text-align: center;">27.8%</td> </tr> <tr> <td>US History</td> <td style="text-align: center;">33.7%</td> <td style="text-align: center;">30.33%</td> </tr> <tr> <td>Algebra I</td> <td style="text-align: center;">61.5%</td> <td style="text-align: center;">55.35%</td> </tr> <tr> <td>Biology</td> <td style="text-align: center;">44.1%</td> <td style="text-align: center;">39.69%</td> </tr> <tr> <td>All</td> <td style="text-align: center;">41.6</td> <td style="text-align: center;">37.44%</td> </tr> </tbody> </table> <ol style="list-style-type: none"> 2. Decrease the percentage of student absent 16+ days Baseline: 35.41% 2023 Target: 30% 3. Increase our 4 Year Cohort Graduation Rate Baseline: 77.6 2023 Target: 80 4. Decrease the number of students receiving suspensions from class/school. Baseline: ISS – 505 (16.5%) OSS – 264 (8.6%) Target: ISS – 416 (13%) OSS – 160 (5%) 		Baseline	2023 Target	11 th LA	31%	27.8%	US History	33.7%	30.33%	Algebra I	61.5%	55.35%	Biology	44.1%	39.69%	All	41.6	37.44%
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LSPI 90 Day Update

1. Provide after school and Saturday tutoring as needed.
 - a. Our teachers continue to make themselves available afterschool to support students. Credit Recovery opportunities are offered afterschool and on Saturdays.
2. Increase awareness and effectiveness of our PBIS program.
 - a. A new PBIS Coach and PBIS Administrator have been assigned to strengthen our PBIS program.
3. Provide restorative practices through our Intervention Room with our Intervention Specialist.
 - a. We now have three Intervention Specialists that use various strategies to support staff and students with discipline concerns. They have significantly decreased the number of students removed from campus due to behavior concerns.
4. Provide mentoring opportunities for all students in need.
 - a. True Girls, BEAMERS, and Velocity mentoring programs currently support 61 students with three staff members. These programs provide individual and group activities regularly to students in need.
5. Provide alternative scheduling options for students in need.

Our W.I.T. (Whatever It Takes) Academy is a new intervention program that offers at-risk students a personalized educational pathway. This program supports the holistic needs, talents, and post-secondary goals of each learner, enabling every student to graduate confidently equipped for their future.
6. Utilize Academy model to team students with core and elective teachers.
 - a. Our Film and Construction Academies are structured for core (language arts, math, science, and social studies) teachers to collaborate with elective teachers with the ultimate goal of supporting students through the lens of the academy.
7. Utilize academic and non-academic data to develop appropriate intervention and acceleration options during Academy Time.

Data Update on Available Measures

1. Decrease in the % of students achieving beginning on Milestones: **% Beginning on GMAS (2022)**

	Baseline	2023 Target	90 Day
11 th LA	31%	27.8%	47% Average Score
US History	33.7%	30.33%	31% Average Score
Algebra I	61.5%	55.35%	42% Average Score
Biology	44.1%	39.69%	43% Average Score
All	41.6	37.44%	40.75% Average Score

2. Decrease the percentage of student absent 16+ days

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1. Provide expanded opportunities for students to participate in Dual Enrollment courses and utilize the Graduation Option B.
 - a. Our counselors continue to increase exposure to dual enrollment opportunities for our students through various local colleges.
2. Increase exposure and opportunities for students to enroll at Maxwell/Grayson Tech.
 - a. We continue to partner with Maxwell and Grayson Technology to increase student enrollment. Representatives from both schools visit regularly to recruit students.
3. Continue our summer opportunities with Philadelphia College of Osteopathic Medicine (PCOM) Summer Opportunities.
 - a. Plans are ongoing with PCOM to provide student internships.
4. Expand our Academy model to ensure students are completing pathways and passing end of pathway (EOP) assessments.
 - a. Our newly created Curriculum Team continues to review scheduling processes to ensure we are capturing all interested students to increase pathway and assessment completion.
5. Increase enrollment in Work Based (WBL) and Service Learning aligned to student post-secondary plans.
 - a. We have increased enrollment in WBL by 45 students.
6. Continue our partnership with Georgia Film Academy (GFA) to expose our students to the Film industry.
 - a. Berkmar High School personnel met with GFA to adapt a partnership for 2nd semester and beyond to better utilize their resources for students.
7. Expand our professional affiliations within the construction industry
 - a. We have maintained relationships within industry that lead to growth opportunities for our program.
8. Increase student enrollment in Advanced Placement (AP) courses.
 - a. Our staff continues to advertise the benefits of enrolling in AP courses. Various data is used to identify students that show potential for success in an AP course. On February 16th, our school was recognized by State Superintendent Richard

Baseline: Spring 2022 - 401

Target: Spring 2023 - 450

90 Day: 653

2. Increase the number of students enrolled in at least 1 Dual Enrollment course.
Baseline.
Baseline: Fall 2022 – 42
Target: Fall 2023 – 50
90 Day - 60
3. Increase the % eligible students passing End of Pathway assessments.
Baseline: Spring 2022 – 30%
Target: Spring 2023 – 40%
90 Day - 254 eligible
4. Increase the number of students enrolled in Work Based Learning.
Baseline: 65
Target: 80
90 Day: 110
5. Decrease the number of students receiving suspensions from class/school.
Baseline: ISS – 505 (16.5%)
OSS – 264 (8.6%)
Target: ISS – 416 (13%)
OSS – 160 (5%)

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Woods as an AP Honors School for Humanities and Science Technology Engineering & Math (STEM).		90 Day ISS - 155 (5.30%) OSS - 70 (2.40%)																			
LSPI 180 Day Update		Data Update on Available Measures																			
Effectiveness 3A: Results-Based Evaluation System -	Berkmar High School must redesign its data review process and behaviors to create new outcomes that equally address continuous improvement of academic and non-academic growth.	<ol style="list-style-type: none"> 1. Conduct weekly group Instructional observations including department chairs and administrators 2. Continue coaching cycles with district leaders 3. Continue data talks with academy teachers 4. Review student work during PLCs 5. Move to a focus on growth including non-academic data – Attendance and behavioral 6. Monitor % of students progressing on GMAS 	<ol style="list-style-type: none"> 1. Decrease in the % of students achieving beginning on Milestones: <u>% Beginning on GMAS (2022)</u> <table border="1" style="width: 100%; margin-top: 10px;"> <thead> <tr> <th></th> <th style="text-align: center;">Baseline</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>11th LA</td> <td style="text-align: center;">31%</td> <td style="text-align: center;">27.8%</td> </tr> <tr> <td>US History</td> <td style="text-align: center;">33.7%</td> <td style="text-align: center;">30.33%</td> </tr> <tr> <td>Algebra I</td> <td style="text-align: center;">61.5%</td> <td style="text-align: center;">55.35%</td> </tr> <tr> <td>Biology</td> <td style="text-align: center;">44.1%</td> <td style="text-align: center;">39.69%</td> </tr> <tr> <td>All</td> <td style="text-align: center;">41.6</td> <td style="text-align: center;">37.44%</td> </tr> </tbody> </table> 2. Decrease the percentage of student absent 16+ days Baseline: 35.41% 2023 Target: 30% 		Baseline	2023 Target	11 th LA	31%	27.8%	US History	33.7%	30.33%	Algebra I	61.5%	55.35%	Biology	44.1%	39.69%	All	41.6	37.44%
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1. Conduct weekly group instructional observations including department chairs and administrators
 - a. The administrative staff continues to conduct weekly instructional observations, visiting classrooms, and providing feedback to teachers on their instructional practices. We plan to include our department chairs in this process during the second semester.
2. Continue coaching cycles with district leaders
 - a. A select group of teachers received support from district content coaches during the first semester.
3. Continue data talks with academy teachers
 - a. All academy teachers meet weekly to analyze student data to inform instruction.
4. Review student work during PLCs
 - a. All content teachers meet weekly to analyze student work to modify instruction.
5. Move to a focus on growth including non-academic data – Attendance and behavioral
 - a. The administrative staff reviews student attendance and behavioral data weekly. Our intervention specialists support students with concerns using various strategies.
6. Monitor % of students progressing on GMAS
 - a. Awaiting end of year data.

1. Decrease in the % of students achieving beginning on Milestones:
% Beginning on GMAS (2022)

	Baseline	2023 Target	90 Day
11 th LA	31%	27.8%	47% Average Score
US History	33.7%	30.33%	31% Average Score
Algebra I	61.5%	55.35%	42% Average Score
Biology	44.1%	39.69%	43% Average Score
All	41.6	37.44%	40.75% Average Score

2. Decrease the percentage of student absent 16+ days
Baseline: 35.41%
2023 Target: 30%

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			90 Day - 24.9%
LSPI 180 Day Update			Data Update on Available Measures
<p>Excellence 4B: Post-secondary and workforce readiness</p>	<p>Berkmar High School will prepare each and every student for postsecondary and workforce readiness so that they have multiple pathways to success based on their demonstrated knowledge, skills, abilities, and interests.</p>	<ol style="list-style-type: none"> 1. Utilization of our Academy model to expose students to postsecondary opportunities in Film and Construction. 2. Provide College and Career Exposure through enrollment in Advance Placement/Dual Enrollment courses and college and career fairs with our College and Career Specialist 3. Continue providing Vocational Rehab for our special needs students. 4. Provide college, technical school, and military visits and guest speakers 5. Recognize students continuously through signing days, website/social media postings, etc. 	<ol style="list-style-type: none"> 1. Increase the percentage of 12th Grade students completing CTE pathways. Baseline: 260 2023 Target: 280 2. Increase the number of students taking at least 1 AP exam Baseline: Spring 2022 - 401 Target: Spring 2023 - 450 3. Increase the % of 12th graders eligible for HOPE Scholarship Baseline:38% Target: 43% 4. Increase the % of 9th graders on track to graduate within their 4-year cohort Baseline: Class of 2025 – 58% Target: Class of 2026 – 64% 5. Increase our 4 Year Cohort Graduation Rate Baseline: Data Coming Soon 2023 Target:
LSPI 90 Day Update			Data Update on Available Measures

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1. Utilization of our Academy model to expose students to postsecondary opportunities in Film and Construction.
 - a. Our counseling department held a College and Career Fair in November to support our Film and Construction Academies with exposure to colleges and technical schools throughout the state.
2. Provide College and Career Exposure through enrollment in Advance Placement (AP) /Dual Enrollment courses and college and career fairs with our College and Career Specialist
 - a. Our staff continues to advise students on the benefits of taking AP courses. Our counselors continue to increase exposure and enrollment with dual enrollment opportunities for our students through various local colleges. Our Hiring Day is scheduled for March 1st.
3. Continue providing Vocational Rehab for our special needs students.
 - a. Career Exploration and Work-Readiness training will commence in March and April.
4. Provide college, technical school, military visits, and guest speakers
 - a. We have held multiple assemblies with guest speakers to present college and career information to our students.
5. Recognize students continuously through signing days, website/social media postings, etc.
 - a. We held an all "A" luncheon for students in January. Our social media outlets are filled with student highlights as it is updated daily.

1. Increase the percentage of students completing CTE pathways.
Baseline: 260
2023 Target: 280
90 Day - 254
2. Increase the number of students taking at least 1 AP exam
Baseline: Spring 2022 - 401
Target: Spring 2023 - 450
90 Day: 653
3. Increase the % of 12th graders eligible for HOPE Scholarship
Baseline:38%
Target: 43%
90 Day: 31%
4. Increase the % of 9th graders on track to graduate within their 4-year cohort
Baseline: Class of 2025 – 58%
Target: Class of 2026 – 64%
90 Day: 63%
5. Increase our 4 Year Cohort Graduation Rate
Baseline: 77.6
2023 Target: 80
90 Day - 55% (Cohort Analyzer)

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LSPI 180 Day Update	Data Update on Available Measures
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