

## 2022-2023 Local School Plan for Improvement (LSPI)

**School: Bethesda Elementary    Principal: Katrina Larmond**

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)
<b>Empathy 1B:</b> Staff and student wellbeing	Based on our student and staff survey data, Bethesda Elementary seeks to promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	<p><b>Student</b></p> <ol style="list-style-type: none"> <li>Students will participate in SEL lessons that focus equipping students with the skills, abilities, tools, and knowledge to build positive relationships, solve problems, make intelligent decisions, and achieve the necessary level of self-awareness.</li> <li>Student Principal Advisory Committee will meet once a month</li> </ol>	<ol style="list-style-type: none"> <li>Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> <li>I feel safe at this school. <ul style="list-style-type: none"> <li>o <b>Baseline:</b> 46%</li> <li>o <b>2023 Target:</b> 51%</li> </ul> </li> <li>I enjoy coming to this school. <ul style="list-style-type: none"> <li>o <b>Baseline:</b> 39%</li> <li>o <b>2023 Target:</b> 45%</li> </ul> </li> </ul> </li> <li>Percent Positive Responses (% Often</li> </ol>

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		<p>and provides a platform for communication/exchange of ideas, information, and concerns among students.</p> <ol style="list-style-type: none"> <li>3. Staff members will be paired with recommended students to use their experiences and knowledge and help students see the benefits of their educational experience through our Mentor/Mentee program</li> <li>4. Increased counseling support that allows for more individualized counseling as well as additional small group counseling.</li> <li>5. Teachers will use PBIS Rewards software to promote positive behavior in students.</li> </ol> <p><b><u>Staff</u></b></p> <ol style="list-style-type: none"> <li>6. Teachers will participate in monthly book study discussions and activities based on the book <b>You Are the Team.</b></li> <li>7. Develop a designated area (Wellness Room) where employees can take a bit of time out to tend to their own personal health needs.</li> <li>8. Counselors will implement adult SEL lessons at each staff meeting to build staff's capacity to manage</li> </ol>	<p>True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> <li>● I receive training on instruction to support social-emotional learning. <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 41%</li> <li>○ <b>2023 Target:</b> 47%</li> </ul> </li> <li>● There is a willingness to address conflict in this school. <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 45%</li> <li>○ <b>2023 Target:</b> 51%</li> </ul> </li> </ul> <p>3. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-FAMILY survey items:</p> <ul style="list-style-type: none"> <li>● Bullying/harassment is not tolerated in this school. <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 76%</li> <li>○ <b>2023 Target:</b> 78%</li> </ul> </li> </ul>
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		<p>stress, conflict, and time management. Staff will also receive training to implement SEL lessons within their classrooms.</p>																									
<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>Based on our needs assessment and instructional team conversations, Bethesda Elementary seeks to implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address academic and non-academic student needs and remove barriers to success.</p>	<ol style="list-style-type: none"> <li>1. Universal Screeners in LA and Math given three times per year.</li> <li>2. Targeted Tier 1, 2, and 3 interventions developed by the MTSS Team based on screener data.</li> <li>3. Dedicated 45-minute intervention block built into each student's day.</li> <li>4. Monthly Kid Talk/RTI meetings with admin/MTSS team member present</li> <li>5. Weekly Collaborative Learning Team meetings where teachers review content and ensure alignment</li> <li>6. Counselor Lessons/Small Groups based on Wellness Screeners.</li> <li>7. Increase student engagement through classroom visuals that increase student achievement.</li> <li>8. Release Days and Collaborative Planning days to complete data talks to support students on their academic levels.</li> </ol>	<ol style="list-style-type: none"> <li>1. Decrease % of students scoring in the Beginning level on Milestones. <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%;">Baseline</th> <th style="width: 35%;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">36%</td> <td style="text-align: center;">30%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">16%</td> <td style="text-align: center;">8%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">32%</td> <td style="text-align: center;">25%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">22%</td> <td style="text-align: center;">14%</td> </tr> <tr> <td>5th LA</td> <td style="text-align: center;">29%</td> <td style="text-align: center;">22%</td> </tr> <tr> <td>5th MA</td> <td style="text-align: center;">38%</td> <td style="text-align: center;">32%</td> </tr> <tr> <td>5th Sci</td> <td style="text-align: center;">29%</td> <td style="text-align: center;">22%</td> </tr> </tbody> </table> </li> <li>2. Increase the % of English Learner progress towards English language proficiency. <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 80%</li> <li>○ <b>2023 Target:</b> 82%</li> </ul> </li> </ol>		Baseline	2023 Target	3rd LA	36%	30%	3rd MA	16%	8%	4th LA	32%	25%	4th MA	22%	14%	5th LA	29%	22%	5th MA	38%	32%	5th Sci	29%	22%
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<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Based on our needs assessment and instructional team conversations, Bethesda Elementary seeks to expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework and enrichment activities.</p>	<ol style="list-style-type: none"> <li>1. Play 2 Learn opportunities for families with children from birth to 5 years old</li> <li>2. Additional enrichment math and literacy class for first grade students</li> <li>3. Additional enrichment class for Kindergarten students.</li> <li>4. Rising K Academy offered one week during the summer.</li> <li>5. Professional Development for EL Education Pilot.</li> <li>6. Gifted referral and identification process</li> <li>7. Provide students access to relevant texts to increase student achievement.</li> <li>8. Provide transportation and additional teachers for students attending student intervention and support programs.</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase in % of K Readiness as measured by the KREP for students who are eligible for Free and Reduced Lunch             <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 24%</li> <li>○ <b>2023 Target:</b> 32%</li> </ul> </li> <li>2. Gifted/Talented Representation: Increase %of students in the Gifted/Talented Program             <ul style="list-style-type: none"> <li>○ <b>Baseline:</b> 7%</li> <li>○ <b>2023 Target:</b> 16%</li> </ul> </li> </ol>
<p><b>Effectiveness 3A:</b> Results-Based Evaluation System</p>	<p>Bethesda Elementary will redefine the inputs, behaviors, and outcomes that determine the standards for student success as measured by the Results-Based Evaluation System</p>	<ol style="list-style-type: none"> <li>1. Examine baseline data, create, and monitor a targeted goal (iReady, Milestones Benchmark)</li> <li>2. Focused Admin/coach walkthroughs</li> <li>3. Coaching cycles</li> <li>4. Data talks</li> <li>5. Admire and Acquire (once/semester)</li> </ol>	<p>1. Baseline Data to be established SY2023</p>

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	(RBES) to support school improvement and student growth.	<p>6. Implementation of tiered interventions based on the Multi-Tiered System of Supports</p> <p>7. Collaborative Learning Team (CLTs) to include assessment protocol, work sample protocols, data review/talks, AKS analysis, LA pilot, explicit modeling for teachers for Math/ELA strategies</p>	ELA	DA/ Milestones 1 <sup>st</sup> SEM	DA/ Milestones 2 <sup>nd</sup> SEM	% of students improving DA/ Milestones
			1st			
			2nd			
			3rd			
			4th			
			5th			
			Math	DA/ Milestones 1 <sup>st</sup> SEM	DA/ Milestones 2 <sup>nd</sup> SEM	% of students improving DA/ Milestones
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			2nd			
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<p><b>Excellence 4A:</b> Preferred education destination</p>	<p>Based on our needs assessment and instructional team conversations, Bethesda Elementary seeks to be the first choice of students and families for excellent</p>	<ol style="list-style-type: none"> <li>1. Consistent communication across grade levels (phone calls, weekly newsletters, Class Dojo)</li> <li>2. Build Parent Capacity through Parent workshops.</li> <li>3. Increase the number of Clubs &amp; Activities</li> <li>4. Career Week activities</li> </ol>	<ol style="list-style-type: none"> <li>1. Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> <li>• Work I do in this school is useful and interesting to me. <ul style="list-style-type: none"> <li>o <b>Baseline:</b> 39%</li> <li>o <b>2023 Target: 45%</b></li> </ul> </li> </ul> </li> </ol>																																								

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	<p>schools and the employer of choice for educators and staff to fulfill their careers.</p>	<p>5. Increase parent engagement in events throughout the year.</p>	<ul style="list-style-type: none"> <li>● Adults in this school help me plan and set goals for my future.                             <ul style="list-style-type: none"> <li>○ <b>Baseline: 53%</b></li> <li>○ <b>2023 Target: 58%</b></li> </ul> </li> </ul> <p>2. Percentage of students scoring Proficient/Distinguished on GMAS</p> <table border="1" style="width: 100%; border-collapse: collapse; margin: 10px 0;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%;">Baseline</th> <th style="width: 20%;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td>31%</td> <td>38%</td> </tr> <tr> <td>3rd MA</td> <td>39%</td> <td>45%</td> </tr> <tr> <td>4th LA</td> <td>32%</td> <td>39%</td> </tr> <tr> <td>4th MA</td> <td>40%</td> <td>46%</td> </tr> <tr> <td>5th LA</td> <td>38%</td> <td>44%</td> </tr> <tr> <td>5th MA</td> <td>25%</td> <td>33%</td> </tr> <tr> <td>5th Sci</td> <td>38%</td> <td>44%</td> </tr> </tbody> </table> <p>3. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-FAMILY survey items:</p> <ul style="list-style-type: none"> <li>● I believe adults in this school care about my student.</li> </ul>		Baseline	2023 Target	3rd LA	31%	38%	3rd MA	39%	45%	4th LA	32%	39%	4th MA	40%	46%	5th LA	38%	44%	5th MA	25%	33%	5th Sci	38%	44%
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