

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

**School: Ferguson Elementary      Principal: Altonise Henfield**

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	Ferguson Elementary will promote student and staff wellbeing by focusing on social and emotional learning (SEL), promoting self-care activities and prioritizing mental and physical health.	1. Utilize Wellness Screener data to provide student supports  2. Provide SEL professional development for staff  3. Provide SEL student lessons  4. APEX (community-based support organization) provides school-based interventions for students	Indicator	SY 2022 Baseline	SY 2023 Target
			<b>EES Student Survey Item:</b> <i>I enjoy coming to this school.</i>	34% Positive	44% Positive
			<b>EES Student Survey Item:</b> <i>I am hopeful about my future.</i>	77%	81%

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

		<ol style="list-style-type: none"> <li>5. Provide materials for classroom Wellness Kits</li> <li>6. Provide monthly staff wellness activities</li> <li>7. Maintain a Share Table of snacks for students</li> <li>8. Recognize Student of the Week and Student of the Month</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 30%;"></td> <td style="width: 30%;"></td> <td style="width: 40%;"></td> </tr> <tr> <td><b>EES Staff Survey Item:</b> <i>When there is a problem in our school, we talk about how to solve it.</i></td> <td style="text-align: center;">48%</td> <td style="text-align: center;">52%</td> </tr> <tr> <td><b>EES Staff Survey:</b> <i>We celebrate progress towards improvement plan goals.</i></td> <td style="text-align: center;">63%</td> <td style="text-align: center;">67%</td> </tr> </table>				<b>EES Staff Survey Item:</b> <i>When there is a problem in our school, we talk about how to solve it.</i>	48%	52%	<b>EES Staff Survey:</b> <i>We celebrate progress towards improvement plan goals.</i>	63%	67%			
<b>EES Staff Survey Item:</b> <i>When there is a problem in our school, we talk about how to solve it.</i>	48%	52%													
<b>EES Staff Survey:</b> <i>We celebrate progress towards improvement plan goals.</i>	63%	67%													
<p><b>Equity 2A:</b> Multi-tiered system of supports (MTSS)</p>	<p>Ferguson ES will implement academic and nonacademic Multi-tiered Systems Supports (MTSS) to address students' needs.</p>	<ol style="list-style-type: none"> <li>1. Establish and monitor Tier I Instructional Essentials for all classrooms</li> <li>2. Conduct MTSS Team meetings to identify academic and social-emotional tiered supports</li> <li>3. Conduct Response to Intervention (RTI) meetings to monitor students' progress</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 35%;">Indicator</th> <th style="width: 30%;">SY 2022 Baseline Data</th> <th style="width: 35%;">SY 2023 Target Data</th> </tr> </thead> <tbody> <tr> <td><b>MTSS Screening iReady Math</b></td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">95%</td> </tr> <tr> <td><b>MTSS Screening iReady Reading</b></td> <td style="text-align: center;">N/A</td> <td style="text-align: center;">95%</td> </tr> <tr> <td><b>PBIS Distinguished School Status</b></td> <td style="text-align: center;">Operational</td> <td style="text-align: center;">Operational</td> </tr> </tbody> </table>	Indicator	SY 2022 Baseline Data	SY 2023 Target Data	<b>MTSS Screening iReady Math</b>	N/A	95%	<b>MTSS Screening iReady Reading</b>	N/A	95%	<b>PBIS Distinguished School Status</b>	Operational	Operational
Indicator	SY 2022 Baseline Data	SY 2023 Target Data													
<b>MTSS Screening iReady Math</b>	N/A	95%													
<b>MTSS Screening iReady Reading</b>	N/A	95%													
<b>PBIS Distinguished School Status</b>	Operational	Operational													

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

		<ol style="list-style-type: none"> <li>4. Utilize iReady Screener to identify tiered interventions based on students' needs</li> <li>5. Facilitate counseling small groups to support students' social and emotional needs</li> <li>6. Employ a Parent Instructional Coordinator (PIC) and Parent Outreach Liaison (POL)</li> <li>7. Offer Family Engagement workshops focused on supportive community and academic press</li> <li>8. Implement a Positive Behavior Interventions and Supports (PBIS) plan school-wide to promote positive behaviors</li> <li>9. Partnering with GCPS ESOL department to build teacher capacity</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td data-bbox="1272 293 1535 475"> <b>EES Staff Survey:</b>  <i>Learning is personalized to meet the needs of each student.</i> </td> <td data-bbox="1535 293 1751 475" style="text-align: center;">51%</td> <td data-bbox="1751 293 1967 475" style="text-align: center;">54%</td> </tr> <tr> <td data-bbox="1272 475 1535 626"> <b>English Learner exit rate from ESOL Program</b> </td> <td data-bbox="1535 475 1751 626" style="text-align: center;">16 out of 316 must exit based on ACCESS data</td> <td data-bbox="1751 475 1967 626" style="text-align: center;">36 out of 316 must exit based on ACCESS data</td> </tr> </table>			<b>EES Staff Survey:</b> <i>Learning is personalized to meet the needs of each student.</i>	51%	54%	<b>English Learner exit rate from ESOL Program</b>	16 out of 316 must exit based on ACCESS data	36 out of 316 must exit based on ACCESS data
<b>EES Staff Survey:</b> <i>Learning is personalized to meet the needs of each student.</i>	51%	54%									
<b>English Learner exit rate from ESOL Program</b>	16 out of 316 must exit based on ACCESS data	36 out of 316 must exit based on ACCESS data									
<b>Equity 2B:</b> Opportunity and access	At Ferguson Elementary, we will ensure that all of our students will have opportunities to engage in and	<ol style="list-style-type: none"> <li>1. Implement daily small group differentiated instruction in response to students' needs</li> <li>2. Implement an Early Intervention Program (EIP) to</li> </ol>									

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

	<p>access to high-quality, rigorous, and culturally relevant curriculum and instruction.</p>	<p>provide reading and math support for students</p> <ol style="list-style-type: none"> <li>3. Utilize restorative practices to teach appropriate behaviors and decrease the discipline disproportionality index</li> <li>4. Provide each and every student access to a Chromebook</li> <li>5. Increase the number of ESOL endorsed teachers by implementing an endorsement cohort in the Meadowcreek Cluster</li> <li>6. Provide <i>Right At School</i> - Afterschool Program at Ferguson ES for families needing childcare</li> <li>7. Provide access and opportunities for students to participate in school clubs</li> <li>8. Implement Play 2 Learn, an early learning program for children ages birth to five years</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #cccccc;"> <th style="width: 33%;">Indicator</th> <th style="width: 33%;">SY 2022 Baseline Data</th> <th style="width: 33%;">SY 2023 Target Data</th> </tr> </thead> <tbody> <tr> <td><b>Play to Learn Enrollment</b></td> <td>30 enrolled</td> <td>40 enrolled</td> </tr> <tr> <td><b>Gifted Students</b></td> <td>47 students</td> <td>55 students</td> </tr> <tr> <td><b>ESOL Endorsed Teachers</b></td> <td>18 teachers</td> <td>28 teachers</td> </tr> <tr> <td colspan="3" style="text-align: center;"><b>Discipline Proportionality</b></td> </tr> <tr> <td colspan="3" style="text-align: center;">Number of student groups that are overrepresented in ISS/OSS based on the Discipline Disproportionality Index</td> </tr> <tr style="background-color: #cccccc;"> <th style="width: 33%;">Indicator</th> <th style="width: 33%;">SY 2022 Baseline Data</th> <th style="width: 33%;">SY 2023 Target Data</th> </tr> <tr> <td>Number of Student Groups Reflecting Disproportionality</td> <td>3</td> <td>0</td> </tr> </tbody> </table> <p>Note: A student group is overrepresented when the disproportionality index is greater than 1.2.</p>	Indicator	SY 2022 Baseline Data	SY 2023 Target Data	<b>Play to Learn Enrollment</b>	30 enrolled	40 enrolled	<b>Gifted Students</b>	47 students	55 students	<b>ESOL Endorsed Teachers</b>	18 teachers	28 teachers	<b>Discipline Proportionality</b>			Number of student groups that are overrepresented in ISS/OSS based on the Discipline Disproportionality Index			Indicator	SY 2022 Baseline Data	SY 2023 Target Data	Number of Student Groups Reflecting Disproportionality	3	0
Indicator	SY 2022 Baseline Data	SY 2023 Target Data																									
<b>Play to Learn Enrollment</b>	30 enrolled	40 enrolled																									
<b>Gifted Students</b>	47 students	55 students																									
<b>ESOL Endorsed Teachers</b>	18 teachers	28 teachers																									
<b>Discipline Proportionality</b>																											
Number of student groups that are overrepresented in ISS/OSS based on the Discipline Disproportionality Index																											
Indicator	SY 2022 Baseline Data	SY 2023 Target Data																									
Number of Student Groups Reflecting Disproportionality	3	0																									

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

<p><b>Effectiveness 3A:</b> Results-Based Evaluation System</p>	<p>Ferguson ES will utilize the RBES to ensure 80% of our students are successful at Tier 1 by focusing on effective Tier 1 instruction and by leveraging the power of peer observation and feedback.</p>	<ol style="list-style-type: none"> <li>1. Utilize the Results-Based Evaluation System (RBES) to monitor the LSPI goals</li> <li>2. Conduct weekly leadership team learning walks with an emphasis on providing feedback to improve instructional practices</li> <li>3. Implement collaborative learning teams (CLT) to yield a high quality of alignment between curriculum, effective instruction and assessment</li> <li>4. Implement and monitor Ferguson ES Tier 1 Instructional Essentials</li> <li>5. Provide professional learning focused on the implementation of small group instruction</li> <li>6. Provide opportunities for peer teacher observations once a semester to improve teacher practice and build the capacity of teacher leaders</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #e0e0e0;"> <th style="padding: 5px;">Indicator Milestones Benchmark % Proficient/Distinguished</th> <th style="padding: 5px;">SY 2022 Baseline Data</th> <th style="padding: 5px;">SY 2023 Target Data</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"><b>3rd ELA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>3rd MA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>4th ELA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>4th MA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>5th ELA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>5th MA</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>5th SCI</b></td> <td style="padding: 5px;">TBD</td> <td style="padding: 5px;"></td> </tr> <tr> <td style="padding: 5px;"><b>EES Staff Survey:</b> <i>Peer observation feedback is a tool we use to improve instruction.</i></td> <td style="padding: 5px;">55%</td> <td style="padding: 5px;">75%</td> </tr> </tbody> </table>	Indicator Milestones Benchmark % Proficient/Distinguished	SY 2022 Baseline Data	SY 2023 Target Data	<b>3rd ELA</b>	TBD		<b>3rd MA</b>	TBD		<b>4th ELA</b>	TBD		<b>4th MA</b>	TBD		<b>5th ELA</b>	TBD		<b>5th MA</b>	TBD		<b>5th SCI</b>	TBD		<b>EES Staff Survey:</b> <i>Peer observation feedback is a tool we use to improve instruction.</i>	55%	75%
Indicator Milestones Benchmark % Proficient/Distinguished	SY 2022 Baseline Data	SY 2023 Target Data																												
<b>3rd ELA</b>	TBD																													
<b>3rd MA</b>	TBD																													
<b>4th ELA</b>	TBD																													
<b>4th MA</b>	TBD																													
<b>5th ELA</b>	TBD																													
<b>5th MA</b>	TBD																													
<b>5th SCI</b>	TBD																													
<b>EES Staff Survey:</b> <i>Peer observation feedback is a tool we use to improve instruction.</i>	55%	75%																												
<p><b>Excellence 4A:</b></p>	<p>Our goal at Ferguson ES is to be a school</p>																													

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

<p>Preferred education destination</p>	<p>of choice for both staff and families and to provide all stakeholders with exemplary customer service that fosters a sense of belonging. We strive to be the School of DREAMS where we hire and retain highly qualified teachers and staff.</p>	<ol style="list-style-type: none"> <li>1. Lead monthly Instructional Leadership Team (ILT) meetings where school leaders representative of the staff are given opportunities to offer voice and choice in implementing the school vision</li> <li>2. Implement clear, consistent communication across grade levels, amongst staff from both the principal and assistant principals</li> <li>3. Implement clear, consistent two-way communication from school to home in multiple languages</li> <li>4. Build parent capacity through parent workshops with a focus on supportive community and academic press</li> <li>5. Conduct monthly Coffee and Conversations with the Principal to give stakeholders a voice in what matters most to them</li> </ol>	<table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr style="background-color: #d3d3d3;"> <th style="padding: 5px;">Indicator Georgia Milestones % Proficient/Distinguished</th> <th style="padding: 5px;">SY 2022 Baseline Data</th> <th style="padding: 5px;">SY 2023 Target Data</th> </tr> </thead> <tbody> <tr> <td style="padding: 5px;"><b>3rd ELA</b></td> <td style="padding: 5px;">21%</td> <td style="padding: 5px;">24%</td> </tr> <tr> <td style="padding: 5px;"><b>3rd MA</b></td> <td style="padding: 5px;">28%</td> <td style="padding: 5px;">31%</td> </tr> <tr> <td style="padding: 5px;"><b>4th ELA</b></td> <td style="padding: 5px;">19%</td> <td style="padding: 5px;">22%</td> </tr> <tr> <td style="padding: 5px;"><b>4th MA</b></td> <td style="padding: 5px;">27%</td> <td style="padding: 5px;">30%</td> </tr> <tr> <td style="padding: 5px;"><b>5th ELA</b></td> <td style="padding: 5px;">25%</td> <td style="padding: 5px;">28%</td> </tr> <tr> <td style="padding: 5px;"><b>5th MA</b></td> <td style="padding: 5px;">18%</td> <td style="padding: 5px;">31%</td> </tr> <tr> <td style="padding: 5px;"><b>5th SCI</b></td> <td style="padding: 5px;">25%</td> <td style="padding: 5px;">28%</td> </tr> <tr> <td style="padding: 5px;"><b>Employee Retention Rate</b> (Employees with 3-7 years of experience)</td> <td style="padding: 5px;">%</td> <td style="padding: 5px;">%</td> </tr> <tr> <td style="padding: 5px;"><b>EES Staff Survey</b> (Employees with 4-7 years of experience): There is a willingness to address conflict in this school.</td> <td style="padding: 5px;">49%</td> <td style="padding: 5px;">52%</td> </tr> <tr> <td style="padding: 5px;"><b>EES Family Survey:</b> The school communicates with me about my student's progress.</td> <td style="padding: 5px;">78%</td> <td style="padding: 5px;">81%</td> </tr> </tbody> </table>	Indicator Georgia Milestones % Proficient/Distinguished	SY 2022 Baseline Data	SY 2023 Target Data	<b>3rd ELA</b>	21%	24%	<b>3rd MA</b>	28%	31%	<b>4th ELA</b>	19%	22%	<b>4th MA</b>	27%	30%	<b>5th ELA</b>	25%	28%	<b>5th MA</b>	18%	31%	<b>5th SCI</b>	25%	28%	<b>Employee Retention Rate</b> (Employees with 3-7 years of experience)	%	%	<b>EES Staff Survey</b> (Employees with 4-7 years of experience): There is a willingness to address conflict in this school.	49%	52%	<b>EES Family Survey:</b> The school communicates with me about my student's progress.	78%	81%
Indicator Georgia Milestones % Proficient/Distinguished	SY 2022 Baseline Data	SY 2023 Target Data																																		
<b>3rd ELA</b>	21%	24%																																		
<b>3rd MA</b>	28%	31%																																		
<b>4th ELA</b>	19%	22%																																		
<b>4th MA</b>	27%	30%																																		
<b>5th ELA</b>	25%	28%																																		
<b>5th MA</b>	18%	31%																																		
<b>5th SCI</b>	25%	28%																																		
<b>Employee Retention Rate</b> (Employees with 3-7 years of experience)	%	%																																		
<b>EES Staff Survey</b> (Employees with 4-7 years of experience): There is a willingness to address conflict in this school.	49%	52%																																		
<b>EES Family Survey:</b> The school communicates with me about my student's progress.	78%	81%																																		

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

**School: Ferguson Elementary**

**Principal: Altonise Henfield**

		<ol style="list-style-type: none"><li>6. Implement a new teacher induction program to support teacher retention</li><li>7. Host International Night</li></ol>	
--	--	---	--