

2022-2023 Local School Plan for Improvement (LSPI)

School: Harbins ES Principal: Jennifer Chatham

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	Harbins ES works to ensure individualized, authentic instruction through the implementation of	Student <ul style="list-style-type: none"> • Class meeting every day to support a positive classroom community • Restorative Practice Opportunities for students 	Student <ul style="list-style-type: none"> • 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: 41%

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	<p>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.</p>	<ul style="list-style-type: none"> ● Mentor "Check In/Check/Out" with students as part of Multi-Tiered System of Supports ● Dream Builders - staff mentoring program for students ● No Place for Hate <p>Staff</p> <ul style="list-style-type: none"> ● Prioritize Adult Social Emotional Learning through school-based professional learnings ● Monthly Staff Wellness Activities - team building, celebrations ● Wellness Room 	<ul style="list-style-type: none"> ● 2023 Target: 46% In my school, I feel that I belong to a group of friends. Baseline: 65% 2023 Target: 68% ● There's at least one adult in this school I can talk to if I have a problem Baseline: 75% 2023 Target: : 77% ● I can calm myself down when I am excited or upset Baseline: 44% 2023 Target: 49% ● Most students are respectful of others at this school. Baseline: 13% 2023 Target: 21% ● When my solution to a problem is not working, I try to figure out what went wrong

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			<p>Baseline: 46% 2023 Target: 51%</p> <ul style="list-style-type: none"> • I can discuss a problem with a friend without making it worse. <p>Baseline: 51% 2023 Target: 55%</p> <p>Staff</p> <ul style="list-style-type: none"> • Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items: <ul style="list-style-type: none"> • I receive training on instruction to support social-emotional learning. Baseline: 45% 2023 Target: 50% • I incorporate SEL into my daily instructional delivery. Baseline: 79% 2023 Target: 81% • I understand instructional strategies to support SEL objectives

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			<p>Baseline: 72% 2023 Target: 74%</p> <ul style="list-style-type: none"> Our staff can count on one another for help when needed <p>Baseline: 90% 2023 Target: 91%</p>															
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Harbins ES and all of GCPS 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"> Universal Screeners in LA and Math given three times per year. Targeted Tier 1, 2, and 3 interventions developed by the MTSS Team based on screener data. Dedicated intervention block built into each child's day. PBIS Team available to provide interventions, feedback, or conduct restorative small groups. Counselor Lessons/Small Groups based on Wellness Screeners. 	<p>1. Decrease in the % of students in student groups achieving beginning on Milestones <u>% Beginning on GMAS (2022)</u></p> <table border="1" data-bbox="1260 1052 1978 1409"> <thead> <tr> <th></th> <th>Baseline</th> <th>2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td>31%</td> <td>25%</td> </tr> <tr> <td>3rd MA</td> <td>20%</td> <td>12%</td> </tr> <tr> <td>4th LA</td> <td>18%</td> <td>10%</td> </tr> <tr> <td>4th MA</td> <td>12%</td> <td>5%</td> </tr> </tbody> </table>		Baseline	2023 Target	3rd LA	31%	25%	3rd MA	20%	12%	4th LA	18%	10%	4th MA	12%	5%
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			<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <tr> <td style="width: 30%;">5th LA</td> <td style="width: 30%;">16%</td> <td style="width: 40%;">6%</td> </tr> <tr> <td>5th MA</td> <td>25%</td> <td>18%</td> </tr> <tr> <td>5th Sci</td> <td>22%</td> <td>14%</td> </tr> </table> <p>2. # of students supported at Tier 2 or 3 through screeners</p> <ul style="list-style-type: none"> • Baseline: established in SY2023 	5th LA	16%	6%	5th MA	25%	18%	5th Sci	22%	14%
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Equity 2B: Opportunity and access	Harbins ES and all of GCPS will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum and	<ul style="list-style-type: none"> • Play 2 Learn opportunities for families with children ages 0-5. • After School Program available to all families - GASP • Innovation Fair • Celebration of Cultures • Harbins Community Celebration - partnered with Blue Cares and One Powerhouse 	Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> • All students have access to rigorous courses and supports. Baseline: 33% 2023 Target: 39% • I can learn the things taught in this school Baseline: 72% 									

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	enrichment activities.	<ul style="list-style-type: none"> ● Math Night - 2 times ● Classroom/School Instructional Resources: process to ensure diverse representation in materials (piloting EL Education K-5) ● Professional Learning on Cultural Competency ● Kindergarten Career Fair ● AC Math classes in grades 3-5 	<p style="text-align: center;">2023 Target: 74%</p> <ul style="list-style-type: none"> ● My teachers ask questions of all students, not just some students Baseline: 25% 2023 Target: 32% ● My teacher helps me learn by challenging me with interesting activities in class. Baseline: 48% 2023 Target: 53% ● The school is doing a good job of preparing me to succeed in my life. Baseline: 75% 2023 Target: 77% ● My teachers expect all students to succeed no matter who they are. Baseline: 84% 2023 Target: 85% ● Work I do in this school is useful and interesting. Baseline: 37% 2023 Target: 43%

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			<ul style="list-style-type: none"> ● My teacher helps me learn by challenging me with interesting activities in class Baseline: 48% 2023 Target: 53%
Goal 3B: Talent management.	Harbins ES will Transform human resources function into a strategic talent management organization that supports educators and staff to achieve district goals.	<ul style="list-style-type: none"> ● Support teacher leadership through consistent mentoring and professional learning ● Support new staff members with coaching partnerships and a mentor ● Provide incentives for gifted/ESOL endorsements 	Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items: <ul style="list-style-type: none"> ● Feedback from classroom observations leads to meaningful change in instructional practice. Baseline: 84% 2023 Target: 86% ● I believe all students can meet state standards Baseline: 75% 2023 Target: 77% ● My colleagues are willing to be held accountable for student learning. Baseline: 89%

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			<p>2023 Target: 90%</p> <ul style="list-style-type: none"> ● Support from my principal/supervisor leads to progress in instruction or professional growth <p>Baseline: 88%</p> <p>2023 Target: 89%</p>
<p>Goal 4.C – World-class communications and engagement.</p>	<p>Harbins ES will Demonstrate world-class communication and engagement through modeling the value GCPS leadership places on transparent, two-way communication to build stakeholder</p>	<ul style="list-style-type: none"> ● Schedule conferences with interpreters ● Community volunteers for garden and hens ● Open year long survey for parents to communicate with school ● Weekly newsletter in English and Spanish ● Monthly School Events ● Blue Cares - supports needs in the community ● Active PTA <ul style="list-style-type: none"> ○ Weekly Parent Volunteers ● Local School Council - comprised of parents, teachers, and principal 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-Family Satisfaction survey items:</p> <ul style="list-style-type: none"> ● I am informed about progress toward the improvement goals of this school. <p style="text-align: center;">Baseline: 74%</p> <p style="text-align: center;">2023 Target: 76%</p> ● Parents have input into plans for improving this school. <p style="text-align: center;">Baseline: 63%</p> <p style="text-align: center;">2023 Target: 66%</p> ● <i>This school has a welcoming</i>

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	trust and confidence	<ul style="list-style-type: none"> • Strong quality instructional practices (Quality-Plus Teaching Practices) • Strong communication between teachers and parents through weekly newsletters and Class Dojo 	<p><i>environment that embraces the diversity of race, ethnicity, religion, gender, and sexual orientation</i></p> <p>Baseline: 89% 2023 Target: 91%</p> <ul style="list-style-type: none"> • <i>This school communicates effectively with my family</i> Baseline: 83% 2023 Target: 85% • <i>When I share concerns with my student's teacher, they listen</i> Baseline: 88% 2023 Target: 90%