

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

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><br>Staff and student wellbeing | Harmony Elementary believes teachers who are culturally competent and feel appreciated are more likely to have classrooms where all students feel accepted and cared for. This will also help students develop a positive view of themselves and their families. | <b>Student</b> <ul style="list-style-type: none"> <li>● Daily door greetings                             <ul style="list-style-type: none"> <li>○ This allows teachers to assess student needs before they enter the room</li> </ul> </li> <li>● Morning Meetings                             <ul style="list-style-type: none"> <li>○ Dedicated time to model, teach, and converse about a student's social, emotional, academic, and behavioral needs. This is also an opportunity to build community.</li> </ul> </li> </ul> | <b>Student</b> <ul style="list-style-type: none"> <li>● Increase Percent Positive Response of Almost Always True on the following ESS-Student Survey Items:                             <ul style="list-style-type: none"> <li>○ I enjoy coming to school.                                     <ul style="list-style-type: none"> <li>■ Baseline: 44%</li> <li>■ 2023 Target: 50.6%</li> </ul> </li> <li>○ Most students are respectful of others at this school.                                     <ul style="list-style-type: none"> <li>■ Baseline: 22%</li> <li>■ 2023 Target: 29.8%</li> </ul> </li> </ul> </li> </ul> |

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

|  |  |  |   |
|--|--|--|---|
|  |  | <ul style="list-style-type: none"> <li>● PBIS Cat Cash and Celebrations             <ul style="list-style-type: none"> <li>○ Bi-monthly cat cash trade in days for prizes and quarterly celebrations will recognize positive student behavior.</li> </ul> </li> <li>● Counseling Program             <ul style="list-style-type: none"> <li>○ Increased counseling support by hiring a second counselor which will allow every student in grades 2-5 to have a counseling special and time for additional small group counseling.</li> </ul> </li> </ul> <p><b><u>Staff</u></b></p> <ul style="list-style-type: none"> <li>● PBIS Action Teams             <ul style="list-style-type: none"> <li>○ All staff will be a participant in one of the following PBIS action team groups:                 <ul style="list-style-type: none"> <li>■ Student Celebrations</li> <li>■ Tier II students</li> <li>■ Sunshine</li> <li>■ Staff Wellness</li> <li>■ Teacher Wellness</li> </ul> </li> </ul> </li> <li>● Staff Recognition Initiative             <ul style="list-style-type: none"> <li>○ Every Friday two staff members will be chosen as Jag of the Week where they will be highlighted in the staff/parent newsletter and be able to pick from the Prize Cart.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>○ Student success is celebrated in this school.             <ul style="list-style-type: none"> <li>■ Baseline: 36%</li> <li>■ 2023 Target: 42.4%</li> </ul> </li> <li>○ There's at least one adult in this school I can talk to if I have a problem.             <ul style="list-style-type: none"> <li>■ Baseline: 68%</li> <li>■ 2023 Target: 71.2%</li> </ul> </li> </ul> <p style="text-align: center;">:</p> <p><b><u>Staff</u></b></p> <ul style="list-style-type: none"> <li>● Increase Percent Positive Responses of Almost Always True on the following EES Staff Survey Items:             <ul style="list-style-type: none"> <li>○ I receive training on instruction to support social-emotional learning.                 <ul style="list-style-type: none"> <li>■ Baseline: 37%</li> <li>■ 2023 Target: 43.3%</li> </ul> </li> <li>○ Our staff believes that all students can meet state standards.                 <ul style="list-style-type: none"> <li>■ Baseline: 31%</li> <li>■ 2023 Target: 37.9%</li> </ul> </li> <li>○ We are provided training to meet the needs of a diverse student population in our school.                 <ul style="list-style-type: none"> <li>■ Baseline: 52%</li> <li>■ 2023 Target: 56.8%</li> </ul> </li> </ul> </li> </ul> |
|--|--|--|---|

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

|  |   |   |   |
|--|---|---|---|
|  |   | <ul style="list-style-type: none"> <li>● New Teacher Mentor Program             <ul style="list-style-type: none"> <li>○ All teachers new to Harmony are provided a mentor and engage in monthly meetings to obtain support in needed areas.</li> </ul> </li> <br/> <li>● Staff Wellness             <ul style="list-style-type: none"> <li>○ Teachers will be able to eat lunch in newly painted and decorated teacher lunchrooms. Every month theme days will be scheduled and opportunities for fellowship will be built into all faculty meetings.</li> </ul> </li> </ul>   |   |
| <p><b>Equity 2A:</b><br/>Multi-tiered system of supports</p> | <p>Harmony Elementary desires to create conditions under which each and every child receives what they need to develop to their full academic and social potential.</p> | <ul style="list-style-type: none"> <li>● Universal MAP Screener             <ul style="list-style-type: none"> <li>○ Students in 1st - 5th grade will take the screener in August and all students will take the MAP screener in January and May.</li> </ul> </li> <br/> <li>● Targeted Interventions             <ul style="list-style-type: none"> <li>○ MAP screener data used to develop Tier I, 1+, 2, and 3 interventions based on MAP data.</li> </ul> </li> <br/> <li>● Dedicated Intervention Block             <ul style="list-style-type: none"> <li>○ 1800 Club will be 30 minutes of daily intervention/enrichment time for all grades.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● MTSS Screening Academic             <ul style="list-style-type: none"> <li>○ 95% of students in grades K-5 will be universally screened using MAP                 <ul style="list-style-type: none"> <li>■ Baseline: 0%</li> <li>■ 2023 Target: 95%</li> </ul> </li> </ul> </li> <br/> <li>● MTSS Screening - Wellbeing             <ul style="list-style-type: none"> <li>○ 95% of students in grades 3-5 will be screened using the Center for Educational Effectiveness survey                 <ul style="list-style-type: none"> <li>■ Baseline: 0%</li> <li>■ 2023 Target: 95%</li> </ul> </li> </ul> </li> <br/> <li>● Increase the level of PBIS recognition by the state of Georgia.             <ul style="list-style-type: none"> <li>○ Baseline: Operational</li> <li>○ 2023 Target: Distinguished</li> </ul> </li> </ul> |

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

|         |          | <ul style="list-style-type: none"> <li>● Meetings to Support MTSS program                             <ul style="list-style-type: none"> <li>○ School level meetings 3 times a year after MAP screener given</li> <li>○ Tier II Data Team Meetings held twice a month during grade level planning</li> <li>○ Student Support Team Tier III meetings held weekly on Thursdays.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● Decrease the percentage of students in grades 3-5 that scored at the beginning level of Milestones.</li> </ul> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%; text-align: center;">Baseline</th> <th style="width: 35%; text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">24.8%</td> <td style="text-align: center;">22.3%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">16.8%</td> <td style="text-align: center;">15.1%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">17.4%</td> <td style="text-align: center;">15.7%</td> </tr> <tr> <td>4th MA</td> <td style="text-align: center;">13.9%</td> <td style="text-align: center;">12.5%</td> </tr> <tr> <td>5th LA</td> <td style="text-align: center;">14.0%</td> <td style="text-align: center;">12.6%</td> </tr> <tr> <td>5th MA</td> <td style="text-align: center;">14.0%</td> <td style="text-align: center;">12.6%</td> </tr> <tr> <td>5th SCI</td> <td style="text-align: center;">18.6%</td> <td style="text-align: center;">16.7%</td> </tr> </tbody> </table> <ul style="list-style-type: none"> <li>● Decrease the percentage of 3rd grade students reading below grade level on Milestones in historically underserved groups:                             <ul style="list-style-type: none"> <li>○ 2022 Baseline: 31.8%</li> <li>○ 2023 Target: 28.6%</li> </ul> </li> </ul> |  | Baseline | 2023 Target | 3rd LA | 24.8% | 22.3% | 3rd MA | 16.8% | 15.1% | 4th LA | 17.4% | 15.7% | 4th MA | 13.9% | 12.5% | 5th LA | 14.0% | 12.6% | 5th MA | 14.0% | 12.6% | 5th SCI | 18.6% | 16.7% |
|---------|----------|--|---|--|----------|-------------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|---------|-------|-------|
|         | Baseline | 2023 Target  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 3rd LA  | 24.8%    | 22.3%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 3rd MA  | 16.8%    | 15.1%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 4th LA  | 17.4%    | 15.7%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 4th MA  | 13.9%    | 12.5%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 5th LA  | 14.0%    | 12.6%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 5th MA  | 14.0%    | 12.6%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |
| 5th SCI | 18.6%    | 16.7%  |   |  |          |             |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |        |       |       |         |       |       |

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

|   |   |   |  |
|---|---|---|--|
| <p><b>Equity 2B:</b><br/>Opportunity and access</p> | <p>Harmony Elementary will expand student opportunities so they will have the opportunity to engage in and have access to high quality, rigorous, and culturally relevant curriculum and enrichment activities.</p> | <ul style="list-style-type: none"> <li>● Early Learning Outreach             <ul style="list-style-type: none"> <li>○ Play 2 Learn opportunities for families with children from birth to 5 years old.</li> </ul> </li> <li>● Increase Number of Gifted Students             <ul style="list-style-type: none"> <li>○ Identify students from MAP screener data for further gifted testing and talent development.</li> </ul> </li> <li>● Student Clubs and Activities             <ul style="list-style-type: none"> <li>○ Increase extracurricular clubs and activities to allow for additional options for all students</li> </ul> </li> <li>● After School Program             <ul style="list-style-type: none"> <li>○ Harmony will partner with Right to Learn to establish an after school program available to all students from 3:20 to 6:00 every school day.</li> </ul> </li> </ul> | <ul style="list-style-type: none"> <li>● Increase the percentage of kindergarten readiness in historically underserved groups as measured by the KREP.             <ul style="list-style-type: none"> <li>○ Baseline: 29%</li> <li>○ 2023 Target: 36.1%</li> </ul> </li> <li>● Increase achievement for all students which will provide greater access to the gifted and talented program for historically underserved subgroups.             <ul style="list-style-type: none"> <li>○ Baseline: 5.43%</li> <li>○ 2023 Target: 11.76%</li> </ul> </li> <li>● Increase the percentage of 4th and 5th grade students who are involved in a before/after school club or activity.             <ul style="list-style-type: none"> <li>○ Baseline: 47.4% for 4th, 39.5% for 5th</li> <li>○ 2023 Target: 52.6% for 4th, 45.6% for 5th</li> </ul> </li> </ul> |
|---|---|---|--|

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

**School: Harmony Elementary School**

**Cluster Superintendent: Anthony Smith**

| <p><b>Effectiveness 3A:</b><br/>Results Based Evaluation System</p>     | <p>Harmony Elementary will implement the redesigned Results Based Evaluation System School to include both the academic press and supportive community.</p> | <ul style="list-style-type: none"> <li>● Collaborative Learning Teams (CLTs) to focus on EL Education pilot implementation, and explicit modeling for teachers in math and literacy strategies.</li> <li>● Coaching cycles for identified veteran teachers and all new teachers.</li> <li>● Implementation of tiered interventions based on the Multi-Tiered System of Supports.</li> <li>● Review of GTES (teacher evaluation) feedback to ensure leader alignment.</li> <li>● Teachers will emphasize Learning Targets to help students understand what they are learning and why.</li> </ul> | <ul style="list-style-type: none"> <li>● Increase the percentage of students improving on District Milestones Benchmark between the first and second semester.             <ul style="list-style-type: none"> <li>○ Baseline: established in 2023</li> </ul> </li> <li>● Increase the percentage of students scoring proficient and distinguished on GMAS</li> </ul> <table border="1" data-bbox="1276 506 2009 992"> <thead> <tr> <th></th> <th>Baseline:</th> <th>2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td>53.9%</td> <td>58.5%</td> </tr> <tr> <td>3rd MA</td> <td>54%</td> <td>58.6%</td> </tr> <tr> <td>4th LA</td> <td>46.1%</td> <td>51.5%</td> </tr> <tr> <td>4th MA</td> <td>60.8%</td> <td>64.7%</td> </tr> <tr> <td>5th LA</td> <td>52.3%</td> <td>57.1%</td> </tr> <tr> <td>5th MA</td> <td>50%</td> <td>55%</td> </tr> <tr> <td>5th SCI</td> <td>59.3%</td> <td>63.4%</td> </tr> </tbody> </table> |  | Baseline: | 2023 Target | 3rd LA | 53.9% | 58.5% | 3rd MA | 54% | 58.6% | 4th LA | 46.1% | 51.5% | 4th MA | 60.8% | 64.7% | 5th LA | 52.3% | 57.1% | 5th MA | 50% | 55% | 5th SCI | 59.3% | 63.4% |
|---|---|---|---|--|-----------|-------------|--------|-------|-------|--------|-----|-------|--------|-------|-------|--------|-------|-------|--------|-------|-------|--------|-----|-----|---------|-------|-------|
|   | Baseline:   | 2023 Target   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 3rd LA  | 53.9%   | 58.5%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 3rd MA  | 54%   | 58.6%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 4th LA  | 46.1%   | 51.5%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 4th MA  | 60.8%   | 64.7%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 5th LA  | 52.3%   | 57.1%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 5th MA  | 50%   | 55%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| 5th SCI   | 59.3%   | 63.4%   |   |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |
| <p><b>Excellence 4B:</b><br/>Post-secondary and workforce readiness</p> | <p>Harmony Elementary will prepare each and every student so they have multiple pathways to success and opportunities to explore their interests,</p>       | <ul style="list-style-type: none"> <li>● High Quality Instruction Materials             <ul style="list-style-type: none"> <li>○ All K-5 teachers will pilot the EL Education pilot focused on the science of reading.</li> </ul> </li> <li>● Teachers will incorporate future ready and AI skills into lessons in every subject to prepare students for the technology rich workforce of the future.</li> </ul>  | <ul style="list-style-type: none"> <li>● Increase the percentage of 5th grade students meeting grade level reading status on Georgia Milestones.             <ul style="list-style-type: none"> <li>○ Baseline: 79.1%</li> <li>○ 2023 Target: 81.2%</li> </ul> </li> </ul>  |  |           |             |        |       |       |        |     |       |        |       |       |        |       |       |        |       |       |        |     |     |         |       |       |

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

School: Harmony Elementary School

Cluster Superintendent: Anthony Smith

|  |  |   |  |
|--|--|---|--|
|  |  | <ul style="list-style-type: none"><li>• All students will take computer science as a year-long special.</li><li>• Harmony will offer the following clubs:<ul style="list-style-type: none"><li>○ Robotic clubs in grades K-5</li><li>○ Competition robotic teams in 2nd/3rd and 4th/5th grades</li><li>○ Drone team to compete with other Seckinger cluster schools</li></ul></li></ul> |  |
|--|--|---|--|