

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Cluster Superintendent: Dr. Pam J. 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	There is a need to promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	<ul style="list-style-type: none"> ● Provide all staff with professional learning on SEL practices. ● Incorporate SEL practices (Welcoming Rituals, Engaging Activities, and Optimistic Closings) in staff meetings and classrooms. ● Utilize SEL resources from the Communication Center to support staff and student development and well-being. ● Revamp PBIS rewards and recognition so all students have the opportunity to be recognized. 	<p>EES Survey - Staff I received training on instruction to support social emotional learning. - 56.9% (TARGET: 58%)</p> <p>EES Survey - Student I enjoy coming to school. - 50% Almost Always True (TARGET: 51%)</p> <p>I feel safe at this school. - 63% Almost Always True (TARGET: 64%)</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Cluster Superintendent: Dr. Pam J. Williams

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
<p>Equity 2A: Multi-tiered system of supports</p>	<p>By addressing the needs of the whole child, each and every student will have the opportunity to reach success.</p>	<ul style="list-style-type: none"> ● Create an MTSS working Team. ● Provide training to all teachers on the resources available to support students. ● Utilize intervention time (Wildcat Time) daily to remediate and enrich instruction for students based on identified needs. ● Implement PBIS in common areas and classrooms 	<p>Milestones ELA on Reading Status 21-22 (3rd grade):</p> <p>All Students: 79% read on grade level or above (TARGET: 80%)</p> <p>Student Groups: English Language Learner - 75.6% reading on grade level or above (TARGET: 77%) Free Meals - 71.4% reading on grade level or above (TARGET: 73%) Student With Disabilities - 65.5% reading on grade level or above (TARGET: 67%) Black - 70% reading on grade level or above (TARGET: 72%) Hispanic - 77.8% reading on grade level or above (TARGET: 79%)</p> <p>Percent Beginning on ELA Milestones Data 21-22</p> <p>Free Meals 3rd - 35% (TARGET: 34%) 4th - 16% (TARGET: 15%) 5th - 20% (TARGET: 19%)</p> <p>SWD</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Cluster Superintendent: Dr. Pam J. Williams

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
			3rd - 41% (TARGET: 40%) 4th - 31% (TARGET: 30%) 5th - 45% (TARGET: 44%) PBIS: Move from Operational to Distinguished on the GaDOE PBIS levels of school recognition (within three years).
Equity 2B: Opportunity and access	Expanding opportunities for students to engage in high-quality and challenging course work and enrichment opportunities.	<ul style="list-style-type: none"> ● Expand the Gifted Enrichment program and utilize universal screeners to allow for multiple identification opportunities for the Gifted Program. ● Offer a Computer Science Special for all K-5th students. ● Create a variety of clubs that promote engagement for students: Robotics, Guitar, Chorus, Drawing and Read, Deed, Run. 	Percent of students who are universally screened in Math and ELA - 100% EES - Student Survey All Students have access to rigorous courses and supports. - 38% Almost Always True (TARGET: 40%) EES - Parent Survey My student is challenged with a rigorous course of study at this school - 53% Almost Always True (TARGET: 55%)
Effectiveness 3A: Results-Based Evaluation System	Redesigning RBES, will allow teachers to have a more meaningful connection to their goals, focusing on student achievement	<ul style="list-style-type: none"> ● Develop grade level/team goals aligned to the LSPI to create focus and unity around growth for each and every student. ● Follow the Continuous Quality Improvement Cycle (Plan-Do-Check-Act) during collaborative planning. 	Percent of students improving on district assessments (1st and 2nd grades in ELA and Math) and GCPS benchmarks (3rd, 4th, and 5th grades in ELA and Math) between 1st and 2nd semester - TARGET: 100% EES - Staff Survey

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Cluster Superintendent: Dr. Pam J. Williams

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
	and professional learning.	<ul style="list-style-type: none"> Utilize protocols to facilitate professional conversations and discussions around instruction and data. 	<p>We reflect upon instructional practice to inform our conversations about improvement. - 63% Almost Always True (TARGET: 64%)</p> <p>We monitor the effectiveness of instructional interventions. - 64% Almost Always True (TARGET: 65%)</p>
Excellence 4C: World-class communications and engagement	Trust between the various stakeholders is essential to achieving valuable collaborative outcomes. These relationships build networks that develop credible, united voices about issues and/or services that are important to our school.	<ul style="list-style-type: none"> Increase communication with families through School Messenger. Add opportunities for two-way communication with families and students (ie. Zoom meetings - Coffee Talk with Dr. Hahn) Offer Family and Community Engagement workshops Utilize our Parent Outreach Liaison to increase home/school communication. 	<p>EES - Family Survey Percentage of families participating in the annual EES Family Survey -15% (TARGET: 20%)</p> <p>I am informed about progress toward the improvement goals of the school - 64% Almost Always True (TARGET: 65%)</p> <p>Parents/Families participate in important decisions about their student's education - 59% Almost Always True (TARGET: 60%)</p> <p>EES - Staff Survey With important decisions we seek input from parents and the community. - 47% Almost Always True (TARGET: 48%)</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Harris Elementary School Cluster Superintendent: Dr. Pam J. Williams