

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

**School: Kanoheda Elementary School      Principal: Dr. Dranita Morrow**

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	In order to increase Kanoheda Elementary's empathetic impact, we will promote student and staff wellbeing through prioritizing self-care, physical and mental	<b>Student Wellbeing</b> To support <b>student wellbeing</b> , we will implement daily Morning Meetings focused around SEL for students and continue professional development around restorative practices. We will hire an additional counselor to reduce our student to counselor ratio and provide more support to students and families.	<p style="text-align: center;"><u>Student Wellbeing-Student Survey</u> <b>Question:</b> "I enjoy coming to this school."</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">32% *</td> <td style="text-align: center;"><b>38.8%</b></td> </tr> <tr> <td style="text-align: center;">81% **</td> <td style="text-align: center;">82.9%</td> </tr> </tbody> </table> <p style="font-size: small;">*Percent of students that responded almost always true. **Percent of students that responded almost always and sometimes true.</p>	Baseline Data	2023 Target	32% *	<b>38.8%</b>	81% **	82.9%
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	health, and social emotional learning.	<ol style="list-style-type: none"> <li>1. Morning meetings: Teachers will implement daily morning meetings to build classroom community and support students social emotional development</li> <li>2. SEL Lessons: Students will receive direct instruction on social emotion learning.</li> <li>3. Staff Development on SEL &amp; Restorative Practices: Staff members will participate in a variety of professional learning experiences the focus on culturally responsive teaching, restorative practices, and SEL.</li> <li>4. Additional counselor support: By hiring an additional counselor to support student wellness, students will have increased access to needed social and emotional wellness tools, resources, and strategies.</li> </ol> <p><b><u>Staff Wellbeing</u></b> To support staff wellbeing, we will promote self-care and adult SEL. We will develop an Adult SEL Team to identify methods to encourage staff wellness and enhance our School Climate. Through our staff newsletter we will highlight staff wellness and will</p>	<p><u>Staff Wellbeing-Staff Survey</u> <b>Question:</b> “When there is a problem in my school, we talk about how to solve it.”</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">34% *</td> <td style="text-align: center;"><b>40.6%</b></td> </tr> <tr> <td style="text-align: center;">63% **</td> <td style="text-align: center;">66.7%</td> </tr> </tbody> </table> <p><small>*Percent of staff that responded almost always true. **Percent of staff that responded almost always and often true.</small></p>	Baseline Data	2023 Target	34% *	<b>40.6%</b>	63% **	66.7%
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		<p>increase the frequency of our Wellness campaign from once a month to bi-weekly.</p> <ol style="list-style-type: none"><li>5. KES Adult SEL Team The Adult SEL Team will assess the immediate and ongoing needs of the staff and identify ways to promote wellness and a positive work environment.</li><li>6. Wellness Wednesdays: We will intentionally plan opportunities for the staff to focus on self-care on a bi-weekly basis. Staff members will have the opportunity to select opportunities that support their individual needs.</li><li>7. Staff Newsletter Tidbits: Resources provided through Navigate 360 and EES WES will be shared with the staff on a weekly basis to promote adult wellness.</li><li>8. Action Research Leadership Team: The ALT will focus on Supportive Community including school climate, organizational management, and communication and community relations.</li><li>9. Curriculum Leadership Team: The CLT will support adult and student wellness by ensuring that we implement sound instructional</li></ol>	
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		practices and address curriculum concerns immediately.	
<b>Equity 2A:</b> Multi-tiered system of supports	In an effort to reach each and every student, Kanoheda Elementary School will 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>Implementation Design</p> <ol style="list-style-type: none"> <li>1. Instructional Focus-School Improvement</li> <li>2. Academic Press               <ol style="list-style-type: none"> <li>a. EL Education</li> <li>b. LLI</li> <li>c. Instructional Conversations</li> </ol> </li> <li>3. Supportive Community               <ol style="list-style-type: none"> <li>a. Develop MTSS Team</li> <li>b. Universal Screeners</li> <li>c. MTSS Data Talks</li> </ol> </li> <li>4. Created an Intervention Block in the daily schedule</li> <li>5. Hiring an additional ESOL teacher</li> </ol>	<p><u>MTSS Screening: Academic</u> Participation 706 students Baseline <b>96.2%</b> 2023 Target <b>96.58%</b></p> <p><u>MTSS Screening: Wellness</u> Baseline Participation: <b>77%</b> 2023 Target Participation: <b>79.3%</b></p> <p><u>Student Improvement: Percent of Beginning on Milestones</u> Baseline: <b>37.1%</b> (All students) (Beg. scores-&gt;366 out of All scores -&gt;987) 2023 Target Beginning Score: <b>33.39%</b></p> <p><u>English Language (EL) Progress Towards Language Proficiency: CCRPI</u> Baseline: <b>94%</b> (Progress Towards ELP Rate) 2023 Target: <b>94.6%</b></p>
<b>Equity 2B:</b> Opportunity and access	In alignment with district initiatives, Kanoheda will expand student opportunities to engage in and access high-quality, rigorous, and culturally	<p>Implementation Design</p> <p>Increase the number of enrichment opportunities through:</p> <ol style="list-style-type: none"> <li>1. Gifted cluster classes</li> <li>2. Gifted pull out support</li> </ol>	<p><u>Gifted &amp; Talented Representation: Number of Student Racial/Ethnic Groups Underrepresented in Gifted and Talented Programs</u></p>

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	<p>relevant curriculum, advanced coursework and enrichment activities (e.g., the arts, gifted, STEM).</p>	<ol style="list-style-type: none"> <li>3. Enrichment classes</li> <li>4. Initiate and host cluster gifted endorsement cohort</li> <li>5. Gifted professional development for staff</li> <li>6. District gifted PD opportunities.</li> <li>7. 1:1 technology</li> <li>8. Play 2 Learn</li> <li>9. Community-based Speech Services</li> <li>10. Building Babies Brains</li> <li>11. ABC of Kindergarten</li> <li>12. Bridge to 1st Grade</li> <li>13. Saturday Intervention</li> </ol>	<p><b>Baseline Data:</b>                      Jan. 2022-<b>2.5%</b> of students (23 Gifted Students)                      Aug. 2022- 8% of students (72 Gifted Students)</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="text-align: left;">Under-represented Group</th> <th style="text-align: center;"># of Students</th> <th style="text-align: center;">% of Gifted</th> <th style="text-align: center;">All students % of KES</th> </tr> </thead> <tbody> <tr> <td>Hispanic</td> <td style="text-align: center;">14</td> <td style="text-align: center;">61%</td> <td style="text-align: center;">66%</td> </tr> <tr> <td>Black</td> <td style="text-align: center;">4</td> <td style="text-align: center;">17%</td> <td style="text-align: center;">23%</td> </tr> <tr> <td>Asian</td> <td style="text-align: center;">3</td> <td style="text-align: center;">13%</td> <td style="text-align: center;">5%</td> </tr> <tr> <td>Multi-Racial</td> <td style="text-align: center;">2</td> <td style="text-align: center;">9%</td> <td style="text-align: center;">2%</td> </tr> </tbody> </table> <p>2023 Target: <b><u>10% of students</u></b></p>	Under-represented Group	# of Students	% of Gifted	All students % of KES	Hispanic	14	61%	66%	Black	4	17%	23%	Asian	3	13%	5%	Multi-Racial	2	9%	2%
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<p><b>Effectiveness 3A:</b>                      Results-Based Evaluation System</p>	<p>In a continued effort to increase our schoolwide effectiveness, Kanoheda Elementary will utilize district standards for student success as measured by the Results-Based Evaluation System (RBES) to support school improvement and student growth.</p>	<p>Implementation Plan</p> <ol style="list-style-type: none"> <li>1. Grade level teams will work in collaborative teams to plan instruction, review student data, and participate in professional development through PLC (Professional Learning Communities) sessions twice a week</li> <li>2. Instructional coaches will support Language Arts and Math instruction across grade levels through coaching cycles, professional development sessions, and grade level planning.</li> </ol>	<p><u>Improvement Progress: <b>Benchmark Assessments</b></u></p> <p>Baseline Data: <b>TBD</b>                      2023 Target: <b><u>TBD</u></b></p> <p><u>Local School Support for Improvement: Staff Survey</u>  <b>Question:</b> “I receive training on instruction to support social emotional learning.”</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <tr> <td style="width: 50%; text-align: center;">Baseline Data</td> <td style="width: 50%; text-align: center;">2023 Target</td> </tr> </table>	Baseline Data	2023 Target																		
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		<p>3. Throughout the year, survey data (staff, parent, &amp; student) will be reviewed with leadership teams and staff</p> <p>4. BOY, MOY, EOY RBES updates and conferences.</p>	<table border="1" style="margin-left: auto; margin-right: auto;"> <tr> <td style="text-align: center;">31% *</td> <td style="text-align: center;"><b>37.9%</b></td> </tr> <tr> <td style="text-align: center;">57% **</td> <td style="text-align: center;">61.3 %</td> </tr> </table> <p><i>*Percent of staff that responded almost always true. **Percent of staff that responded almost always and often true.</i></p> <p><u>Local School Support for Improvement: Staff Survey</u> <b>Question:</b> “Peer observation/coaching and feedback is a tool we use to improve instruction.”</p> <table border="1" style="margin-left: auto; margin-right: auto;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">39% *</td> <td style="text-align: center;"><b>45.1%</b></td> </tr> <tr> <td style="text-align: center;">70% **</td> <td style="text-align: center;">73%</td> </tr> </tbody> </table> <p><i>*Percent of staff that responded almost always true. **Percent of staff that responded almost always and often true.</i></p>	31% *	<b>37.9%</b>	57% **	61.3 %	Baseline Data	2023 Target	39% *	<b>45.1%</b>	70% **	73%
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<p><b>Excellence 4A:</b> Preferred education destination</p>	<p>Kanoheda Elementary seeks to be the first choice of students and families for an excellent school and the school of choice for educators and staff to fulfill their careers.</p>	<p><b><u>Student Engagement</u></b> To promote student engagement a variety of extracurricular activities will be offered including:</p> <ol style="list-style-type: none"> <li>1. Patriot Leaders/ Rotary Student Club</li> <li>2. DIVAS</li> <li>3. Jump Rope Club</li> <li>4. Chorus</li> <li>5. Robotics</li> <li>6. Reader’s Rally</li> </ol>	<p><u>Family Satisfaction: Family Survey</u> Baseline Data: 10% of Families (92 Responses) 2023 Target: <b>19% of Families</b> (174 Responses)</p> <p><b>Question:</b> “I believe adults in this school care about my student.”</p>										

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	<p>To support academic press and establish Kanoheda as a preferred education destination</p> <ul style="list-style-type: none"> <li>7. Computer Science</li> <li>8. STEM</li> </ul> <p><b><u>Parent Engagement</u></b> To engage families in a variety of experiences that support their child’s growth and development we will implement the follow</p> <ul style="list-style-type: none"> <li>9. Parent Center</li> <li>10. English Classes</li> <li>11. Parent Teacher Conferences</li> <li>12. Parent Communication                             <ul style="list-style-type: none"> <li>a. Newsletters</li> <li>b. ClassDojo</li> <li>c. Facebook</li> <li>d. Instagram</li> <li>e. Kanoheda website</li> <li>f. eCLASS page</li> </ul> </li> <li>13. Parent Learning Opportunities                             <ul style="list-style-type: none"> <li>a. AKS @ Home</li> <li>b. Monthly Just In Time Classes</li> </ul> </li> <li>14. Monthly Parent Engagement Activities                             <ul style="list-style-type: none"> <li>a. Curriculum Nights</li> <li>b. Literacy Night</li> <li>c. Family Fun Night</li> <li>d. Chorus Performances</li> </ul> </li> </ul>	<table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">57% *</td> <td style="text-align: center;"><b>61.3%</b></td> </tr> <tr> <td style="text-align: center;">83% **</td> <td style="text-align: center;">84.7%</td> </tr> </tbody> </table> <p><i>*Percent of families that responded almost always true. **Percent of families that responded almost always and often true.</i></p> <p><b><u>Student Satisfaction-Student Survey</u></b> <b>Question:</b> “Work I do in this school is useful and interesting to me.”</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">37% *</td> <td style="text-align: center;"><b>43.3%</b></td> </tr> <tr> <td style="text-align: center;">88% **</td> <td style="text-align: center;">89.2%</td> </tr> </tbody> </table> <p><i>*Percent of students that responded almost always true. **Percent of students that responded almost always and sometimes true.</i></p> <p><b><u>Student Satisfaction-Student Survey</u></b> <b>Question:</b> “Adults in this school help me plan and set goals for my future.”</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-bottom: 10px;"> <thead> <tr> <th style="text-align: center;">Baseline Data</th> <th style="text-align: center;">2023 Target</th> </tr> </thead> <tbody> <tr> <td style="text-align: center;">47% *</td> <td style="text-align: center;"><b>52.3%</b></td> </tr> <tr> <td style="text-align: center;">88% **</td> <td style="text-align: center;">89.2%</td> </tr> </tbody> </table> <p><i>*Percent of students that responded almost always true. **Percent of students that responded almost always and sometimes true.</i></p> <p><b><u>Student Achievement: Percent of Proficient &amp; Distinguished on Milestones</u></b> Baseline: <b>32.1%</b> (All students)</p>	Baseline Data	2023 Target	57% *	<b>61.3%</b>	83% **	84.7%	Baseline Data	2023 Target	37% *	<b>43.3%</b>	88% **	89.2%	Baseline Data	2023 Target	47% *	<b>52.3%</b>	88% **	89.2%
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