

2022-2023 Local School Plan for Improvement (LSPI)

School: McConnell Middle Principal: Derico White

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	McConnell MS works to ensure individualized, authentic instruction through the implementation of 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.	Students: <ol style="list-style-type: none"> 1. Access provided through the student portal for requesting individual conferences with a counselor. 2. Monthly School wide professional development on improving Teacher/Students relationships 3. Positive weekly postcard sent to a student by every teacher 4. PBIS - Expansion <ol style="list-style-type: none"> a. Tiger Paws b. Tiger of the Day c. Breakfast w/the Principal d. Recognition pins for behavior and grades/proficiency e. McDonald's Night f. Tiger Paw cash-in 5. Student Council/Government 6. Inclusion of students in school decision making - PBIS/Advisement 	Student Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ol style="list-style-type: none"> 1. I enjoy coming to this school <ol style="list-style-type: none"> a. Baseline: 32% b. 2023 Target: 38% 2. Student Success is celebrated in this school. <ol style="list-style-type: none"> a. Baseline: 45% b. 2023 Target: 50%

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		7. Clubs - More robust than ever (30+) 8. Restorative Practices Staff: 9. School-wide professional development on Adult/Student relationships - focus on the whole child/diversity 10. Treat Train (monthly) 11. Monthly Self-care calendars sent out by counselors 12. Exemplary Instruction - Coin recognition 13. Recognition of PBIS Teacher of the Month 14. Development of staff wellness room. 15. Create challenge groups for staff (walking, etc) 16. Teacher Leader Committee (monthly meeting to discuss non-academic school concerns) 17. TIGER Talk w/Admin (monthly)- Focused on solving teacher concerns.	Staff Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items: 1. My colleagues welcome new ideas and change. a. Baseline: 59% b. 2023 Target: 63% 2. We are provided training to meet the needs of a diverse population in our school. a. Baseline: 63% b. 2023 Target: 66% 3. When there is a problem in this school we talk about how to solve it. a. Baseline: 60% b. 2023 Target: 63%
90 Day Review: 1. Teachers and staff have access to the “Tranquility Bay” wellness room throughout the day. 2. Provide multiple opportunities throughout the semester social and emotional health including McConnell Night at McDonald’s, an 8 th grade social, a student vs. staff dodgeball game, faculty vs. students basketball tournament, etc.. 3. McConnell recognizes the Tiger of the Day and Teacher of the Day each morning on the news broadcast. There is a Breakfast with the Principal each month for students nominated for the award.			<ul style="list-style-type: none"> ● Monitor the visits to Tranquility Bay using a sign-in sheet. Target is 60-75 visits per month. ● Record student submissions for Teacher of the Day. Currently at 503

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<p>4. The “belonging wall” is complete with every student’s name that is currently or formerly enrolled at McConnell to help create a sense of belonging. Names will be added as new students enrolled, but none taken away.</p> <p>5. Administrators provide a monthly Treat Train for staff members, and select items to give to staff members from the school-wide “Favorite Things” Google doc.</p>			<ul style="list-style-type: none"> ● Promote the Belonging Wall during daily check-ins and check-outs, on the student news, the weekly newsletter, teacher-parent conferences, enrollments, and after school events. . ● 2023 EES Survey results 		
<p>Equity 2A: Multi-tiered system of supports</p>	<p>McConnell MS 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>	<ol style="list-style-type: none"> 1. Help Day offered weekly by all teachers 2. Support Enrichment & Acceleration (SEA) 3. Saturday Intervention Sessions 4. Academic Assistance Program (Credit Recovery) 5. Reading/Math Remediation/Intervention Connection Classes 6. Wilson Reading - Reading intervention 7. iReady/Read 180/Achieve 3000 - Math/Reading resources 8. Small group tutoring continued 9. Navigate 360 - behavioral resource 10. Development of MTSS Team - Academic press/supportive community 11. Frequent small group instruction 12. Restorative Practice Implementation to decrease exclusionary practices. 	<p>Decrease the percentage of students scoring in the Beginning or Developing range on Milestones Assessments</p> <p><u>% Beginning + Development on GMAS (2022)</u></p>		
				Baseline	2023 Target
			6th LA	49.1%	44.1%
			6th MA	57.9%	53.9%
			7th LA	54.8%	50.8%
			7th MA	51.3%	47.3%
			8th LA	44.6%	40.6%
			8th MA	51%	47%

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			8th SC	45.1%	41.1%
			8th SS	34.4%	31.1%
			1. Most students are respectful of others at this school Baseline: 23.5% 2023 Target: 29%		
90 Day Review: <ol style="list-style-type: none"> 1. The MTSS team used data from the Winter screener to roster students for REP classes. Currently, we have 650 students rostered to receive Achieve3000 intervention. These interventions will take place in Advisement and during Tier I classroom instruction. Sem. II-MTSS Plan 2. An X-Fat committee is in the final stages of creating a master schedule for next school year. This schedule will incorporate daily time for interventions and SEL lessons. 3. REP classes are ongoing and more robust this semester. Kid Talks and progress monitoring will be used to move students on the MTSS continuum of interventions and services. 4. Saturday interventions will continue this semester. The Academic Assistance Program was held over three weeks in January and February for students that failed math or language arts 1st semester. 5. Administrators have completed 20+ successful restorative circles involving 40+ students. This has resulted in the reduction of ISS and OSS days for students by more than 30 days. 6. Our parent engagement session on Teen Lures took place on January 26th. This is a joint effort with the OSD. The following parent engagement session on equity (discipline) will take place in February. 			<ul style="list-style-type: none"> ● The MTSS team meets weekly for progress monitoring. The team has created a worksheet to track student interventions. Data Sheet ● Students are still being added to math REP classes, and are currently being rostered in Achieve 3000, and i-Step. Students needing Tier II interventions will complete lessons during Advisement and during daily instructions when possible. ● Continue with Saturday interventions 		

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			<ul style="list-style-type: none">● AAP has concluded. Transcripts need to be updated for students that successfully completed the program. Students that were unsuccessful or did not attend will be adding the SEA master list for summer interventions.● Use data from the discipline dashboard to check recidivism rates of students that successfully completed a restorative circle.● An additional 16 students have qualified for gifted services this semester. Testing is ongoing. Currently, MMS has an admittance rate of 26% for all students tested.● Monitor attendance at monthly parent engagement sessions. The goal is to increase participation by 5% each session.

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			<ul style="list-style-type: none"> Use i-Ready and district assessment data to predict the percentages of students scoring at the beginning and developing levels on the Georgia Milestones Exams.
Equity 2B: Opportunity and access	McConnell MS will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum and enrichment activities.	<ol style="list-style-type: none"> Expanded Gifted Search/Portfolios to qualify more students Computer Science Connection Class AgStem Connection Class to support Cluster wide initiative PBIS/Advisement Encourage teachers to obtain multiple endorsements/certification to build skills (Gifted/ELL) Full Fine Arts Offerings to all students (Chorus, Band, Orchestra, Theater Arts, Visual Arts, Media Arts, Music Tech) Culturally relevant material Small Group Instruction Implement JLC Connection Class iReady Screener Family and Consumer Science Connection Class 1-1 Devices Expanded Club Opportunities 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items:</p> <ol style="list-style-type: none"> All students have access to rigorous courses and supports. <ol style="list-style-type: none"> Baseline: 62% 2023 Target: 65% I feel proud of my school. <ol style="list-style-type: none"> Baseline: 40.7% 2023 Target: 46.7% <ul style="list-style-type: none"> My teacher(s) help me learn by challenging me with interesting activities in class. Baseline: 49% 2023 Target: 53%

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<p>90 Day Review:</p> <ol style="list-style-type: none"> 1. Once updated, the survey results will be analyzed to monitor progress of KPI's related to school climate and culture. These results will also guide next steps for student celebrations, and possible areas for professional development. 2. Administrators will emphasize assessment strategies when completing observations over the next two months. Staff has been provided with the best strategies in this domain. 3. Brittney Bell will provide just-in-time training on small-group instructions for teachers. Science teachers will be the focus group. 4. Gifted testing is ongoing. Schedule changes and section additions to class rosters are taking place for students that qualify. 5. Continually communicate with facilities and operations about the building modification to the computer science classroom. We will look to add 5 seats to the section next year. We will also explore the possibility of making computer science a year-long Carnegie unit course. 6. We will continue to support our clubs and organizations financially and with human resources. Finding sponsors will be a priority in hiring for the 2023-24' school year. 			<ul style="list-style-type: none"> ● 2023 EES Survey results ● GTES observations will be analyzed for trends, patterns, and interrater reliability in Standard 5. ● Gifted testing results ● Monitor the number of students actively involved in a club, organization, or activity at MMS.
<p>Effectiveness 3B: Talent management</p>	<p>McConnell MS will transform into a strategic talent management organization that supports educators and staff to achieve district goals.</p>	<ol style="list-style-type: none"> 1. Provide specific actionable feedback to individual teachers in order to promote district goals. 2. Mentor Teacher Program aligned by grade-level subject area 3. Foster Student-teaching environment from nearby universities/colleges to increase McConnell's talent pool 4. Professional Learning Communities weekly - teachers' curriculum planning 5. Coffee w/the principal - monthly 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <ol style="list-style-type: none"> 1. Staff share a high sense of urgency around the need to improve <ul style="list-style-type: none"> a. Baseline: 61% b. 2023 Target: 64%

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			2. When there is a problem in my school, we talk about how to solve it <ul style="list-style-type: none"> a. Baseline: 61% b. 2023 Target: 64%
90 Day Review: <ol style="list-style-type: none"> 1. The new teacher mentoring program is currently supporting 5 long-term substitutes, along with novice teachers at McConnell. Two student teachers have been offered a contract for 2. Course teams completed a self-assessment activity in January. Administrators have met with course teams to discuss their perceived strengths and areas of growth and will continue to monitor effectiveness during curriculum meetings each week. 3. Continue to support the long-term substitutes in the building for the following positions: 6th LA, 7th MA, 8th MA, 8th SCI, and 8th LA. McConnell added an additional three student teachers for the 2nd semester from the University of Georgia. Each of these candidates are housed in social studies classrooms. There will be ongoing observations and conversations with their cooperating teachers to determine if they are a fit for McConnell and/or GCPS. 4. Administrators will support course teams by providing monthly professional development, and strategies to teachers as needed. Teachers can also enlist help from the instructional coach and/or behavioral coach for strategies to improve instruction and/or behavior. 5. A tentative list of non-renewals due to performance for the 2023-24' school year has been sent to HR. Brief and formative observations over the next 6-8 weeks will be the determining factor on all non-renewals. 6. We will seek to fill vacant positions with high-quality candidates from within GCPS during the placement preference process, and interview external candidates with accomplished credentials. 			<ul style="list-style-type: none"> ● 2023 EES Survey results ● 7 highly-qualified teachers and one administrator have been added to the staff for the 2023-2024 school through the Placement Preference Process. Will continue to interview internal and external candidates to fill vacant positions. ● Track the rate of GCPS contracts offered to students teachers placed at MMS this year.
Excellence 4C:	McConnell MS will demonstrate world-class communication and	<ol style="list-style-type: none"> 1. McConnell Minute - Weekly School Newsletter 2. Surveys to collect family feedback on initiatives 	Percent Positive Responses (% Often True + % Almost Always)

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World-class communications and engagement	engagement through modeling transparent, two-way communication to build stakeholder trust and confidence.	<ol style="list-style-type: none"> 3. Weekly Progress Reports - emailed to parents from all teachers 4. Counseling eNewsletter 5. Community Outreach - Quarterly <ol style="list-style-type: none"> a. Parent Training Opportunities b. Literacy, Learning & Lettuce Festival 6. Increase bi-lingual communication 7. Increase social media presence 8. School Council 9. MMS PTO 10. Homework Calendar 11. Curriculum Nights 12. Parent/Teacher Conferences 	True) on the following EES-Family survey items: <ol style="list-style-type: none"> 1. Parents/families have input into plans for improving this school <ol style="list-style-type: none"> a. Baseline: 59% b. 2023 Target: 63% 2. This school tells me how I can help my student with homework <ol style="list-style-type: none"> a. Baseline: 58% b. 2023 Target: 62%
90 Day Review: <ol style="list-style-type: none"> 1. Viewership of the school’s weekly newsletter continues to hover around 3,000 views per week. The latest parent engagement session garnered the most attendees with 15 in-person, and 35 attending via Zoom. The principal and assistant principals hold impromptu parent meetings, when possible, to provide a high level of customer service to parents and the community. Teachers have been encouraged to increase communication with parents by sending weekly updates via email about grades, behavior, and attendance. Positive postcards are sent home monthly. 2. Continue to be transparent to all community stakeholders about events that take place in the school pertaining to safety and gather feedback from stakeholders. 3. Continue to use the Smore platform to deliver the weekly newsletter, and give parents, guardians the option of receiving the link via text message. The next parent engagement session will take place on Feb 22nd. and will focus on MTSS/discipline. The session will take in-person and will also be streamed via Zoom. Administrators will continue to conduct scheduled and unannounced parent meetings (when feasible) to improve the disposition/disconnect/perceived lack of communication between the school and community. Weekly communication with parents will also 			<ul style="list-style-type: none"> ● Use Smore analytics to track metrics to increase/sustain viewership and engagement on the weekly newsletter. ● 2023 EES Survey results ● Monitor attendance at monthly parent engagement sessions. The goal is to increase participation by 5% each session.

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		<p>include phone calls in addition to emails. All staff members will be encouraged to send positive postcards home once a month.</p> <p>4. Continue hosting monthly parent engagement sessions in order to increase authentic two-way communication between the school and the community.</p>	