

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

**School: Meadowcreek Elementary School      Principal: Adrienne Tedesco**

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	Meadowcreek ES will promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning. We have been intentionally focusing on the wellbeing of our school for 3 years. We will continue to build on the work we have	At Meadowcreek ES we will... <ol style="list-style-type: none"> <li>1. Continue to expand our staff appreciation through recognition opportunities and celebrations.</li> <li>2. Reduce/combine workload for staff.</li> </ol>	<i>Student Wellbeing – Student Survey</i> Our student data indicates an opportunity for significant growth due to the large number of students who responded with neutral responses on the survey during the 2021-22 school year. <b>GOAL:</b> We will work to improve positive responses on the following statements on the student survey: <ul style="list-style-type: none"> <li>● Most students are respectful of others at this school. <u>Baseline:</u> 20.7% positive response, 41% neutral response <u>Target:</u> 30% positive response</li> <li>● I enjoy coming to this school.</li> </ul>

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	<p>begun with SEL and our trauma-informed practices. We will also focus on professional growth opportunities for our staff and feedback that promotes positive change in instructional practice.</p>	<ol style="list-style-type: none"> <li>3. Provide wellbeing activities on site (yoga, massage, walk/run club, etc.) for staff.</li> <li>4. Utilize Courageous Classrooms, which is a trauma informed practice that teaches, models, and reinforces life-long social, emotional, and behavioral skills so that students are more available for academic learning. We will incorporate Courageous Classrooms lessons and support continued implementation of trauma informed practices in the 2022-23 school year.</li> </ol>	<p><u>Baseline</u>: 37% positive response, 48% neutral response  <u>Target</u>: 45% positive response</p> <p><i>Student Wellbeing – Chronic Absenteeism</i>  <b>GOAL:</b></p> <ul style="list-style-type: none"> <li>• Students who were enrolled at least 30 days missing 11 or more of enrolled days.  <u>Baseline</u>: 203 students out of 909, or 22% of students missed 11 or more days during the 2021-22 school year.  <u>Target</u>: 10% of students, or less, will miss 11 or more of enrolled days.</li> </ul> <p><i>Staff Wellbeing – 4-7 years of experience</i>  <b>GOAL:</b> We will work to improve positive responses on the following statements on the staff survey for teachers in the 4-7 years of experience demographic:</p> <ul style="list-style-type: none"> <li>• Peer observation/coaching and feedback is a tool we use to improve instruction.  <u>Baseline</u>: 50% positive, 50% sometimes true  <u>Target</u>: 75% positive response</li> <li>• Feedback from classroom observations leads to meaningful change in instructional practice.  <u>Baseline</u>: 60% positive, 40% sometimes true  <u>Target</u>: 75% positive response</li> </ul>
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		<ol style="list-style-type: none"><li>5. Incorporate Social Emotional Learning (SEL) pervasively throughout the school by including topics on the morning announcements for teachers to discuss further with students, implementation of the EL Education literacy pilot that includes character education, and other campaigns led by our counselors and SEL Team monthly.</li><li>6. Provide scheduled opportunities for peer observation and feedback throughout the year.</li><li>7. Regularly incorporate</li></ol>	
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		<p>strengths-based feedback for teachers to deepen professional growth and foster teacher leadership skills.</p> <p>8. Include classroom management support from Behavior Specialists that addresses trauma, behavior strategies, and building relationships with students for our new teachers.</p> <p>9. Add a Behavior Specialist was to the local staff to support teachers and the trauma sensitive program for the 22-23 school year.</p> <p>10. Add another counselor to support with</p>	
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		<p>student and family needs. Our counselors also focus on student attendance and work to ensure our students attend school every day.</p>	
<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>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>	<p>At Meadowcreek ES we will...</p> <ol style="list-style-type: none"> <li>1. Implement a universal screener to identify areas of need and giftedness.</li> <li>2. Implement new interventions and tools to monitor student progress provided by the district for 2022-23.</li> <li>3. Operationalize the supportive community aspect of school improvement with a new SEL team.</li> </ol>	<p><i>Positive Behavior Interventions and Supports (PBIS):</i>  <b>GOAL:</b> We will maintain distinguished ranking for PBIS  <u>Baseline:</u> Distinguished ranking for the 2021-22 school year.  <u>Target:</u> Distinguished ranking for the 2022-23 school year.</p> <p><i>Universal Screeners: Academic and Non-academic</i>  <b>GOAL:</b> We will utilize universal screeners to measure student academic progress and wellbeing to provide supports for the whole child.  <u>Baseline:</u> 2022-23 will be the baseline year for participation in the Universal Screener. Participation rates will be released in September/October 2022.  <u>Target:</u> 95% of students will complete the academic and Student Wellness screeners during the 2022-23 school year.</p> <p><i>Student Improvement – GA Milestones</i>  <b>GOAL:</b> The percentage of students performing in the beginning range on the GA Milestones will decrease.</p>

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		<ol style="list-style-type: none"> <li>4. Revise our data review processes to ensure more frequent monitoring of student progress and the development of more flexible groups of students.</li> <li>5. Schedule interventions based on student need through the Student Support Team (SST) process to maximize the support provided to students.</li> <li>6. Add three Intervention Specialist positions to local school staff to provide targeted support for students during the 2022-23 school year.</li> </ol>	<p><u>Baseline</u>: 46% of all students performed in the beginning range on the GA Milestones during the 2021-22 school year.  <u>Target</u>: 35% of students, or fewer, will score in the beginning range on the GA Milestones assessment during the 2022-23 school year.</p> <p><i>EL Learner Progress Towards Language Proficiency: CCRPI</i>  <b>GOAL</b>: We will improve our progress towards English language proficiency rate by 5% over the 2021-22 school year.</p> <p><u>Baseline</u>: Progress towards English language proficiency rate - 72% for 2021-22 school year  <u>Target</u>: Progress towards English language proficiency rate – 77% for the 2022-23 school year</p>
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		<ol style="list-style-type: none"> <li>7. Add another counselor and a Behavior Specialist to support with behavioral interventions and SEL.</li> <li>8. Continue to implement PBIS with high levels of fidelity.</li> </ol>	
<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework (e.g., Advanced Placement and dual enrollment), and enrichment activities (e.g., the arts, gifted, STEM, career technical education).</p>	<p>At Meadowcreek ES we will...</p> <ol style="list-style-type: none"> <li>1. Use the universal screener to identify students to participate in the gifted program.</li> <li>2. Offer additional clubs for students (art club with a focus on digital arts, chorus club, garden club, intramurals, mentoring, etc.).</li> <li>3. Participate in the school-wide implementation of</li> </ol>	<p><i>Gifted and Talented representation</i>  <b>GOAL:</b> We will increase the identification of gifted and talented students.  <u>Baseline:</u> 3% of the total population at MES participated in the Gifted and Talented program during the 2021-22 school year.  <u>Target:</u> 7% of the total population at MES will participate in the Gifted and Talented program during the 2022-23 school year.</p> <p><i>Discipline:</i>            We have reduced the number of discipline incidents over the past 4 years.  <b>GOAL:</b> We will continue to reduce the number of discipline incidents in a school year.  <u>Baseline:</u> 2021-22 – 22 incidents, 2020-21 – 6 incidents, 2019-20 – 20 incidents, 2018-19 – 69 incidents</p>

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		<p>the EL Education literacy pilot based on the Science of Reading.</p> <ol style="list-style-type: none"><li>4. Provide 1:1 technology for all students in grades K-5 and implement technology purposefully, through innovative strategies, moving toward a transformed classroom.</li><li>5. Continue to implement PBIS with high fidelity to maintain low levels of exclusionary discipline.</li><li>6. Use KREP Data to monitor Kindergarten Readiness and support with Early</li></ol>	<p><u>Target:</u> We will reduce the number of discipline incidents (not including bus referrals) to 15 or less for the 2022-23 school year.</p>
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		Learning Interventions.	
<p><b>Effectiveness 3B:</b> Talent management</p>	<p>Transform human resources function into a strategic talent management organization that supports educators and staff to achieve district goals.</p>	<p>At Meadowcreek ES we will...</p> <ol style="list-style-type: none"> <li>1. Incorporate more teachers and other staff members into the hiring process through both recruiting and interviewing.</li> <li>2. Serve as a host school for student teachers to train rising talent.</li> <li>3. Add teacher leader positions to the staff including instructional coaches, behavior specialists, intervention teachers, and other innovative roles to support staff and students.</li> <li>4. Capitalize on the district incentives for new employees in Title</li> </ol>	<p><i>Teacher Retention – At Least 3 Years at School:</i>  <b>GOAL:</b> We will work to retain teachers beyond their 3<sup>rd</sup> year of teaching at Meadowcreek Elementary School. The percentage of teachers with at least 3 years at MES and who are eligible to transfer to another GCPS school who remain at MES for the 2023-24 school year will increase.  <u>Baseline:</u> 97% of teachers, with at least 3 years experience at MES and eligible to transfer to another school, remained at MES or transferred out of district.  <u>Target:</u> 99% of teachers, with at least 3 years experience at MES and eligible to transfer to another school, will remain at MES or transfer out of district.</p>

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		<p>I Schools and various program areas.</p> <ol style="list-style-type: none"><li>5. Incorporate better feedback processes for staff members to promote professional growth and job satisfaction</li><li>6. Provide job-embedded coaching support and other professional learning practices for teachers.</li><li>7. Continue to provide opportunities for additional endorsements and certifications for teachers.</li><li>8. Positively promote the education profession as a staff.</li></ol>	
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		<p>9. Attend job fairs that target hiring culturally diverse candidates.</p>	
<p><b>Excellence 4C:</b> World-class communications and engagement</p>	<p>Demonstrate world-class communication and engagement through modeling the value GCPs leadership places on transparent, two-way communication to build stakeholder trust and confidence.</p>	<p>At Meadowcreek ES we will...</p> <ol style="list-style-type: none"> <li>1. Create more video messages for staff and community.</li> <li>2. Continue to utilize translators for events and provide translated documents or use tools that translate into multiple languages (Talking Points).</li> <li>3. Continue to communicate with our community through newsletters, announcements, social media and the school website.</li> </ol>	<p><i>Family Survey Participation: Family Survey</i>  <b>GOAL:</b> We will increase the percentage of families participating in the annual Family survey.  <u>Baseline:</u> 89 families participated in the 2021-22 Family survey  <u>Target:</u> 300 families will participate in the 2022-23 Family survey</p> <p><i>Interpreters and Translations: Family Survey</i>  <b>GOAL:</b> We will increase the percentage of families who respond positively to the following language Family survey items:</p> <ul style="list-style-type: none"> <li>• Communication/materials I receive from the school are in a language I can understand.  <u>Baseline:</u> 97% positive, 1% neutral, and 3% Negative  <u>Target:</u> 100% positive responses</li> </ul>

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		<ol style="list-style-type: none"><li>4. Partner with local high school students to improve social media posts and community outreach.</li><li>5. Increase community engagement through volunteer opportunities within the school.</li><li>6. Continue to have a Parent Instructional Coordinator and a Parent Outreach Liason on local school staff for Parent Engagement.</li><li>7. Host parent workshops to support school improvement through both academics and our supportive community initiatives.</li></ol>	
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