

2022-2023 Local School Plan for Improvement (LSPI)

School: Mulberry Elementary School Principal: Dr. Mandy Yearby

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	Mulberry Elementary seeks to promote staff and student well-being through prioritizing self-care, physical and mental health, and social emotional learning.	Student <ol style="list-style-type: none"> 1. Daily door greetings <ol style="list-style-type: none"> a. This allows teachers to assess student needs before they enter the room 2. Morning Meetings <ol style="list-style-type: none"> a. 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 and engage in restorative circles 3. Counseling Program 	Student <ol style="list-style-type: none"> 1. Increase Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> • Students are respectful of others at this school. <ul style="list-style-type: none"> o Baseline: 9.5% o 2023 Target: 17.55% • I am good at finding the best solutions to my problems. <ul style="list-style-type: none"> o Baseline: 29.8% o 2023 Target: : 35.82% • Student success is celebrated in this school <ul style="list-style-type: none"> o Baseline: 48%

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		<p>a. Increased counseling support that allows for more individualized counseling as well as additional small group counseling.</p> <p>Staff</p> <p>4. New Teacher Academy</p> <p>a. All new teachers are provided a mentor and engage in weekly/monthly meetings to obtain support in needed areas.</p> <p>5. Family Huddle</p> <p>a. At the beginning and end of each week (typically Mondays and Fridays), all faculty and staff members meet in the middle of the school to build community and are given a challenge for the day and/or week.</p> <p>6. Admin Check-in Chats</p> <p>a. Twice a month each grade level/department meet with the administrators during their planning period to address needs</p> <p>7. Faculty Meeting “Munch”</p> <p>a. Teams provide food at their designated faculty meeting and the entire faculty is able to fellowship prior to the start of the meeting</p>	<p>o 2023 Target: 52.2%</p> <p>• I feel safe at this school.</p> <p>o Baseline: 48%</p> <p>o 2023 Target: 52.2%</p> <p>Staff</p> <p>2. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <p>• I receive training on instruction to support social-emotional learning.</p> <p>o Baseline: 43%</p> <p>o 2023 Target: 47.7%</p> <p>• Our staff believes all students can meet state standards.</p> <p>o Baseline: 71%</p> <p>o 2023 Target: 72.9%</p> <p>• My principal cares about me as a person.</p> <p>o Baseline: 71%</p> <p>o 2023 Target: 72.9%</p> <p>• Staff at all levels are treated fairly here.</p> <p>o Baseline: 67%</p> <p>o 2023 Target: 69.3</p>
Equity 2A:	Mulberry Elementary will implement a comprehensive framework to fully	1. Universal Screeners in LA and Math given three times per year.	1. Decrease in the % of students in student groups achieving beginning on Milestones; 100% of students

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Multi-tiered system of supports	operationalize a multi-tiered system of supports to address academic and non-academic student needs and remove barriers to success.	<ol style="list-style-type: none"> 2. Targeted Tier 1, 2, and 3 interventions developed by the MTSS Team based on screener data. 3. Dedicated 45 minute intervention block built into each student's day. 4. Monthly Kid Talk/RTI meetings with admin/MTSS team member present 5. PBIS Coach available to provide interventions, feedback, or conduct restorative small groups. 6. Weekly Collaborative Learning Team meetings where teachers review content and ensure alignment 7. Counselor Lessons/Small Groups based on Wellness Screeners. 	will move at least one performance band (i.e. Beg. to Dev./Dev. To Proficient/Pro. To Distinguished) <u>% Beginning on GMAS (2022)</u>		
			Baseline	2023 Target	
			3rd LA	26.1%	23.49%
			3rd MA	13.0%	11.7%
			4th LA	21.3%	19.17%
			4th MA	11.9%	10.71%
			5th LA	16.3%	14.67%
			5th MA	23.2%	20.88%
			5th Sci	22.8%	20.52%
Equity 2B: Opportunity and access	Mulberry Elementary 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"> 1. Play 2 Learn opportunities for families with children from birth to 5 years old 2. AC Math for students in 2nd-5th grade 3. Ensure gifted certification for all teachers in grades 2-5 4. Additional enrichment math class for first grade students 	<ol style="list-style-type: none"> 1. Increase in % of K Readiness as measured by the KREP (% of students scoring 70% or higher) <ul style="list-style-type: none"> ○ Baseline: 50.4% ○ 2023 Target: 55.36% 2. Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STUDENT survey items: <ul style="list-style-type: none"> • All students have opportunities to choose more challenging work. 		

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		<ol style="list-style-type: none"> 5. Increased extracurricular activities to allow for additional options for all students 6. After School Program available to all families by way of the YMCA 7. Increase of careers highlighted at the Career Fair 8. Mosaic Committee Brave Conversations & Awareness Initiatives 	<ul style="list-style-type: none"> ○ Baseline: 23% ○ 2023 Target: 29.7% ● My teacher helps me learn by challenging me with interesting activities in class. <ul style="list-style-type: none"> ○ Baseline: 42% ○ 2023 Target: 46.8% ● My teacher provides lessons and activities that challenge me to learn <ul style="list-style-type: none"> ○ Baseline: 62% ○ 2023 Target: 64.8% ● All students have opportunities to choose more challenging work. <ul style="list-style-type: none"> ○ Baseline: 23.5% ○ 2023 Target: 30.15% 													
Effectiveness 3A: Results-Based Evaluation System	Mulberry Elementary will implement the redesigned Results Based Evaluation System (RBES) by redefining the inputs, behaviors, and outcomes that determine the standards for student success.	<ol style="list-style-type: none"> 1. Focused weekly instructional walkthroughs 2. Review of GTES (teacher evaluation) feedback to ensure leader alignment 3. Coaching cycles for all new GCPS teachers 4. Celebration of teachers based on the meeting and exceeding of instructional expectations 5. Implementation of tiered interventions based on the Multi-Tiered System of Supports 6. Collaborative Learning Team (CLTs) to include assessment protocol, work sample protocols, data review/talks, AKS analysis, LA pilot, explicit modeling for teachers for math/ ela strategies 	Percentage of students improving on district Milestones benchmark between 1st and 2nd semester <ul style="list-style-type: none"> ● Baseline established SY2023 <ol style="list-style-type: none"> 1. Percentage of students scoring Proficient/Distinguished on GMAS 													
				<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 60%;"></th> <th style="width: 20%;">Baseline</th> <th style="width: 20%;">2023 Target</th> </tr> </thead> <tbody> <tr> <td>3rd LA</td> <td style="text-align: center;">51.3%</td> <td style="text-align: center;">55.17%</td> </tr> <tr> <td>3rd MA</td> <td style="text-align: center;">67.9%</td> <td style="text-align: center;">70.11%</td> </tr> <tr> <td>4th LA</td> <td style="text-align: center;">54.6%</td> <td style="text-align: center;">58.14%</td> </tr> </tbody> </table>		Baseline	2023 Target	3rd LA	51.3%	55.17%	3rd MA	67.9%	70.11%	4th LA	54.6%	58.14%
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			4th MA	65.1%	67.59%
			5th LA	56.1%	59.49%
			5th MA	43.2%	47.88%
			5th Sci	47.2%	51.48%
			<p>1. From Student EES Survey:</p> <ul style="list-style-type: none"> ● In class, we often work with other students to solve a problem/do a task. <ul style="list-style-type: none"> ○ Baseline: 29.5% ○ 2023 Target: 35.55% ● My teacher tells me the reason we do each lesson. <ul style="list-style-type: none"> ○ Baseline: 29.6% ○ 2023 Target: 35.64% ● My teacher makes all students talk in class about what we are learning. <ul style="list-style-type: none"> ○ Baseline: 29.7% ○ 2023 Target: 35.73% 		

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<p>Excellence 4C: World-class communications and engagement</p>	<p>Mulberry Elementary will 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>	<ol style="list-style-type: none"> 1. Local School Council 2. Active PTA 3. Weekly digital newsletter 4. Email Blasts 	<p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-PARENT survey items:</p> <ul style="list-style-type: none"> ● Parents/families have input into plans for improving the school. <ul style="list-style-type: none"> ○ Baseline: 68% ○ 2023 Target: 70.2% ● I am informed about progress toward the improvement goals of this school. <ul style="list-style-type: none"> ○ Baseline: 66% ○ 2023 Target: 68.4% ● I am comfortable expressing my ideas or concerns to the administrator(s) of this school. <ul style="list-style-type: none"> ○ Baseline: 72% ○ 2023 Target: 73.8% <p>Percent Positive Responses (% Often True + % Almost Always True) on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> ● When there is a problem in my school, we talk about how to solve it. <ul style="list-style-type: none"> ○ Baseline: 45% ○ 2023 Target: 49.5%