

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

**School: Nesbit Elementary**

**Principal: Dr. Marketa Myers**

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 1A:</b> Cultural competence	At Nesbit Elementary we want to celebrate each and every member of our school community (students, parents, and staff). Our goal is to help each stakeholder feel like they belong to the Nesbit community.	<ol style="list-style-type: none"> <li>1. International Night/ Fine Arts Night Academic Parent Teacher Teams (APTT) - March 2023</li> <li>2. Have daily Morning Meetings to support Social Emotional Learning (SEL) led by classroom teachers.</li> <li>3. Map of the World to see where the Nesbit Family is from (in front of the parent center).</li> <li>4. Provide documents and meetings in native language (Spanish)</li> <li>5. Individual and small group counseling</li> </ol>	<p>Percent of staff responding positively to the following cultural proficiency - EES Staff Survey item - We are providing training to meet the needs of a diverse student population in our school.</p> <ul style="list-style-type: none"> <li>• Baseline SY 21-22 -73% Goal SY 22-23 – 76%</li> </ul> <p>Percent of students responding positively to the following cultural proficiency EES Student Survey item – I am comfortable interacting with people from a different racial or ethnic background.</p> <ul style="list-style-type: none"> <li>• Baseline SY 21-22 47% Goal SY 22-23 50%</li> </ul> <p>Percent of families participating the EES Family Survey</p> <ul style="list-style-type: none"> <li>• Baseline SY 21-22 – 8% Goal SY 22-23 –15%</li> </ul>

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		<ol style="list-style-type: none"> <li>6. Celebrate Exceptionalities</li> <li>7. Celebrate Women’s History, Black History &amp; Hispanic Heritage Months</li> <li>8. Mustang of the Month Celebration (Staff member with that SHINES)</li> <li>9. Purchase books in the media center that represent the ethnicities, cultures, and languages of the students at Nesbit.</li> <li>10. Have English classes for parents</li> </ol>	
<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>Multi-tiered Systems of Support (MTSS) will help support student achievement by focusing on both academic press and supportive community. Nesbit Elementary will make data-based decisions in order to ensure that students receive the support/interventions that are needed for both academic press and supportive community.</p>	<ol style="list-style-type: none"> <li>1. Scheduled Morning Meetings focusing on Positive Behavior Supports and Interventions (PBIS) and Social Emotional Learning (SEL)</li> <li>2. School Focused data decisions for Saturday School and extended learning time (ELT).</li> <li>3. Co Teaching agreements &amp; professional development for special education and English Language Learner teachers.</li> <li>4. Parents “chew and chat” at the beginning of year for high absentee students (15+ days).</li> </ol>	<p>PBIS Status</p> <ul style="list-style-type: none"> <li>● Baseline 21-22 – Operational</li> <li>● Goal 22-23 – Operational</li> </ul> <p>Academic Press Screener – iReady Math/ iReady Reading</p> <ul style="list-style-type: none"> <li>● 95% of students who eligible participate</li> </ul> <p>Supportive Community Screener – EES Wellness Screener</p> <ul style="list-style-type: none"> <li>● 95% of students who are eligible participate</li> </ul> <p>School Improvement Increase percentage of students in the developing range or above</p> <p>GMAS:</p> <p>3<sup>rd</sup> grade ELA Baseline SY 21-22 - 44% Goal SY 22-23 - 47%</p> <p>3<sup>rd</sup> grade Math Baseline 21-22 – 63% Goal SY 22-23 -66%</p>

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		<ol style="list-style-type: none"> <li>5. Building teacher capacity by creating leadership teams to support both Academic Press and Supportive Community in order to support the MTSS process.</li> <li>6. Provide a 45 minute intervention segment daily that provides students with data driven instructional support.</li> <li>7. Counselor classroom guidance, including one-on-one &amp; small groups focused on supportive community</li> <li>8. Have three Academic Parent Teacher Team nights in order to increase parent’s capacity to support academic learning at home.</li> <li>9. Family workshops that support community and academic press to build parent capacity. .</li> <li>10. Implement PBIS in all school settings (bus, classroom, cafeteria, and playground)</li> </ol>	<p>4<sup>th</sup> grade ELA Baseline SY 21-22 – 44% Goal SY 22-23 - 47%</p> <p>4<sup>th</sup> grade Math Baseline SY 21-22 – 57% Goal SY 22-23 – 60%</p> <p>5<sup>th</sup> grade ELA Baseline SY 21-22 - 50% Goal SY 22-23 - 53%</p> <p>5<sup>th</sup> grade Math Baseline SY 21-22 – 45% Goal SY 22-23- 48%</p> <p>Percentage of Students Exiting EL            SY 21 -22 - 1%            SY 22 2 - 4%</p>
<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Nesbit Elementary will expand student opportunities to engage in and have access to high quality rigorous, and culturally relevant curriculum, and enrichment activities.</p>	<ol style="list-style-type: none"> <li>1. Accelerated Math course for 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grades</li> <li>2. Accelerated ELA course for 3<sup>rd</sup>, 4<sup>th</sup>, and 5<sup>th</sup> grades</li> <li>3. Pre –K pilot program</li> <li>4. Engage parents in two Play 2 Learn classes weekly .</li> </ol>	<p>Percentage of discipline incidents ( the goal is to decrease discipline incidents)</p> <ul style="list-style-type: none"> <li>● Baseline - SY 21-22 - 7.7%</li> <li>● Goal – SY 22-23 – 5%</li> </ul> <p>Participation in iReady Math Pilot</p> <ul style="list-style-type: none"> <li>● Baseline SY 21-22 - 0 %</li> <li>● Goal SY 21 – 100%</li> </ul>

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		<ol style="list-style-type: none"> <li>5. Academic Parent Teacher Team (APTT) Nights - three times a year to build parent capacity to support student achievement.</li> <li>6. Provide students books through the bookmobile at APTT nights.</li> <li>7. Have a food drive during APTT nights for families in need.</li> <li>8. Provide in house field trips for students during APTT nights.</li> <li>9. Expand the robotics/Lego league program 2nd through 5<sup>th</sup> grades.</li> <li>10. Provide STEM/Computer Science in Specials K-5.</li> <li>11. Employ both a PIC (Parent Instructional Coordinator) and a POL (Parent Outreach Liaison) to run the parent center and provide parent workshops.</li> <li>12. Provide training and materials for parents.</li> <li>13. Increase our English as a Second Language (ESOL)-certified teachers during the school year by participating in the Meadowcreek Cluster Endorsement Cohort.</li> <li>14. All 3<sup>rd</sup>, 4<sup>th</sup> and 5<sup>th</sup> grade Math teachers will implement iReady Math in their classroom.</li> </ol>	<p>Percentage of Classroom and Instructional support Teachers ESOL certified</p> <ul style="list-style-type: none"> <li>● SY 21-22 - 47%</li> <li>● SY 22-23 - 62% (10 additional teachers endorsed)</li> </ul> <p>Increase percentage of students identified as gifted</p> <ul style="list-style-type: none"> <li>● SY 21-22 - 5%</li> <li>● SY 22-23 - 7%</li> </ul>
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<p><b>Effectiveness 3A:</b> Results-Based Evaluation System</p>	<p>Nesbit Elementary will use data to measure our growth. We will celebrate our achievements and provide interventions/support for our areas of growth.</p>	<ol style="list-style-type: none"> <li>1. Celebrate academic growth individual/grade level team growth/ individual student growth</li> <li>2. Student Work Analysis and being responsive to formative data.</li> <li>3. Share schoolwide teacher and student attendance data with staff and parents.</li> <li>4. Building teacher capacity by having collaborative teams in order to support the MTSS process.</li> <li>5. Review the 6 Shifts in “Shifting the Balance” - Science of Reading</li> <li>6. Provide professional development for guided writing groups.</li> <li>7. iReady Math Pilot (3,4,5)</li> <li>8. Give Formative Assessments &amp; practice responsiveness in both Math and ELA</li> <li>9. Technology Leadership Team develops Transformed Classrooms.</li> <li>10. Using videos to demonstrate mastery for students.</li> <li>11. Participate in the Cluster initiative and implement Instructional Conversations.</li> <li>12. Nesbit New Crew - Guided Cohort/Nesbit New Teacher Cohort; Nesbit New Crew operational meetings</li> </ol>	<p>Percent of students responding positively to the following EES Student Survey item – All students have access to rigorous courses and support.</p> <ul style="list-style-type: none"> <li>• Baseline – SY 21-22 – 34% Goal – SY 22-23 – 37%</li> </ul> <p>Percent of staff responding positively to the following EES Staff Survey item – Our staff believes that all students can meet state standards.</p> <ul style="list-style-type: none"> <li>• Baseline – SY 21-22 - 71% Goal – SY 22-23 – 74%</li> </ul> <p>School Improvement Increase percentage of students in the developing range or above</p> <p>GMAS:</p> <p>3<sup>rd</sup> grade ELA Baseline SY 21-22 - 44% Goal SY 22-23 - 47%</p> <p>3<sup>rd</sup> grade Math Baseline 21-22 – 63% Goal SY 22-23 -66%</p> <p>4<sup>th</sup> grade ELA Baseline SY 21-22 – 44% Goal SY 22-23 - 47%</p> <p>4<sup>th</sup> grade Math Baseline SY 21-22 – 57% Goal SY 22-23 – 60%</p> <p>5<sup>th</sup> grade ELA Baseline SY 21-22 - 50% Goal SY 22-23 - 53%</p> <p>5<sup>th</sup> grade Math Baseline SY 21-22 – 45% Goal SY 22-23- 48%</p>
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		13. Successful Start Reading Intervention	
<p><b>Excellence 4A:</b> Preferred education destination</p>	<p>Nesbit Elementary has a desire to be the first choice of students and families for excellent schools and the employer of choice for educators and staff to fulfill their careers.</p>	<ol style="list-style-type: none"> <li>1. Have town hall meetings/ School Council meetings to involve parents.</li> <li>2. Students will recite the Local School Mustang Pledge everyday on the morning announcements.</li> <li>3. Have a K-5 Robotics/ Lego league program.</li> <li>4. Take students on Field Trips (1 per semester).</li> <li>5. Engage Students in Clubs (Girls on the Run, Chorus, Athletic, Garden, Art, Readers Rally Book Club).</li> <li>6. Provide teachers with quality professional development/CLT opportunities.</li> </ol>	<p>Percent of students responding positively to the following EES Student Survey item – There’s at least one adult in this school I can talk to if I have a problem.</p> <ul style="list-style-type: none"> <li>● Baseline SY 21-22 - 77% Goal SY 22-232 – 80%</li> </ul> <p>Percent of families responding positively to the following EES Family Survey item – I believe adults in this school care about my student.</p> <ul style="list-style-type: none"> <li>● Baseline SY 21-22 - 88% Goal SY 22-23 - 91%</li> </ul> <p>Percent of staff responding positively to the following EES Staff Survey item – My Colleagues are willing to work at changing this school for the better</p> <ul style="list-style-type: none"> <li>● Baseline SY 21-22 - 76% Goal SY 22-23 - 79%</li> </ul> <p>Percentage of staff that were retained/ stayed at Nesbit for the next school year</p> <ul style="list-style-type: none"> <li>● Baseline SY 21-22 - 84% Goal SY 22-23 - 86%</li> </ul>