

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

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	At Norcross Elementary, staff and student well being are critical levers to students academic success. An intentional focus on well-being will support us in creating a positive, nurturing environment for students and staff, resulting in belonging and positive student outcomes.	<ol style="list-style-type: none"> 1. Provide teacher staff development for SEL during preplanning and the resources for teachers to implement SEL (including SEL back to school lessons) 2. Develop a SEL implementation schedule with support of PBIS Team 3. Staff attendance incentives (Beat the Bus Pass with monthly perfect attendance) 4. Continue PBIS program 	<p>Percent of students responding positively to the following student wellbeing EES Student Survey items (weighted average): I enjoy coming to this school SY 2022 Baseline 45% SY 2023 Target 49%</p> <p>Percent of students chronically absent (16 or more days): SY2022 Baseline: 13% SY2023 Target: 10%</p>

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		<ol style="list-style-type: none"> 5. Increase student recognition (A/B Honor Roll and Perfect Attendance) in addition to Student of the Month 6. Hire an additional counselor 7. Provide students the opportunity to use the mindfulness room mindfulness strategies and techniques 	<p>Percent of staff responding positively to the following EES Staff Survey items (weighted average): When there is a problem in my school, we talk about how to solve it SY2022 Baseline: 77% SY2023 Target: 81%</p>
<p>Equity 2A: Multi-tiered system of supports</p>	<p>At Norcross Elementary, multi-tiered systems of support in behavior and academics are important to meet the diverse needs of our learners to ensure positive student outcomes. We will continue to use our data driven processes to identify students who need acceleration and enrichment in academics and behavior.</p>	<ol style="list-style-type: none"> 1. Implement MTSS processes 2. Form an MTSS Team including key staff members to review data and make decisions using the tiered strategies and supports 3. Train all staff in MTSS and provide ongoing professional learning of MTSS (focus on strategies within the three tiers) 4. Train all staff on Universal Screener and how to use the data to support student learning 5. Implement 30 minutes of Continuous Quality Improvement (CQI) to provide interventions/extensions (all students have a Synergy course scheduled) 6. Implement the Language Arts pilot 7. Participate in data talks (screener data, CFA, teacher created assessments, and GMAS equivalent assessments) 8. Continue to prioritize small group differentiated instruction for literacy and math 	<p>Percent of K-5 students who are universally screened in Math and ELA: SY2022 Baseline: 0% SY2023 Target: 95%</p> <p>DIBELS Data - Kindergarten TBD Percent of student at or above benchmark:</p> <p>Percent of 1st Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 9% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p> <p>Percent of 1st Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 8% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p> <p>Percent of 2nd Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 20% SY2023 Middle of Year Target: 50%</p>

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		9. Continue collaborative learning teams (CLT) during common planning time; with an emphasis on instructional practices resulting in academic growth 10. Participate in district professional learning 11. Continue to increase staff ESOL and Gifted endorsements 12. Offer after school program, Right at School 13. Offer family workshops that support community and academic press	SY2023 End of Year Target: 75% Percent of 2nd Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 5% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75% Percent of students who are universally screened in wellbeing: SY2022 Baseline: 91% SY2023 Target: 95% Percent of 3rd graders in historically underserved* groups below grade level on reading. (*Historically underserved groups Free Meals): SY2022 Baseline: 45% SY2023 Target: 40% Percent of all Milestones tests in which students scored at Beginning level, lowest performance level: SY2022 Baseline: 33% SY2023 Target: 30% English Learner progress towards English language proficiency: SY2022 Baseline: 64% SY2023 Target: 69% Percent of staff responding positively to the following EES Staff Survey items (weighted average):

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			Struggling students receive early intervention and remediation to acquire skills SY2022 Baseline: 71% SY2023 Target: 75%
Equity 2B: Opportunity and access	Norcross Elementary will provide the opportunity for students to access high quality instruction and materials, and to participate in engaging learning activities that complement the Academic Knowledge and Skills (AKS).	<ol style="list-style-type: none"> 1. Implement Language Arts Pilot 2. Offer the following additional clubs - Reader's Rally and Math Problem Solving Club (Grades K-2 and 3-5) 3. Use data from iReady Assessment, and DIBELS 8, Common Formative Assessment, and GMAS assessments to make instructional decisions 4. All grade levels participate in the science fair 5. Implement a Diversity, Equity, and Inclusion Vertical Team (which focus on celebrations of culture and special education awareness) 6. Increase number of gifted students 7. Provide families with opportunities to learn about the community and academic supports 	<p>Following student wellbeing EES Student Survey items (weighted average): I feel safe at this school. SY2022 Baseline: 51% SY2023 Target: 56%</p> <p>Percent of students responding positively to the following student wellbeing EES Student Survey items (weighted average): All students have access to rigorous courses and supports. SY2022 Baseline: 40% SY2023 Target: 45%</p> <p>Percent of Gifted and Talented Representation: SY2022 Baseline: 4% SY2023 Target: 6%</p> <p>Percent of students responding positively to the following student wellbeing EES Family Survey items (weighted average): My student is challenged with a rigorous course of study at this school. SY2022 Baseline: 61% SY2023 Target: 66%</p>

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Effectiveness 3A: Results-Based Evaluation System	<p>Norcross Elementary will work to ensure students are tiered according to the MTSS pyramid (with 85% of students successful at Tier 1) by focusing on effective Tier 1 instruction and sharing of best practices through peer observation and coaching and feedback.</p>	<ol style="list-style-type: none"> 1. Implement a process and system for coaching cycles 2. Implement a process and system for peer observation 3. Implement student goal setting K-5 4. Implement Curriculum Vertical Teams 5. Continue to use Collaborative Learning Teams to build teacher capacity in using data to drive instruction 6. Continue to focus on differentiated instruction for students 7. Include a 30 minute interventions/extension block 8. Invite students to participate in extended learning programs 9. Participate in district professional learning offerings. 10. Increase parent engagement and build parents' capacity to support their child's academic achievement by providing workshops and other learning opportunities 11. Teachers will create RBES Goals based on student growth in literacy and math 	<p>Percent of students improving on district benchmark assessments between 1st & 2nd semester: <i>Data TBD</i> SY2022 Baseline: SY2023 Target:</p> <p>Percent of students responding positively to the following student wellbeing EES Staff Survey items (weighted average): I incorporate social emotional instruction into my daily instructional delivery SY2022 Baseline: 71% SY2023 Target: 76%</p> <p>Percent of 3rd graders in historically underserved* groups below grade level on reading. (*Historically underserved groups Free Meals): SY2022 Baseline: 45% SY2023 Target: 40%</p> <p>Percent of all Milestones tests in which students scored at Beginning level, lowest performance level: SY2022 Baseline: 33% SY2023 Target: 30%</p> <p>English Learner progress towards English language proficiency: SY2022 Baseline: 64% SY2023 Target: 69%</p>

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Excellence 4C: World-class communications and engagement	Norcross Elementary will enhance communication practices to engage diverse families and strengthen the accuracy and availability of language translation services for school and community distribution. Norcross Elementary will ensure all communication from Norcross Elementary is asset-based, culturally responsive, and appropriate.	<ol style="list-style-type: none"> 1. Increase parent outreach and parent learning opportunities 2. Increase of volunteers 3. Update of social media and website 4. Build on community and business partnerships 5. Establish a Parent Teacher Association (PTA) 6. Create a Family Engagement Team to focus on family outreach 7. Increase parent engagement and build parents' capacity to support their child's academic achievement by providing workshops and other learning opportunities 	<p>Percent of families participating in the annual Family Survey: SY2022 Baseline: 30% SY2023 Target: 35%</p> <p>Percent of families responding positively to the following student wellbeing EES Family Survey items (weighted average): I am encouraged to collaborate with my student's teachers about my student's learning SY2022 Baseline: 84% SY2023 Target: 87%</p> <p>Parents have input into plans for improving this school SY2022 Baseline: 69% SY2023 Target: 74%</p>