

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

**School: North Metro Academy of Performing Arts Principal: Dr. Rodriguez Johnson**

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: Staff and student wellbeing</b>	NMAPA is committed to a positive school environment in which we support student and staff wellbeing. We believe in creating a positive learning environment for our students; where the students feel safe and can be fully engaged in the learning activities. We also believe that it is imperative to provide teachers and staff with the support to create a	<ol style="list-style-type: none"> <li>1. Provide Professional Learning Opportunities for teachers, counselors, and behavior coach to increase the fidelity of the implementation of morning meetings and SEL lessons.</li> <li>2. Continued incorporation of tier 1 and tier 1+ Positive interventions and supports through PBIS.</li> <li>3. Maintain and refine after school clubs/activities that create a sense of belonging</li> </ol>	<ul style="list-style-type: none"> <li>● Growth will be measured by increasing student responses on the EES survey in the areas of _____ from _____ to _____.</li> <li>● Growth will be measured by the increase of staff responses on the EES survey in the areas of _____ from _____ to _____</li> <li>● Growth will be measured by the increase in student participation in our monthly PBIS celebrations.</li> <li>● Growth will be measured by the effectiveness and implementation of SEL lessons.</li> <li>● Growth will be measured by quarterly staff feedback surveys and roundtable discussions.</li> </ul>

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	<p>positive learning environment and ensure their well-being by prioritizing mental and physical health.</p>	<p>and community building/engagement.</p> <ol style="list-style-type: none"> <li>4. Adding a virtual wellness room for staff and students to provide wellness support throughout the school year.</li> <li>5. Continue publishing a weekly staff newsletter providing just-in-time updates, staff celebrations, and images of teaching and learning as well as a newsletter for parents.</li> <li>6. Identifying individual strengths of teachers and staff with support from leadership development to develop effective collaboration.</li> <li>7. Identifying and implementing monthly celebrations that include birthdays, holidays, and the diversity within our student and staff population.</li> <li>8. Identify and celebrate staff and student birthdays.</li> <li>9. We will implement a wellness committee that will address staff and student well-being.</li> </ol>	

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<p><b>Equity 2A: Multi-tiered system of supports-</b> 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>NMAPA believes that it is essential to support all students. NMAPA will correctly identify students' needs and provide them with the necessary skills and support to ensure that they are successful in their academic and non-academic classes by removing all barriers to success. NMAPA believes in providing teachers with the time to participate in professional learning opportunities to support the implementation of tiered supports.</p>	<ol style="list-style-type: none"> <li>1. Create a MTSS Team to examine data and facilitate effective implementation of Multi-Tiered System of Supports</li> <li>2. Administer MAP universal screener to identify students' individual level of needs.</li> <li>3. Administration will attend PLO on MTSS Synergy Training and redeliver to the MTSS team and Staff.</li> <li>4. Provided targeted tiered level 1, 1+, 2, and 3 supports.</li> <li>5. Provide PLO for the implementation of EL Education Pilot and monitor the identified teaching strategies.</li> <li>6. Utilize CFA data to inform instructional decisions.</li> <li>7. Administration will facilitate collaborative planning for teachers to work with district coaches and each other.</li> <li>8. Administration will facilitate KidTalks to determine students who are in need of increased tiered supports.</li> <li>9. Teachers and Administration participate in data talks</li> </ol>	<ul style="list-style-type: none"> <li>● Growth will be measured by MTSS Screening - Academic</li> <li>● Growth will be measured by MTSS Screening - Wellbeing</li> <li>● Growth will be measured by successful PBIS implementation with survey results increasing from 16 to 30</li> <li>● Growth will be measured by an increase in academic improvements. Academic improvements will be made in the areas of CFA, DA, Milestones, and MAP universal screening.</li> <li>●</li> </ul>

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<p><b>Equity 2B: Opportunity and access-</b> Expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum, and advanced coursework.</p>	<p>NMAPA believes all students should have access to a high-quality, rigorous, and culturally relevant curriculum that includes culturally relevant immersion activities..</p>	<p>identifying the areas of need and/or areas of proficiency.</p> <ol style="list-style-type: none"> <li>1. Continue the implementation of the pilot EL Education program for all students and provide On-going literacy professional development for all teachers.</li> <li>2. Administer the MAP assessment to provide more access for Gifted education for all students in Grades 1-5.</li> <li>3. Continuous professional development in the delivery of high-quality instruction in Math, Science, and Social Studies for all teachers.</li> <li>4. Encourage teachers to obtain multiple endorsements &amp; certifications to build skills.</li> <li>5. Facilitate family engagement activities that directly support student achievement in Literacy, Math, and Science.</li> </ol>	<p><u>EES Survey Data - Student Wellbeing:</u>  <u>EES Survey Data- Staff Wellbeing:</u>  <u>EES Survey Data- Family Wellbeing:</u></p>
<p><b>Effectiveness 3A:</b> Results-Based Evaluation System</p>	<p>NMAPA believes in having high standards and expectations for all students and staff to ensure student success.</p>	<ol style="list-style-type: none"> <li>1. Provide teachers with weekly feedback regarding instruction through Paired Walkthroughs.</li> <li>2. Provide bi-weekly kid talks to discuss student data with all teachers.</li> </ol>	<ul style="list-style-type: none"> <li>● ESS Staff Questions</li> </ul>

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		<ol style="list-style-type: none"> <li>3. Implement a vertical leadership team to review student data and focus on best practices.</li> <li>4. Continue providing teachers with weekly collaborative planning meetings to discuss.</li> <li>5. Provide professional development on academic press and supportive community framework of MTSS.</li> <li>6. Utilize Common Formative Assessments (CFA) to inform instructional decisions and monitor academic.</li> </ol>	
<p><b>Excellence 4A: Preferred education destination-</b> Be the first choice of students and families for excellent schools and the employer of choice for educators and staff to fulfill careers.</p>	<p>NMAPA is an elementary theme school in GCPS and a school choice. We are seeking to be the premier educational destination for all elementary students and the employer of choice for educators and staff to fulfill their careers.</p>	<ol style="list-style-type: none"> <li>1. Continue to provide students opportunities for specials in all four areas of the Fine Arts and afterschool club and activities.</li> <li>2. Provide students opportunities to have Immersion Field Trips in the fine arts as well as educational field trips to expose them to multiple career and post college activities.</li> <li>3. Continue sharing student success via multiple Social Media Platforms. .</li> </ol>	<p><u>EES Survey Data- Staff Wellbeing:</u>  <u>EES Survey Data - Student Wellbeing:</u>  <u>EES Survey Data- Family Wellbeing:</u></p>

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		<ol style="list-style-type: none"><li>4. Increase the number of Staff Recognitions &amp; Celebrations throughout the school year and provide opportunities for parents to provide staff appreciation.</li><li>5. Provide Curriculum Nights each semester to for families with just-in-time information for student success.</li><li>6. Provide PBIS celebrations quarterly for students to acknowledge academic and positive behavior successes.</li><li>7. Family Engagement Activities and Resources</li></ol>	