

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

**School:** R.L. Norton Elementary School

**Principal:** Melanie Less

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	Norton will continue to promote and increase student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.	1) SEL lessons will be implemented across all grade levels from 8:15 to 8:30 Monday through Friday. District Nearpod lessons will be used to implement this support from teachers to students.  2) The SEL Committee will create a monthly calendar of events involving students and staff with implementing actions to improve self-care, physical	1, 2, 3, 4, 5) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements: a) I feel safe at this school <b>Student SY 2022 Baseline:</b> 38% <b>Student SY 2023 Target:</b> 50% b) I enjoy coming to this school <b>Student SY 2022 Baseline:</b> 39% <b>Student SY 2023 Target:</b> 50%

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		<p>and mental health, and social emotional learning.</p> <p>3) Staff will engage in professional development throughout the school year focused on SEL training and other capacity building training for all staff to respond to student and/or staff actions which will lead to improved wellbeing for all stakeholders.</p> <p>4) Norton will implement a student council to provide additional opportunities to elevate student voice, ownership, and agency in the design of our school experience and staff will be responsive to their ideas and requests.</p> <p>5) The Comet Involvement Committee will organize a calendar of events to help build relationships between stakeholders and opportunities for self-care events throughout the school year.</p>	<p>c) Most students are respectful of others at this school  <b>Student SY 2022 Baseline:</b> 17%  <b>Student SY 2023 Target:</b> 50%</p> <p>d) Setbacks don't discourage me  <b>Student SY 2022 Baseline:</b> 36%  <b>Student SY 2023 Target:</b> 50%</p> <p>1, 3) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I receive training on instruction to support social emotional learning  <b>Staff SY 2022 Baseline:</b> 50%  <b>Staff SY 2023 Target:</b> 75%</p> <p>b) I incorporate social emotional instruction into my daily instructional delivery  <b>Staff SY 2022 Baseline:</b> 56%  <b>Staff SY 2023 Target:</b> 75%</p>
<p><b>Equity 2A:</b>  Multi-tiered system of supports</p>	<p>Norton will implement a comprehensive framework to fully operationalize a multi-tiered system of supports to</p>	<p>1) Norton will implement PBIS and the PBIS team/committee will provide staff with training, opportunities to analyze data, and implement strategies to promote a positive and safe learning environment.</p>	<p>1, 2) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I feel safe at this school  <b>Student SY 2022 Baseline:</b> 38%  <b>Student SY 2023 Target:</b> 50%</p>

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	<p>address academic and non-academic student needs and remove barriers to success.</p>	<p>2) SEL lessons will be implemented across all grade levels from 8:15 to 8:30 Monday through Friday. District Nearpod lessons will be used to implement this support from teachers to students.</p> <p>3) Norton staff will formalize academic response to intervention (RTI) processes to reduce variability and improve fidelity of implementation across all grade levels which include:</p> <p>a) Universal screening of all children</p> <p>b) Evidence-based interventions at increasing level of intensity corresponding with greater student need based on identified tier (LLI provided by certified teachers and support staff, Comet Time instructional block for data driven intervention and enrichment).</p> <p>c) High-quality tier 1 instruction for all students that includes targeted small groups, grade level curriculum, ongoing formative assessments, and progress monitoring.</p>	<p>b) I enjoy coming to this school  <b>Student SY 2022 Baseline: 39%</b>  <b>Student SY 2023 Target: 50%</b></p> <p>c) Most students are respectful of others at this school  <b>Student SY 2022 Baseline: 17%</b>  <b>Student SY 2023 Target: 50%</b></p> <p>1, 2, 3) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I receive training on instruction to support social emotional learning  <b>Staff SY 2022 Baseline: 50%</b>  <b>Staff SY 2023 Target: 75%</b></p> <p>b) I incorporate social emotional instruction into my daily instructional delivery  <b>Staff SY 2022 Baseline: 56%</b>  <b>Staff SY 2023 Target: 75%</b></p> <p>c) Struggling students receive early intervention and remediation to acquire skills  <b>Staff SY 2022 Baseline: 54%</b>  <b>Staff SY 2023 Target: 75%</b></p> <p>3) Increase in the percent of 3<sup>rd</sup> through 5<sup>th</sup> grade students performing in the</p>
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			<p>Proficient and Distinguished levels of the ELA Georgia Milestones Assessment.  <b>2022 ELA Baseline for Proficient and Distinguished:</b>            3<sup>rd</sup> Grade: Black:40%, Hispanic: 31%, Special Education: 12%, EL: 12%, Free Meals: 31%, Other Groups: 25%            4<sup>th</sup> Grade: Black: 27%, Hispanic: 14%, Special Education: 13%, EL: 15%, Free Meals: 26%, Other Groups: 40%            5<sup>th</sup> Grade: Black: 37%, Hispanic: 33%, Special Education: 13%, EL: 27%, Free Meals: 36%, Other Groups: 50%  <b>2023 ELA Target for Proficient and Distinguished:</b>            3<sup>rd</sup> Grade: Black: 50%, Hispanic: 41%, Special Education: 22%, EL: 22%, Free Meals: 41%, Other Groups: 35%            4<sup>th</sup> Grade: Black: 37%, Hispanic: 24%, Special Education: 23%, EL: 25%, Free Meals: 36%, Other Groups: 50%            5<sup>th</sup> Grade: Black: 47%, Hispanic: 43%, Special Education: 23%, EL: 37%, Free Meals: 46%, Other Groups: 60%</p>
<p><b>Equity 2B:</b>  <b>Opportunity and access</b></p>	<p>Norton will expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant</p>	<p>1) Professional development to review small group instructional strategies to support each and every student focused on intervention and enrichment.</p>	<p>1, 2, 3) Increase in the percent of students indicating positive responses on the Educational Effectiveness Survey towards these statements:            a) In my classes, students are busy doing schoolwork</p>

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	<p>curriculum, advanced coursework, and enrichment activities.</p>	<p>2) Professional development to differentiate student learning in order to create higher levels of active engagement.</p> <p>3) Increase the % of students served in the gifted program.</p> <p>4) Teachers will engage in peer observations, observations and coaching cycles with instructional coach, debrief with administration and peers regarding observations, and provide and receive timely and specific feedback for continuous quality improvement strategies related to evaluation plans (GTES).</p>	<p><b>Student SY 2022 Baseline: 29%</b>  <b>Student SY 2023 Target: 50%</b></p> <p>b) All students have access to rigorous courses and supports  <b>Student SY 2022 Baseline: 31%</b>  <b>Student SY 2023 Target: 50%</b></p> <p>1, 2, 3, 4) Increase in the percent of teachers indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) We are provided training to meet the needs of a diverse student population in our school  <b>Staff SY 2022 Baseline: 56%</b>  <b>Staff SY 2023 Target: 75%</b></p> <p>b) Feedback from classroom observations leads to meaningful change in instructional practice  <b>Staff SY 2022 Baseline: 59%</b>  <b>Staff SY 2023 Target: 75%</b></p> <p>3) September 2022 - Ethnicity data baseline: 67% Black, 21% Hispanic, 3% Asian/Pacific Islander, 5% Multiracial, 5% White.  <b>Gifted Baseline: 5%</b>  <b>May 2023 – Gifted Target: 8%</b></p>
<p><b>Excellence 4A:</b></p>	<p>Norton will be the first choice of</p>	<p>1) Norton will value employees by recognizing their work through monthly Star</p>	<p>1, 2) Increase in the percent of staff indicating positive responses on the</p>

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<p>Preferred education destination</p>	<p>students and families for excellent schools and the employer of choice for educators and staff to fulfill their careers.</p>	<p>Staff Recognition, Monthly Staff Superlatives, positive feedback in notes/emails/schoolwide communications, and providing incentives for accomplishments.</p> <p>2) Norton will use surveys and other feedback tools to elevate staff voices in decision-making and collaborate with the school's leadership team to implement staff feedback ideas and/or initiatives.</p> <p>3) Norton will use surveys and other feedback tools to elevate family voices in decision-making and collaborate with families to implement ideas and/or initiatives for improvement.</p> <p>4) Norton will implement a student council to provide additional opportunities to elevate student voice, ownership, and agency in the design of our school experience and staff will be responsive to their ideas and requests.</p>	<p>Educational Effectiveness Survey towards these statements:</p> <p>a) My principal facilitates systems/processes to support school improvement  <b>Staff SY 2022 Baseline: 72%</b>  <b>Staff SY 2023 Target: 85%</b></p> <p>3) Increase in the percent of families indicating positive responses on the Educational Effectiveness Survey towards these statements:</p> <p>a) I am comfortable expressing my ideas or concerns to the administrator(s) of this school  <b>Family SY 2022 Baseline: 74%</b>  <b>Family SY 2023 Target: 85%</b></p> <p>b) My student is challenged with a rigorous course of study at this school  <b>Family SY 2022 Baseline: 56%</b>  <b>Family SY 2023 Target: 75%</b></p> <p>c) Teachers accommodate my student's individual needs by adjusting instruction  <b>Family SY 2022 Baseline: 62%</b>  <b>Family SY 2023 Target: 75%</b></p> <p>4) Increase in the percent of students indicating positive responses on the</p>
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			<p>Educational Effectiveness Survey towards these statements:</p> <ul style="list-style-type: none"><li>a) Students are involved in solving problems in this school <b>Student SY 2022 Baseline: 53%</b> <b>Student SY 2023 Target: 75%</b></li><li>b) I feel proud of my school <b>Student SY 2022 Baseline: 49%</b> <b>Student SY 2023 Target: 75%</b></li></ul>
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