

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

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 1A: Cultural competence GCPS Definition	At Pharr Elementary School, we are aiming to represent our cultural diversity and increase our cultural competence through specific professional development and celebrations that elevate the contributions of all communities.	At Pharr Elementary School, we are committed to enhancing our awareness of culture competency. We will implement heritage awareness for students, staff, and parents through activities and programs. We will develop a multicultural awareness at Pharr that includes events throughout the school year recognizing different	Increase the cultural competence and proficiency with Pharr Elementary School learning community and staff members to improve service delivery, strengthen programs, and enhance engagement across the full spectrum of our diverse community. Educational Effectiveness Survey (EES): Staff: We are provided training to meet the needs of a diverse student population. Data Points: Almost Always True 36% Often True 36% Target Goal for Almost Always True and Often True: 90% Student:

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		<p>cultures through the celebration of heritage and history months.</p> <p>Cafeteria feature a meal once a month that focuses on different cultures.</p>	<p>I am comfortable interacting with people from different backgrounds. Data Points: Almost Always True 64 % Often True 33% Target Goal for Almost Always True: 75%</p> <p>Family: My student learns about cultures and community at their school. Data Points: Almost Always True 38 % Often True 31% Target Goal for Almost Always True and Often True: 80%</p>
<p>Empathy 1B: Staff and student well-being GCPS Definition</p>	<p>At Pharr, we will continue efforts to build an intentional, well-established, exemplary social and emotional learning (SEL) program that strategically provides cross-divisional support coupled with robust professional learning and resources for staff, students, and families.</p>	<p>Our goal is to enhance the quality of small groups with counselors to support SEL and social skills.</p> <p>Building Parent Capacity through family and community engagement workshops that focus on PBIS, SEL, Wellness, and Wellbeing strategies for home.</p> <p>Birthday celebrations for staff and students. Each</p>	<p>Promote student and staff wellbeing through prioritizing self-care, physical and mental health, and social emotional learning.</p> <p>EES Survey Data Student Wellbeing I enjoy coming to this school. Data Points: Almost Always True 38 % Often True 51% Target Goal for Almost Always True and Often True: 100%</p> <p>I feel safe at this school. Data Points: Almost Always True 38 % Often True 31% Target Goal for Almost Always True and Often True: 100%</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		<p>student and staff member will be recognized on the morning news show. Each student will receive a birthday pencil. All staff members' birthdays will be broadcast schoolwide on the monitor daily.</p> <p>We will begin Character Recognition with an Inchy Coin. Students who demonstrate Ram Pride will receive and Inchy Coin for a free book from our book vending machine.</p> <p>Celebrating each other with RamTastic shout outs in Friday newsletter.</p> <p>Galvanizing staff spirit with Fun Fridays to include coffee/donuts; college tailgate to kick of football season (a day of treats for staff)</p> <p>Acknowledging and celebrating our success</p>	<p>Staff: Supportive Learning Environment We have a system for celebrating success. Data Points: Almost Always True 38 % Often True 31% Target Goal for Almost Always True and Often True: 100%</p> <p>ESS Survey Data: Parent and Community Involvement: Parents/families have input into plans for improving this school. Data Points: Almost Always True 38 % Often True 41% Target Goal for Always True: 80%</p> <p>Title I Title I team will follow up with individual parents regarding their input provided on Title I event evaluation forms.</p>
--	--	--	---

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		<p>throughout the month with last Friday of the month breakfast in the cafeteria.</p> <p>Provide opportunities for staff to share ideas and suggestions with the principal by having a monthly Chat and Chew. One day out of the month, staff members can stop by the conference to engage in dialogue and discussions to enhance our supportive practices and learning environment.</p> <p>Once a semester, the Pharrl will host Coffee and Tea with the Principal. This will be an opportunity for parents and community members to be included in discussions for Continuous Quality Improvement at Pharr.</p> <p>Bridging and developing a sense of belonging with the community, Pharr will host the Principal's Ice Cream</p>	
--	--	---	--

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		with the school community. Provide an opportunity for students, teachers, families, and community members to socialize and embrace our cultural diversity.	
--	--	--	--

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

<p>Equity 2A: Multi-tiered system of supports GCPS Definition</p>	<p>At Pharr ES, we will identify academic and non-academic strengths, needs, and interests of each and every student to ensure whole learner, whole child focus.</p> <p>Build capacity to support and fully integrate non-academic tier 1 structures and processes such as school-wide positive behavior interventions and supports (PBIS), SEL curriculum/competencies, attendance campaigns, school counseling programs, etc.</p> <p>Formalize the academic response to intervention (RTI) process to reduce variability and improve the fidelity of implementation</p>	<p>Our goal is to develop systems to support tier I, II, and III. We will develop the MTSS process for academic press and social-emotional to address the whole child. We will continue to enhance the following:</p> <ul style="list-style-type: none"> ● Strengthen our PBIS schoolwide program. ● Structure a school-wide process for RTI, SST, EIP, and Kid Talks. ● Mentor/Mentee, Small groups with counselors, Lunch Bunch, ● PBIS-Check in and check out ● MTSS Implementation Team 	<p>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>MTSS Screening – Academic 0% Baseline 95% of students will be screened</p> <p>MTSS Screening – Wellbeing 0% Baseline 95% of students will be screened</p> <p>PBIS Implementation Baseline 60% of schoolwide implement PBIS at the Distinguished Level.</p> <p>Targeted Goal 80% of schoolwide implement PBIS at the Distinguished Level.</p>
--	---	--	---

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

	<p>cross all schools and grade bands, which includes: Universal screening of all children in the general education classroom and identifying of students qualified for QBE-funded early intervention program (K-5)</p>		
--	--	--	--

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

Equity 2B:
Opportunity and Access
[GCPS Definition](#)

Pharr is dedicated to excellence in ensuring all students receive a high-quality curriculum with enrichment opportunities that reflect grade level expectations and extend the learning outside of the classroom.

Our goal is to provide enrichment clubs to give students an opportunity to extend learning and pursue interests outside of the classroom.

Improve kindergarten readiness through expanding access to Play 2 Learn early learning experiences from birth to five through district programming and effective community partnerships.

A focus on Gifted referral and identification process. Increasing opportunities to learn through consistently implementing high-quality enrichment programs to align pathways for all students to demonstrate eligibility for gifted/talented

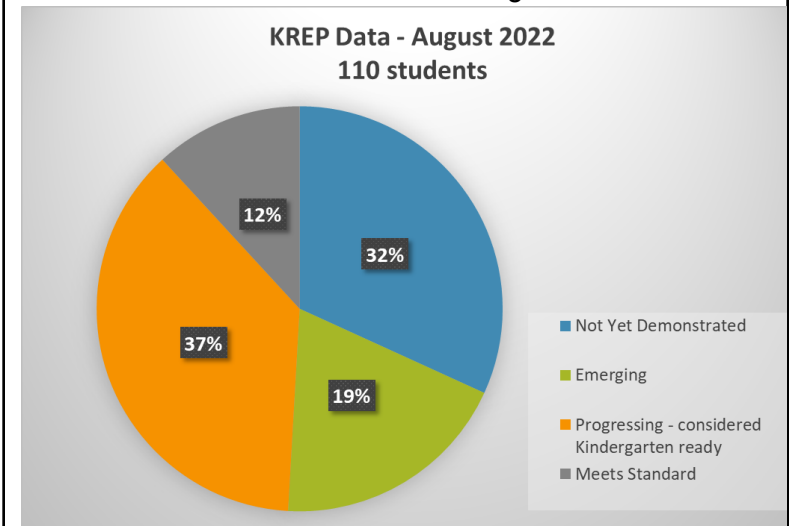
We will continue to strengthen the Gifted and Talented program and increase opportunities for

Gifted/Talented Representation:

- % Difference between overall student representation in district enrollment and representation in gifted/talented programs. (Baseline – Pharr 8.2%/GCPS = 14%; Target – Pharr= 9%)

Kindergarten Readiness Entry Profile Data:

49% of students demonstrated Kindergarten readiness



2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		<p>student racial/ethnic groups that are underrepresented in Gifted & Talented programs.</p> <p>Develop clubs that align to our students' interest:</p> <ul style="list-style-type: none"> ● Stem GEMS, Chorus, Rambotics Club, Garden Club, Focus, Running Club, 4H <p>Implement highly engaging and interactive Play 2 Learn sessions.</p> <p>Provided each student with a 1:1 device</p>																
<p>Effectiveness 3A: Results-Based Evaluation System</p> <p>GCPS Definition</p>	<p>Pharr will update our Local School Plan of Improvement (LSPI) framework to reflect expectations for academic press. Pharr is committed to the Improvement Progress –</p>	<p>Attend Collaborative Learning Team (CLT) grade level meetings to ensure equity and to reduce variability at each grade level in all AKS content areas;review CFAs iReady data, and align CLTs to foster data-driven dialogues and conversations.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="text-align: left;">iReady Math</th> <th style="text-align: left;">Baseline (Tier 1)</th> <th style="text-align: left;">Target Data (Tier 1)</th> </tr> </thead> <tbody> <tr> <td>1st</td> <td>15%</td> <td>20%</td> </tr> <tr> <td>2nd</td> <td>14%</td> <td>20%</td> </tr> <tr> <td>3rd</td> <td>20%</td> <td>25%</td> </tr> <tr> <td>4th</td> <td>32%</td> <td>40%</td> </tr> </tbody> </table>	iReady Math	Baseline (Tier 1)	Target Data (Tier 1)	1st	15%	20%	2nd	14%	20%	3rd	20%	25%	4th	32%	40%
iReady Math	Baseline (Tier 1)	Target Data (Tier 1)																
1st	15%	20%																
2nd	14%	20%																
3rd	20%	25%																
4th	32%	40%																

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

	<p>Benchmark Assessments for iReady</p>	<p>Collaborative Learning Teams utilizing the Plan, Do, Check, Act cycle through data wise rolling agenda at each grade level.</p> <p>Teachers attending district-supported professional learning opportunities.</p>	<table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 33%;">5th</td> <td style="width: 33%;">49%</td> <td style="width: 33%;">55%</td> </tr> </table>			5th	49%	55%
5th	49%	55%						
<p>Excellence 4A: Preferred Education Destination</p> <p>GCPS Definition</p>	<p>Pharr is dedicated to excellence in ensuring all students receive a high-quality curriculum using Quality-Plus Teaching Strategies that provide high leverage student discourse for extending the learning outside of the classroom.</p>	<p>Attend Collaborative Learning Team (CLT) grade level meetings to ensure equity and to reduce variability at each grade level in all AKS content areas; review CFAs data, and align CLTs to foster data-driven dialogues and conversations.</p> <p>Collaborative Learning Teams utilizing the Plan, Do, Check, Act cycle through data wise rolling agenda at each grade level.</p>	<p>3rd, 4th, & 5th Grade Literacy:</p> <ul style="list-style-type: none"> • 57.3% of third grade students scored proficient/distinguished on grade level ELA Milestones. Target Data: 62% of third grade students scoring proficient/distinguished on grade level ELA Milestones. • 65.3% of fourth grade students scored proficient/distinguished on grade level ELA Milestones. Target Data: 70% of fourth grade students scoring proficient/distinguished on grade level ELA Milestones • 74.8% of fifth grade students scored proficient/distinguished on grade level ELA Milestones. Target Data: 80% of fifth grade students scoring proficient/distinguished on grade level ELA Milestones. <table border="1" style="width: 100%; text-align: center;"> <tr> <td style="width: 33%;">ELA</td> <td style="width: 33%;">Baseline (P/D)</td> <td style="width: 33%;">Target Data</td> </tr> </table>			ELA	Baseline (P/D)	Target Data
ELA	Baseline (P/D)	Target Data						

2022-2023 Local School Plan for Improvement (LSPI)

School: Pharr Elementary School

Principal: Dr. Shamarlas Allens

		Teachers attending district-supported professional learning opportunities.	3rd	57.3	62%
			4th	65.3	70%
			5th	74.8	80%