

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

**School: Roberts Elementary      Principal: Dr. Dion Jones**

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	We believe a positive work and learning environment results in positive learning outcomes for students.	<p><b>1. RES School Wellness Program</b> The school will continue to support, improve, and expand our wellness program for students and staff. We will offer school events, both during and after the school day around self-care, inclusion and connecting, physical and mental health, and social emotional wellbeing. We will continue to integrate wellness in the school environment.</p> <p><b>2. Student Wellness Program</b> All students will engage in lessons in areas such as: Life Skills, SEL and other lessons to increase student sense of belonging.</p>	<p><b>Percent of staff responding positively to the following EES Staff Survey items (weighted average):</b> When there is a problem in my school, we talk about how to solve it <b>Baseline:</b> 75% <b>Goal:</b> 78%</p> <p><b>Percent of students responding positively to the following EES Student Survey items (weighted average):</b> I enjoy coming to this school <b>Baseline:</b> 47% <b>Goal:</b> 50%</p>

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<p><b>Equity 2A:</b> Multi-tiered system of supports(MTSS)</p>	<p>Students at our school have unique needs and through several support systems in place, we plan to ensure their individual needs are met throughout the year.</p>	<p><b>1. Academic Press Support</b> Common Formative Assessments as well as universal screeners will be administered to determine enrichment and acceleration interventions through the iReady program and classroom activities.</p> <p><b>2. Student Wellness Screener</b> Students will complete the student wellness screener to identify areas to support their overall social emotional well being.</p> <p><b>3. PBIS</b> Roberts Elementary will recognize and celebrate positive student behaviors through the Positive Behaviors Intervention and Supports (PBIS).</p>	<p>Increase percent of 3rd-5th grade students scoring Proficient and Distinguished as measured on the Georgia Milestones in the areas of ELA and Math.</p> <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th style="width: 15%;">Grade</th> <th style="width: 15%;">Subject</th> <th style="width: 15%;">Baseline</th> <th style="width: 15%;">Goal</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>Math</td> <td>71%</td> <td>74%</td> </tr> <tr> <td>3rd</td> <td>ELA</td> <td>75%</td> <td>78%</td> </tr> <tr> <td>4th</td> <td>Math</td> <td>76%</td> <td>79%</td> </tr> <tr> <td>4th</td> <td>ELA</td> <td>72%</td> <td>75%</td> </tr> <tr> <td>5th</td> <td>Math</td> <td>80%</td> <td>83%</td> </tr> <tr> <td>5th</td> <td>ELA</td> <td>77%</td> <td>80%</td> </tr> </tbody> </table> <p style="margin-top: 10px;">Percent of students completing the student wellness screener. <b>Baseline:</b> 94% <b>Goal:</b> 97%</p> <p><b>PBIS</b> Roberts Elementary will be recognized as an “Installing” school in the PBIS program.</p>	Grade	Subject	Baseline	Goal	3rd	Math	71%	74%	3rd	ELA	75%	78%	4th	Math	76%	79%	4th	ELA	72%	75%	5th	Math	80%	83%	5th	ELA	77%	80%
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<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Roberts will expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities.</p>	<p><b>1. Gifted and Talented</b></p> <p>RES will continue to pull out students who have been identified for the Gifted and Talented Program in grades 1st - 5th.</p> <p>RES will continue to provide a 6th grade accelerated class for identified students.</p> <p><b>Teacher Certification</b> RES will continue working towards increasing the % of teachers who are gifted certified. This will provide teachers with strategies to accelerate and enrich learning for all students.</p> <p><b>Play2Learn</b> RES will add the Play2Learn program for children birth-to-5 for 90 minutes each week to build foundational school skills.</p> <p><b>Before and After School Clubs</b> RES will continue to offer before and after school clubs for students in grades K-5.</p>	<p><b>Gifted Endorsed Teachers</b> Increase the percentage of teachers with a Gifted Endorsement <b>Baseline:</b> 95% <b>Goal:</b> 100%</p> <p><b>Gifted/Talented:</b> Increase the percentage of students in the Gifted and talented Program <b>Baseline:</b> 18% <b>Goal:</b> 21%</p>
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<b>Effectiveness 3B:</b> Talent management	Roberts will transform human resources function into a strategic talent management organization that supports educators and staff to achieve district goals.	<b>1.Educator Support</b>  <b>New Teacher Network (NTN)</b> New teachers will receive support and mentoring through our new teacher program called New Teacher Network(NTN). This support group will meet monthly to focus on various “just in time” topics.  <b>Teacher Leaders</b> Teacher leader cohort for teachers who are looking for leadership opportunities either locally or at district level.  <b>Peer Observations</b> Peer observations will allow all teachers the opportunity to engage with and learn best teaching practices from their peers.  <b>Collaborative Learning Teams/Professional Learning</b> Teams will receive training in the areas of small group instruction and differentiation to support the individualized needs of the students they serve.	<b>Increase percent of 3rd-5th grade students scoring Proficient and Distinguished as measured on the Georgia Milestones in the areas of ELA and Math.</b>  <table border="1" style="width: 100%; border-collapse: collapse; text-align: center;"> <thead> <tr> <th style="width: 15%;">Grade</th> <th style="width: 15%;">Subject</th> <th style="width: 15%;">Baseline</th> <th style="width: 15%;">Goal</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>Math</td> <td>71%</td> <td>74%</td> </tr> <tr> <td>3rd</td> <td>ELA</td> <td>75%</td> <td>78%</td> </tr> <tr> <td>4th</td> <td>Math</td> <td>76%</td> <td>79%</td> </tr> <tr> <td>4th</td> <td>ELA</td> <td>72%</td> <td>75%</td> </tr> <tr> <td>5th</td> <td>Math</td> <td>80%</td> <td>83%</td> </tr> <tr> <td>5th</td> <td>ELA</td> <td>77%</td> <td>80%</td> </tr> </tbody> </table> <b>The effectiveness of this initiative will be measured by the positive responses of the following Staff Educator Effectiveness Survey item:</b> Peer observations/coaching and feedback is a tool we use to improve instruction. <b>Baseline:</b> 56.8% <b>Goal:</b> 59.8%	Grade	Subject	Baseline	Goal	3rd	Math	71%	74%	3rd	ELA	75%	78%	4th	Math	76%	79%	4th	ELA	72%	75%	5th	Math	80%	83%	5th	ELA	77%	80%
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<b>Excellence 4C:</b> World-class communications and engagement	We will continue to model and support communication best practices through our social media platforms, school meetings, parent nights, School Council and PTO Board.  We value stakeholder input and engagement, and will continue to seek feedback for programs	<b>1. Support transparent, two-way communication and feedback with all school stakeholders.</b> We seek to improve social media communication to ensure our positive story is highlighted in public forums which include our website, Facebook, and Instagram.	<b>Percent of families that complete the EES Parent Survey.</b> <b>Baseline:</b> 49% <b>Goal:</b> 52%  <b>Percent of families responding positively to the following family satisfaction EES Family Survey items (weighted average).</b>  I feel welcome at this school <b>Baseline:</b> 82% <b>Goal:</b> 85%																												

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	and school initiatives throughout the year.	Our newsletter will continue to be sent via two mediums: video and electronic print.  We will continue to host school events that allow the community a chance to come into the building, meet our staff, and experience Roberts fully beyond the classroom.	
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