

2022-2023 Local School Plan for Improvement (LSPI)

School: Rock Springs Elementary

Principal: Dr. Allan Gee

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	With 86 birth countries represented at Rock Springs, together we will learn and grow as we celebrate our diverse community with clarity: <ol style="list-style-type: none"> (1) that teachers are empathetic and caring; (2) that they are reflective about their beliefs about people from other cultures; (3) that they are reflective about their own cultural frames of reference; and (4) that they are knowledgeable about other cultures. 	<ul style="list-style-type: none"> • Cultural Awareness events for parents, teachers, and students to come together to understand and celebrate our diversity. • Teachers and support staff will receive training to better understand personal biases and increase awareness that everyone has a past that shapes the way they view the world. They will determine best practices to diminish the impact on instruction and student engagement. • Our Media Selection Committee will focus on increasing the number of culturally relevant texts available in our classrooms and in the media center. <p>Teachers and staff will increase their awareness of cultural events, religious holidays and celebrations and the impact these events may have on a child's attendance and academic focus.</p>	Cultural Proficiency – Staff Survey (GCPS Baseline = 73.8%) Target = 79.1% Cultural Proficiency – Student Survey (GCPS Baseline = 82.6%) Target = 86.1% Sense of Belonging – Student Survey (GCPS Baseline = 71.1%) Target = 76.9% Staff Survey – We are provided training to meet the needs of our diverse student population (Baseline = 71%) Target = 76.9% Student Survey - I am comfortable interacting with people from a different racial or ethnic background. (Baseline = 48% agree, 45% neutral, 7% disagree) Target = 58.4% Family Survey – Rock Springs respects the different cultures represented in our community (Baseline = 89%) Target = 91.2%

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<p>Empathy 1B: Staff and student wellbeing</p>	<p>Rock Springs has provided continuous improvement focused on increased student academic achievement while there has been limited focus on the social, emotional, and mental health of our students, faculty, and staff.</p>	<ul style="list-style-type: none"> Teachers will be provided training to use district-provided SEL lessons to engage our students and be more aware of how students are doing socially and emotionally and how this could have an impact on their academic learning. <p>Teachers will review our PBIS matrix to determine how we can use this information to support positive student behavior.</p>	<p>Student Survey – I can calm myself down when I am excited or upset (Baseline = 43% True, 53% Sometimes True, 3% Almost Never True) Target = 54.4%</p> <p>Staff Survey - I receive training to support social emotional learning (Baseline = 49%) Target = 59.2%</p> <p>Staff Survey – When there is a problem in my school, we talk about how to solve it (Baseline = 77%). Target = 81.6%</p> <p>Family Survey - Rock Springs provides a caring, supportive environment for my student (Baseline = 82%) Target = 85.6%</p>
<p>Equity 2A: Multi-tiered system of supports</p>	<p>Rock Springs uses a data-driven prevention framework (screening and progress monitoring) to identify and predict students who may be:</p> <p>1) at risk for expected learning outcomes or</p> <p>2) experiencing a lack of connectedness or wellbeing needs or behavioral concerns that impact learning.</p>	<ul style="list-style-type: none"> Teachers and our administrative team will gain a better understanding of the roles and responsibilities of support staff to ensure each and every student is provided the support needed to be successful. Staffing adjustments will be made to ensure students receive intervention and enrichment based on individual needs. MTSS Screening (Academic) screening will take place to determine student intervention 	<p>MTSS Screening (Academic): Percent of students who are universally screened in Math and ELA.</p> <p>MTSS Screening (Wellbeing) Percent of students who are universally screened in wellbeing.</p> <p>Staff Survey - Rock Springs has effective equity practices for all (Baseline = 89%) Target = 91.2%</p> <p>Family Survey - Actions of school leaders promote a shared commitment for equity (Baseline = 90%) Target = 93.2%</p>

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		<p>and enrichment for Math and ELA.</p> <ul style="list-style-type: none"> • MTSS Screening (Wellbeing) will be provided to identify students who need support to help them remove barriers for learning. 	<p>Student Survey - My teachers find other ways for me to learn things I find difficult (Baseline = 71%) Target = 76,8%</p> <p>Family Survey - Struggling students receive early intervention and additional help at Rock Springs (Baseline = 78%) Target = 82.4%</p> <p>Student Survey - Rock Springs has effective equity practices for all (77%) Target = 81.6%</p>
<p>Equity 2B: Opportunity and access</p>	<p>Opportunities should be provided for students to engage high-quality and relevant coursework including gifted, STEM, visual and performing arts.</p>	<ul style="list-style-type: none"> • Teachers will be trained to improve how we use small- group instruction strategies to support each and every learner focused on intervention and enrichment. • Provide training for teachers so they can provide student support based on student need. Support could be to help students master the curriculum or provide a higher academic challenge upon mastery. • Review master schedule each semester to determine any revisions needed to ensure support is provided for each and every student. 	<p>Staff Survey - Instruction is personalized to meet the needs of each and every student (Baseline = 69%). Target = 75.2%</p> <p>Family Survey - My child is challenged with a rigorous curriculum at Rock Springs (Baseline = 76%) Target = 80.8%</p> <p>Family Survey - Teachers accommodate my student’s individual needs by adjusting instruction (Baseline = 81%) Target = 92.8%</p> <p>Student Survey - My teachers find other ways for me to learn things I find difficult (Baseline = 71%) Target = 76.8%</p> <p>Student Survey - My teachers provide activities and lessons that challenge me to learn (Baseline = 61% agree, 38% neutral, 1% disagree) Target = 68.8%</p>

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<p>Effectiveness 3A: Results-Based Evaluation System</p>	<p>Rock Springs reviews metrics that focus on support for school improvement and student growth.</p>	<ul style="list-style-type: none"> ● Review percent of students improving on district benchmark assessments between 1st and 2nd semester and determine next steps to adjust student support. ● Review Beating the Odds classification from the Georgia Department of Education. ● Teachers will set individual goals based on MAP scores for Language Arts and Math to target support for each and every student. ● Teachers will review GMAS scores as a summative student growth measure to determine how we can make beginning of year adjustments for student support. 	<p>Beating the Odds (Baseline = 85.2 which is within expected range) Target = 88.2%</p> <p>Benchmark Assessment (Baseline TBD)</p> <p>CCRPI Progress (2019 Overall Score = 85.2) Target = 88.2%</p>
<p>Excellence 4C: World-class communications and engagement</p>	<p>Multiple avenues should be provided for two-way communication to keep our community informed and seek input from all stakeholders.</p>	<ul style="list-style-type: none"> ● Continue to review our school newsletter formatting to allow for language conversion for families who do not speak English at home. ● Use online survey software to encourage parents to share their ideas and concerns to improve our overall program. 	<p>Family Survey - Rock Springs communicates effectively with our family (Baseline = 86%) Target = 88.8%</p> <p>Family Survey - Rock Springs communicates with me about my student's progress (Baseline = 88%) Target = 90.4%</p> <p>Family Survey - Communication I receive from Rock Springs is in a language I can understand (Baseline = 93%) Target = 94.4%</p>

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		<ul style="list-style-type: none">Teachers will send weekly newsletters home electronically in a format that allows parents to adjust for their language.	<p>Family Survey - I am comfortable expressing my ideas or concerns to the administrators of Rock Springs (Baseline = 82%) Target = 85.6%</p> <p>Student Survey - Rock Springs communicates with my family about how I am doing (Baseline = 79%) Target = 83.2%</p> <p>Family Survey Participation Percent of families participating in the annual EES Family Survey (Baseline = 47%) Target = 57.6%</p> <p>Parent Portal Account Percent of parents and guardians of GCPS students who have an active GCPS Parent Portal (Baseline = 46%) Target = 56.8%</p>
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