

2022-2023 Local School Plan for Improvement (LSPI)

School: Rockbridge Elementary School

Principal: Lissette McRea

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	The cultural competency of our staff members will strengthen Rockbridge Elementary School's ability to increase student engagement and nurture positive relationships with students and families. Our school aims to celebrate and affirm our school community's rich diversity.	1. Cultural Competency professional development opportunities will be provided beginning with the Rockbridge Elementary School Leadership Team including teacher leaders and the administrative team. 2. A Diversity Committee will serve to amplify inclusion by highlighting the cultural richness of our school.	Cultural Competence	Baseline SY2022	Target SY2023
			Cultural Proficiency Staff Survey Item: <i>We are provided training to meet the needs of a diverse student population in our school</i>	61%	65%
			Family survey Item: <i>My student learns about the cultures of our community at school.</i>	58%	62%

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		<p>3. Counselors will provide guidance lessons focused on supportive community.</p> <p>4. Maintain Media Center resources that are multicultural and representative of our school community.</p>	<p>Belonging and Engagement Student survey Item: <i>This school has effective equity practices for all.</i></p>	<p>52%</p>	<p>56%</p>
<p>Empathy 1B: Student and Staff Wellbeing</p>	<p>The wellbeing of students and staff serve to sustain a positive school climate as such Rockbridge Elementary School will promote student and staff wellbeing by focusing on self-care, physical and mental health, and social emotional learning.</p>	<p>1. Rockbridge Elementary School will establish a Positive Behavioral Interventions and Supports (PBIS) team and take initial steps to become a PBIS school.</p> <p>2. Include Health as a Specials course as the standards for this course directly align with social emotional learning, mental and emotional health, and student wellbeing.</p> <p>3. A series of family workshops and community engagement opportunities will be offered throughout the year with a focus on family well-being.</p> <p>4. Teachers will utilize morning arrival time for Morning Meetings.</p>			
			<p>Student Wellbeing</p>	<p>Baseline SY2022</p>	<p>Target SY2023</p>
			<p>Student Supportive Learning Environment Survey Item: <i>I enjoy coming to this school.</i></p>	<p>38%</p>	<p>42%</p>
			<p>Student Supportive Learning Environment Survey Item: <i>Most students are respectful of others at this school.</i></p>	<p>23%</p>	<p>27%</p>
			<p>Student Supportive Learning Environment Survey Item: <i>In this school, there is at least one adult who knows and cares about me.</i></p>	<p>64%</p>	<p>68%</p>
			<p>Staff Wellbeing</p>	<p>Baseline SY2022</p>	<p>Target SY2023</p>

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		<p>5. Rockbridge Elementary School will provide opportunities for students to be involved in a number of clubs.</p> <p>6. Rockbridge Elementary School will utilize Student Wellness Screener data to target Social Emotional Learning (SEL) support for students.</p>	<p>Staff Survey Item: <i>My principal/administrator cares about me as a person.</i></p>	<p>59%</p>	<p>63%</p>												
			<p>Staff Survey Item: <i>Our staff can count on one another for help when needed.</i></p>	<p>61%</p>	<p>65%</p>												
			<p>Staff Survey Item: <i>Staff at all levels are treated fairly here.</i></p>	<p>54%</p>	<p>58%</p>												
<p>Equity 2A: Multi-tiered system of supports</p>	<p>In order to meet the needs of each and every student, an equitable structure of support that optimizes the use of data must be operationalized. To realize this goal, Rockbridge Elementary School will implement a Multi-tiered System of Supports (MTSS), a comprehensive framework of a multi-tiered system of supports to address academic and non-academic student</p>	<p>1. A PBIS Team will be identified and Rockbridge ES will begin the process of operationalizing PBIS.</p> <p>2. A Multi-tiered System of Supports (MTSS) Committee will be established to lead the work and guide practices in providing students targeted academic and social-emotional support.</p> <p>3. Students will be provided opportunities to engage in Extended Learning Opportunities on a series of</p>	<p>Percent of 3rd - 5th Grade students reading on or above grade level as measured by the Georgia Milestones Assessment System</p> <table border="1" data-bbox="1262 980 2007 1224"> <thead> <tr> <th>Grade</th> <th>Baseline SY2022</th> <th>Target SY2023</th> </tr> </thead> <tbody> <tr> <td>3rd</td> <td>40%</td> <td>45%</td> </tr> <tr> <td>4th</td> <td>37%</td> <td>42%</td> </tr> <tr> <td>5th</td> <td>50%</td> <td>55%</td> </tr> </tbody> </table>			Grade	Baseline SY2022	Target SY2023	3rd	40%	45%	4th	37%	42%	5th	50%	55%
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	needs and remove barriers to access.	<p>Saturdays in the fall and spring.</p> <p>4. Counselors will provide SEL Guidance Counseling Lessons throughout the year.</p> <p>5. Counselors will serve to support students' social-emotional needs through small group counseling sessions.</p> <p>6. Restorative practices will be utilized to support students.</p> <ul style="list-style-type: none"> ■ peer to peer restoration ■ student to adult restoration ■ classroom reintroduction <p>7. Family workshops emphasizing how to support learners at home with academic press will be offered through our parent center.</p> <p>8. Early Intervention Program (EIP) support will be provided to students at risk of not reaching or maintaining academic grade level.</p> <p>9. Collaborative Learning Team (CLT) planning will include an intentional focus on the Quality</p>	<p>Rockbridge Elementary School will begin the process of training and operationalizing PBIS.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%;">Baseline SY2022</th> <th style="width: 35%;">Target SY2023</th> </tr> </thead> <tbody> <tr> <td>PBIS</td> <td>N/A</td> <td>Emerging</td> </tr> </tbody> </table> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;"></th> <th style="width: 35%;">Baseline SY2022</th> <th style="width: 35%;">Target SY2023</th> </tr> </thead> <tbody> <tr> <td>EL Exit Rate</td> <td>52 students 10%</td> <td>73 Students 13%</td> </tr> </tbody> </table>		Baseline SY2022	Target SY2023	PBIS	N/A	Emerging		Baseline SY2022	Target SY2023	EL Exit Rate	52 students 10%	73 Students 13%
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		<p>Plus Teaching Strategies (QPTS) as strong Tier I supports for all students.</p> <p>10. iReady Screeners will be administered and the data will be utilized to identify academic needs in Reading and Mathematics.</p> <p>11. Wellness Screeners will be administered and utilized to identify social emotional needs.</p>										
<p>Equity 2B: Opportunity and access</p>	<p>Guaranteed access to programs and services is critical to the success of each and every student. Rockbridge Elementary School will expand opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities (e.g. arts, gifted, STEM for All).</p>	<p>1. A PBIS Team will be identified and Rockbridge ES will begin the process of operationalizing PBIS.</p> <p>2. A third counselor/behavior coach will be hired for the purpose of supporting students with highest needs.</p> <p>3. Curriculum planning will prioritize small group instruction with an emphasis on providing differentiated academic supports.</p> <p>4. STEM and Science Engineering Specials will be offered to all students.</p>	<p>Increase access to critical programs for historically underrepresented student groups.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Program</th> <th style="width: 30%;">Baseline SY2022</th> <th style="width: 30%;">Target SY2023</th> </tr> </thead> <tbody> <tr> <td>Play2Learn Participation</td> <td>10 Families</td> <td>20 Families</td> </tr> <tr> <td>Gifted and Talented Programs</td> <td>41 Students 3%</td> <td>69 Students 6%</td> </tr> </tbody> </table>	Program	Baseline SY2022	Target SY2023	Play2Learn Participation	10 Families	20 Families	Gifted and Talented Programs	41 Students 3%	69 Students 6%
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			Play2Learn Participation	10 Families	20 Families							
			Gifted and Talented Programs	41 Students 3%	69 Students 6%							
			<p>Increase the number of Hispanic students to be served under Gifted and Talented Programs to improve underrepresentation.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%;">Program</th> <th style="width: 30%;">Baseline SY2022</th> <th style="width: 30%;">Target SY2023</th> </tr> </thead> <tbody> <tr> <td>Gifted and Talented Programs</td> <td>Hispanic .68</td> <td>Hispanic >= 1.2</td> </tr> </tbody> </table>	Program	Baseline SY2022	Target SY2023	Gifted and Talented Programs	Hispanic .68	Hispanic >= 1.2			
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		<p>5. The Play2Learn program will be highlighted in social media outlets and all parent communication to encourage parent participation.</p>	Disproportionality Index measure for student groups	Black 1.31	Black ≥ 1.2
			Asian 3.93	Asian ≥ 1.2	
			White 2.57	White ≥ 1.2	
			*Numbers less than 1.2 indicate that the student group is <u>underrepresented</u> in Gifted/Talented.		
		<p>6. The school will collaborate with social-emotional health providers such as CEPTA/APEX to offer additional support to students and families.</p>	Decrease the total number of students who have discipline incidents and decrease the percentage ISS or OSS. Decrease the Disproportionality Index to below 1.0.		
		<p>7. Continuous Quality Improvement (CQI) will be utilized to provide students targeted support in Reading and Mathematics.</p>		Baseline SY2022	Target SY2023
			Discipline Incidents by Total Number of Students	ISS 3.8% (45 students)	ISS 1% (25 students)
		<p>8. iReady Screeners and Portfolio Assessment will be utilized to identify Gifted and Talented learners and increase underrepresented student groups.</p>		OSS 4.5% (53 students)	OSS 1% (25 students)
			ISS Disproportionality Index Hispanic Students	1.052	< 1
		<p>9. Restorative practices will be utilized to support students and decrease the discipline disproportionality index.</p>	OSS Disproportionality Index Hispanic Students	1.014	< 1
ISS Disproportionality Index Black Students	1.03		<1		
<p>10. Teachers will participate in an English Speakers of Other</p>	OSS Disproportionality Index Black Students	1.36	<1.2		
	ISS Disproportionality Index for students served in Special Education	0.89	<1		

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		<p>Languages (ESOL) Certification Cohort to increase the total number of ESOL certified teachers serving our students.</p>	<table border="1" style="width: 100%; border-collapse: collapse;"> <tr> <td style="width: 40%;">OSS Disproportionality Index for students served in Special Education</td> <td style="width: 20%; text-align: center;">0.76</td> <td style="width: 40%; text-align: center;"><1</td> </tr> <tr> <td colspan="3"> <p><i>*Numbers greater than 1.2 indicate that the student group is <u>overrepresented</u> in ISS or OSS.</i></p> </td> </tr> </table>	OSS Disproportionality Index for students served in Special Education	0.76	<1	<p><i>*Numbers greater than 1.2 indicate that the student group is <u>overrepresented</u> in ISS or OSS.</i></p>					
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<p>Effectiveness 3B: Talent management</p>	<p>A stable and quality teacher workforce is essential to student success. Rockbridge Elementary School will strive to hire and retain highly qualified teachers and provide robust professional development opportunities to support</p>	<ol style="list-style-type: none"> 1. The New Teacher Network will serve as a learning community to support new teachers. 2. Rockbridge Elementary School Leadership Team will serve to provide support to each grade level and as a representative body and voice to share ideas 	<p>Decrease the number of teachers requesting transfer to another GCPS school, leaving GCPS, or leaving the district.</p> <table border="1" style="width: 100%; border-collapse: collapse;"> <thead> <tr> <th style="width: 30%; text-align: left;">Teacher Retention</th> <th style="width: 30%; text-align: center;">Baseline SY2022</th> <th style="width: 40%; text-align: center;">Target SY2023</th> </tr> </thead> <tbody> <tr> <td>Early Career (1-3 years)</td> <td style="text-align: center;">TBD</td> <td></td> </tr> <tr> <td>Experienced (4+ years)</td> <td style="text-align: center;">TBD</td> <td></td> </tr> </tbody> </table>	Teacher Retention	Baseline SY2022	Target SY2023	Early Career (1-3 years)	TBD		Experienced (4+ years)	TBD	
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	<p>teachers and staff to achieve district goals.</p>	<p>and provide feedback on school improvement initiatives.</p> <ol style="list-style-type: none"> 3. Principal's Y'all Come Community Sessions will be held throughout the year in at least three of the largest apartment complexes in the community. 4. District Support will be leveraged to meet early career and experienced teacher needs providing differentiated coaching support. 5. A continued, intentional focus will be maintained on culture and climate. 6. Opportunities for peer observation and feedback will be scheduled each semester to improve teacher collaboration and practice. 			
				Baseline SY2022	Target SY2023
			<p>Length of Service 1-3 Years Survey Item: <i>Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving instruction.</i></p>	38%	42%
			<p>Length of Service 4-7 Years Survey Item: <i>Our teachers engage in classroom-based professional development activities (e.g. peer coaching) that focus on improving instruction.</i></p>	56%	60%

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			Length of Service 1-3 Years Survey Item: <i>Support from my principal/supervisor leads to progress on instructional improvement (professional growth).</i>	44%	48%
			Length of Service 4-7 Years Survey Item: <i>Support from my principal/supervisor leads to progress on instructional improvement (professional growth).</i>	53%	57%
Excellence 4C: World-Class Communications and Engagement	Authentic engagement and communication with the community establishes a foundation of trust and confidence. Rockbridge Elementary School will engage in two-way communication with the school community and encourage feedback and input from all stakeholders.	<ol style="list-style-type: none"> 1. Increase responsiveness to the needs of internal and external stakeholders- 2. Establish a Rockbridge Elementary School Council to amplify family and community voices. 3. Utilize social media to engage the school community. 4. Host Parent-Teacher conferences and make arrangements for numerous interpreters. 		Baseline SY2022	Target SY2023
			Family Survey Participation	78 Responses 6%	199 Responses 17%
			Family Collaboration and Communication Survey Item: <i>This school communicates effectively with my family.</i>	81%	85%
			Parent & Community Involvement Survey Item: <i>Parents/Families have input into plans for improving this school.</i>	63%	66%

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		<ol style="list-style-type: none">5. Title I parent meetings will be held throughout the year to inform, engage, and encourage feedback from families.6. Increase the number of parent volunteer opportunities available.	
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