

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

**School: Shiloh Middle School      Principal: Chris Bess**

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	Shiloh Middle School Educator Effectiveness Survey (EES) data indicates a need to develop staff and student wellbeing. Fostering the physical and mental health of school employees also helps to support students' health and academic success. Every school employee, no matter the role they play, contributes to a school's mission. School staff can give their best when	<ol style="list-style-type: none"> <li>1. Implement Back-to-School Social Emotional Learning Lessons (first 23 days) and Social Emotional Learning (SEL) Lessons throughout the year</li> <li>2. Develop a wellness room for staff</li> <li>3. Wellness offerings for staff and students</li> <li>4. Celebrations and recognitions for students and staff</li> <li>5. Add fourth full time counselor to provide more student support</li> <li>6. Add mindfulness to the morning announcements</li> </ol>	<p><b>Student Wellbeing – Student Survey</b> SMS SY 2022 Baseline: 54.5% SMS SY 2023 Target: 58%</p> <p><b>Staff Support – Staff Survey</b> SMS SY 2022 Baseline: 56.6% SMS SY 2023 Target: 60%</p>

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	they feel their best. There is a direct link between well-being and academic achievement and vice versa, i.e. well-being is a crucial prerequisite for achievement and achievement is essential for well-being.	7. Invite motivational speakers for students twice during the year	
<b>LSPI 90-Day Update:</b> <ul style="list-style-type: none"> <li>● Complete the setup of the wellness room. <ul style="list-style-type: none"> <li>○ Wellness trailer has been designated</li> </ul> </li> <li>● Completed staff survey for wellness offerings and room set up.</li> <li>● 6th &amp; 7th grade student celebration to be rescheduled due to inclement weather.</li> <li>● A/B Honor Roll posters put on walls around the school and added to weekly parent newsletter</li> <li>● Added mindfulness moments to the morning announcements</li> <li>● PBIS flyers were enlarged to posters and monthly themed posters posted in every room.</li> <li>● Connected with community members to identify resources for mentoring/motivational speakers <ul style="list-style-type: none"> <li>○ 4 guest speakers scheduled</li> <li>○ Connected with local shareholder to connect to businesses for local speakers <ul style="list-style-type: none"> <li>■ After school initiative for middle and HS students from 5-6:15 PM</li> <li>■ Tentative Schedule: 1/26-Open House/Registration; 2/9-Cultural Enrichment (Apex Museum Tour); 3/9 Civic Empowerment (Red Cross Tour); 4/13-Community Engagement (Youth Voice Amplified); 5/11–end of year celebration</li> </ul> </li> </ul> </li> </ul>			<b>Data Update on Available Measures</b>  2023 Student Educational Effectiveness Survey (EES) results will be analyzed upon receipt in Spring 2023.  2023 Staff Educational Effectiveness Survey (EES) results will be analyzed upon receipt in Spring 2023.

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<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>Shiloh Middle data indicates a need to decrease the percentage of students who are reading below grade level and scoring in the Beginning Level on the Milestones. A Multi-Tiered System of Supports (MTSS) helps educators to be thoughtful about using resources appropriately and impactfully and use data to continually monitor and improve the effectiveness of their actions. MTSS makes the district-wide system more effective and ensures we are supporting the needs of every student.</p>	<ol style="list-style-type: none"> <li>1. Provide Extended Learning Opportunities to provide students academic and non-academic learning opportunities.</li> <li>2. Provide targeted instruction for English Language students outside of English/Language Arts (ELA)</li> <li>3. Develop MTSS Leadership team infrastructure and provide Professional Learning for the team</li> <li>4. Provide Remedial Education Program (REP) along with opportunities for enrichment during Generals Time focusing on Math and ELA</li> <li>5. Provide tiered intervention supports for MTSS – addition of Connections teachers during Generals Time</li> <li>6. Utilize iReady Universal Screener to identify students with academic concerns and expedite the needed support.</li> <li>7. Establish a Multi-Tiered System of Supports (MTSS) Team to guide and support the implementation of the MTSS process</li> <li>8. MTSS and Positive Behavioral Interventions and Supports (PBIS) Team will analyze data from Wellness Screener and the resulting data will be used to determine improvement strategies</li> </ol>	<p><b>MTSS Screening - Academic</b> SMS SY 2022 Baseline: 0.0% SMS SY 2023 Target: 95.0%</p> <p><b>MTSS Screening - Wellbeing</b> SMS SY 2022 Baseline: 0.0% SMS SY 2023 Target: 95.0%</p> <p><b>Student Improvement - % Beginning on Milestones</b> SY 2022 SMS Baseline: 43.8% SY 2023 SMS Target: 40.0%</p>

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		9. The MTSS team will use data from iReady/DIBELS/SEL screener to create action steps and provide specific interventions for tier II and tier III students. 10. Implement PBIS with fidelity 11. Provide professional learning opportunities focused on support specific for student groups in need. 12. Continue to build teacher capacity and leadership during Collaborative Learning Team (CLT) meetings. 13. Encourage teachers to participate in district professional development. 14. Provide resources and materials for intervention and small groups	
<b>LSPI 90-Day Update:</b> <ul style="list-style-type: none"> <li>● Universal Tutors began supporting identified 6th, 7th, &amp; 8th grade students</li> <li>● Identifying additional teachers to attend training for Read180 and Achieve 3000</li> <li>● All teachers have access to Amplify progress reports and data tools</li> <li>● Completed professional learning for data report analysis and support for leadership team on Amplify data</li> <li>● Began planning for SY 23-24</li> <li>● Second semester implementation of Read 180 and Achieve 300 for Tier 2 &amp; 3 students</li> <li>● Identified students for support in reading</li> <li>● Trained connection teachers on Read180 and Achieve 3000</li> <li>● MTSS Dashboard data entry has begun and training completed for identified personnel</li> </ul>			<b>Data Update on Available Measures</b>  <b>MTSS Screening - Academic</b> SMS SY 2022 Baseline: 0.0% Fall Reading - 94% Fall Math - 95%  SMS SY 2023 Target: 95.0%

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		<ul style="list-style-type: none"> <li>● MTSS planning meeting</li> <li>● Teachers receiving ongoing professional learning for supporting REP instruction</li> <li>● Added additional connection REP support in math</li> <li>● Continue working with the behavioral coaches to provide professional learning and continue individual coaching cycles</li> <li>● Held new teacher workshop and additional professional learning is ongoing</li> </ul>	<p><b>MTSS Screening - Wellbeing</b>            SMS SY 2022 Baseline: 0.0%            Fall: 95%            SMS SY 2023 Target: 95.0%</p>

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<p><b>Equity 2B:</b> Opportunity and access</p>	<p>Shiloh Middle data indicates the need to expand student opportunities to engage in and access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities. We need to provide access to ensure that all students have the knowledge and skills to succeed as contributing members of a global society, regardless of race, gender, sexual orientation, ethnic background, English proficiency, faith, socioeconomic status, or disability. Equity in education creates opportunity for underprivileged and underserved students so they are able to overcome disadvantages and find success.</p>	<ol style="list-style-type: none"> <li>1. Implement International Baccalaureate framework</li> <li>2. Offer extended Learning Time &amp; tutoring</li> <li>3. REP during Generals Time focusing on Math and ELA</li> <li>4. Tiered intervention supports for MTSS – addition of Connections teachers during Generals Time</li> <li>5. Increase the number of teachers with ESOL/Gifted Endorsement</li> <li>6. Professional learning for teachers on identification of characteristics of gifted students</li> <li>7. Professional learning for teachers for English Language strategies</li> <li>8. Training for and use of Wilson Reading, Interventions, Amplify, Achieve 3000, Read 180, and iReady</li> <li>9. Provide Restorative Lessons and Navigate 360 Lessons during In School Suspension</li> <li>10. Provide SEL lessons, classroom meetings, and counselor small groups to reduce referral behaviors</li> </ol>	<p><b>Gifted &amp; Talented Representation - Number of Student Racial/Ethnic Groups Underrepresented in Gifted &amp; Talented Programs</b></p> <p><b>Increase Students receiving Gifted Services</b> SY 2022 SMS Baseline: 9 % SY 2022 SMS Target: 10%</p> <p><b>Discipline Disproportionality - Number of All Student Groups Overrepresented in ISS and OSS</b> SY 2022 SMS Baseline: 1 SY 2022 SMS Target: 1</p>
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<b>LSPI 90-Day Update:</b> <ul style="list-style-type: none"> <li>• Continue to recruit candidates for EL endorsement</li> <li>• Meet with behavior coaches to identify next steps for restorative practices</li> <li>• Shared information for staff and held interest meetings for endorsement/certification add-ons including: GIFTED endorsement cohort, STEM Endorsement Cohort, ESOL Endorsement &amp; certification</li> </ul>			<b>Data Update on Available Measures</b>  Gifted & Talented Representation <ul style="list-style-type: none"> <li>• Continuing to test and refer students. Data will be available at the end of the school year.</li> </ul> Discipline Disproportionality <ul style="list-style-type: none"> <li>• Data will be available at the end of the school year.</li> </ul>
<b>Effectiveness 3A: Results-Based Evaluation System</b>	Shiloh Middle School values the input of their students and staff. We are also a school that values continuous improvement. Data indicates the need to focus on student perception of safety, proper staff training, and providing an environment where staff feel valued and heard.	<ol style="list-style-type: none"> <li>1. School Leadership Council will work to provide opportunities for increased staff input and addressing area of concern</li> <li>2. Targeted use of class meetings to reinforce school safety and concerns of students</li> <li>3. Provide focus in faculty meetings to demonstrate importance of staff input and allow principal to provide feedback to address concerns</li> <li>4. Principal will provide opportunities for staff to communicate areas of concern</li> </ol>	<b>Improvement - Staff Survey</b> SY 2022 SMS Baseline: 39.8% SY 2023 SMS Target: 45%
<b>LSPI 90-Day Update:</b> <ul style="list-style-type: none"> <li>• School improvement team has met twice and will continue meeting during second semester</li> </ul>			<b>Data Update on Available Measures</b>

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		<ul style="list-style-type: none"> <li>● Principal will identify ways to generate feedback                             <ul style="list-style-type: none"> <li>○ QR codes posted on all entries and submitted weekly to shareholders via newsletter for volunteer and principal feedback</li> <li>○ Coffee with Chris Dates (monthly on first Saturday): 1/14, 2/4, 3/4, 4/15, 5/6</li> <li>○ Chat &amp; Chew bi-weekly with faculty and staff: 1/10, 2/7, 2/21, 3/7, 3/21, 4/11, 4/25, 5/9, 5/23</li> </ul> </li> </ul>	2023 Staff Educational Effectiveness Survey (EES) results will be analyzed upon receipt in Spring 2023.
<b>Excellence 4C:</b> World-class communications and engagement	Shiloh Middle is continuing to become more diverse. As an educator, communication skills are an important requirement of the job. Effective communication with parents and students benefit everyone. It helps improve relationships, increase understanding, and model positive interactions. It improves student performance. When students are engaged in the learning process, they are less likely to lose interest in what they are taught. Engaged students are more likely to excel in standardized tests and less likely to drop out.	<ol style="list-style-type: none"> <li>1. Parent workshops focusing on Literacy, Arts, English Language Learners, and community building</li> <li>2. Increase communication through multiple outlets (website, sign, School Messenger, emails from school, teacher emails, etc.)</li> <li>3. 5 Star General Parent Initiative (teachers contact 5 parents each week for positive communication)</li> <li>4. Provide key communication materials in Spanish/English</li> <li>5. Continue to encourage parents to enroll in text messaging with School Messenger and increase followers on social media</li> </ol>	<b>Family Survey Participation</b> SY 2022 SMS Baseline: 118 responses SY 2023 SMS Target: 160 responses  <b>Parent Portal Participation</b> SY 2022 SMS Baseline: 68.4% SY 2023 SMS Target: 70%
<b>LSPI 90-Day Update:</b> <ul style="list-style-type: none"> <li>● Weekly parent newsletter began in December sent via School messenger each Friday afternoon</li> <li>● Identified parent workshop to be offered</li> </ul>			<b>Data Update on Available Measures</b>

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			<p>2023 Parent Educational Effectiveness Survey (EES) will be administered February 28, 2023 through March 10, 2023</p> <ul style="list-style-type: none"><li>● Parent Portal Participation</li><li>● SY 2022 SMS Baseline: 68.4%</li><li>● SY 2023 SMS Target: 70%</li><li>● Current: 78% have active parent portal accounts; 10% do not have a ParentVUE account; 12% have not activated ParentVUE (178 no parent account; 206 have an account but it is not active)</li></ul>