

2022-2023 Local School Plan for Improvement (LSPI)
School: Snellville Middle School Principal: Katise Taylor

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 our four strategic priorities: ***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. Data is used to determine areas needing improvement and to identify specific, measurable, annual objectives. Schools then determine how to use research-based strategies to achieve these goals, using flexibility as needed. The LSPI development process involves teachers, parents, 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)
Empathy 1A: Cultural competence.	Our school is becoming increasingly diverse, and it is important that we increase the cultural competence of staff and celebrate our whole community by providing culturally relevant teaching and learning experiences.	<ol style="list-style-type: none"> 1. Develop a multi-cultural committee whose members consist of teachers, students, parents and community members. 2. Be intentional in providing a diverse representation in texts/materials for all courses. 3. Provide professional development that focuses on strategies for 	We will increase the percentage of stakeholders responding positively for the following questions: We are provided training to meet the needs of our diverse student population. Staff SY 2022 Baseline: 79% Staff SY 2023 Target: 82% I am comfortable interacting with people from a different racial or ethnic background.

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		<p>inclusivity in the classroom, examines personal biases and increases and improves cultural competence and practices.</p> <p>4. Media selection committee focused on increasing culturally relevant texts for media center and classroom use.</p> <p>5. Be sure teachers are aware of cultural events, holidays and celebrations to increase their ability to be a supportive school community.</p>	<p>Student SY 2022 Baseline: 89% Student SY 2023 Target: 91%</p>
LSPI 90 Day Update: Goal 1A			Data Update/Next Steps:
<ul style="list-style-type: none"> ● During our first semester, we hosted our second annual Hispanic Heritage Celebration Night. The event was well attended by our school community with hundreds of stakeholders participating in it. The event was delivered in both Spanish and English for those stakeholders in attendance. ● We hosted our first ever Principal Chat & Coffee for Spanish speakers only. The Principal chat was delivered in Spanish only and provided our parents an opportunity to learn ways to become more connected in school and ways that the school can help the parents feel more welcomed and connected to Snellville Middle. ● Our school Media Specialist launched a diversity section of books in our Media Center. Our new diversity section hosts over 100 + new books whose characters, culture and/or backgrounds are representative of our students. ● We have created a multi-cultural committee whose members consist of teachers, students and parents. The multi-cultural committee has made students and staff aware of various holidays, hosted multi-cultural events(Hispanic Heritage, Black History) and is bringing cultural awareness to the school community. 			<p>The EES survey data is currently not available to determine progress on goals. It is our goal that the survey results will indicate an increase in respondents and percentages.</p>

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<p>Empathy 1B: Staff and student wellbeing.</p>	<p>Our school needs to increase opportunities to recognize staff throughout the school year and embed structures in the school to ensure the proper support of staff mental and emotional well-being.</p> <p>We will increase opportunities for students to exercise a collective voice and ownership in their learning opportunities and school experience.</p>	<ol style="list-style-type: none"> 1. Student club choice and participation embedded in the school day to create a sense of community and belonging. 2. Establish student focus groups and student leadership committees to enhance the school culture for students. 3. Structure multiple opportunities for each and every student to have at least one adult in the school building that he or she feels connected to. 4. Professional learning to know, understand and incorporate SEL lessons and strategies into all courses. 5. Create a health and wellness committee and provide professional development that supports teachers in balancing work and personal life(e.g. adult PBIS) 	<p>We will increase the percentage of stakeholders responding positively for the following questions:</p> <p>Teachers indicated that they received training on instruction to support social emotional learning.</p> <p>Staff SY 2022 Baseline: 61.2% Staff SY 2023 Target: 65%</p> <p>Most students are respectful of others at the school. Student SY 2022 Baseline: 15% Student SY 2023 Target: 20%</p> <p>The work I do in this school is useful and interesting to me. Student SY 2022 Baseline: 35% Student SY 2023 Target: 40%</p>
LSPI 90 Day Update: Goal 1B			Data Update/Next Steps:
<ul style="list-style-type: none"> • Our master school schedule was revised for the 2022-23 school year to embed student clubs during the school day. The club opportunity allows students to find their place of belonging and to connect with an additional supportive adult in the building. 			<ul style="list-style-type: none"> • We will be using the feedback gathered from the listening campaign to develop

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	<ul style="list-style-type: none"> • Additional Social Emotional Lessons are incorporated during club time when needed to support the overall well being of the student and school community. • The 6th grade Student Advisory Council, Peer Leaders and Kingmakers participants were developed to establish student voice and leadership within the school and enhance the school culture. • Conducted listening campaigns with students, staff and parents to learn more about how to enhance the school culture and partner with the school community. 		<p>an action plan to best partner with our school community.</p> <ul style="list-style-type: none"> • Student voice will continue to be a priority in creating programs and opportunities to build and sustain a positive school culture. • We will provide teachers and staff additional strategies to better balance work and life to promote staff well-being.
<p>Equity 2A: Multi-tiered system of supports.</p>	<p>Snellville Middle does not currently have an effective MTSS structure that supports the academic and non-academic needs of all students.</p>	<ol style="list-style-type: none"> 1. Student profile success sheet for homeroom and club sponsors to understand and know individual students' strengths and needs. 2. Student behavioral expectation step plan that embeds teachable moments and action steps for teachers. 3. Create new roles and responsibilities of faculty and support staff to ensure students and stakeholders are supported academically and behaviorally (e.g. Connections Intervention classes, Restorative Support) 4. Implement intervention ELT/Saturday School for students who are not successfully 	<p>We will increase the percentage of stakeholders responding positively for the following questions:</p> <p>The instruction is personalized to meet the needs of each student. Staff SY 2022 Baseline: 63.5% Staff SY 2023 Target: 66%</p> <p>Struggling students receive early intervention and remediation to acquire skills. Staff SY 2022 Baseline: 64% Staff SY 2023 Target: 67%</p>

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		progressing and/or mastering the AKS.	
LSPI 90 Day Update: Goal 2A			Data Update/Next Steps:
<ul style="list-style-type: none"> ● We developed a student behavioral expectation step with embedded teachable moments and action steps for teachers and staff. ● We have a designated MTSS Coordinator and Behavior Specialist to support students and staff both academically and behaviorally. ● We have developed a comprehensive MTSS plan to support students. ● We consistently offer Academic Saturday School/Intervention and AAP to students who are not successfully progressing or mastering the standards. ● Each student has a profile sheet that includes diagnostic information about their academic growth in Reading and Math. Students participate in a data chat three times per year to discuss their academic growth and academic goals. 			<ul style="list-style-type: none"> ● We will continue to offer Intervention Saturdays for our students who are not mastering or progressing academically. ● We will hold one final data chat in the month of April with students about their academic growth for the year. ● We will continue to monitor students through the MTSS tiered process to ensure that students are receiving academic enrichment and/or intervention according to their individual needs. ● Our iReady diagnostic data indicated a schoolwide growth improvement in LA and Math of upward of 122% student growth. This is a direct result of the tiered approach to intervention and enrichment and meeting our students' needs. ● Provide professional development for teachers that focuses on exploring strategies that help support personalizing student instruction and learning.
Equity 2B: Opportunity and access.	We must increase opportunities for all students to engage in high-quality coursework and experiences such as but not limited to STEM, Project based	1. Student club choice and participation embedded in the school day to increase exposure and growth opportunities and overall well-being and belonging.	We will increase the percentage of stakeholders responding positively for the following questions:

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	<p>learning and educationally relevant field trips.</p>	<ol style="list-style-type: none"> 2. Decrease the number of students represented in the discipline disproportionality student groups from previous year. 3. Increase the number of under-represented student groups screened and identified for the Gifted program. 4. Professional development to improve small group instruction effectiveness to support all learners. 5. Professional development for teachers to differentiate instruction for all levels of learners. 	<p>Our staff believes that all students can meet state standards. Staff SY 2022 Baseline: 73% Staff SY 2023 Target: 76%</p> <p>Increase the percentage of students screened and identified for the gifted program. SY 2022 Baseline: 10% SY 2023 Target:13%</p> <p>Staff share a high sense of urgency around the need to improve Staff SY 2022 Baseline: 71% Staff SY 2023 Target: 74%</p> <p>Students are provided tasks that require higher-level thinking skills. Staff SY 2022 Baseline: 88% Staff SY 2023 Target: 90%</p>
LSPI 90 Day Update: Goal 2B		Data Update/Next Steps:	
<ul style="list-style-type: none"> • Our professional development during the first semester focused primarily on implementing the behavioral step plan and improving our PBIS(Positive Behavior Intervention System) initiatives for students and staff. • Our club choice and club implementation during the school day has increased the number of students participating in clubs and has helped students and teachers to become more connected. 		<p>Our second semester professional development will focus on:</p> <ul style="list-style-type: none"> • improving small group instruction and differentiation to support all levels of learners • Strategies on student engagement and building strong student-teacher relationships 	

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<p>Excellence 4C: World-class communications and engagement.</p>	<p>SMS will provide effective and consistent communication with all of our stakeholders to ensure Snellville MS' story is diverse and includes voice equity.</p>	<ol style="list-style-type: none"> 1. Ensure that all communication is available in other languages to meet the needs of all stakeholders. 2. Provide a personal point of contact within the school for Spanish speaking families and stakeholders. 3. Develop a social media calendar that consistently shares events and accomplishments at SMS in both English and Spanish. 4. Increase parent portal account percentages from previous year. 	<p>We will increase the percentage of stakeholders responding positively for the following questions:</p> <p>The school communicates effectively with families of all cultures. Family SY 2022 Baseline: 78% Family SY 2023 Target: 79%</p> <p>Increase the percentages of parents with parent portal accounts. SY 2022 Baseline: 65% SY 2023 Target: 70%</p>
<p>LSPI 90 Day Update: Goal 4C</p>			<p>Data Update/Next Steps:</p>
<ul style="list-style-type: none"> ● We have increased the percentages of parents with parent portal access. ● We have provided our Spanish speaking parents and stakeholders a school point of contact to support any of their needs. ● We have increased the availability of multiple languages, primarily Spanish, when communicating to our stakeholders. ● We have hosted Principal Chats & Coffee to provide an opportunity to connect and partner with our parents and collaborate to find ways to improve our students' school experience. 			<p>We will develop a social media calendar to become more intentional about the news, events and accomplishments of our students.</p>