

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

**School: Sycamore ES      Principal: Dr. Kelly Scarborough**

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 1A:</b> Cultural competence	Sycamore ES will increase cultural competence for the purpose of enhancing engagement across the full spectrum of our diverse community to create a culture where there is a sense of belonging.	<p><b>Celebrations</b> We plan on celebrating the cultural diversity and uniqueness of our student body through multicultural events (International Cluster Night)</p> <p><b>Resources</b> We will increase our multilingual resources (partner with Gwinnett County Public Library for English classes /increasing resources for Media Center/Parent Center)</p> <p><b>Professional Development</b> We will build staff capacity around cultural awareness through a variety of professional development opportunities.</p>	<p><b>Percentage of students responding positively to the following EES Student Survey items:</b></p> <p><b>1.</b> There's at least one adult in this school I can talk to if I have a problem. SY 21-22 Baseline: 73% Goal: 90%</p> <p><b>2.</b> My parents/family feel welcome to visit this school. SY 21-22 Baseline: 66% Goal: 80%</p> <p><b>3.</b> This school respects student differences. SY 21-22 Baseline: 75% Goal: 90%</p>

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			<p><b>Increase participation on the EES Family Survey</b>          SY 21-22 Baseline: 85 Family Responses          Goal: 200 Family Responses</p>
<p><b>90 Day Update</b></p> <p><b>Celebrations:</b> Sycamore ES participated in the International Cluster Night. Staff members created an interactive display for the country of Columbia.</p> <p><b>Resources:</b> Bookwalk-Students participated in a bookwalk partnered with downtown Sugar Hill, the GCPS Public Library, and the GCPS Book Mobile. Students “walked” a story around the downtown Sugar Hill area. Local businesses hung a page of the book on their storefront windows.</p> <p><b>Professional Development:</b> Staff participated in two professional development opportunities that included a staff diversity profile and Hispanic outreach. Staff learned about the importance of communication with our EL families. Staff learned about available resources to help create successful family school partnerships. Staff learned about creating a welcoming environment, making a personal connection and valuing the home language.</p>			<p><b>Data Update on Available Measures</b></p> <p>More than 100 students participated in the Sycamore community bookwalk.</p> <p>Approximately 13 parents have attended each of our parent sessions with the Gwinnett County Public Library. To date, there have been 16 sessions held.</p>
<p><b>180 Day Update</b></p>			<p><b>Data Update on Available Measures</b></p>
<p><b>Equity 2A:</b> Multi-tiered system of supports</p>	<p>Sycamore ES will implement a comprehensive framework to fully operationalize a multi-tiered system of supports to address academic and non-academic student needs and remove barriers to success.</p>	<p><b>CQI (Longhorn Learning Time)</b> Longhorn Learning Time will be used to enrich and accelerate the learning of students in areas of language arts and math. In addition, morning meetings will be held to connect with students and build relationships.</p> <p><b>PBIS</b> We will relaunch the full implementation of the PBIS model to enhance our supportive community.</p>	<p><b>Percentage of students universally screened in Math and ELA during the 1st administration</b> Goal:100%</p> <p><b>Percentage of students participating in the EES Student Wellness Screener during Fall administration</b> Goal:100%</p> <p><b>PBIS Goal</b></p>

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			Be recognized as an “Operational or Distinguished” PBIS school.
<b>90 Day Update</b>			<b>Data Update on Available Measures</b>
<p><b>CQI:</b> Kindergarten teachers are utilizing Joyful Learning. Teachers in grades 1-5 are meeting with students in small groups to provide remediation and enrichment opportunities based on formative assessments.</p> <p><b>PBIS:</b> All Sycamore staff members, substitutes, and bus drivers continue to implement our school wide PBIS initiatives that include distributing Longhorn Tickets to students who display expectations throughout the school day. Students have the opportunity to visit the PBIS school store biweekly to trade their earned Longhorn Tickets for various items.</p>			Discipline data showed 17 major violation referrals and 15 minor referrals for the first semester. This includes repeating students. This is lower than the 21-22 SY where SES had 33 major referrals and 138 minor referrals in the first semester.
<b>180 Day Update</b>			<b>Data Update on Available Measures</b>
<b>Equity 2B:</b> Opportunity and access	Sycamore ES will expand student opportunities to access high quality, rigorous, and culturally relevant curriculum and enrichment opportunities throughout the year.	<p><b>MTSS</b> We will support the academic and social wellbeing of each and every student through a tiered intervention support framework.</p> <p><b>Gifted and Talented Identification</b> With the support of the district accelerated programs and gifted education office, we will work to increase the percentage of students qualifying and becoming eligible for gifted services.</p>	<p><b>The percentage of students in grades 3-5 scoring in the Beginning level on Georgia Milestones will decrease.</b></p> <p><b>Reading</b> SY 21-22 Baseline: 23% Goal: 20% or below</p> <p><b>Math</b> SY 21-22 Baseline: 22% Goal: 19% or below</p> <p><b>Percentage of students qualifying for the gifted and talented program:</b> SY 21-22 Baseline: 6%</p>

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			Goal: 8% or higher
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<p><b>MTSS:</b> Sycamore continues to provide tier 1, tier 2, and tier 3 interventions that include Amplify Burst Lessons, Number Strings, iSTEEP, Amplify, iREADY, and Imagine Learning. MTSS Coordinator continues to monitor student progress and provide on-time training for various interventions. Data collected from the universal screener MAP assessment is continuously disaggregated to place students in the appropriate tiers for intervention or enrichment opportunities.</p> <p><b>Gifted and Talented Identification:</b> Through the use of the Universal Screener, we have identified more students for the Talented and Gifted program.</p>			<p>We have identified 9% of students at Sycamore as Gifted which is an increase from 6% at the beginning of the year and has already surpassed our goal of 8%.</p>
<b>180 Day Update</b>			<b>Data Update on Available Measures</b>
<b>Effectiveness 3B:</b> Talent management	Sycamore ES will support teachers in our efforts to create a culture of excellence.	<p><b>New Teacher Induction Program</b> New teachers will be supported through the Sycamore New Teacher Induction Program.</p> <p><b>Peer Observations</b> We will offer peer observation opportunities, allowing teachers to build their instructional capacity through observation of best instructional practices from their colleagues.</p> <p><b>District Support</b> Teachers are provided the opportunity to participate in Bootcamp professional development sessions provided by the GCPS ELA and Math departments.</p>	<p><b>Increase the number of teachers participating in peer observations</b> SY 22-23 Baseline: 1 peer observation per teacher</p> <p><b>Increase the number of teachers participating in the ELA and Math bootcamps.</b> SY 22-23 Baseline: 25 participants</p>

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<p><b>90 Day Update</b></p> <p><b>New Teacher Induction Program:</b> Sycamore’s New Teacher Induction Program continues to meet monthly highlighting pertinent topics such as strategies to build positive relationships with students, procedures and routines, and preparing for parent conferences. Mentors continue to provide continuous support to each new teacher with on-time and weekly meetings with their</p> <p><b>Peer Observation:</b> All grade level teachers and support teachers had the opportunity to participate in a peer observation activity and debrief session during the first semester full day planning. .</p> <p><b>District Support:</b> Several teachers have participated in district led bootcamps over content areas including ESOL, Math, and Literacy.</p>			<p><b>Data Update on Available Measures</b></p> <p>All certified teachers have conducted at least two peer observations to date.</p> <p>There have been approximately 22 teachers to attend at least one district-led bootcamp to date.</p>
<p><b>180 Day Update</b></p>			<p><b>Data Update on Available Measures</b></p>
<p><b>Excellence 4C:</b> World-class communications and engagement</p>	<p>Sycamore ES will continue to build stakeholder trust and confidence by providing opportunities for parents to engage in the school community.</p>	<p><b>Parent Workshops</b> Parents will be provided opportunities to engage in classes and workshops covering various topics that aid in ensuring successful student outcomes.</p> <p><b>Family Engagement Opportunities</b> Through a strong and supportive PTA, families will be provided opportunities to engage in fundraisers and other school events aimed at building a strong Sycamore community. Our STEM club was awarded a composting grant that will start next month.</p>	<p><b>Increase participation on the EES Family Survey</b> SY 21-22 Baseline: 85 Family Responses Goal: 200 Family Responses</p> <p><b>PTA Membership Goal</b> SY 22-23 Baseline: 150 members</p> <p><b>Increase the number of followers on Sycamore social media platforms</b></p> <ul style="list-style-type: none"> <li>● <b>Facebook</b> SY 21-22 Baseline:553 followers Goal: 600 followers</li> </ul>

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		<p><b>Communication</b> We will utilize our monthly school newsletter as well as social media to communicate school happenings with stakeholders.</p>	<ul style="list-style-type: none"> <li>• <b>Instagram</b> SY 21-22 Baseline: 129 followers Goal: 175 followers</li> <li><b>Increase Parent Portal Accounts</b> SY 21-22 Baseline: 546 Accounts Goal: 725 Accounts</li> </ul>
<p><b>90 Day Update</b></p> <p>Our Parent Liaison continues to meet frequently with the Gwinnett County Public Library staff to plan and prepare for upcoming parent workshop topics.</p> <p>The Sycamore team has worked diligently to increase our presence on social media. During each event or special day, pictures are taken and shared with our community through all our social media outlets. These events include, but are not limited to STEM night, dress up days, PTA celebrations, Fall Festival, Community spirit nights, book walk, and several other engaging SES activities.</p>		<p><b>Data Update on Available Measures</b></p> <p>We have 110 PTA Memberships with our goal is to have 150 members. The Sycamore Instagram page currently has 197 followers with the goal being 175 followers. The Sycamore Facebook page currently has 600 followers with a goal of 600 followers. The current number of accounts for our Parent Portal is 771 accounts. We have met or exceeded our goal thus far in community engagement in our social media platforms. .</p>	
<p><b>180 Day Update</b></p>		<p><b>Data Update on Available Measures</b></p>	