

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**. Additionally, schools are required to select one goal from each of the other strategic priorities. 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. 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.

## 2023 - 2024 Local School Plan for Improvement (LSPI)

**School: BERKMAR HIGH**

**Principal: Durrant Williams**

<b>District Strategic Priorities/Goals</b>	<b>Rationale</b>	<b>Action Steps (Implementation Design)</b>	<b>How will you measure growth? Growth Factors (Baseline &amp; Targets)</b>
Empathy 1.B - Staff and Student Well Being	At Berkmar High School, it is a priority for each and	<ol style="list-style-type: none"> <li>1. Implement Social Emotional Learning (SEL) lessons during Academy Time Advisement.</li> <li>2. Provide individual and small group interventions for students through counselors,</li> </ol>	<p><b>Students</b></p> <p>Increase Percent Positive Responses on the following EES-STUDENT survey items:</p>

every student to reach his or her full potential. Academic success only occurs when the student's and teacher's non-academic needs are met.

- intervention specialists, and external support.
3. Provide individual support for staff through our well-being coach.
  4. Provide mental health Screening and support for students through the APEX counseling program.
  5. Encourage staff to utilize the district Met-Life Counseling support.
  6. Celebrate students and staff through PBIS structures.
  7. Create additional clubs & extracurricular activities to reach more students.
  8. Develop a beautification team that focuses on diverse signs and decorations around campus that represents our family backgrounds.

**Person Responsible:**

**From Time Line:** 07-01-2023 00:00:00.000

**To Time Line:** 06-30-2024 00:00:00.000

**Budget Implication:**

- I enjoy coming to school.
  - Baseline: 37%
  - 2023-24: Target: 45%
- I feel safe at this school.
  - Baseline: 40%
  - 2023-24: Target: 48%
- I am hopeful of my future.
  - Baseline: 78%
  - 2023-24: Target: 82%
- I can calm myself down when I am excited or upset.
  - Baseline: 63%
  - 2023-24: Target: 67%
- Setbacks don't discourage me.
  - Baseline: 59%
  - 2023-24: Target: 64%
- The work I do in this school is useful and interesting
  - Baseline: 38%
  - 2023-24: Target: 46%
- I feel proud of my school.
  - Baseline: 39%
  - 2023-24: Target: 50%
- Most students are respectful of others at this school
  - Baseline: 29%
  - 2023-24: Target: 40%

**Staff**

			<p>Increase Percent Positive Responses on the following EES-STAFF survey items:</p> <ul style="list-style-type: none"> <li>○ When there is a problem in my school, we talk about how to solve it.             <ul style="list-style-type: none"> <li>■ Baseline: 42%</li> <li>■ 2023-24: Target: 57%</li> </ul> </li> <li>○ I receive training on instruction to Social Emotional Learning.             <ul style="list-style-type: none"> <li>■ Baseline: 51%</li> <li>■ 2023-24: Target: 55%</li> </ul> </li> <li>○ Struggling students receive early intervention and remediation to acquire skills             <ul style="list-style-type: none"> <li>■ Baseline: 46%</li> <li>■ 2023-24: Target: 50%</li> </ul> </li> </ul> <p>Decrease the percentage of students absent 16+ days</p> <ul style="list-style-type: none"> <li>■ Baseline: 47.5%</li> <li>■ 2023-24: Target: 30%</li> </ul>
<p>Equity 2.A - Multi-tiered System of Supports</p>	<p>In order for each and every student to reach their full potential,</p>	<ol style="list-style-type: none"> <li>1. Provide after-school and Saturday tutoring as needed.</li> <li>2. Increase awareness and effectiveness of our PBIS program.</li> </ol>	<p>Decrease in the % of students achieving beginning on Milestones:</p> <p style="text-align: center;">% Beginning on GMAS (2023)</p>

Berkmar High School must develop a well-defined and executed multi-tiered system of support (MTSS) focused on the whole child (academically and non-academically).

3. Provide restorative practices through our Intervention Room with our Intervention Specialist
4. Provide mentoring opportunities for all students in need.
5. Provide alternative scheduling options for students in need.
6. Utilize the Academy model to team students with core and elective teachers
7. Utilize academic and non-academic data to develop appropriate intervention and acceleration options during Academy Time.

**Person Responsible:**

**From Time Line:** 07-01-2023 00:00:00.000

**To Time Line:** 06-30-2024 00:00:00.000

**Budget Implication:**

	<b>Baseline</b>	<b>2023-24 Target</b>	<b>180 Day</b>
11 <sup>th</sup> LA	31%	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE
US History	33.7%	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE
Algebra I	61.5%	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE
Biology	44.1%	GMAS data pending score release	GMAS data pending score release

		from the DOE	from the DOE
All	41.6	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE

Decrease the percentage of students absent 16+ days

- Baseline: 47.5%
- 2023-24 Target: 30%

Increase our 4 Year Cohort Graduation Rate

- Baseline: 77.7% (Still waiting on 2023 Grad Rate)
- 2024 Target: 80

Decrease the number of students receiving suspensions from class/school.

- Baseline:
  - ISS – 277 (9.1%)
  - OSS – 132 (4.3%)
- Target:

			<ul style="list-style-type: none"> <li>○ ISS – (7%)</li> <li>○ OSS – 160 (3.5%)</li> </ul>
<p>Equity 2.B - Opportunity and Access</p>	<p>Being a high school in Gwinnett County Public Schools, it is our responsibility to ensure the students at Berkmar High School have the opportunities to access high-quality, rigorous, and culturally relevant curriculum, advanced coursework, and enrichment activities.</p>	<ol style="list-style-type: none"> <li>1. Provide expanded opportunities for students to participate in Dual Enrollment courses and utilize Graduation Option B.</li> <li>2. Increase exposure and opportunities for students to enroll at Maxwell/Grayson Tech.</li> <li>3. Continue our summer opportunities with Philadelphia College of Osteopathic Medicine (PCOM) Summer Opportunities</li> <li>4. Expand our Academy model to ensure students are completing pathways and passing end-of-pathway (EOP) assessments.</li> <li>5. Increase enrollment in Work Based and Service Learning aligned to student post-secondary plans.</li> <li>6. Continue our partnership with Georgia Film Academy to expose our students to the Film industry</li> <li>7. Expand our professional affiliations within the construction industry.</li> <li>8. Increase student enrollment in Advanced Placement (AP) courses.</li> </ol> <p><b>Person Responsible:</b></p> <p><b>From Time Line:</b> 07-01-2023 00:00:00.000</p>	<p>Increase the number of students taking at least 1 AP exam</p> <ul style="list-style-type: none"> <li>● Baseline: Spring 2022 - 653</li> <li>● Target: Spring 2024 - 700</li> </ul> <p>Increase the number of students enrolled in at least 1 Dual Enrollment course.</p> <ul style="list-style-type: none"> <li>● Baseline: Fall 2022 – 60</li> <li>● Target: Fall 2023 – 70</li> </ul> <p>Increase the % eligible students passing End of Pathway assessments.</p> <ul style="list-style-type: none"> <li>● Baseline: Spring 2022 – 62%</li> <li>● Target: Spring 2024 – 70%</li> </ul> <p>Increase the number of students enrolled in Work Based Learning.</p> <ul style="list-style-type: none"> <li>● Baseline: 110</li> <li>● Target: 120</li> </ul> <p>Decrease the number of students receiving suspensions from class/school.</p>

		<p><b>To Time Line:</b> 06-30-2024 00:00:00.000</p> <p><b>Budget Implication:</b></p>	<ul style="list-style-type: none"> <li>• Baseline:             <ul style="list-style-type: none"> <li>○ ISS – 277 (9.1%)</li> <li>○ OSS – 132 (4.3%)</li> </ul> </li> <li>• Target:             <ul style="list-style-type: none"> <li>○ ISS – (7%)</li> <li>○ OSS – 160 (3.5%)</li> </ul> </li> </ul>												
<p>Effectiveness 3.A - Results-Based Evaluation System</p>	<p>Berkmar High School must redesign its data review process and behaviors to create new outcomes that equally address continuous improvement of academic and non-academic growth.</p>	<ol style="list-style-type: none"> <li>1. Conduct weekly group Instructional observations including department chairs and administrators</li> <li>2. Continue coaching cycles with district leaders</li> <li>3. Continue data talks with academy teachers</li> <li>4. Review student work during PLCs</li> <li>5. Move to a focus on growth including non-academic data – Attendance and behavioral</li> <li>6. Monitor % of students progressing on GMAS</li> </ol> <p><b>Person Responsible:</b></p> <p><b>From Time Line:</b> 01-01-1900 00:00:00.000</p> <p><b>To Time Line:</b> 01-01-1900 00:00:00.000</p> <p><b>Budget Implication:</b></p>	<p>1. Decrease in the % of students achieving Beginning on Milestones:</p> <p>% Beginning on GMAS (2022)</p> <p><b>Baseline2023- 180 Day</b> <b>24</b> <b>Target</b></p> <table border="0"> <tr> <td>11<sup>th</sup> LA</td> <td>31%</td> <td>GMAS data pending score release from the DOE</td> <td>GMAS data pending score release from the DOE</td> </tr> <tr> <td>US History</td> <td>33.7%</td> <td>GMAS data pending score release from the DOE</td> <td>GMAS data pending score release from the DOE</td> </tr> <tr> <td>Algebra I</td> <td>61.5%</td> <td>GMAS data pending</td> <td>GMAS data pending</td> </tr> </table>	11 <sup>th</sup> LA	31%	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE	US History	33.7%	GMAS data pending score release from the DOE	GMAS data pending score release from the DOE	Algebra I	61.5%	GMAS data pending	GMAS data pending
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<p>Excellence 4.B - Postsecondary and Workforce Readiness</p>	<p>Berkmar High School will prepare each and every student for postsecondary and workforce readiness so</p>	<ol style="list-style-type: none"> <li>1. Utilization of our Academy model to expose students to postsecondary opportunities in Film and Construction.</li> <li>2. Provide College and Career Exposure through enrollment in Advance Placement/Dual Enrollment courses and college and career fairs with our College and Career Specialist</li> </ol>	<p>Increase the number of students completing CTE pathways.</p> <ul style="list-style-type: none"> <li>• Baseline: 225</li> <li>• 2023-24 Target: 280</li> </ul> <p>Increase the number of students taking at least 1 AP exam</p>



	<p>that they have multiple pathways to success based on their demonstrated knowledge, skills, abilities, and interests.</p>	<ol style="list-style-type: none"> <li>3. Continue providing Vocational Rehab for our special needs students.</li> <li>4. Provide college, technical school, and military visits and guest speakers</li> <li>5. Recognize students continuously through signing days, website/social media postings, etc.</li> </ol> <p><b>Person Responsible:</b></p> <p><b>From Time Line:</b> 07-01-2023 00:00:00.000</p> <p><b>To Time Line:</b> 06-30-2024 00:00:00.000</p> <p><b>Budget Implication:</b></p>	<ul style="list-style-type: none"> <li>• Baseline: Spring 2023 - 653</li> <li>• Target: Spring 2024 - 700</li> </ul> <p>Increase the % of 12th graders eligible for HOPE Scholarship</p> <ul style="list-style-type: none"> <li>• Baseline: 40%</li> <li>• Target: 45%</li> </ul> <p>Increase the % of 9th graders on track to graduate within their 4-year cohort</p> <ul style="list-style-type: none"> <li>• Baseline: Class of 2026 – 52%</li> <li>• Target: Class of 2027 – 64%</li> </ul> <p>Increase our 4 Year Cohort Graduation Rate</p> <ul style="list-style-type: none"> <li>• Baseline: Unknown (Waiting on Grad Rate)</li> <li>• 2023 Target: 80</li> </ul>
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