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<u>Blueprint</u> 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 | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---------------------------------------|-------------------------------|--|--|
| Work Empathy 1B: | PBIS Reboot - Lovin ES | PBIS Reboot | Increase percent Positive Responses on the |
| Student and Staff | will institute Tiger Dens | 1. Identify Den names/meanings | following <u>EES-STUDENT</u> survey items: |
| Wellbeing | (Harry Potter Style | 2. Create selection process | 1. Most students are respectful of others at |
| wendenig | | 3. Design SEL Lessons (monthly) | this school: |
| | structure for SEL | 4. Design opportunities for Dens to meet (at least monthly), | BASELINE - 13.7% |
| Promote student and | | work together, celebrate | 2023 TARGET - 20% |
| staff wellbeing | | 5. Provide PL for staff (monthly) | 2. I enjoy coming to this school: |
| through prioritizing | opportunities for students | | BASELINE - 31.2% |
| self-care, physical | to bond with one another | behavioral data | 2023 TARGET - 40% |
| and mental health, | and additional adult staff | 7. Provide some fun engaging competitions for the Dens | 3. There's at least one adult in this school I |
| and social emotional | members. | (e.g., Can Food Drive, School Events Participation) | can talk to if I have a problem: |
| learning. | | | BASELINE - 73% |
| | | Staff SEL | 2023 TARGET - 76% |
| | | . Prioritize Adult Social Emotional Learning through | |
| | Staff SEL - Lovin ES | school-based professional learnings | |
| | will work to ensure | . Implement monthly Staff Wellness Activities | Increase percent Positive Responses on the |
| | individualized, authentic | . Develop a Wellness Room | following <u>EES-STAFF</u> survey items: |
| | instruction through the | | 1. I receive training on instruction to |
| | implementation of Social | | support social emotional learning: |
| | Emotional Learning and | | BASELINE - 57% |
| | Restorative Practices, | | 2023 TARGET - 60% |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|--|--|---|
| | with an emphasis on student and staff well-being, self-care, physical and mental health, and social emotional learning. | | 2. Our staff can count on one another for help when needed: BASELINE - 80% 2023 TARGET - 83% 3. Staff at all levels are treated fairly: BASELINE - 68% 2023 TARGET - 72% |
| 90 Day Review: 1B Empathy - Stuc | lent and Staff Wellbeing | | Tiger Dens Presentation Lovin Tiger Dens.pptx |
| and Social Emotional expectations with the offered to students v similar to Harry Potte building relationship are giving Tiger Toke students track their to purchasing ice crear behavioral expectati strategies via SEL. support students wit | | | Pre-Planning PBIS Power Point 7_29 2022 PBIS Preplanning Meeting (1).pptx We are currently waiting to analyze our January EES Data for Students. However, we do have updates for Staff EES: I receive training on instruction to support social emotional learning: BASELINE - 57% 2023 TARGET - 60% January Results - 77% an increase of 20% Our staff can count on one another for help when needed: |
| Staff Related: Lovin has seen growth in 2 of the 3 areas measured on the Key Performance Indicators on our January administration of our Staff EES Survey. There was significant growth (20%) in the work staff is doing with SEL, as our survey results went from 57% to 77%. We will continue to provide monthly SEL focus points to staff via their Collaborative Learning Team (CLT) meetings. The lessons for these focus points have been created by our counselors and by our PBIS Team. The Lovin Counselors also provide a Wellness Tip for staff in their monthly newsletter. | | BASELINE - 80% 2023 TARGET - 83% January Results - 73%, decrease of 7% Staff at all levels are treated fairly: BASELINE - 68% 2023 TARGET - 72% | |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|--|---|--|
| Work We did see a 7% decrease in the area of staff helping one another, baseline of 80% to 73% on the January administration. We will increase the number of Wellness activities that staff participate in monthly. We will encourage staff to share their celebrations and frustrations as we push to foster a supportive environment. Additionally, the Lovin ES Wellness Room is now fully operational. We are currently working on providing opportunities for staff to utilize this wonderful resource. We continue to provide Teacher Treats and Teacher Acknowledgement via the following efforts: We highlight and thank staff members through our weekly staff newsletter. Our Sunshine committee implements monthly themes to recognize and support staff. We are providing monthly opportunities for staff to fill out Shine Cards to recognize a peer. The Administrative Team has ordered Gold Coins to recognize and celebrate specific staff at staff meetings. | | January Results - 69%, an increase of 1% | |
| Equity 2A: Multi-tiered system of supports Multi-tiered system of supports. Implement a comprehensive framework to fully operationalize a multi- tiered system of supports to address academic & non-academic student needs & remove barriers to success. | PBIS Tier 2 Team - Lovin ES will establish a small team to facilitate students that move from Tier 1 to Tier 2 of support/interventions. | Tier 2 Team Define scope of Tier 2 Team Identify members of team Design processes in which team will operate, based on PBIS guidelines Present team and process to staff Use the MTSS process for implementation | DECREASE the percentage of students scoring at the BEGINNING level on the Georgia Milestones Assessment based on their previous year's performance: |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|--|---|---|
| Equity 2B: Opportunity and Access Opportunity and access. Expand student opportunities to engage in and have access to high quality, rigorous, and culturally relevant curriculum, advanced coursework & enrichment activities | Differentiation and Integration via STEM - Small group strategic instruction and integration of STEM will be Lovin's Academic Press focus points. Teachers will use both approaches to personalize instruction and engage each and every student. | Differentiation and Integration via STEM PBL Instruction Define structures of small group instruction and STEM integration Provide PL to teachers for the new ELA curriculum. Staff will use the pilot to focus on small group instruction. Two additional student areas will also be featured (ESOL and gifted) Utilize half of CLT PL this year to focus on exploring the new curriculum to provide the strategic instruction needed for students Use ELA/Math iReady screeners and the RTI process to identify student needs Teachers will use culturally responsive text to increase engagement and support SEL work Utilize Tiger Time Intervention Block to provide additional opportunities for strategic instruction Design grade level STEM PBL opportunities for students Utilize one CLT meeting a month to plan for effective STEM PBLs | Increase percent Positive Responses on the following EES-Student survey items: 1. My teacher(s) ask questions of all students, not just some students BASELINE - 42% 2023 TARGET - 46% 2. All students have access to rigorous courses and supports BASELINE - 39% 2023 TARGET - 45% |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|--|--|---|--|
| 90 Day Review | | | Lovin MTSS Process |
| | | | Lovin RTI SST Process.docx |
| | ered system of supports | | |
| | | oports process (referred to as MTSS) to address | Lovin Academic Interventions |
| | | al challenges. Our first phase was to examine the | https://drive.google.com/drive/folders/16x6u3G6a |
| | | s (see Lovin MTSS Process for our adjusted practice) | HxwQTjEH90iCGKqxAIiAAOn8 |
| | entions and supports for st mic Interventions | udents, which include: | Lovin MTSS Teacher Guide - |
| | ss Monitoring Tool | | https://docs.google.com/document/d/1t4sUlHWArC |
| Lovin Progre Lovin RTI Re | | | oRkBgNLLIh6Zubalemsjmn/edit |
| | Academic Intervention Pla | an | |
| | Behavior Intervention Pro | | Lovin Progress Monitoring Tool Pyramid |
| | | | https://drive.google.com/drive/folders/16x6u3G6a |
| Phase two consisted | d of developing our Lovin ⁻ | Fier 2 Team to provide support for students that move | HxwQTjEH90iCGKqxAIiAAOn8 |
| from Tier 1 Intervent | ions to Tier 2 Intervention | s. Our Tier 2 Team is now refining the process to | |
| | | challenges with academic learning or meeting | Lovin RTI Resources |
| behavioral expectation | ons. Our process consists | of the following stages: | RTI Resource List.docx |
| Initial Tier 2 (| Conversation | | Lovin Group Academic Intervention Plan |
| | 2 Conversation | | LovinES Academic Intervention Plan.doc |
| | port Team Request | | |
| | Feam Support | | Lovin 7-STEP Behavior Intervention Process |
| | behavior intervention supp | ports | LOVIN7 step behavior log form.doc |
| | ate 360 lessons | | |
| | vior Specialist Support | | |
| | Support during TIGER Tim | ie: | |
| | Lab (Gifted students) | | |
| | Intervention Program (EIF | | |
| | ly Math/Reading Program | | |
| | ify Reading Program | | |
| | Level 1 & 2) | ier 2 needs for Kindergarten through Second) | |
| | E (Grades 2 & 3) | | |
| | | | |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|--|---|--|--|
| iSteep Read Lovin Multi-3 We know that attend been tracking data in Attendance Data: We students' attendance There are 41 There is 1 stu There is 1 stu Behavior data: We discipline concerns a | these two areas through We have a quarterly meet data. students with 6 or more a ident with 18 absences. ident with 20 absences. have a monthly meeting v ind/or counseling specific | fied students structional strategies a major impact on student learning. Therefore, we have our MTSS process. ing with our counselors and our social worker to review absences. (Some include excused absences) | iReady Literacy Diagnostic Data https://drive.google.com/drive/folders/1_V6KPAW- wjNLSAJCaEMHaeYjiXnDhHzR iReady Math Diagnostic Data https://drive.google.com/drive/folders/1_V6KPAW- wjNLSAJCaEMHaeYjiXnDhHzR |
| totaling two sSixteen Office | with an Out of School Sus tudents thus far e Discipline Referrals (Mir d an onsite behavior supp terventions. | | |
| growth in student per The number of The number of The number of The number of The number of | v data to track student per rformance for reading: of students three or more of students two grade leve of students one grade leve of students on grade leve | formance as the year progresses. We have seen grade levels below dropped from 44 to 36 students els below dropped from 109 to 68 students el behind dropped from 246 to 207 students rose from 122 to 137 students evel rose from 108 to 181 students | |
| | | ed in our iReady mathematics data: grade levels below dropped from 43 to 30 students | |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|---|---|---|
| The numberThe number | of students two grade leve of students one grade leve of students on grade level of students above grade le | | |
| 90 Day Review: | | | Place PBL lessons here |
| Equity 2B: Opportu As we return from Co students. Our major differentiation. Lovin literacy pilot with diffe participated in trainin Teaching staff receiv • Structuring th (see sample) • Implementing • Managing the • Developing p • Interpreting a Professional learning • Modeling skil • Conducting p • Attending EL • Participating • Analyzing be | OVID, it has been very im focus to address Opportu- teachers are leveraging t erentiation to address stud- ing twice a month led by ou ed professional learning of the Additional Learning Lite g small group instruction e Module Block rotocols to address stude and analyzing screener da g structures for this work h ls peer visits (3) and Learning question and answer "Off in district training session st practices done twice a | aracy (ALL) Block and Skill Block within EL supports nt voice and equity ta and formulating instructional groups from the data has taken on a myriad of formats: g Walks (4) (See sample) fice Hours" - three to four opportunities each month s - done monthly via Boot Camps and Digital Days month during Just-In-Time Training | Sample All Block Template SAMPLE - ALL Block Template.docx EL Learning Walk Tool EL Module Learning Walks Tool.docx EL Alignment Tool Looks-Sound EL Learning Walk Tool.docx |
| | | idents. These lessons are occurring routinely (see | |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|--|---|--|
| Effectiveness 3A: Results Based Evaluation System Redesigned Results-Based Evaluation System (RBES) by redefining the inputs, behaviors, and outcomes that determine the standards for student success. | Learning Walks - Lovin ES will develop a structure and a culture of learning from our peers to increase effectiveness as an organization. | Learning Walks Share data from EES on peer survey Develop a structure for peer visits ILT will participate in peer visits to model The Administrative Team will participate in monthly Learning Walks with a variety of stakeholders (e.g., Grade Level Teams, local school coaches, and district personnel) Create design focus for visits. This focus will support differentiated instruction in goal 2B, as well as monitoring the implementation of the new ELA Pilot that Lovin is participating in | Increase percent Positive Responses on the following EES-STAFF survey items: 3. Peer observation/coaching and feedback is a tool we use to improve Instruction BASELINE - 52% 2023 TARGET - 55% 4. Our teachers engage in classroom-based professional development activities (e.g., peer coaching) that focus on improving instruction BASELINE - 60% 2023 TARGET - 63% INCREASE the percentage of students scoring at the PROFICIENT and DISTINGUISHED levels on the Georgia Milestones Assessment based on their previous year's performance: |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|---|---|---|--|
| 90 Day Review: Effectiveness 3A: Results Based Evaluation System Learning Walks are the vehicles we will use to calibrate instructional expectations and improve our effectiveness. For the first semester, we have done the following: Implemented peer visits across grade levels by several groups (Lovin's Instructional Leadership Team, Special Education) Started vertical alignment walks by grade levels (Kindergarten, Second Grade, Fifth Grade) Visited other schools with our local school coach (Dacula Elementary School, Alcova Elementary School). We have also hosted other schools (Knight Elementary School, Eagle Ranch, Burnett Elementary School, Head Elementary School). In addition, we are using various opportunities to continue to increase our effectiveness and reduce variability from classroom to classroom. Lovin U ("new teacher" induction program) provides opportunities to staff new to Lovin to build instructional and managerial best practices for teachers. Weekly Just-In-Time training sessions are provided to teachers to align practices with research (see Calendar). Collaborative Learning Teams (CLT) - Grade level CLTs meet twice a week to plan learning experiences for students, examine data, and discuss best instructional practices. District Level Instructional Professional Support - Lovin staff are being supported through county coaches to build instructional capacity and team trust. For example, the GCPS Staff development office is conducting monthly sessions with the office staff and with our Autism Unit. | | Learning Walk Tool 2023 EL Module Block Learning Walks Tool January 2023.docx Just-In-Time Training Calendar https://drive.google.com/drive/folders/1w59FjNJ0 K0HMnu4AW2m699runo3iqvsc | |
| Excellence 4A: Preferred education destination Preferred education destination. Be the first choice of students and families | Joyful Learning - Lovin ES Teachers will increase their use of play-based learning to engage students. All Pro Dads - Lovin ES will establish a chapter | Joyful Learning Review components/purpose of Joyful Learning Teams will identify opportunities to implement Tell the story of this work frequently Budget Implication: Critical/creative games | Increase percent Positive Responses on the following <u>EES-PARENT</u> survey items: 1. I am informed about progress toward the improvement goals of this school: BASELINE - 79.8% 2023 TARGET - 82% 2. Parents/families have input into plans for improving this school: |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) |
|--|---|---|--|
| for excellent schools and the employer of choice for educators and staff to fulfill their careers. | All Pro Dads to connect an additional number of families to the school. Pastries with the Principal - In collaboration with the LES PTA, a monthly breakfast and tour will be conducted to connect families to the school, allow for input into plans for improvement, and demonstrate why Lovin ES is a preferred education destination. | STEM Materials Instructional materials - Abbey Quintero All Pro Dads Research the program Visit schools with successful chapters Identify leaders to implement and facilitate Recruit, train, and advertise parent leaders Design and implement monthly activities Tell the story of this work frequently Pastries with the Principal Select dates and advertise to community Use LSPI to design each meeting's key message Notify staff of tours Partner with LES PTA to use this event to tell the story of Lovin ES | BASELINE - 78.9% 2023 TARGET - 82% Increase percent Positive Responses on the following <u>EES-STUDENT</u> survey items: 1. I enjoy coming to this school: BASELINE - 31.2% 2023 TARGET - 40% 2. In class, we often work with other students to solve a problem/do a task BASELINE - 34.4% 2023 TARGET - 40% |
| 90 Day Review: Excellence 4A: Preferred education destination. Lovin is working on opportunities to increase community engagement which will lead to . Our initial task designs focus on "All Pro Dads" and "Pastries with the Principal" which will lead us to be <i>the first choice of students and families for excellent schools.</i> All Pro Dads - Lovin has experienced great success with our first year's implementation of All Pro Dads. This group meets monthly with an average attendance of 31 participants. The January meeting had 44 participants. A formal survey has not been conducted as of now, but soft data shows that participants love engaging in this program. | | | |

| Strategic Priorities & Goals Focus Work | Rationale | Action Steps (Implementation design) | How will you measure growth? Growth Factors (KPI) | |
|--|---|---|--|--|
| like to see fo only nine par occurring du Learning Wa | the Principal - We current this opportunity for parent ticipants have attended the ing the school day. Howe k to see teaching and lea see if a suitable adjustment | | | |
| - | s provided some excellen luding, but not limited to: | t opportunities to increase our desire to become a | | |
| | utside collaborators (e.g., | United States Department of Agriculture and Gwinnett | | |
| Joyful Learni experiences) | ng initiative (e.g., classes | nent philosophy of teaching through our Strategic Play/ start the day off with creative joyful learning | | |
| to expose stu | idents to civic duties, role | iences in our specials program - Lovin Civics specials s, professions and build their engagement with the our Computer Science special. | | |
| Creating a Lo engagement | ovin Events Committee to | involve more families and stakeholders in community Booster Thon, International Night, STEAM Showcase, | | |
| Inviting parents/families to see project learning in action (e.g., Fifth Grade Monologues and Second Grade Poetry) | | | | |
| Implementing Parent Workshops such as ESOL Night, Technology Night, and Title I Planning Meeting. | | | | |
| Developing the Lovin Student Council - Students campaigned for office and were elected/appointed to different positions. | | | | |
| Providing new | | place for parents to have lunch with their student gramming (e.g., 4H Clover Art Club, Georgia Natural /eterinary School) | | |