

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

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)
Empathy 1B: Staff and student wellbeing	At Norcross Elementary, staff and student well being are critical levers to students academic success. An intentional focus on well-being will support us in creating a positive, nurturing environment for students and staff, resulting in belonging and positive student outcomes.	<ol style="list-style-type: none"> 1. Provide teacher staff development for SEL during preplanning and the resources for teachers to implement SEL (including SEL back to school lessons) 2. Develop a SEL implementation schedule with support of PBIS Team 3. Staff attendance incentives (Beat the Bus Pass with monthly perfect attendance) 4. Continue PBIS program 	<p>Percent of students responding positively to the following student wellbeing EES Student Survey items (weighted average): I enjoy coming to this school SY 2022 Baseline 45% SY 2023 Target 49%</p> <p>Percent of students chronically absent (16 or more days): SY2022 Baseline: 13% SY2023 Target: 10%</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
		5. Increase student recognition (A/B Honor Roll and Perfect Attendance) in addition to Student of the Month 6. Hire an additional counselor 7. Provide students the opportunity to use the mindfulness room mindfulness strategies and techniques	Percent of staff responding positively to the following EES Staff Survey items (weighted average): When there is a problem in my school, we talk about how to solve it SY2022 Baseline: 77% SY2023 Target: 81%
LSPI 90 Day Update <ul style="list-style-type: none"> ● Teachers participated in the initial Social Emotional Learning professional development in July. Additional opportunities for Social Emotional Learning professional development has been embedded in our collaborative learning teams and faculty meetings. Teachers embed Social Emotional Learning on a daily basis. ● PBIS is being implemented with fidelity. Teacher recognition in the form of SOAR Bucks has been implemented to give teachers immediate feedback on supporting PBIS. In addition, we started a new student recognition, Knock Your Socks Off, in which students are recognized weekly on the morning news for safety, organization, achievement, and respect. ● Students were recognized for their first semester achievements in academics and attendance. ● An additional counselor has been hired. There are three counselors and each supports two grade levels. ● Counselors support teachers and teachers in mindfulness strategies and techniques. ● Our counseling program collaborates with the Atlanta Food Bank to provide and address food insecurities needs in conjunction with Paul Duke High School. Our counselors also host new student orientation for students who enroll later in the year. ● We partnered with the local Kiwanis Club to provide all students with eye screenings. ● We offer students before and after school clubs including: Chorus, STEM/Robotics, Girls on the Run, Fitness Club, and Gardening Club. We host a Girls Scout Troop on our campus and partner with the Boys Scouts for recruitment. Additionally, students have the opportunity to participate in the Good News Club. Identified students have a mentor through Path to Shine. ● Faculty member of the month is identified by colleagues. 		Data Update on Available Measures Data pending EES survey results Percent of students chronically absent (16 or more days): SY2022 Baseline: 13% SY2023 Target: 10% 90 Day Review: 12.67%	
LSPI 180 Day Update		Data Update on Available Measures	

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
<p>Equity 2A: Multi-tiered system of supports</p>	<p>At Norcross Elementary, multi-tiered systems of support in behavior and academics are important to meet the diverse needs of our learners to ensure positive student outcomes. We will continue to use our data driven processes to identify students who need acceleration and enrichment in academics and behavior.</p>	<ol style="list-style-type: none"> 1. Implement MTSS processes 2. Form an MTSS Team including key staff members to review data and make decisions using the tiered strategies and supports 3. Train all staff in MTSS and provide ongoing professional learning of MTSS (focus on strategies within the three tiers) 4. Train all staff on Universal Screener and how to use the data to support student learning 5. Implement 30 minutes of Continuous Quality Improvement (CQI) to provide interventions/extensions (all students have a Synergy course scheduled) 6. Implement the Language Arts pilot 7. Participate in data talks (screener data, CFA, teacher created assessments, and GMAS equivalent assessments) 8. Continue to prioritize small group differentiated instruction for literacy and math 9. Continue collaborative learning teams (CLT) during common planning time; with an emphasis on instructional practices resulting in academic growth 10. Participate in district professional learning 11. Continue to increase staff ESOL and Gifted endorsements 	<p>Percent of K-5 students who are universally screened in Math and ELA: SY2022 Baseline: 0% SY2023 Target: 95%</p> <p>DIBELS Data - Kindergarten TBD Percent of student at or above benchmark:</p> <p>Percent of 1st Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 9% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p> <p>Percent of 1st Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 8% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p> <p>Percent of 2nd Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 20% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p> <p>Percent of 2nd Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 5% SY2023 Middle of Year Target: 50% SY2023 End of Year Target: 75%</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
		12. Offer after school program, Right at School 13. Offer family workshops that support community and academic press	<p>Percent of students who are universally screened in wellbeing: SY2022 Baseline: 91% SY2023 Target: 95%</p> <p>Percent of 3rd graders in historically underserved* groups below grade level on reading. (*Historically underserved groups Free Meals): SY2022 Baseline: 45% SY2023 Target: 40%</p> <p>Percent of all Milestones tests in which students scored at Beginning level, lowest performance level: SY2022 Baseline: 33% SY2023 Target: 30%</p> <p>English Learner progress towards English language proficiency: SY2022 Baseline: 64% SY2023 Target: 69%</p> <p>Percent of staff responding positively to the following EES Staff Survey items (weighted average): Struggling students receive early intervention and remediation to acquire skills SY2022 Baseline: 71% SY2023 Target: 75%</p>
LSPI 90 Day Update <ul style="list-style-type: none"> An MTSS Team including key staff members has been created and meets monthly to review data and Tier 2 interventions. 		Data Update on Available Measures Percent of K-5 students who are universally screened in Math and ELA:	

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
<ul style="list-style-type: none"> ● We have had professional development for the MTSS team on Amplify, iREADY and those implementing interventions such as Read 180, Foundations and Just Words. ● The staff has had training on Amplify and iReady, we are continuing to build our capacity and iReady will be coming in Feb. to review data and growth results. ● We have implemented a CQI time/Eagle Time twice a week for remediation (support) and enrichment (press). ● Our midyear data talks took place within teams where we analyzed the District Assessments and GCPS Benchmarks for strengths and opportunities to reteach. ● The EL Education pilot is being done in each K-5 homeroom classroom and teachers are participating in all district staff development. ● The Right at School program is offered to students. ● Our collaborative learning teams meet on Tuesdays and Thursdays to plan, review and create assessments. 			<p>SY2022 Baseline: 0% SY2023 Target: 95% SY2023 Mid year: 96%</p> <p>Percent of 1st Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 9% SY2023 Middle of Year Target: 50% SY2023 Middle of Year Actual: 26% SY2023 End of Year Target: 75%</p> <p>Percent of 1st Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 8% SY2023 Middle of Year Target: 50% SY2023 Middle of Year Actual: 17% SY2023 End of Year Target: 75%</p> <p>Percent of 2nd Grade Students who are on grade level on the universal Reading: SY2023 Baseline Beginning of Year: 20% SY2023 Middle of Year Target: 50% SY2023 Middle of Year Actual: 28% SY2023 End of Year Target: 75%</p> <p>Percent of 2nd Grade Students who are on grade level on the universal Math: SY2023 Baseline Beginning of Year: 5% SY2023 Middle of Year Target: 50% SY2023 Middle of Year Actual: 14% SY2023 End of Year Target: 75%</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
			Data Pending for Georgia Milestones, ACCESS and EES Survey
LSPI 180 Day Update			Data Update on Available Measures
Equity 2B: Opportunity and access	Norcross Elementary will provide the opportunity for students to access high quality instruction and materials, and to participate in engaging learning activities that complement the Academic Knowledge and Skills (AKS).	<ol style="list-style-type: none"> 1. Implement Language Arts Pilot 2. Offer the following additional clubs - Reader's Rally and Math Problem Solving Club (Grades K-2 and 3-5) 3. Use data from iReady Assessment, and DIBELS 8, Common Formative Assessment, and GMAS assessments to make instructional decisions 4. All grade levels participate in the science fair 5. Implement a Diversity, Equity, and Inclusion Vertical Team (which focus on celebrations of culture and special education awareness) 6. Increase number of gifted students 7. Provide families with opportunities to learn about the community and academic supports 	<p>Following student wellbeing EES Student Survey items (weighted average): I feel safe at this school. SY2022 Baseline: 51% SY2023 Target: 56%</p> <p>Percent of students responding positively to the following student wellbeing EES Student Survey items (weighted average): All students have access to rigorous courses and supports. SY2022 Baseline: 40% SY2023 Target: 45%</p> <p>Percent of Gifted and Talented Representation: SY2022 Baseline: 4% SY2023 Target: 6%</p> <p>Percent of students responding positively to the following student wellbeing EES Family Survey items (weighted average): My student is challenged with a rigorous course of study at this school. SY2022 Baseline: 61% SY2023 Target: 66%</p>

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
LSPI 90 Day Update <ul style="list-style-type: none"> ● NES Teachers continue to implement the Language Arts Pilot. We have had several professional learning offerings to support teachers in planning, implementing, and monitoring the lesson to meet the needs of our students. In addition, the district coach and EL pilot coach have provided support. ● After school and before school club offerings for students have increased. The Readers Rally team has moved their meeting time to during the school day to allow more students to participate and as a result the membership has increased. Robotics now offers membership to K-2 students. The Yearbook Club, new this school year, is an opportunity for students in 5th grade to collaborate using a variety of abilities such as writing, technology, mathematics, and communication. There are also several visual arts programs which include, Chorus and Art. Students also have the opportunity to participate in a Fitness Club. ● Data from iReady Assessment, DIBELS 8, and assessments is used to make instructional decisions. The data helped identify students for the gifted referral process. 50 students were identified for additional gifted assessments, and 18 were found eligible for the gifted program.. There are 17 students currently in the testing process. NES Teachers use common formative assessments to form intentional enrichment and intervention groups. The data has also been used to support us in Tier 2 supports for identified students. ● The Right at School after school program is located on our campus. ● Third through fifth-grade students are participating in the LEVEL UP reading program. Teachers created the program to encourage students to read and complete a constructed response for every 20 minutes of reading. The program provided families with opportunities to learn how to support their children in reading. ● Science fair was offered to all students. ● Tutoring services during school hours are provided for students. ● Afterschool Intervention Program is offered to students. Transportation is being provided. 			Data Update on Available Measures Data Pending for EES Survey and gifted eligibility testing.
LSPI 180 Day Update			Data Update on Available Measures
Effectiveness 3A: Results-Based Evaluation System	Norcross Elementary will work to ensure students are tiered according to the	1. Implement a process and system for coaching cycles	Percent of students improving on district benchmark assessments between 1st & 2nd semester: <i>Data TBD</i>

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
	MTSS pyramid (with 85% of students successful at Tier 1) by focusing on effective Tier 1 instruction and sharing of best practices through peer observation and coaching and feedback.	<ol style="list-style-type: none"> 2. Implement a process and system for peer observation 3. Implement student goal setting K-5 4. Implement Curriculum Vertical Teams 5. Continue to use Collaborative Learning Teams to build teacher capacity in using data to drive instruction 6. Continue to focus on differentiated instruction for students 7. Include a 30 minute interventions/extension block 8. Invite students to participate in extended learning programs 9. Participate in district professional learning offerings. 10. Increase parent engagement and build parents' capacity to support their child's academic achievement by providing workshops and other learning opportunities 11. Teachers will create RBES Goals based on student growth in literacy and math 	<p>SY2022 Baseline: SY2023 Target:</p> <p>Percent of students responding positively to the following student wellbeing EES Staff Survey items (weighted average): I incorporate social emotional instruction into my daily instructional delivery SY2022 Baseline: 71% SY2023 Target: 76%</p> <p>Percent of 3rd graders in historically underserved* groups below grade level on reading. (*Historically underserved groups Free Meals): SY2022 Baseline: 45% SY2023 Target: 40%</p> <p>Percent of all Milestones tests in which students scored at Beginning level, lowest performance level: SY2022 Baseline: 33% SY2023 Target: 30%</p> <p>English Learner progress towards English language proficiency: SY2022 Baseline: 64% SY2023 Target: 69%</p>
LSPI 90 Day Update <ul style="list-style-type: none"> ● A process for peer observation has been implemented. ● Coaching cycles are currently being offered to teachers with four or fewer years of experience. ● Grade level teams continue to meet collaboratively to build teacher capacity. 		Data Update on Available Measures Data pending results of Benchmark assessments, EES survey, GMAS scores, and ACCESS Scores	

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
<ul style="list-style-type: none"> • Teachers are providing enrichment and interventions during the 30 minute Continuous Quality Improvement (CQI) block/Eagle time. • Teachers are participating in EL Pilot professional learning, Literacy Boot Camp, and Math Boot Camps. • Teachers are providing enrichment and interventions during the 30 minute Continuous Quality Improvement (CQI) block/Eagle time. • Teachers are participating in EL Pilot professional learning, Literacy Boot Camp, and Math Boot Camps. 			
LSPI 180 Day Update			Data Update on Available Measures
Excellence 4C: World-class communications and engagement	Norcross Elementary will enhance communication practices to engage diverse families and strengthen the accuracy and availability of language translation services for school and community distribution. Norcross Elementary will ensure all communication from Norcross Elementary is asset-based, culturally responsive, and appropriate.	<ol style="list-style-type: none"> 1. Increase parent outreach and parent learning opportunities 2. Increase of volunteers 3. Update of social media and website 4. Build on community and business partnerships 5. Establish a Parent Teacher Association (PTA) 6. Create a Family Engagement Team to focus on family outreach 7. Increase parent engagement and build parents' capacity to support their child's academic achievement by providing workshops and other learning opportunities 	<p>Percent of families participating in the annual Family Survey: SY2022 Baseline: 30% SY2023 Target: 35%</p> <p>Percent of families responding positively to the following student wellbeing EES Family Survey items (weighted average): I am encouraged to collaborate with my student's teachers about my student's learning SY2022 Baseline: 84% SY2023 Target: 87%</p> <p>Parents have input into plans for improving this school SY2022 Baseline: 69% SY2023 Target: 74%</p>
LSPI 90 Day Update			Data Update on Available Measures
<ul style="list-style-type: none"> • We have increased parent volunteers with the help of our parent liaison. When parents come in to volunteer, we have tasks around the school to complete. Most recently, we had parents come to the school and create Black History Month displays around the school. • Our parent liaison teaches English learning classes to our families. Last semester 10 students participated in the class. This semester the numbers have increased. 			Data pending EES survey results

2022-2023 Local School Plan for Improvement (LSPI)

School: Norcross Elementary

Principal: Kassia Morris-Sutton

Strategic Priorities & Goals Focus Work	Rationale	Action Steps (Implementation Design)	How will you measure growth? Growth Factors (KPI Baseline & Targets)
<ul style="list-style-type: none"> ● Our Parent Involvement Coordinator visits the community to recruit parents for Play 2 Learn and Kinder Camp. ● Our school fosters partnerships within the community. Our most recent list of business partners include: Horace Mann, Gwinnett Church, Georgia United Credit Union and Grace Emmanuel Church. ● We have offered engaging events with our community including Monster Math Night (take home math), Level Up (reading program), and STEM night (February 9th). During these events, parents and students are provided opportunities to engage in academic strategies that can continue at home. ● This year we have hosted luncheons for parent involvement. We hosted a Grandparent’s Day Luncheon in September. We also hosted a family luncheon in November and over 150 family participants for this event. Our next luncheon will be held in February (2/22 & 2/23). ● Our families are invited to attend The Student of the Month celebration held each month. ● Each month parents are sent the schoolwide family newsletter. 			
LSPI 180 Day Update			