



## School Improvement Plan 2023-2024

**School:** Gibbs International Magnet Elementary  
**Address:** 1115 W. 16th St.  
**ESSA Score Current Year:** 72.78  
**ESSA Score Previous Year:** 64.8

**Principal:** Tina Greenwood  
**Phone:** 501.447.4900  
**ESSA Letter Grade Current Year:** B  
**ESSA Letter Grade Previous Year:** N/A

Guiding Coalition		
Name	Position/Role	Contact (email/phone)
Tina Greenwood	Principal	501.447.4902/ <a href="mailto:tina.greenwood@lrsd.org">tina.greenwood@lrsd.org</a>
Heather Brown	Instructional Lead Teacher	501.447.4949/ <a href="mailto:heather.brown@lrsd.org">heather.brown@lrsd.org</a>
Debbie Petross	Kindergarten teacher	501.447.4913/ <a href="mailto:debra.petross@lrsd.org">debra.petross@lrsd.org</a>
Michelle Jones	1st grade teacher	501.447.4923/ <a href="mailto:michelle.jones@lrsd.org">michelle.jones@lrsd.org</a>
Julie Davis	2nd grade teacher	501.447.4931/ <a href="mailto:julie.davis@lrsd.org">julie.davis@lrsd.org</a>
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Matthew Pettit	French Specialist	501.447.4933/ <a href="mailto:matthew.pettit@lrsd.org">matthew.pettit@lrsd.org</a>
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Renada Burt	Parent/Staff	/ <a href="mailto:renada.burt@lrzd.org">renada.burt@lrzd.org</a>
Aaron Lubin	Community Member	<a href="mailto:alubin@execrecruit.com">alubin@execrecruit.com</a>

### SCHOOL MISSION

We will challenge all students to embrace positive character traits and high academic standards as they become global citizens.

### SCHOOL VISION

Parents, staff and students are all dedicated to student success.

### PLAN: NEEDS ASSESSMENT

#### Academics

Strengths	Challenges
<ul style="list-style-type: none"> <li>• Growing academically (since 2020-21)</li> <li>• Intervention time &amp; supports in place</li> <li>• CGI/ECM Trained staff &amp; SoR in all grade level</li> </ul>	<ul style="list-style-type: none"> <li>• Slow growth since 2020 in literacy &amp; math</li> <li>• Math support needed</li> <li>• PLC learning cycle ~ using data in all departments to plan</li> <li>• Grade levels/departments all in different places in PLC &amp; knowledge</li> </ul>

#### Culture & Climate

Strengths	Challenges
<ul style="list-style-type: none"> <li>House System growing among students that started 22-23</li> <li>Collaborative culture</li> <li>Global community with service to others</li> </ul>	<ul style="list-style-type: none"> <li>Increased minor alterations during less structured times (playground, transitions, etc.)</li> <li>Need a system/program to teach character skills &amp; leadership</li> <li>Increased tardies</li> </ul>
<b>Parent/Family Engagement, Partnerships, Operations</b>	
Strengths	Challenges
<ul style="list-style-type: none"> <li>Strong PTA Board &amp; Active PTA</li> <li>Most Parents support all functions &amp; programs</li> <li>Strong Parent Facilitator who plans &amp; evaluates parent events</li> <li>Strong &amp; active partnerships with Volunteers in Education</li> </ul>	<ul style="list-style-type: none"> <li>Engagement among ALL families</li> </ul>

PLAN: SMART GOAL-SETTING										
Area	SMART Goal (Include connection to <a href="#">LRSD Board Goals</a> )	Current Supporting Data								
<a href="#">Literacy</a>	By May of 2024 we will increase the achievement and growth in literacy by 9 students for all in K-2 as measured by the NWEA and 3-5 will have 50% of students average or above on the new Atlas assessment.	<div>NWEA Spring 2023 ~ Number of students/Percentage of (%) of students scoring at or above average</div> <table><tr><th>Grade</th><th>Literacy</th></tr><tr><td>K</td><td>27/68%</td></tr><tr><td>1st</td><td>27/57%</td></tr><tr><td>2nd</td><td>29/59%</td></tr></table> <div>3-5th grade ACT Aspire 2022-23 Spring Literacy Scores Ready &amp; Exceeding ~ number of students/percentage (%) of</div>	Grade	Literacy	K	27/68%	1st	27/57%	2nd	29/59%
Grade	Literacy									
K	27/68%									
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2nd	29/59%									

		<div>students</div> <table><tr><th>Grade</th><th>2022</th><th>2023</th></tr><tr><td>3rd</td><td>16/35%</td><td>20/44.2%</td></tr><tr><td>4th</td><td>21/46%</td><td>19/42.9%</td></tr><tr><td>5th</td><td>21/48%</td><td>13/30.8%</td></tr></table>	Grade	2022	2023	3rd	16/35%	20/44.2%	4th	21/46%	19/42.9%	5th	21/48%	13/30.8%					
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<a href="#">Math</a>	<div>By May of 2024, we will increase the achievement and growth in math by 9 students/3% for all students as measured by NWEA &amp; in grades 3-5, 50% of our students will be average or above on the new Atlas Assessment.</div>	<div>NWEA Spring 2023 ~ Number of students/Percentage of (%) of students scoring at or above average</div> <table><tr><th>Grade</th><th>Math</th></tr><tr><td>K</td><td>24/60%</td></tr><tr><td>1st</td><td>24/51%</td></tr><tr><td>2nd</td><td>28/57%</td></tr></table> <div>3-5th grade 2022-23 ACT Aspire Spring Math Scores Ready &amp; Exceeding number of students/percentage (%) of students</div> <table><tr><th>Grade</th><th>2022</th><th>2023</th></tr><tr><td>3rd</td><td>33/72%</td><td>24/53%</td></tr><tr><td>4th</td><td>17/36%</td><td>19/40%</td></tr></table>	Grade	Math	K	24/60%	1st	24/51%	2nd	28/57%	Grade	2022	2023	3rd	33/72%	24/53%	4th	17/36%	19/40%
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<a href="#"><u>School Culture</u></a>	<p>By May 2024, we will decrease the number of tardies/low attendance rate by 5% based on attendance/truancy data.</p> <p>Increase positive school environments where students and staff demonstrate school-wide character goals.</p>	<p>20 students have missed more than 17 days of school this year. Those students are considered at risk.</p> <p>The number of suspensions have doubled this school year during recess and less structured times.</p>			
<a href="#"><u>School Choice Goal</u></a>	Increase our knowledge of the PLC process as a school (including training new teachers) and hold ourselves accountable to the PLC learning cycle.	Gibbs has new staff and not all have received training on the process of the learning cycle.			
<a href="#"><u>Parent Engagement</u></a>	<p>Increase parental involvement for all families 10% as measured by in person conferences and events.</p> <p><a href="https://www.lrsd.org/Page/4091">https://www.lrsd.org/Page/4091</a></p>	Since 2020, about 10% of families at each grade level do not come to the building for face to face conferences. We have a lot of parental involvement; however, it has not been as high.			

**THEORY OF ACTION:**

**If...**  
district leaders work collaboratively to provide relevant resources and support in the use of evidence-based practices and data, to promote fully engaging instructional activities in all classrooms;

**And If...**  
principals promote a safe and secure environment; are fully engaged as instructional leaders; monitor the implementation of evidence-based practice through the use of TESS and principles of the SoR; review and interpret data to drive decisions;

**And If...**  
teachers are fully certified and engaged; use evidence-based instructional practices acquired through relevant professional development; work in collaborative teams reviewing and interpreting data to determine next steps for instruction;

**Then...**  
students will be fully engaged in instructional activities that prepare them for the next step in their education and preparation for post-secondary options.

**PLAN: IMPLEMENTATION****SMART Goal 1: Literacy**

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Continue to use Heggerty, Foundations, Wit & Wisdom, Morpheme Magic to ensure best practices	Classroom Teachers	August-May	Not Started ▾
Follow the PLC learning cycle with all departments and grade levels.	All specialists & teachers	August - May	Not Started ▾
Utilize assessments to determine next steps for all students.	All specialists & Teachers	August -May	Not Started ▾

Provide PD on current best practices & PLC process with collecting and analyzing data	All specialist & Teachers	August -May	Not Started ▾
Monitor data for End of unit assessments for Foundations & Wit & Wisdom.	Classroom Teachers	August-May	Not Started ▾
			Not Started ▾
Evaluation (Check)			
Quarter 1			
Questions <ul style="list-style-type: none"> <li>What progress has been made towards the goal?</li> <li>What successes can you build on?</li> <li>What areas need additional focus?</li> <li>What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 2			
Questions <ul style="list-style-type: none"> <li>What progress has been made towards the goal?</li> <li>What successes can you build on?</li> <li>What areas need additional focus?</li> <li>What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 3			
Questions <ul style="list-style-type: none"> <li>What progress has been made towards the goal?</li> </ul>			

- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

#### Quarter 4

#### Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

#### PLAN: IMPLEMENTATION

#### SMART Goal 2: Math

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Provide Interventions for students through Dreambox and teacher assessment data.	Specialists & Teachers Instructional Facilitator	September - May	Not Started ▾
PLC learning cycle used to plan & utilize data to determine area of support & enrichment (CFA & End of Unit assessments)	Specialist & Teachers	September - May	Not Started ▾
Use Illustrative Math curriculum	Classroom Teachers	August - May	Not Started ▾
			Not Started ▾
			Not Started ▾



			Not Started ▾
Evaluation (Check)			
Quarter 1			
<p>Questions</p> <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 2			
<p>Questions</p> <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 3			
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## Quarter 4

### Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
- What actions/next steps will you and your team pursue?

## PLAN: IMPLEMENTATION

### SMART Goal 3: School Culture

ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Implement and begin year one to teach character traits (Leader In Me). Use a survey at start and end of year to measure progress.	Team	August -May	Not Started ▾
Continue to implement weekly yoga sessions for students	Scott Bassham, Cala Lasker, Matthew Pettit with cooperation of classroom teachers	May	Not Started ▾
Plan monthly incentives to increase tardies & attendance rate. Use monthly/quarter reports to monitor growth	Registrar, counselor, incentive team	October -May	Not Started ▾
Recognize students who are demonstrating character traits through the house system and school-wide discipline plan.	House leaders, counselor & teachers	September - May	Not Started ▾

			Not Started ▾
			Not Started ▾
Evaluation (Check)			
Quarter 1			
<p>Questions</p> <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 2			
<p>Questions</p> <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 3			
<p>Questions</p> <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> </ul>			

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Quarter 4			
<p>Questions</p> <ul style="list-style-type: none"> <li>What progress has been made towards the goal?</li> <li>What successes can you build on?</li> <li>What areas need additional focus?</li> <li>What actions/next steps will you and your team pursue?</li> </ul>			
PLAN: IMPLEMENTATION			
SMART Goal 4: School Choice			
ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Weekly team meetings to collaborate by planning using essential standards, monitoring student needs and growth aligned to the standards using CFA & end of unit assessments, and adjust instruction according to results.	Instructional Lead Teacher Teacher Teams	August-May	Not Started ▾
Survey the training needs as it pertains to the PLC process and plan for PD.	Instructional Lead Teacher	September & May	Not Started ▾
Plan professional development with Solution Tree to grow teachers in the PLC process. Surveys to measure growth will be used.	Instructional Lead Teacher Teachers Administrator		Not Started ▾

Plan and facilitate “refresher” training for previously trained staff on the PLC cycle.	Brown/Petross/Gibson	September	Not Started ▾
Plan and facilitate training for new staff on PLC cycle.	Guiding Coalition, Brown	Ongoing September - April	Not Started ▾
Mid and EoY survey to measure growth of implementation.	Staff complete survey created by Ins. Lead Teacher	January & May	Not Started ▾
<b>Evaluation (Check)</b>			
<b>Quarter 1</b>			
Questions <ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
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<b>Quarter 3</b>			
Questions			

<ul style="list-style-type: none"> <li>• What progress has been made towards the goal?</li> <li>• What successes can you build on?</li> <li>• What areas need additional focus?</li> <li>• What actions/next steps will you and your team pursue?</li> </ul>			
Quarter 4			
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PLAN: IMPLEMENTATION			
SMART Goal 5: PFE			
ACTIONS (Do)	PERSON(S) RESPONSIBLE	MONITORING TIMELINE	EVIDENCE OF MONITORING
Offer multiple options for parents to support and meet with teachers and/or specialists for conferences.	Teachers	August - May	Not Started ▾
Survey parents to determine parent meeting topics for families to attend.	Parent Facilitator	August - May	Not Started ▾
Evaluation (Check)			

### Quarter 1

#### Questions

- What progress has been made towards the goal?
- What successes can you build on?
- What areas need additional focus?
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### Quarter 2

#### Questions

- What progress has been made towards the goal?
- What successes can you build on?
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### Quarter 3

#### Questions

- What progress has been made towards the goal?
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### Quarter 4

#### Questions

- What progress has been made towards the goal?

- What successes can you build on?
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