

McKinney Independent School District
McKinney North High School
2016-2017 Campus Improvement Plan



Mission Statement

McKinney North High School will provide engaging learning experiences so students can become effective communicators, quality contributors, and socially responsible citizens.

Vision

McKinney North High School is a cohesive, diverse community providing engaging learning experiences for all.

Core Beliefs

Partnerships between students, parents, community members, and staff are foundational to educational success.

Positive school culture and a safe environment foster growth.

Everyone has inherent value and deserves to be treated with dignity and respect.

Learning is an active process requiring engaging tasks and engaging minds.

Relevant and authentic experiences ignite continuous, deeper learning.

Meaningful relationships enrich learning.

Confidence fuels risk taking and higher achievement.

Financial stewardship ensures a tomorrow for education.

Comprehensive Needs Assessment

Demographics

Demographics Summary

The 2016-17 school year has MNHS with a projected enrollment of 2100 students. We've been able to maintain a consistent enrollment over the last few years with our current student demographics showing our ethnicity as follows: American Indian 0.38%, Asian 3.83%, African American 17.76%, Hispanic 23.4%, White 52.1%, Pacific Islander 0.29%, Other 2.20%. Within our current populations we have 27.4% Economically Disadvantaged, 8.9% Special Education, 2.20% ELL. The culture of our campus continues to focus on student success with emphasis on developing and maintaining positive student/teacher relationships/connections. Our student pride and school spirit at MNHS is at an all time high and through the development of strong student leaders we are able to maintain this environment.

Demographics Strengths

At MNHS the diversity of our school is what makes us a rich community. The development of a strong "family" culture has allowed us to develop viable relationships and connections that focus on high expectations. Daily experiences within the diverse population of MNHS prepare students to be successful, contributing citizens in the global community.

Demographics Needs

While the diversity of our population is a strength within our student body, we must continue to take advantage of teachable moments for students to understand the importance of embracing and appreciating cultural differences.

Student Achievement

Student Achievement Summary

Our core business remains focused on student success through continuous improvement and high expectations in all endeavors. We are committed to achieving a 100% graduation rate while equipping our students with the skills necessary to be successful after high school. As we enter the 2016-2017 school year, our focus remains on creating an environment that engages our students in relevant and purposeful learning. As a National Model School for the Commit2Graduate Initiative and as a National AVID Demonstration School, it is imperative that "best instructional practices" are evident in all classrooms. In achieving the 100% graduation rate, MNHS will instill accountability for personal growth, focus on establishing meaningful relationships, and designing lessons that are engaging, challenging and relevant.

Student Achievement Strengths

MNHS received the "Met Standard" rating for the 2015 TEA Accounting rating and earned 5 of 7 Distinction Designations (Reading/ELA, Social Studies, Top 25% Student Progress, Top 25% Closing Performance Gaps, and Postsecondary Readiness). Our overall STAAR results were as follows: Algebra I 88%, English I 87%, English II 89%, Biology 98%, US History 97%. The number of students taking AP exams continues to climb as our students focus on a challenging course of study. Our 2015 seniors received more than \$7million in scholarships with 93% indicating they would continue study at the collegiate level. We continue to see our students excel in extra-curricular activities with participation numbers growing. Lastly, the development of strong student/teacher relationships has been pivotal to our overall success.

Student Achievement Needs

We will continue to focus on improving commended scores for all students and improving overall performance of ELL and Special Education students. AP performance is still an area of focus for MNHS even though the overall pass rate rose from 59% to 60%. We would like to see a pass rate of 65% for students taking AP exams. Another focus area will be daily student attendance. The overall attendance rate for 2015-2016 was 95.23%, a slight improvement from last year, we lost Distinction Designations in several areas as we failed to reach the required attendance mark of 96%.

School Culture and Climate

School Culture and Climate Summary

Creating the family environment at MNHS has been a key ingredient in our success over the years. Developing positive student/teacher relationships has helped create an environment that targets continuous improvement with our ultimate goal of success for all students. With established initiatives (C2G and AVID) we focus our strengths on providing best instructional practices in all classrooms. Our commitment to student success and achieving 100% graduation rate holds us accountable for establishing meaningful relationships and designing engaging lessons that are challenging, purposeful and relevant. Campus wide student and teacher leadership continue to be a strength that support a positive culture and climate for MNHS.

School Culture and Climate Strengths

Without a doubt our strength lies in the development of positive relationships between students and teachers. As evidenced on recent surveys, students, teachers and parents ranked MNHS high in the development of positive relationships. Another strength is the unwavering desire of our teachers to hold our students accountable for learning but also their own personal accountability in designing engaging, challenging and relevant lessons. Work within each PLC is vital to continued improvement in classroom instruction. Also, the strong leadership of key students and student groups remains a constant in maintaining a positive culture and climate.

School Culture and Climate Needs

Strengthening our culture of student involvement in clubs/organizations is a must. A continued focus of maintaining a strong sense of loyalty and pride to MNHS is paramount.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

One area that remains a key to our success in retention of quality staff is the family atmosphere that is prevalent at MNHS. Survey data indicates that our staff felt that MNHS was a safe/orderly place to work, which also helps in staff retention. Celebrating success and honoring teacher's commitment to their students also aids in the retention of highly qualified staff at MNHS.

Staff Quality, Recruitment, and Retention Strengths

As stated above, our family atmosphere has been a catalyst for our success. Our focus to support the work accomplished in campus PLCs has fostered an environment that encourages teachers to design creative, challenging and engaging lessons that support student learning. Empowering teachers with the autonomy to design lessons that meet students' needs has been a strength for our campus. Teacher leadership that focuses on high expectations across the campus has been a driving force in this area and has certainly strengthened teacher input into curriculum and instruction.

Staff Quality, Recruitment, and Retention Needs

To ensure that we are able to retain quality staff at MNHS we must make every effort to create a sense of belonging for every staff member. Just as successes must be celebrated, concerns must be addressed. Additionally, when a vacancy occurs on the campus it will be the responsibility of the MNHS leadership team to develop a rigorous and purposeful hiring process to identify the most qualified candidates for the position.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

McKinney North continues its focus and commitment on elevating the academic achievement of all students. The core business of our school remains focused on student success we must always use continuous improvement as our guiding force. Equipping our students with the tools necessary to be successful at MNHS and in the global community is our focus. As a National Model School for the C2G Initiative and as a National AVID Demonstration School, it is imperative that best instructional practices are evident in all classrooms. The 1:World Initiative is supporting integration of technology in the classroom, while increasing all student's access to quality resources. Our teacher leaders have embraced the effect use of technology being used in all classrooms.

Curriculum, Instruction, and Assessment Strengths

Campus strengths lie in the support provided by our Administrative team, Instructional Coaches, Intervention Specialists, Department Chairs and Team Leaders. These individuals are the core for our campus leadership team and their role is focused on achieving our core business of student success. They work closely with our staff to ensure the best instructional practices are being used when designing and implementing engaging lessons for students. Our PLC time is instrumental in maintaining our expectations for designing lessons that meet individual student needs. Interpreting data and using it to support student learning is a strength and focus for all PLC groups. Collaboration during PLC time and beyond is a cornerstone in our philosophy of supporting student success.

Curriculum, Instruction, and Assessment Needs

As we continue to grow in numbers, it's paramount that we provide new staff members with the essential tools needed to be successful. Professional development will remain at the forefront as we grow teacher leaders who understand our commitment to student success.

Family and Community Involvement

Family and Community Involvement Summary

Family and community involvement remain an integral part of our success at MNHS. MNHS parents show their support by high attendance rates at campus events like Showcase, Open House, and College Night. Additionally, parents and community members can be seen supporting MNHS students in extra-curricular activities and performances. Building a strong partnership with our parents is key to our success and the success of our students. The trust that is developed with our parents is foundational to the relationships we build with our students.

Family and Community Involvement Strengths

Parents are cooperative and trust that decisions made at MNHS will help their child to be successful in school and the global community. Parents provide support to the various booster clubs and organizations. Our attention to detail and our quick response to student and parental concerns have created trusting relationships with parents. Additionally, two-way communication between parents and school has created a trusting partnership that has aided in the growth of students from adolescents to adults.

Family and Community Involvement Needs

Our biggest challenge remains with getting all parents involved and invested in programs and activities at MNHS. Increasing diverse parental participation/membership in organizations such as PTSSO and booster clubs is a continued area of growth. Survey data reveals that parents desire a greater level of communication about school activities and events.

School Context and Organization

Technology

Technology Summary

At MNHS we ensure that teachers and students have access to 21st century technologies. Many technology tools, such as Canvas, Apple tv, Macbooks and digital textbooks are used to enhance student learning. Teachers and students continue to use the Google Suite to support instruction and facilitate collaboration.

Technology Strengths

Staff and students have high levels of expertise in using technology tools for research and increasing novelty and variety in the classroom. PLCs discuss ways to incorporate technology into learning activities.

Technology Needs

Continued professional development in order to provide more opportunities for students to utilize technology as producers/creators and not just consumers is critical. Student safety on social media is a global concern. MNHS will focus on increasing efforts to educate students, staff and parents on safe usage on social media. Teachers will increase students interaction with the curriculum through technology in more significant and effective ways to reach mastery.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Performance Index Framework Data: Index 1 - Student Achievement
- Performance Index Framework Data: Index 2 - Student Progress
- Performance Index Framework Data: Index 3 - Closing Performance Gaps
- Performance Index Framework Data: Index 4 - Postsecondary Readiness
- Accountability Distinction Designations
- PBMAS data
- Annual Measurable Achievement Objectives (AMAO) data

Student Data: Assessments

- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR ELL Progress Measure data
- Texas English Language Proficiency Assessment System (TELPAS) results
- Texas Success Initiative (TSI) data for postsecondary/college-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- SAT and/or ACT assessment data
- PSAT and/or ASPIRE
- Observation Survey results

Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL or LEP data, including academic achievement, support and accommodation needs, race, ethnicity, gender, etc
- Section 504 data

- Homeless data
- Gifted and talented data
- Response to Intervention (RtI) student achievement data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Discipline records
- Student surveys and/or other feedback

Employee Data

- Professional Learning Communities (PLC) data
- Staff surveys and/or other feedback
- Professional development needs assessment data
- PDAS and/or T-TESS

Parent/Community Data

- Parent surveys and/or other feedback

Goals

Goal 1: McKinney North will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

Performance Objective 1: The faculty, staff, students, parents and community perceive the school environment as safe and orderly.

Evaluation Data Source(s) 1: Review of survey instruments about student safety.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Set clear expectations and enforce rules consistently. Student Handbook and campus expectations will be reviewed during the first week of school. Administration and faculty work collaboratively throughout year to consistently implement campus and district expectations.	Administrators, faculty	Agenda for class meetings, agendas for Admin meetings, Department meetings and faculty meetings with calibration items listed				
2) Update Emergency Management to reflect changes due to building renovation. Communicate new plans for staff for effective implementation of scheduled drills.	Administrators and District Safety Office	Safety plans provided by district officials and architects.				
3) Maximize use of available communication systems employed regarding safety concerns: TIP 411, Call out system, SRO, letters	Administrators, local law enforcement	Principal's newsletter, constant contacts, call outs				
4) Implement Positive Behavior Interventions and Support (PBIS) system to foster positive relationship, to create a safe and orderly environment.	All staff	Professional learning presented by faculty PBIS team during Academy Week. Referral and placement data indicate decreases in referrals and placement from the previous year. HRS quick data surveys				
5) Increase input and feedback channels for staff via a Google Form for questions and suggestions to be considered during weekly administrative and department chair meetings.	Administration	Weekly Administrative and Department Chair PLC agendas and minutes will include discussion of items added to the form.				

6) Create data room to monitor progress of Tier 2 and Tier 3 level interventions.	All staff	<p>Room organized for data meetings and meaningful collaboration.</p> <p>Identification of Tier 2 & Tier 3 students.</p> <p>Agendas of meeting to plan for intervention.</p> <p>Improvement of identified data metrics for students and student groups requiring intervention.</p>				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 1: McKinney North will ensure the faculty, staff, students, parents, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

Performance Objective 2:

Evaluation Data Source(s) 2: Through communication with the Fire Marshall we have made further adjustments with our safety plan based on renovation project.

Summative Evaluation 2:

Goal 2: McKinney North High School will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 1: Teacher teams and collaborative groups regularly interact to address common issues regarding curriculum, assessment, instruction, and the achievement of all students (PLC).

Evaluation Data Source(s) 1: Using google docs we are able to review PLC minutes that will help determine agenda items discussed in PLC.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teams will write goals/commitments prior to school beginning and will be regularly examined.	Team Leaders, administrators	Department Meetings/Summer Academy Posted in PLC document				
2) Within PLCs, common assessment are created and data is analyzed to assess student achievement and growth.	Team Leaders, PLC members	PLC Agenda minutes				
3) Campus Principals meet weekly with PLCs to monitor and assess progress toward goals.	Campus Principal	PLC Agenda Minutes/ Data Question Responses/Google Doc				
4) The School collects and reviews minutes from PLC meetings to maintain a focus on student achievement.	Administrators, Team Leaders	Google Doc/PLC Template				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 2: McKinney North High School will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 2: The school communicates a clear vision as to how instruction should be addressed in the school.

Evaluation Data Source(s) 2: The MNHS Administrative team, Instructional Coaches and Department Heads will be the catalyst for establishing effective teaching strategies. Best practices for successful student engagement will be shared through professional development opportunities (gallery walks, small group instruction, and modeling) that allow teachers to demonstrate effective teaching strategies to peers during afternoon staff meetings.

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Emphasis will be placed on Fundamental Five, AVID WICOR, and Kagan strategies, and designing of engaging lessons as a school-wide model of instruction.	Administrative Team	Walk-through data, PLC Agendas, student achievement on assessments.				
2) Professional Development is provided during Summer Academy and at monthly staff meetings modeling the school-wide model of instruction.	Instructional Coaches & Department Heads	Academy Agenda/Staff Meeting Agenda				
3) School-wide language of instruction is used regularly by faculty in their professional learning communities.	PLC members	PLC agenda template/minutes				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 2: McKinney North High School will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 3: Predominant instructional practices throughout the school are known and monitored.

Evaluation Data Source(s) 3: MNHS Administrative team, Instructional Coaches and Team Leads will guide this process throughout the year. PD opportunities will focus on best practices that support student success in the classroom. Walkthroughs and teacher observations will help support this process.

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Predominant instructional practices will be modeled and showcased during Summer Academy, monthly staff meetings and during Showcase.	PLC members	Academy agenda, Meeting minutes,				
2) Walkthrough data will aggregated and discussed weekly to ensure predominant instructional practices are implemented consistently.	Administrators	Walkthrough forms, Administrative PLC minutes				
3) Instructional Coaches and Media Resource Specialist will create and maintain a Google Site of predominant instruction strategies to be utilized by the staff during PLCs. Targeted practices will be included in a Canvas course for the staff.	Instructional Coaches and Media Resource Specialists	Google Site & Canvas Course				
Critical Success Factors CSF 1 CSF 2	MNHS staff	Walkthroughs, PLC minutes, Data room meeting agendas and minutes				
<p>4) MNHS teachers will incorporate a variety of design qualities and instructional strategies to support the needs of ALL students. (AP, GT, EcoDis, SpEd, ELL)</p>						
<p>  = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue </p>						

Goal 2: McKinney North High School will engage students in rigorous and relevant learning experiences that will prepare them for graduation and post-secondary success.

Performance Objective 4:

Evaluation Data Source(s) 4: Staff meetings continue to demonstrate effective instructional strategies that support student learning. Walkthroughs are showing progress in this area.

Summative Evaluation 4:

Goal 3: McKinney North High School will have structures and systems in place to improve the efficiency and effectiveness of educational programs in MISD to promote the teaching and learning process.

Performance Objective 1: Teachers have formal roles in the decision-making process regarding school initiatives.

Evaluation Data Source(s) 1: This will be done through using the MNHS Design team, Leadership team, Faculty Council and CIP.

Summative Evaluation 1:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Teachers surveyed as needed to collect information and gather their input.	Administrators, teachers	Google surveys: Testing center, Announcements, Academy feedback				
2) Faculty Council, Department Chairs, Team Leaders, and Site-Based team will meet regularly to gather information and provide input to administration.	Teacher leaders, administration, IC's,	Meeting Agenda/Minutes				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: McKinney North High School will have structures and systems in place to improve the efficiency and effectiveness of educational programs in MISD to promote the teaching and learning process.

Performance Objective 2: Teachers, staff, parents, student and community have formal ways to provide input regarding the optimal functioning of the school.

Evaluation Data Source(s) 2: Using a variety of techniques we will gathering information to support the day to day operation of our school. Surveys, Leadership team, Faculty Council, Student Advisory groups, CIP, Booster clubs.

Summative Evaluation 2:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) House Advisory Councils will meet regularly for cross-grade level students to provide input to House principals on student needs.	Students, AP's	Meeting Agenda/Minutes; Project products (i.e Food Pantry)				
2) Parents, students and teachers provide input on school operations through PTSO, CIT Booster Clubs and quick data surveys.	Students, parents, teachers	Meeting Agenda/Minutes; survey data				
= Accomplished = Considerable = Some Progress = No Progress = Discontinue						

Goal 3: McKinney North High School will have structures and systems in place to improve the efficiency and effectiveness of educational programs in MISD to promote the teaching and learning process.

Performance Objective 3: The success of the whole school, as well as individuals within the school, is appropriately acknowledged.

Evaluation Data Source(s) 3: We will "Tell Our Story" through our students, teachers, parents, Booster Clubs, PTSO, Site based team.

Summative Evaluation 3:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) Student achievements will be intentionally and adequately acknowledged.	Teachers, Administrators, Coaches, PBIS team	Daily announcements, Wall of Honor, Award Ceremonies, Team send offs, House Recognition, Student of the Month, club and organization ceremonies, banquets.				
2) Teacher accomplishments will be celebrated and adequately acknowledged.	Administrators	Teacher of the Month, Bulldog of the Week, Teacher of the Year, Teacher Appreciation Week, Principal's Weekly DawgTalk, Award of Excellence, Website and Twitter posts				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: McKinney North High School will have structures and systems in place to improve the efficiency and effectiveness of educational programs in MISD to promote the teaching and learning process.

Performance Objective 4: The fiscal, operational, and technological resources of the school are managed in a way that directly supports teachers.

Evaluation Data Source(s) 4: Monthly review of our day-to-day operations.

Summative Evaluation 4:

Strategy Description	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
1) 65% of school budget is allocated directly toward instruction.	Campus Principal and Site Based Team	Site Based Approval				
2) Varied professional development opportunities will be continuously provided.	Administrators	Staff Meeting Agendas, Euphoria, Summer Academy Agenda; Canvas course for professional learning.				
3) Classroom disruptions will be minimized to provide teachers with adequate time to teach effectively.	Administrators	Field Trips require approval and academic relevance, calendars are reviewed, monitoring bell to bell, walkthroughs				
4) Use of technology will be appropriately directed to improve teaching and learning.	Administrators, MRS	1:World, Apple TV, Google Forms/Templates, Job imbedded modeling and teaching of technology strategies, MRS's attend PLC's, Digital textbook options				
 = Accomplished  = Considerable  = Some Progress  = No Progress  = Discontinue						

Goal 3: McKinney North High School will have structures and systems in place to improve the efficiency and effectiveness of educational programs in MISD to promote the teaching and learning process.

Performance Objective 5:

Evaluation Data Source(s) 5: 2016-2017 budget has been approved by the MNHS Site Based team. 65% of budget is directly focused on instruction, professional development with remainder supporting the day-day operation of the campus.

Summative Evaluation 5: