McKinney Independent School District

McKinney North High School

2023-2024 Improvement Plan

Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

Vision

EVERY STUDENT, EVERY DAY!

Core Beliefs

We believe:

In our students

- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment

- Learning is an active process involving students and parents to ensure that every student has an excellent education

- Every student needs an avenue to be engaged with their campus activities

- In recruiting and retaining the best staff for our students

- Staff is our greatest resource

- All staff should focus on student outcomes

Comprehensive Needs Assessment

Student Learning

Student Learning Summary

MNHS received an "A" rating for the 2022 TEA Accountability rating and earned Distinction Designations in Top 25% Closing Performance Gaps, and Postsecondary Readiness.

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School Processes & Programs

School Processes & Programs Summary

In order to maintain our focus on success for all students, MNHS will target student engagement through the development of differentiated lessons, develop avenues for improved communication, and provide professional growth opportunities for staff that will support continuous improvement in student learning. MNHS will incorporate a multi-media approach to communication via Twitter, Facebook, our campus website, and email updates. Our staff will be provided with learning opportunities through Professional Learning Communities (PLC), campus design days, campus wide data meetings and academy days to observe

Goals

Goal 1: McKinney North High School will ensure that the school is a safe and secure environment where collaboration enhances student learning, addresses social and emotional needs, fosters student success and develops a joy for life long learning.

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

    Evaluation Data Sources: Review of survey instruments about student safety.

Strategy 1 Details	Reviews
Strategy 1: Set clear expectations and enforce rules consistently. Student Handbook and campus expectations will be reviewed during the	

Strategy 4 Details	Reviews

Goal 1:

Goal 1:

Goal 2: McKinney North High School will use data decisions to engage all students in rigorous and relevant learning experiences that ensure growth and 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 Sources: Using google docs we are able to review PLC minutes that will help determine agenda items discussed in PLC.

Strategy 1 Details	Reviews		

Strategy 1: Teams will write goals/commitments to improve instructional practices and student performance. Three times per year, goals will be monitored and adjusted after meetings with teachers/admin.
    Strategy's Expected Result/Impact: Department Meetings/Summer Academy
 	
    Posted in PLC document
    Staff Responsible for Monitoring: Team Leaders, administrators
	Formative		**Summative**

	Nov	**Feb**	**June**
Strategy 2 Details	Reviews		

Strategy 2: Within PLCs, common formative assessments are created and data is collected on a regular basis to be analyzed by the team to assess student achievement and growth.
    Strategy's Expected Result/Impact: PLC Agenda minutes
    Staff Responsible for Monitoring: Principals, Instructional Coaches, Team Leaders, PLC members
	Formative		**Summative**

	Nov	**Feb**	**June**
Strategy 3 Details	Reviews		

Strategy 3: Campus Principals meet regularly with PLCs to monitor, assess, and analyze data collected in the classroom and across the campus to determine strengths and opportunities for student learning growth.
    Strategy's Expected Result/Impact: PLC Agenda Minutes, Data Question Responses, MOI Digital Walkthrough tool
    Staff Responsible for Monitoring: Campus Administrators, Instructional Coaches
	Formative		**Summative**

	Nov	**Feb**	**June**
0% No Progress			

Goal 2: McKinney North High School will use data decisions to engage all students in rigorous and relevant learning experiences that ensure growth and prepare them for graduation and post-secondary success.

Performance Objective 2: The school community will commit to full implementation of the MISD Model of Instruction and the campus expectations for collaborative team process.

    Evaluation Data Sources: 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 (collaborative team meetings, small group instruction, data room activities and modeling) that allow teachers to demonstrate effective teaching strategies to peers during varied opportunities for learning.

Strategy 1 Details	Reviews		

Strategy 1: Best Practices, such as, but not limited to Fundamental Five, AVID WICOR, and collaborative strategies will be utilized to support the school wide model of instruction.
    Strategy's Expected Result/Impact: Walk-though data, PLC observations, student achievement on assessments.
    Staff Responsible for Monitoring: Campus Administrators, Instructional Coaches
	Formative		**Summative**

	Nov	Feb	June

Strategy 2 Details	Reviews	

Strategy 2: The Professional Development plan addresses the needs of the school community as well as provides opportunities for growth to support the individual goals of teachers.
    Strategy's Expected Result/Impact: Academy Agenda/Staff Meeting Agenda
    Staff Responsible for Monitoring: Instructional Coaches & Department Heads
	Formative	**Summative**

	Nov	

Goal 4: McKinney North High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

Performance Objective 1: Weekly recognition of campus staff with our Bulldog of the Week award.

    Evaluation Data Sources: Social media posts of award recipients.

Strategy 1 Details		Reviews		
Strategy 1: Selected staff members will be recognized with a Bulldog trophy to showcase in their room or office space for the week. This award will be presented weekly to staff in front of students and other staff members to support the positive recognition and campus culture. **Strategy's Expected Result/Impact:** Increased moral and motivation for all staff.		**Formative**		**Summative**
		Nov	**Feb**	**June**
0% No Progress	Accomplished	Continue/Modify	Discontinue	

Goal 4: McKinney North High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

Performance Objective 2: Campus administrators will attend teacher job fairs to represent MISD and MNHS.

    Evaluation Data Sources: Increase of highly qualified applicants for posted jobs in MISD and MNHS.

Goal 4: McKinney North High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

Performance Objective 3:

Goal 5: McKinney North High School will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Communication to students and parents will be sent on a regular basis via email from campus principal to support connections between home and school.

Evaluation Data Sources: Reports collected through school messenger of all communications sent via email to parents and students.

Strategy 1 Details	Reviews
Strategy 1: Weekly mef t	

Goal 5:

Goal 6: