

McKinney Independent School District

Bennett Elementary

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
- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment
- Financial stewardship ensures a tomorrow for education

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Bennett Elementary, home of the Bennett Bears, is fortunate to serve 510 extraordinary students in grades Kindergarten through Fifth Grade. Our campus enrollment by ethnicity is:

African American – 10%

American Indian – 1%

Asian - 10%

Hispanic – 14%

White – 59%

Pacific Islander - 1%

More than one race - 5%

16% of Bennett Elementary students are considered to be economically disadvantaged based on free-reduced lunch status, and Bennett has a 7% mobility rate.

Bennett Elementary has a variety of programs to differentiate the needs of our learners. Many enrichment and acceleration opportunities exist, as well as, programs designed to assist students who require additional support. Some of these programs are as follows:

- Gifted & Talented - 20% of Bennett students are currently served through the MISD Alpha Program. Alpha is McKinney ISD's specialized program for identified gifted and talented students.
- Special Education - 15% of Bennett students are currently served through our special education department. For students with identified eligibility, we provide a full range of special education services including speech, resource, inclusion, and various other support services.
- Emergent Bilingual - 7% of Bennett students are considered non-fluent English speakers and receive accommodations through our Emergent Bilingual program. All classroom teachers at Bennett Elementary hold an ESL certification, considering them high-qualified to serve students whom English is not their only language spoken in the home.

Demographics Strengths

The increasingly diverse ethnicity of our student population brings great strength to our school community. Bennett students are challenged to reach high expectations regardless of their ethnic or socio-economic background. This was apparent in our 2022-23 school year Assessment data which includes:

Measures of Academic Progress (MAP) Reading:

*Kindergarten - 84% scored at grade level or above

*1st Grade - 94% scored at grade level or above

*2nd Grade - 81% scored at grade level or above

*3rd Grade - 86% scored at grade level or above

*4th Grade - 80% scored at grade level or above

*5th Grade - 78% scored at grade level or above

Measures of Academic Progress (MAP) Math:

*Kindergarten - 94% scored at grade level or above

*1st Grade - 96% scored at grade level or above

*2nd Grade - 77% scored at grade level or above

*3rd Grade - 94% scored at grade level or above

*4th Grade - 85% scored at grade level or above

*5th Grade - 79% scored at grade level or above

Science Measures of Academic Progress (MAP): 4th grade – 82% scored at grade level or above

State of Texas of Academic Assessment Readiness (STAAR): The student averages at Bennett for 3rd, 4th, and 5th grade outperformed the district and state averages on:

3rd grade Math & Reading

4th grade Math & Reading

5th grade Math, Reading, and Science

Our student performance increased from 2021/22 school year in the areas of:

3rd grade and 4th grade Reading

3rd grade and 4th grade Math

Student Achievement

Student Achievement Summary

Bennett Elementary students, staff, and parents are committed to continuing McKinney ISD mission and vision a way we do business each day at Bennett Elementary and within our community. The focus this year is "Every Student, Every Day!". We are a cohesive, diverse community providing engaging learning experiences for all. As a learning community, we pride ourselves on building positive relationships with all students, staff, and parents to promote the effectiveness of the home-school partnership to foster student success. Together, we strive to maintain an excellent education for all by promoting exemplary behavior and performance.

McKinney ISD and Bennett Elementary provides engaging learning experiences so students can become effective communicators, quality contributors, and socially responsible citizens. In addition, our staff provides differentiated, relevant, and progressive learning opportunities for all students. Bennett teachers strive to continually design engaging lessons focused on their "who." Classroom instruction is aligned with the student expectations of the state curriculum and the high academic standards of McKinney ISD. Campus administrators monitor teaching and learning through the Model of Instruction, High Reliability Schools Level 1, Level 2, and Level 3, through formal and informal walkthroughs, evaluations, and data meetings to ensure all students reach their highest capacity for learning.

Bennett students benefit from staff members commitment to designing purposeful and engaged learning opportunities for every child, every day. Teachers work collaboratively in vertical teams and grade level teams to have meaningful dialogue focused on beliefs and goals to improve teaching and learning. Professional development opportunities are purposefully planned for targeted areas of improvement for all students and staff based on student achievement data, as well as, areas of growth for our teachers.

In addition, our Bennett staff provides differentiated, relevant, and progressive learning opportunities for all students. Bennett teachers strive to continually design engaging lessons focused on their "who." Classroom instruction is aligned with the student expectations of the state curriculum and the high academic standards of McKinney ISD. Multiple forms of data will be collected throughout the year to determine student progress, strengths, and areas to address.

Measures of Academic Progress (MAP), STAAR, Texas English Language Proficiency Assessment System (TELPAS), as well as, a wide variety of other data sources, have been utilized in the development of Bennett's campus improvement plan. Our data will be reviewed in depth by teachers and staff to plan for instruction and interventions to meet the academic needs of all students. The staff at Bennett Elementary will continue to use and communicate multiple measures of data for student learning as supported in the District Improvement Plan.

Student Achievement Strengths

During a student's educational career at Bennett Elementary, our exemplary teachers strive to equip every child with the highest capacity of learning to be successful in their continual education. This is evident in our K-5th student assessment data.

For the 2022-2023 school year, Bennett served 33 Emergent Bilingual. 5th, 4th, and 3rd grade teachers have completed a year-long sheltered instruction training for Emergent Bilingual learners.

The focus of McKinney ISD and Bennett Elementary is to increase the academic performance and achievement for all ELL students as supported in the Superintendent/District Performance Goals. To support this important district and campus goal, the staff at Bennett Elementary partner with the MISD Bilingual/ESL Director and Coordinators through campus meetings, staff development, walkthroughs, teacher reflections, building academic vocabulary, providing materials/resources to teachers, parents and staff, and by training our staff on important SIOP strategies throughout the school year.

For the 2021-2022 school year, Bennett students participated in taking the Measures of Academic Progress (MAP) assessments three times during the school year. Below is the summary of how our students performed on their 2022 End of Year Spring MAP assessments.

- **Reading Measures of Academic Progress (MAP):** Kindergarten - 88% at or above national norm, 1st grade - 63% at or above national norm, 2nd grade - 83% at or above national norm, 3rd grade – 78% at or above national norm, 4th grade – 77% at or above national norm, 5th grade – 85% at or above above national norm
- **Math Measures of Academic Progress (MAP):** Kindergarten - 90% at or above national norm, 1st grade - 87% at or above the national norm, 2nd grade – 82% at or above national norm, 3rd grade – 75% at or above national norm, 4th grade – 69% at or above national norm, 5th grade – 87% at or above national norm
- **Science Measures of Academic Progress (MAP):** 5th grade – 94% at or above national norm

For the 2021-2022 school year, our 3rd-5th grade students out performed the district and state on all but two state assessments.

- **State of Texas of Academic Assessment Readiness (STAAR):** The student averages at Bennett in 3rd, 4th, and 5th grade outperformed the district and state averages on 3rd grade Math & Reading, 4th grade Math, Reading, and 5th grade Math, Reading and Science. Our student performance increased from last year in the areas of 3rd grade Math, 3rd grade Reading, 5th grade Reading, and 5th grade Science.

School Culture and Climate

School Culture and Climate Summary

A positive school climate enhances learning and is necessary to maintain the safety of all students, staff and parents. At Bennett, we believe strongly in our culture and work hard on a daily basis to maintain strong belief in our school, clear communication, and safety and security for all members of our learning community. Cooperation of all of our learning community helps to create and maintain high standards. Our #1 goal is to provide a safe and secure learning environment conducive to the highest standards of learning. We will accomplish this through courage, integrity, purpose, and drive.

Our campus has earned our High Reliability School Level 1 and Level 2 certifications through the Marzano Institute. HRS Level 1 ensures a safe, supportive, and collaborative culture while HRS Level 2 guarantees effective teaching and learning in every classroom at Bennett Elementary. This year we will work to certify as a HRS Level 3 campus. Level 3 states that we have a guaranteed and viable curriculum in every classroom, every day. This directly aligns with the District philosophy of "Every Student, Every Day".

We will continue to refine our Professional Learning Communities (PLC) this year. Grade Level teams, Vertical teams and Campus Tactic teams meet as PLC's. This year these teams will take on additional challenges and roles to grow the professional learning of these teams.

School Culture and Climate Strengths

McKinney ISD Philosophy - Bennett Elementary students, staff, and parents are committed to implementing McKinney ISD's philosophy of "We are McKinney" and "Every Student, Every Day", as a way we do business each day at Bennett Elementary and within our community. Students will learn from their teachers and counselor about what it means to be kind through different lessons each month.

Morning Meeting: Building community is a deliberate and purposeful process Bennett teachers facilitate over a period of time. It begins by creating inclusion for every person within the intended learning community. Students meet daily in a community circle for sharing, learning cooperative skills, and continuing the conversation on character traits presented by the school counselor on Morning Announcements. The Morning Meeting each day helps each student feel valued and foster resiliency: caring and sharing, participation, and positive expectations.

Student Management of Discipline with Love and Logic: Student management of discipline is one of the most important aspects of teaching. Without an appropriate classroom climate and relationship with students, a teacher cannot provide the best learning environment. All adults actively and consistently support high expectations for behavior by modeling our policies.

We use "Love and Logic" at Bennett Elementary which has three basic rules: Use enforceable limits, Provide choices within limits, and Apply consequences with empathy. This philosophy states that "discipline involves building students *up* so they feel more capable – better

about themselves, in a healthy way, even after a discipline situation. For this to be accomplished, we must consider internalized control vs. external enforcement.” Internal controls are much more powerful.

Bears of the Month: Each month, Bennett Bears are recognized for displaying characteristics of our value for that month. Students are recognized at our monthly Bennett Live school-wide celebrations. This year we are also continuing our "Creed Award" which will be given to the student from each grade level who exemplifies ALL of our Bennett Creed. (CREED: I believe in myself, I'm eager to learn. I always have a positive attitude. I respect myself and others. I strive for success.) These students will be honored with a "Creed Award," as well as, recognized at our monthly Creed Lunch with the principal and assistant principal.

Diversity: Bennett will continue to recognize the contributions of its diverse population and seek out opportunities to celebrate the many diverse students, staff, and families that make up Bennett Elementary. The campus will work to incorporate diversity into morning announcements, newsletters, and monthly Bennett Live Celebrations so that all students, parents, and staff feel welcome and celebrated.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Bennett Elementary is committed to recruiting and retaining the highest quality educators to serve our Bennett learners. Every Bennett classroom is staffed with an educator who meets criteria as a highly qualified teacher. The time and commitment to the interview process is an integral part of our success in hiring highly qualified educators. The MISD mentor program is utilized to ensure the needs of new staff members are met. During the interview process, our McKinney ISD and campus goal is to employ, recruit, develop and retain highly qualified staff reflective of our student demographics, to maximize learning for all students. This important goal is supported in the Superintendent/District Performance Objectives.

Our Bennett staff works together as a family to support the diverse needs of our community. All staff members are willing to go the extra mile to ensure the success of all students, staff, and parents. Collaboration and dedication are key components to the success of our school.

Staff Quality, Recruitment, and Retention Strengths

The Bennett staff strives to be highly qualified and competent in their areas of instruction through ongoing professional development training and pursuing higher degrees. During the 2022-23 school year, 100% of Bennett teachers met and exceeded the required 18 hours of professional development. 100% of our staff have completed their Gifted and Talented hours through initial training and updates. All 100% of our staff have their English as a Second Language (ESL) certification.

Bennett teachers differentiate to meet the needs of all learners through small group teaching. During the 2022-23 school year, our teacher-student ratios ranged from 1:22 to 1:26.

The teaching experience of each staff member is valuable as we collaborate and bring different experiences, knowledge, and expertise while planning engaging learning opportunities for students. We are fortunate to have a diverse range of teaching experience at Bennett Elementary.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The Bennett Elementary teachers and staff are committed to implementing differentiated, relevant, and progressive learning opportunities for all students. Campus administrators monitor teaching and learning through formal and informal walkthroughs, evaluations, and data meetings to ensure students reach their highest capacity for learning. Teachers work collaboratively in vertical teams, as well as, with grade level teams, to have meaningful dialogue focused on beliefs and goals to improve teaching and learning. Classroom instruction is aligned with the student expectations of the state curriculum (Texas Essentials Knowledge and Skills - TEKS), as well as, the high standards of MISD.

Curriculum, Instruction, and Assessment Strengths

During the Bennett Academy, 100% of the Bennett staff were refreshed in our commitment in High Reliability Schools Level 1, Level 2, and Level 3, PLCs, as well as, supplemental training in the McKinney ISD Model of Instruction. Teachers work to incorporate the design qualities into their weekly lesson plans to plan and implement designing, engaging lessons for all students. Bennett continues to lead trends in the district with literacy accountability. In an effort to continuously monitor the progress of our Campus Improvement Plan and how it relates to student success, one Wednesday per month, all Bennett staff meets with their Campus Improvement Committee Teams (Tactic Teams) to review CIP Goals.

Parent and Community Engagement

Parent and Community Engagement Summary

Bennett Elementary has excellent family and community involvement. This is evident through the strength of our PTO, participation in community events, and the number of volunteers that donate their time to our school. Bennett has 20 parent volunteers that serve on the PTO Board. The PTO Board plans community events and a schoolwide fundraiser for Bennett including, Spirit Nights, Family BINGO Night, School Dances, and our Watch DOGS Program. The PTO Board meets once a month to assist in the mission and goals of our school.

Family and community involvement is vital to the success of our school. Throughout the year, surveys are used as a way to maintain effective two-way communication to support student learning, family and community involvement. Based on input from our learning community, our campus provides speakers, resources, opportunities, programs, and activities to support student learning. Utilizing parent, students, and staff surveys helps maintain effective two-way communication.

Parent and Community Engagement Strengths

Communication is paramount to the success of our family and community involvement. This includes a Bennett Bear Business Newsletter that is sent to active contacts every Friday afternoon, School Messenger used to communicate special events and important reminders, Bennett Facebook page, frequent updates to our Bennett website, grade level and staff postings on Twitter, postings on our digital school marquee, as well as, grade level newsletters. Bennett is committed to opening our doors to share the daily engaging learning opportunities with our Bennett community. This will be done by hosting a variety of Showcases of Learning throughout the school year.

School Context and Organization

School Context and Organization Summary

Lowell Dean and Mildred A. Bennett Elementary School was founded in 2002 and consistently achieves exemplary status due to the dedication and hard work of our learning community. Our school's namesakes are Lowell Dean Bennett and Mildred A. Bennett. Mr. Bennett graduated from 10th grade at Lake Dallas in 1931. At that time, 10th grade was the highest grade taught in his school. Those who wanted a high school diploma had to go to Denton or Lewisville to finish the 11th grade and 12th grade was not available. Mr. Bennett received his Bachelor's degree from North Texas State Teacher's College in 1936. He obtained his Master's degree in 1941 also from North Texas State Teacher's College. After teaching in Farmers Valley, Big Spring, and Midland Independent School Districts, Mr. Bennett came to McKinney I.S.D. and retired from MISD in 1978 after 24 years of service to the district. His professional organizations include; Texas State Teacher's Association, Elementary Principals Associations and The Collin County Retired Teachers Association.

Mildred Bennett was a retired educator with 37 total years of elementary and high school teaching experience. She graduated from Cleburne High School in 1934. She then received her Bachelor's Degree from Texas State College for Women (now Texas Womans' University). She later received her Master's Degree from North Texas State Teacher's College in Denton. Mildred worked in the Brownsboro I.S.D. from 1938 - 1939 before teaching in the Big Spring Independent School District. She then moved to McKinney where she started her teaching career in the fall of 1954. Mildred taught Typing II, Shorthand I and II, and Secretarial Training. She had many students compete at the district and state levels. Mildred retired from MISD in the spring of 1978 after teaching for 24 years in the district. Her professional organizations include; Texas State Teachers Association, Classroom Teachers Association, Secretarial Association, and the Collin County Retired Teachers Association where she served as the health and finance officer for two years as well as the association's historian. Mrs. Bennett passed away in October, 2019 at the young age of 103 years old. Her legacy continues to live on with our students, staff, parents, and Bennett community.

School Context and Organization Strengths

Bennett offers a variety of student leadership opportunities for our BEARS including Bear Buddies, Tech & News Crew, and Safety Patrol to name a few.

Technology

Technology Summary

Bennett Elementary has an abundance of technology tools, with our 2nd-5th grade laptop to student ratio being 1:1. Our Kindergarten and 1st grade classrooms have ipads with a ratio of 1:1. Each classroom is equipped with a ClearTouch Interactive Board and a document camera. Each teacher is provided a Macbook Air laptop for use at school and home, and the option to request an iPad for instructional purposes.

Technology Strengths

Teachers evaluate data through the digital platforms, Forethought and Aware and plan and deliver instruction through Canvas, Seesaw, Nearpod, and Google Apps for Education. District funded resources and databases include Discovery Education, online textbooks, and Sora eBooks. We also have online programs through our district resources, such as HMH and Stem Scopes.





We focus on technology integration that increases student engagement, encourages student use of technology for critical thinking, collaboration, creativity, and communication, and enhances online and multimedia skills. We strive to develop students who exhibit strong digital citizenship behaviors, and will continue to focus on encouraging safe digital habits and embedding digital citizenship into daily lessons.

Goals

Goal 1: Bennett Elementary will ensure the campus is safe and secure.

Performance Objective 1: Bennett Elementary will increase attention on safety and security in order to promote an environment in which students, parents, and staff feel safe.





Evaluation Data Sources: Students, parents, volunteers, and staff will know how to respond in an emergency and during drills.

Strategy 1 Details	Reviews		
Strategy 1: Enhance the existing safety protocols for all Bennett Elementary. Strategy's Expected Result/Impact: 100% of students and staff will be trained on drill procedures as required by the state. Staff Responsible for Monitoring: Administrative team and MERT team	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: During the 2023-24 school year we will increase safety and security by locking 100% of campus doors, exterior doors, occupied classroom doors with magnets in place, and unoccupied classroom doors. Weekly campus checks will be reported to safety and security office. Strategy's Expected Result/Impact: Bennett Elementary will achieve 100% passing rate from state external door audits. Staff Responsible for Monitoring: Administrative team	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: Bennett Elementary will ensure the campus is safe and secure.

Performance Objective 2: Bennett Elementary will provide tiered prosocial supports and character education.

Evaluation Data Sources: yearly report from the campus counseling program
minutes from coordinated health/SHAC meetings
monthly character awards during our Bennett Live celebrations
Counselor segment on morning announcements
guidance lessons facilitated by the campus counselor for all classes
brochures created by the district and provided at the campus level





Strategy 1 Details	Reviews		
Strategy 1: Plan a comprehensive school counseling program (CSCP) that conforms to the Texas Model and the other relevant Texas Education Code. Strategy's Expected Result/Impact: All specified campuses will submit an annual report detailing their implementation and evaluation of the comprehensive school counseling program. Staff Responsible for Monitoring: Administrators, School Counselor	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Provide professional learning around coordinated health as provided by the district. Strategy's Expected Result/Impact: We will ensure quarterly coordinated health team meetings occur. Staff Responsible for Monitoring: Campus Nurse	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Maintain partnerships with community organizations to meet specific student needs. Strategy's Expected Result/Impact: Services and resources provided to family. Staff Responsible for Monitoring: Campus Administrator and School Counselor	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: The campus will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor, the coordinated health team, instructional leaders, and campus administration. Strategy's Expected Result/Impact: We will document participation in MISD Lives Kind as a part of their HRS Level 1 activities. Staff Responsible for Monitoring: Campus Administrators, school Counselor	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 1: We will implement data systems and monitoring practices to ensure student growth and continuous improvement in campus performance.

Evaluation Data Sources: Campus Walk-thru data
Campus Data Meetings
Teacher Professional goals through T-Tess
Teacher Student Learning Objective Goals through T-Tess
MTSS data





Strategy 1 Details	Reviews		
Strategy 1: Provide professional learning opportunities focused on 2023 TEA accountability measures at the campus level. Strategy's Expected Result/Impact: guide instructional practices in the classroom Staff Responsible for Monitoring: Campus Administration, Instructional Coach	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Implement campus PLC model to collaborate on the goals and outcomes of common assessments. Strategy's Expected Result/Impact: student achievement data Staff Responsible for Monitoring: all staff	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Implement the MISD assessment plan for K-5. Strategy's Expected Result/Impact: We will have data to inform instruction Staff Responsible for Monitoring: All staff	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Develop tiered support structures (MTSS) for campus to help increase student achievement.	Formative		Summative
	Nov	Feb	June

Strategy 5 Details	Reviews		
Strategy 5: The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 76% to 80% by June 2024. (HB3) Strategy's Expected Result/Impact: Increase in Reading scores for students in 3rd grade. Staff Responsible for Monitoring: Administrators, Teachers, IC	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
Strategy 6: The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 66% to 70% by June 2024. (HB3) Strategy's Expected Result/Impact: More students will demonstrate mastery on 3rd grade Mathematics standards. Staff Responsible for Monitoring: Administrators, Teachers, IC	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
Strategy 7: Bennett Elementary students will improve attendance rates to 97% by May of 2024. Strategy's Expected Result/Impact: Academic performance is directly effected by a student's attendance at school. Staff Responsible for Monitoring: Administrators, IC, teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 2: Bennett Elementary will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.





Evaluation Data Sources: MISD resources and support from the Teaching & Learning department.

Strategy 1 Details	Reviews		
Strategy 1: Develop a 2023-2024 plan for academic and cognitive vocabulary instruction and monitoring tools embedded in curriculum resource documents in alignment with HRS Level III. Strategy's Expected Result/Impact: Student's vocabulary will increase, which results in an increase in comprehension across academic settings. Staff Responsible for Monitoring: classroom teachers, IC, Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Support campuses in achieving HRS Level III certification. Strategy's Expected Result/Impact: The campus will have a guaranteed and viable curriculum, which is used with consistency across the grade levels. Staff Responsible for Monitoring: Administrators, IC, campus teams supporting HRS Level III certification process.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Ensure implementation of the MISD Model of Instruction. Strategy's Expected Result/Impact: Lesson plans in all grade levels will ensure vital components are included. Staff Responsible for Monitoring: Administrators, IC, teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 3: Bennett Elementary will design and implement a systematic approach to professional learning that addresses supporta at all levels of the organization and provides real-time relevant learning to improve teaching and student learning outcomes.

Evaluation Data Sources: MISD curriculum documents
Professional learning provided by the District
Professional learning provided by the Campus

Strategy 1 Details	Reviews		
Strategy 1: The District YAG document will be utilized to ensure appropriate and timely professional learning for teachers on campus. Strategy's Expected Result/Impact: Professional development will be targeted to the needs of the teachers on our campus. Staff Responsible for Monitoring: Administrators, Counselor, IC, teachers, nurse, paraprofessionals	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Weekly administrative team meetings, monthly Special Education team meetings, monthly team leader meetings, monthly committee meetings to ensure initiatives are monitored and collaboration across all content areas as well as cross-curricular connections	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Design 3 professional learning opportunities for the campus based on the academic need presented by Spring 2023 STAAR data.	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 4: Bennett will provide innovative learning opportunities for diverse learners that engages students in rigorous and relevant education opportunities.

Evaluation Data Sources: Guidance and Counseling department data
MTSS data
Curriculum documents from MISD Teaching & Learning Department
Bennett MakerSpace

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 5: Serve identified gifted and talented students in grades K-5 in a pull out program model.

Evaluation Data Sources: program implementation data
calendar of dates students attend Alpha program

Goal 2: Bennett Elementary will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 6: Implement District MTSS procedures at the campus level to ensure students receive appropriate supports, interventions, and accommodations based on educational needs.

Evaluation Data Sources: MTSS anecdotal records housed in AWARE computer software program

Campus Data meetings





Grade level data meetings

Progress Monitoring Data

Goal 3: Bennett Elementary will continue to recruit, recognize, develop, and retain high-quality, effective staff.

Performance Objective 1: Bennett Elementary will establish innovative recruitment and retention practices that support the development of all employees and grow high quality staff.





Evaluation Data Sources: results of employee retention data for the school year

Strategy 1 Details	Reviews		
Strategy 1: Create a recruitment marketing plan, such as social media postings Strategy's Expected Result/Impact: recruit and retain high quality teaching staff and employees Staff Responsible for Monitoring: Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Utilize McKinney ISD substitutes as our employee pipeline Strategy's Expected Result/Impact: Identify high quality employees while they serve as substitutes on campus. Staff Responsible for Monitoring: Campus Administration and Campus Manager	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 4: Bennett Elementary will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.

Performance Objective 1: Bennett Elementary will improve engagement and outreach connecting the community, parents, and sta to achieve our mission.

Evaluation Data Sources: committee roster information
social media postings
campus newsletter (the Bear Business)
PTO events and meetings

Strategy 1 Details	Reviews		
Strategy 1: Provide parents, staff, students, and other stakeholders opportunities to participate in district decision making processes. Strategy's Expected Result/Impact: Improve engagement in the campus community	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Provide varied opportunities for parent education and collaboration. Strategy's Expected Result/Impact: Increased sense of community and collaboration with the school community Staff Responsible for Monitoring: Campus Administrators, Site Based Decision Making committee	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 5: Bennett Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Bennett Elementary will serve and engage the community in an ongoing effort to support and communicate campus successes.





Evaluation Data Sources: Social Media
Campus Newsletter (Bear Business)
Staff Newsletter (Bear Necessities)
Campus Website
Counselor Website
Nurse's Notes in the campus newsletter
Call outs with important information for the campus

Strategy 1 Details		Reviews		
Strategy 1: Produce both written and visual content for Bennett Elementary's website, social media, and newsletter.		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 5: Bennett Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 2: Bennett Elementary will foster a culture of trust by proactively sharing campus processes, decisions, and information in a transparent and timely manner.

Evaluation Data Sources: Campus Newsletter (the Bear Business)
Callouts with important information for the school community

Strategy 1 Details	Reviews		
Strategy 1: Enhance external communication to build employee trust and morale. Strategy's Expected Result/Impact: Increased trust between employees and campus administration Staff Responsible for Monitoring: Campus Administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Enhance internal communication to build employee trust and morale. Strategy's Expected Result/Impact: Increased trust between employees and Campus Administration. Staff Responsible for Monitoring: Campus Administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Create a campus communication plan that fosters consistency, collaboration, and transparency Strategy's Expected Result/Impact: Increase trust between the school community and school staff. Staff Responsible for Monitoring: Campus Administrators, Campus Staff	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 6: Bennett Elementary will continue to be fiscally responsible and efficient with district and campus resources.

Performance Objective 1: Bennett Elementary will strategically and equitably manage our resources to meet identified student needs and align resource allocation with district goals.

Evaluation Data Sources: Financial reporting for the campus through the approved 23-24 budget

Strategy 1 Details		Reviews		
Strategy 1: Analyze Expenditures for Budget Recommendations Strategy's Expected Result/Impact: fiscal responsibility for the campus and MISD Staff Responsible for Monitoring: Campus Administrators and Campus Manager		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✗</div>Discontinue</div></div>				

Goal 6: Bennett Elementary will continue to be fiscally responsible and efficient with district and campus resources.

Performance Objective 2: Bennett Elementary will provide all facilities with high quality maintenance to accelerate teaching and learning.



Evaluation Data Sources: System to collect and submit campus level work orders
tracking of campus work orders at the district level

Strategy 1 Details	Reviews		
Strategy 1: Identify building systems (or in some cases specific items) that are in need of repair and/or replacement Strategy's Expected Result/Impact: Efficient building for teaching and learning Staff Responsible for Monitoring: Campus Manager	Formative		Summative
	Nov	Feb	June
<div><div><div>0%</div>No Progress</div><div><div>100%</div>Accomplished</div><div><div>→</div>Continue/Modify</div><div><div>✖</div>Discontinue</div></div>			

Goal 6: Bennett Elementary will continue to be fiscally responsible and efficient with district and campus resources.

Performance Objective 3: Bennett Elementary will provide an effective, technology systems for communication and classroom instruction.

Evaluation Data Sources: teacher feedback
 technology work order tickets submitted by the campus
 technology work order tickets completed by the district

Strategy 1 Details		Reviews		
Strategy 1: Submit technology support tickets within 2 business days of identifying a problem/issue for review and solution by the district team Strategy's Expected Result/Impact: effective teaching and learning Staff Responsible for Monitoring: All staff on campus		Formative		Summative
		Nov	Feb	June
<div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div></div><div>Continue/Modify</div></div><div><div></div><div>Discontinue</div></div></div>				