

# **McKinney Independent School District**

## **Caldwell 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





Caldwell has many connections within the McKinney community from former alumni to ardent supporters of the school. We also have a legacy of family, enduring relationships and those returning to Caldwell to serve, such as our physical education teacher, Jose Hernandez. Coach Hernandez was a student at Caldwell and has returned to this school to serve the students and families here as an educator.

# Goals

**Goal 1:** Caldwell Elementary will ensure the school is safe and secure.





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

**High Priority**

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Enhance the existing safety protocols for our campus. <b>Strategy's Expected Result/Impact:</b> 100% of staff and students will be trained in all drills as required by the state. <b>Staff Responsible for Monitoring:</b> Administrators and coaches	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> 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. <b>Strategy's Expected Result/Impact:</b> Caldwell will achieve 100% passing rate from state external door audit. <b>Staff Responsible for Monitoring:</b> Administrators, coaches, teachers and staff	<b>Formative</b>		<b>Summative</b>
	<b>Nov</b>	<b>Feb</b>	<b>June</b>
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 1:** Caldwell Elementary will ensure the school is safe and secure.

**Performance Objective 2:** Our staff will provide tiered prosocial supports and character education to every student at school

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement a comprehensive school counseling program (CSCP) that conforms to the Texas Model and the other relevant Texas Education Code. <b>Strategy's Expected Result/Impact:</b> Reduction of behavioral issues in the classrooms and in office referrals leading to improved school discipline and a safer learning environment. <b>Staff Responsible for Monitoring:</b> Counselor, teachers and administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Community based REACH mentors through our partnership with FUMC and other civic groups like Kiwanis will be embraced by Caldwell. <b>Strategy's Expected Result/Impact:</b> Mentoring logs will indicate consistent campus visits and student contact hours for school year 2023-24. <b>Staff Responsible for Monitoring:</b> CIS site coordinator, counselor, administrator	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Plan for professional learning around coordinated health & monitor campus coordinated implementation quarterly during the school year. <b>Strategy's Expected Result/Impact:</b> Students will improve and maintain healthy habits throughout their lives. <b>Staff Responsible for Monitoring:</b> Administrators, PE teachers and nurse.	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Caldwell Elementary will continue to promote the Live Kind initiative and support the work of grade level teams across all levels. <b>Strategy's Expected Result/Impact:</b> Increase tolerance and acceptance among students from diverse backgrounds. <b>Staff Responsible for Monitoring:</b> Administrators and Counselor	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Caldwell 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.

**HB3 Goal**

**Evaluation Data Sources:** PLCs meetings' minutes will reflect the data analysis process by developing, implementing and monitoring action plans that address target areas.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Teachers will implement the PLC model to collaborate on the goals and outcomes of common assessments. <b>Strategy's Expected Result/Impact:</b> Evidence of extended planning for tier 1 and intervention as well as the use of learning meetings to promote professional dialogue and encourage shared practice. By collectively analyzing assessment data, teachers identify and address achievement gaps among different student groups, ultimately working to close those gaps. <b>Staff Responsible for Monitoring:</b> Campus administration and instructional coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Caldwell will implement the MISD assessment plan. <b>Strategy's Expected Result/Impact:</b> Caldwell calendar will reflect the alignment to the district's assessment plan. <b>Staff Responsible for Monitoring:</b> All staff, coaches and administrators  <b>TEA Priorities:</b> Improve low-performing schools - <b>Additional Targeted Support Strategy</b>	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Teachers recognize the academic success and growth of students. <b>Strategy's Expected Result/Impact:</b> Improved classroom and school culture: students are more motivated, confident, and engaged, improved teacher-student relationships, and a positive classroom culture. <b>Staff Responsible for Monitoring:</b> Teachers and administrators	Formative		Summative
	Nov	Feb	June







Strategy 4 Details	Reviews		
<b>Strategy 4:</b> MTSS process will continue maximizing growth of students both academically and behaviorally. <b>Strategy's Expected Result/Impact:</b> Meet the needs of all learners to increase their academic achievement and close their learning gaps. <b>Staff Responsible for Monitoring:</b> Administrators, MTSS coordinator, teachers and coaches.	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
<b>Strategy 5:</b> The percentage of 3rd grade students that score meets grade level or above on STAAR Reading will increase from 36% to 43% by June 2024 <b>Strategy's Expected Result/Impact:</b> 43% of students in 3rd grade will be at the meets or above level in the Reading STAAR. <b>Staff Responsible for Monitoring:</b> Administrators, coaches and teachers.	Formative		Summative
	Nov	Feb	June
Strategy 6 Details	Reviews		
<b>Strategy 6:</b> The percentage of 3rd grade students that score meets grade level or above on STAAR Mathematics will increase from 39% to 46% by June 2024. (HB3) <b>Strategy's Expected Result/Impact:</b> 46% of 3rd grade students will be at the meets or above level in the STAAR Math. <b>Staff Responsible for Monitoring:</b> Administrators, teachers and coaches	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
<b>Strategy 7:</b> Caldwell students will improve attendance rates to 97% by May of 2024. <b>Strategy's Expected Result/Impact:</b> Reduce achievement gaps by ensuring that all students, regardless of background or circumstance, have access to quality education and instructional time. <b>Staff Responsible for Monitoring:</b> Teachers and administrators	Formative		Summative
	Nov	Feb	June
<div> <div>0% No Progress</div> <div>100% Accomplished</div> <div>→ Continue/Modify</div> <div>✗ Discontinue</div> </div>			

**Goal 2:** Caldwell 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:** Caldwell will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.





**Evaluation Data Sources:** Content embedded in all applicable curriculum documents. HRS level III certification.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement the MISD 2023-2024 plan for academic and cognitive vocabulary instruction and monitoring tools embedded in curriculum resource documents in alignment with HRS Level III. <b>Strategy's Expected Result/Impact:</b> Increased academic achievement and critical thinking and problem solving skills. <b>Staff Responsible for Monitoring:</b> Teachers, administrators and coaches.  <b>TEA Priorities:</b> Improve low-performing schools	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Align campus CFA process with HRS level 3. <b>Strategy's Expected Result/Impact:</b> Improved Instructional Focus: Common formative assessments help teachers identify specific learning objectives or standards that need further attention. <b>Staff Responsible for Monitoring:</b> Teachers, coaches and administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Continue the implementation of the MISD Model of Instruction (MOI) <b>Strategy's Expected Result/Impact:</b> Improved student engagement, learning outcomes, and a positive classroom environment. <b>Staff Responsible for Monitoring:</b> Teachers, coaches and administrators.	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Teachers will have the opportunity to discuss, plan and observe effective teaching. <b>Strategy's Expected Result/Impact:</b> Learning walks to facilitate a systematic approach to observation of other teaching staff.	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Caldwell 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:** Caldwell will design and implement a systematic approach to professional learning that addresses support at all levels of the organization and provides real-time, relevant learning to improve teaching and student learning outcomes.





**Evaluation Data Sources:** A Year at a glance document

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> A Year at a glance document will be developed to ensure appropriate and timely professional learning for teachers aligned to our campus goals. <b>Strategy's Expected Result/Impact:</b> Professional development efforts are strategic, cohesive, and aligned with the goals and priorities of our school. <b>Staff Responsible for Monitoring:</b> Campus administration & Instructional Coaches  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Improve low-performing schools - <b>Additional Targeted Support Strategy</b>	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> The special education team will meet with grade level twice a month to discuss specific instructional best practices to best meet the needs of the students they are serving together. <b>Strategy's Expected Result/Impact:</b> Progress of SPED students that are served dually in the general education setting. <b>Staff Responsible for Monitoring:</b> SPED Team and campus administration	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Provide professional learning opportunities focused on 2023 TEA accountability measures at all relevant levels of the campus. <b>Strategy's Expected Result/Impact:</b> Teachers learning about the accountability system can lead to more effective teaching practices, targeted support for students, improved alignment with standards, and a collaborative approach to school improvement <b>Staff Responsible for Monitoring:</b> Administrators	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

**Goal 2:** Caldwell 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:** Caldwell will provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.





**Evaluation Data Sources:** MAP Reading, mClass, LAS Links, TELPAS results for 2024-25

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Bilingualism and biliteracy will be achieved through the effective implementation of the balanced literacy model, primary language instruction in K-1st and the ongoing monitoring of various language and literacy assessments to ensure progress in both languages. <b>Strategy's Expected Result/Impact:</b> Student second language growth will increase as result of increased and ongoing monitoring using set measures. <b>Staff Responsible for Monitoring:</b> Dual Language Teachers, coaches and administrators	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Implement MISD MTSS procedures to ensure students receive appropriate supports, interventions and accommodations based on educational needs. <b>Strategy's Expected Result/Impact:</b> Increased focus and accountability for progress toward goal of student academic growth. <b>Staff Responsible for Monitoring:</b> Teachers, coaches and administrators.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Identify and provide Vento students with a stable and supportive learning environment. <b>Strategy's Expected Result/Impact:</b> Ensure that homeless students have access to uninterrupted education. This means working with shelters, and families to minimize school disruptions due to housing transitions.	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Create inclusive and adaptable learning environments that meet the unique needs of special education students, foster their growth and development, and promote equitable access to education. <b>Strategy's Expected Result/Impact:</b> SPED teachers conduct regular reviews of the effectiveness of the strategies and interventions used for special education students to help them reach their full potential. <b>Staff Responsible for Monitoring:</b> Teachers and administrators	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Caldwell 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:** Caldwell will increase the percentage of English learners who progress at least one proficiency level by 5%, according to the Yearly Progress in TELPAS Composite Rating.





**Evaluation Data Sources:** TELPAS results

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> TELPAS data for all EB students will be shared with Caldwell staff for the current school year in order to track and review language progress. <b>Strategy's Expected Result/Impact:</b> English language acquisition for all EB students will increase as measured by TELPAS 2024 results. <b>Staff Responsible for Monitoring:</b> Administrators, ICs and Dual Language teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Monitor the implementation of sheltered instruction strategies in grades 2nd-5th. <b>Strategy's Expected Result/Impact:</b> English language acquisition for all EB students will increase as measured by TELPAS 2024 results. <b>Staff Responsible for Monitoring:</b> Administrators, ICs and Dual Language teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 3:** Caldwell will continue to recruit, recognize, develop and retain high quality and effective staff.

**Performance Objective 1:** Caldwell will establish and maintain a highly skilled, motivated, and diverse personnel by recruiting, recognizing, developing, and retaining high-quality and effective staff members.





**Evaluation Data Sources:** Increased retention rate

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Implement a staff recognition program that celebrates outstanding contributions, innovative practices, and dedication to the campus mission. <b>Strategy's Expected Result/Impact:</b> Increased retention rate of staff members. <b>Staff Responsible for Monitoring:</b> Administrators, coaches and team leaders	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Encourage peer-to-peer recognition to foster a culture of appreciation and teamwork. <b>Strategy's Expected Result/Impact:</b> Increase retention rate of staff members.	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

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

**Performance Objective 1:** Caldwell will improve engagement and outreach connecting the community, parents, and staff to achieve our mission.

**Evaluation Data Sources:** Volunteer logs and sign in sheets will reflect an increase of volunteers during school hours and family participation in events. EOY surveys will reflect positive feedback from parents.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Staff, students, parents and community will feel welcome and be encouraged to actively participate in our school. <b>Strategy's Expected Result/Impact:</b> Positive feedback from parents at the end of the school year survey. <b>Staff Responsible for Monitoring:</b> Administrators, coaches, and teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Students will have multiple opportunities for leadership and extracurricular opportunities including student council, morning announcements crew, honor choir and garden club. <b>Strategy's Expected Result/Impact:</b> Participation rates and attendance counts of students in the various groups. <b>Staff Responsible for Monitoring:</b> Staff overseeing in the designated leadership and extracurricular activities.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Parents are welcome to participate in PTO, classroom and school volunteer opportunities and parent/principal meetings throughout the 2023-24 school year. <b>Strategy's Expected Result/Impact:</b> Sign in sheets and participation rates for these meetings and activities. <b>Staff Responsible for Monitoring:</b> Campus administrators and counselor	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> Caldwell welcomes all partner to our school: Reach Mentors, FUMC and Kiwanis. <b>Strategy's Expected Result/Impact:</b> Mentoring logs will indicate consistent campus visits and student contact hours. <b>Staff Responsible for Monitoring:</b> Campus administrators, CIS, staff, office and counselor	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

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

**Performance Objective 1:** Enhance communication with school families by implementing a comprehensive communication plan that includes regular updates, clear and concise messages, and multiple channels of engagement

**Evaluation Data Sources:** Positive parent feedback and engagement indicators over this school year.





Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Communicate with parents through various channels of communications: Caldwell Connect newsletter weekly, social media platforms such as Facebook, X, the school marquee. <b>Strategy's Expected Result/Impact:</b> Stronger relationships, better student outcomes, increased parent engagement, and a more positive and supportive school environment. <b>Staff Responsible for Monitoring:</b> Teachers, Administrators and A-Team		Formative		Summative
		Nov	Feb	June
<div><div><div><div></div><div>0%</div></div><div>No Progress</div></div><div><div><div></div><div>100%</div></div><div>Accomplished</div></div><div><div><div></div></div><div>Continue/Modify</div></div><div><div><div></div></div><div>Discontinue</div></div></div>				



**Goal 6:** Caldwell will continue to be fiscally responsible and efficient with our resources.

**Performance Objective 1:** Caldwell will strategically and equitably manage our resources to meet identified student needs and align resource allocation with our campus goals.

**Evaluation Data Sources:** Effective checks and balances are established within our budgeting process.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Collaborate with team leaders to ensure that the resource allocation plan is aligned with the strategic goals and priorities of the campus, as outlined in the school improvement plan. <b>Strategy's Expected Result/Impact:</b> Enhanced alignment between resource allocation and campus goals. Greater stakeholder satisfaction and confidence in the school's resource management practices. <b>Staff Responsible for Monitoring:</b> Administrators, team leaders and secretary	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 6:** Caldwell will continue to be fiscally responsible and efficient with our resources.

**Performance Objective 2:** Maintain transparent and consistent communication with all stakeholders about the resource allocation process, including the rationale behind decisions and the expected impacts on student success.

**Evaluation Data Sources:** Agendas of our Monthly Leadership Meetings will mirror our commitment to open communication and transparency on budget allocation. The budget spreadsheet reflects a record and categories of expenditures and keeps track of our campus expensed.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Provide regular updates and reports on the resource allocation process. Share information on the allocation decisions, the criteria used, and how they align with the school's goals and student needs  <b>Strategy's Expected Result/Impact:</b> Gather feedback from stakeholders. Use this feedback to make improvements to the communication process and ensure that it remains aligned with the school's mission and goals. Adjust the strategy as needed to address changing needs and priorities.	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>			