

# McKinney Independent School District

## Faubion Middle School

### 2023-2024 Improvement Plan

**Accountability Rating: A**

**Distinction Designations:**

Academic Achievement in Mathematics

Academic Achievement in Science

Top 25 Percent: Comparative Academic Growth

Top 25 Percent: Comparative Closing the Gaps



**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

Faubion Middle School's current enrollment is 1148 students for grades 6-8. Of our total student body, 522 students (45%) are designated as economically disadvantaged (EcoDis). The ethnic demographic breakdown of our student body is 36% White (408 students), 39% Hispanic (451 students), 16% African American students (185 students), and 3% Asian (36 students). This breakdown is reflective of the larger McKinney community. Our Emergent Bilingual (EB) student population is 21% (247 students). We have 219 students receiving specially designed instruction, which comprises 19% of our overall student population. Our Newcomer Program currently serves 73 students, with a marked increase from the beginning of the school year.

There are three special programs at FMS to serve specific populations of students:

- The Newcomer Center is for students who are new to the US or US schools and have limited English language proficiency. The primary focus of this unique learning environment is to assist students in advancing their English proficiency to support academic achievement. Faubion houses all Newcomers to the district, regardless of zoned campus.
- Spanish Language & Literature is a program that is a continuation of the Dual Language program that is unique to one of our feeder campuses, Caldwell Elementary. The program at the middle school is different than the dual language program at the elementary school. The purpose of the Spanish Language and Literature program is to help students learn and focus on academic vocabulary, Spanish literature and culture. Students who complete the first two years of the program receive high school credit for Spanish I and Spanish II. These students are eligible to take Pre-AP Spanish III, also for HS credit.
- Functional Academics Class (FAC) is a Special Education program that serves students that have a mild-to-moderate level of functioning. Our goal is to maximize the students' level of productivity and functioning that will allow them as much independence as possible, based on their disability.

### Demographics Strengths

Faubion enjoys a naturally diverse population due to being the county seat in Collin County, its proximity to a historic downtown district, and the a bustling economy throughout the entire metroplex. We also house a Newcomer Center for the district that brings an additional layer of diversity to our campus. We are grateful for our school community and the kindness and compassion that our parents, students, and staff bring to their work every day.

# Student Achievement

## Student Achievement Summary

Faubion is arguably the #1 middle school in the state of Texas, and we say this to our students and staff on the announcements on a daily basis. In our comparison group, which compares the 40 schools across the state who are most similar to us in demographics and size, we are near the top of the list in nearly every state-tested category. In comparison to the five middle schools in our district, we are the eleven-time defending academic UIL champion. We have arguably the best performing arts program in the entire country with our choir performing at the Texas Music Educator Association's conference and the American Choral Director Association's conference and our orchestra soon performing at the Midwest Clinic in Chicago this December. Our athletics program provides a high level of challenge and expectations for all our student athletes.

## Student Achievement Strengths

FMS teachers will work collaboratively to design engaging and culturally relevant lessons in all content areas. Communication to parents will include weekly newsletter, social media sites of Facebook and Twitter to keep our community informed of the events and celebrations of success at FMS. Student Recognition will continue to include Lion's Pride and Faubion Merit Scholar quarterly awards. Sheltered instruction practices will support emergent bilinguals and help to promote further academic achievement for all students. Our Newcomer Program in an innovative approach to helping our Emergent Bilingual students improve their proficiency in English while helping them access grade-level content with their native English-speaking peers. Inclusion models will continue supporting Special Education students. Administrators will monitor student performance data and products to ensure students are being successful. We have earned distinctions in math and science and have shown a keen ability to close academic gaps before students leave middle school. Our nearly perfect Closing the Gaps score of 97 is a lagging indicator of this work.

# School Culture and Climate

## School Culture and Climate Summary

Faubion Middle School has a proud history dating back to 1986. We're continuing to build on our positive culture through innovative ways to celebrate and recognize student and staff excellence and performance. Our Lion's Pride is a tradition at FMS that recognizes students who are academically successful and who exhibit exemplary character. Lion's Pride is our gold standard. The FMS Merit Scholar program recognizes academic excellence for students who receive a grade of 93 and above in all classes each quarter. Our WOW program recognizes students for demonstrating the characteristics that our teachers want to see in class every day, and we randomly select students for prizes based on recognition from their teachers. As of October 6, 2023, we have acknowledged 3,600 positive student actions to leverage the importance of positive reinforcement to change behavior and built habits.

The Lion Pride Press newsletter highlights exemplary instruction, celebrates student successes, and point out acts of kindness by our students. We believe in highlighting the positive and helping students develop their potential toward their post-secondary goals.

Our counseling team incorporates a monthly "Live Kind" lesson into core content classes to help students become effective communicators, quality contributors, and socially responsible citizens.

Our campus is full of student work and incorporates student-driven projects as part of our regular business. Student-created art murals are displayed throughout the building, and our principal's vision is to have Faubion become an art gallery of sorts after many years of professional quality art murals created by our student artists.

## School Culture and Climate Strengths

Faubion has a positive culture that has the student at the center of everything we do. Our staff believes strongly in the potential of each child. We believe in collaboration and collegial conversations that form the foundation of the work we do with our PLC teams. More importantly, our staff at Faubion understand the purpose of connecting with families and forming relationships that foster trust and commitment. We stand for building students into effective communicators, quality contributors, and socially responsible citizens, and our work aligns with that goal.

# Staff Quality, Recruitment, and Retention

## Staff Quality, Recruitment, and Retention Summary

Faubion Middle School remains committed to hiring the best and brightest staff. We have a low turnover rate. This year we added 17 new full-time staff members, making the induction process even more important as we sought to impress upon them the importance of innovation, collaboration and self-reflection to improve their craft. The principal regularly celebrates specific staff actions by making mention of exceptional work over the PA in the morning greeting. A culture of trust and mutual respect is built with every interaction, and staff are treated as the cherished member of the team that they are. Our teacher of the year has a reserved parking spot, and former teachers of the year on campus receive their reserved parking sign to display where they choose. Our Faubion Rhythmettes Drill Team (of which there is only one team in the district) and Cheer Team celebrate a teacher of the month and staff of the month with prizes and special acknowledgement, and those individuals also have a reserved parking spot.

## Staff Quality, Recruitment, and Retention Strengths

We have great teachers at Faubion who love our school. Our Team Leads, Department Chairs and Instructional Coach are among the best educators in the profession. They have a passion for the craft and a love for kids. Our goal this year is to continue our focus on the relational aspects of the teaching-learning experience. Our teachers are also very collegial with each other and the administration, forming bonds that will help us to retain our very best. The Faubion Middle School administration is very active in seeking out talented individuals to join our team and we will continue to do that for years. Our primary focus in staff quality is making sure that those who are on our campus feeling supported, valued, and respected. We protect our teachers' time by limiting whole faculty meetings to only when absolutely necessary and distilling information for them so it is actionable and relevant to the recipient of the message.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

Faubion Middle School has the great advantage of having a viable and guaranteed curriculum that is provided by the state and implemented by our fantastic teachers with the support of our MISD Curriculum Coordinators. Our district's continued work of embedding language strategies and detailed strategies to meet the needs of a variety of learners helps to protect teacher time so they can focus on building engaging lessons that center on DuFour's four questions. The four questions are: 1) What do we want students to know and be able to do? 2) How do we know that they know/understand? 3) What are we going to do if students do not understand? 4) How will we extend the learning for students when they do understand? The work of our PLC teacher teams is centered on collaborating on these questions, building assessments together with students in mind, administering those assessments in similar ways, and then having a plan for addressing the deficits and strengths of those assessments after they are given. Our teachers will continue to hone their craft and take risks as learning new and innovative ways to engage our students in authentic learning experiences.

## Curriculum, Instruction, and Assessment Strengths

Faubion Middle School will continue to leverage the work of high-functioning PLC teacher teams, language-rich interactive classrooms, and direct vocabulary instruction to meet the needs of our students. We also will make sure to take care of the needs of the whole child, but listening to our students and responding in a professional and friendly way. Working in tandem with our campus leaders, curriculum coordinators and instructional coaches, our teachers design engaging lessons, utilizing the District-adopted Schlectly's Lesson Design for Engagement Model and other empirically-based, effective instructional practices. Common planning time is and will continue to be a priority in our master schedule as this allows teachers time to collaborate and engage in collegial conversations as part of their PLC teacher teams. Teachers will develop common formative assessments together, tying each question to the appropriate Texas Essential Knowledge and Skills (TEKS), which allows us to monitor students' progress over time by Student Expectation (SE).



# Parent and Community Engagement

## Parent and Community Engagement Summary

Faubion Middle School enjoys a diverse community that is connected with our school. With that diversity comes a range of options for engaging and involving members of the community. Our Meet the Teacher Night was very well attended with the highest attendance of recent memory. The 600+ seat auditorium was full with eager sixth graders and their parents excited about the year ahead. This year, we were able to provide parents with the completed schedule with very few schedule changes needed, so students could tour their schedule and gain comfort in their new setting. We also provided parents with an easy-to-follow resource that answered all of their FAQs with QR codes to point them quickly to needed resources.

Our connection with the Parent-Teacher Organization is the strongest that it has been in years. Our PTO, in collaboration with campus staff has brought many traditions to the school in recent years including a Family Fun Night, a School Dance, an a 6th grade Welcome to the Pride event. We simply could not do all of this work without our PTO. Additionally our PTO participates in our WOW Wednesday when students are celebrated for their excellent habits. When student names are randomly called during lunch, classmates clap loudly for them and students then retrieve a prize from our PTO's Lion's Den. In order to be eligible for the drawing, students must first be recognized by our staff for demonstrating excellent behaviors that teachers want to reinforce. As of the first nine weeks of school, we have acknowledged 3,600 positive student behaviors. Regarding community involvement, we have partnered with many businesses in donating prizes to our WOW Wednesday, including Jeremiah's in McKinney, CUTX, New York Life, Market Street, Horace Mann, and more.

School board member Larry Jagours spoke with our staff about the importance of working at Faubion as we were "chosen" for the work during teacher in-service. Former Faubion principal and Board Member Harvey Oaxaca and Board Member Stephanie O'Dell helped with our "Taking Pride in the Pride" event when students, teachers, and parents helped clean our beautiful courtyard. We are constantly looking for ways to engage our community, because we understand the deep importance of doing so as we want our school to be a beacon of light in our most amazing community.

## Parent and Community Engagement Strengths

Our parents at Faubion have a strong desire to be involved in their student's academic and overall school lives. We strive for every student on campus to be part of a smaller family within the Faubion Family, such as athletics, band, orchestra, choir, etc. This involvement helps parents to directly connect with their students' area of interest while giving back to the school in a wide variety of ways. Additionally, our whole school events help our parents to get connected. They have several program they do throughout the year to encourage parent and community participation, which builds PRIDE in being a part of the Faubion Family. When speaking with members of the community, it is so evident that Faubion is beloved by so many. As the original McKinney High School - with our building original construction of 1958 - we have many of our senior citizens who attended our school when it was McKinney High School. The deep connection between Faubion Middle School and McKinney High School and the history of East McKinney is of tremendous value.

# School Context and Organization

## School Context and Organization Summary

Faubion Middle School has approximately 1,350 students this year. Unlike the other middle schools which all sit along major thoroughfares, our school is right in the center of the neighborhood. We are the oldest middle school in the district. The building where Faubion Middle School current stands previously served as McKinney High School from the 1950's to the late 1980's. The school is named for the former Principal of McKinney High School, Mr. Jack Faubion, who went on to become the Superintendent of McKinney ISD schools. Faubion is on the east side of Highway Interstate 75, a very established side of town. We have several multihome residential units in our zone, so many of our students live in these homes that have subsidized housing. The school's leadership consists of one principal, three assistant principals, and three counselors. Each of the assistant principals is paired with a counselor and they share an office suite, called a "House". Each house also has a House Secretary. Students are assigned to a House based on the first letter of their last name. The organization itself is healthy. Our low turnover rate among teachers and relatively high attendance rate for students at 96.7% is an indicator of the health of our organization.

## School Context and Organization Strengths

Faubion has maintained an overall attitude of excellence in all areas. Our students have come in 1st place at the annual UIL competition, which includes all of the middle schools from MISD and Allen ISD, for the past 6 consecutive years. Also, our Fine Arts program is thriving. The visual arts currently enjoy healthy enrollment in Art 1, Art 2 and Advanced Art. As for the performing arts, this year we have over 200 kids in Choir, over nearly 400 kids in Band, nearly 300 in Orchestra and nearly 100 kids in Drama. Our Athletics programs are also strong. We currently have over 360 kids in athletics with a healthy split between boys and girls. Our CTE programs are focusing this year on attracting and recruiting students who may be interested in STEM endorsements in high school or STEM-related post-secondary studies or careers. Our AVID program is also doing well. Our goal is to become a Demonstration School within the next three years, so we will continue to look for ways to promote AVID and the college-going mindset that comes along with the program.

# Technology

## Technology Summary

All of the classrooms at Faubion Middle School are equipped with advanced technology including Vivitek TVs, teacher MacBooks, district-issued MacBook computers for students. Every student and teacher has their own Google account and email to have professional correspondence. We believe in students learning technology as a means to become producers, as opposed to simply consumers. Every student and teacher has a Google Account that can be used to store documents, complete assessments, collaborate, and share resources. Our entire campus uses Canvas as a warehouse for teachers to store assignments and keep students and parents updated. Parents are reminded to check the Home Access Center for current grades and attendance.

# Comprehensive Needs Assessment Data Documentation

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

## **Improvement Planning Data**

- District goals
- Campus goals
- Performance Objectives with summative review (prior year)
- Planning and decision making committee(s) meeting data

## **Accountability Data**

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain

## **Student Data: Assessments**





- STAAR current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Local benchmark or common assessments data

# Goals

**Goal 1:** Faubion will ensure our school is safe and secure.

**Performance Objective 1:** Principal and school resource officer will conduct weekly exterior door audits to ensure that the exterior of the building is secure. Additionally, SRO and principal will take the work a step further by checking doors for consistently operating mechanisms, internal and external, and immediately reporting concerns.

**Evaluation Data Sources:** Exterior Door Report

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Door Checks <b>Strategy's Expected Result/Impact:</b> Continued safety of the exterior of our building. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom  <b>ESF Levers:</b> Lever 3: Positive School Culture	Formative		Summative
	Nov	Feb	June
<div> <div> No Progress</div> <div> Accomplished</div> <div> Continue/Modify</div> <div> Discontinue</div> </div>			

**Goal 1:** Faubion will ensure our school is safe and secure.

**Performance Objective 2:** Principal will incorporate celebrations of kindness in every weekly newsletter, highlighting specific students. Counselors will meet with all students on a monthly basis, teaching them social-emotional learning ("Live Kind") lessons during their core content class.

**Evaluation Data Sources:** Lion Pride Press Newsletter and Counselor Notes

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Continue the work of our CREST-award winning counseling team, weaved into core content classes <b>Strategy's Expected Result/Impact:</b> Students are provided the necessary information to grow in their ability to relate to others and explore possibilities available to them. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Christina Kiefer  <b>TEA Priorities:</b> Connect high school to career and college <b>- ESF Levers:</b> Lever 3: Positive School Culture	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 2:** Faubion 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:** For all students, we will administer the beginning-of-year, middle-of-year, and end-of-year Measures of Academic Progress (MAP) norm-referenced test for math, reading, and science. The results of these data, among other data points, will help to decide on class placements and report on student growth over time. 8th grade students will take the beginning-of-year and middle-of-year MAP tests. Teacher teams will develop common formative assessments and compare data to determine intervention/extension strategies.

**Evaluation Data Sources:** MAP Results, Common formative assessment data





Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Interim Data reviews for making sound programming decisions for students <b>Strategy's Expected Result/Impact:</b> Students will have the necessary support for filling academic gaps identified by norm-referenced assessments. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Michael DeMakas  <b>TEA Priorities:</b> Build a foundation of reading and math, Improve low-performing schools <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture	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 3:** Goal #3: McKinney ISD will continue to recruit, recognize, develop, and retain high quality and effective staff.

**Performance Objective 1:** The work of PLC teams will be protected by administration and seen as a high-leverage factor in staff retention. Wednesdays are dedicated PLC team days where no conflicting events are scheduled. All teachers will be part of a high functioning PLC team, where team members have a shared vision, goals, common formative assessments, and intervention/extension strategies. The PLC teams will meet regularly to incorporate language output strategies into every instructional activity, ensure consistency in instruction across classes, have job-embedded professional development, and use data to make decisions.

**Evaluation Data Sources:** PLC Team Meeting Notes, Lesson Plans

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Wednesdays are for "Protected PLC teams", with admin building capacity in team leads <b>Strategy's Expected Result/Impact:</b> Teams leads will grow in their leadership, while also taking the needs of all learners - staff and students - into consideration in the design of team time and instruction. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Sara Kriesel-Hall, Karen McNeil, Michael DeMakas  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals, Build a foundation of reading and math <b>- ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing, Lever 3: Positive School Culture, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative		Summative
		Nov	Feb	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue







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

**Performance Objective 2:** The principal and PTO will set up exciting staff activities, ranging from breakfasts to lunches to scavenger hunts, and more to bond all teachers on campus.

**Evaluation Data Sources:** Lion Pride Press Newsletter, HRS Survey





Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Transform school culture <b>Strategy's Expected Result/Impact:</b> Teachers will experience a change to the normal cycle of lesson design and instruction with a specific focus on strengthening relationships. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Becky Black  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals - <b>ESF Levers:</b> Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative		Summative
		Nov	Feb	June

 No Progress
 Accomplished
 Continue/Modify
 Discontinue

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

**Performance Objective 1:** Being valued on the student level starts with teachers who tailor their instruction to the unique needs of their students. All teachers will utilize a language output strategy with every instructional activity to A) increase the level of student engagement and B) help students develop the use of academic vocabulary. Teachers will receive a variety of trainings and job-embedded PD as a means to develop their ability to promote a language-rich interactive classroom.

**Evaluation Data Sources:** Evaluations, PLC team meetings, Campus-wide trainings, Department trainings, Book study

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Partner with district sheltered instruction coordinator <b>Strategy's Expected Result/Impact:</b> Teachers will become more comfortable with tailoring their lessons to students' unique language needs. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Becky Black, Sara Kriesel-Hall  <b>ESF Levers:</b> Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative		Summative
		Nov	Feb	June
		<div> <div>  No Progress </div> <div>  Accomplished </div> <div>  Continue/Modify </div> <div>  Discontinue </div> </div>		

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

**Performance Objective 1:** The Lion Pride Press newsletter will be sent to all members of our school community on a timely basis before the start of the instructional week. Communication will be clear, updated as needed, and relevant. The school will take efforts to communicate what is needed and to value parents' time by not over-communicating on items that are either not actionable or do not build a sense of school spirit.

**Evaluation Data Sources:** Lion Pride Press Newsletter

Strategy 1 Details		Reviews		
<b>Strategy 1:</b> Consistent and clear communication <b>Strategy's Expected Result/Impact:</b> Parents will be aware of upcoming events month in advance, students will be celebrated for their growth, and teachers will be recognized for calculated risk-taking in lesson design. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom  <b>TEA Priorities:</b> Recruit, support, retain teachers and principals <b>- ESF Levers:</b> Lever 3: Positive School Culture		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:** Faubion will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 1:** The campus will not spend district funds on extraneous items that do not directly benefit students or staff, either in the form of a culture-building experience or high quality instruction. The office manager and bookkeeper will send regular updates to staff about necessary changes in order to ensure that staff are using district funds responsibly.

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Prudent use of district resources <b>Strategy's Expected Result/Impact:</b> The instructional materials fund and principal's activity fund will stay in a healthy place with regular check-ins between the principal and the bookkeeper. <b>Staff Responsible for Monitoring:</b> Mitch VandenBoom, Pilar Schaefer Villarreal	Formative		Summative
	Nov	Feb	June
<div><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></div>			