

McKinney Independent School District

Finch 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

Perceptions

Perceptions Summary

It is our mission and vision to prepare our students to be critical thinkers and have a growth mindset so they can be life long learners. It is our mission to educate parents, the community and our students to believe this mission is possible and will help them be successfull in the future.

Our students are the WHY behind our purpose. All decisions made are based on what is best for kids.

Priority Problem Statements

Goals

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





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

High Priority

Evaluation Data Sources: Standard Response Protocol posted in all rooms and used during all drill. The following drills are are scheduled and completed in accordance with district policy:

Fire
Lockdown
Hold for Medical Emergency
Hazardous Materials
Severe Weather
Shelter
Reverse Evacuation
Hold
Secure

EOP, after action drill reports, Safety Audit External Audit Reports.

Strategy 1 Details	Reviews		
Strategy 1: Enhance the existing safety protocols for Finch. Strategy's Expected Result/Impact: 100% of staff and students will be trained in all drills as required by the state. Emergency Operations Plan is available to all staff and they understand their role in the plan. After action reviews are submitted after each drill to the Safety and Security Department. Staff Responsible for Monitoring: Campus Administrators and Secretary	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: During the 2023-2024 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: Finch will achieve 100% passing rate from state external door audits. Weekly external door audit reports are sent to safety and security office. Staff Responsible for Monitoring: Campus Administrators and Secretary.	Formative		Summative
	Nov	Feb	June
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Goal 1: Finch Elementary will ensure the the school is safe and secure.

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

High Priority

Evaluation Data Sources: The outcome will be Finch submit an annual report covering:

Board Policy FFEA

Character Education TEKS

Texas Model for CSCPs, 5th ed.





Campus Counselor advisory or similar committee

Counselor Specific PD

Threat Assessment Documentation

template document used to create CPP, YAG and annual report, administrative PD on CSCP and evaluation of counselors using the TEMPSD 3rd ed.

Strategy 1 Details	Reviews		
Strategy 1: Finch counselor will submit a comprehensive school counseling program (CSCP) that conforms to the Texas Model and other other relevant Texas Education Code. Strategy's Expected Result/Impact: Students will be provided SEL instruction and strategies to self-regulate as needed. Staff Responsible for Monitoring: Counselor and Campus Admin	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Counselor will maintain partnerships with community organizations to meet specific student needs. Strategy's Expected Result/Impact: Regular contact, meetings, and PD as necessary with partners such as CIS, MEF, Samaritan Inn, LifePath, One Heart McKinney, Food 4 Kids, and others. Data/reports showing services provided. Specified needs acquired from campus needs assessment. Staff Responsible for Monitoring: Counselor and CIS representative.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Finch will design professional learning around Coordinated Healthy and monitor campus Coordinated Healthy implementation. Strategy's Expected Result/Impact: Finch will ensure quarterly Coordinated Health Team providing Coordinated Healthy PD and SHAC support; campus meeting minutes. Staff Responsible for Monitoring: Campus Admin, Counselor, and Nurse.	Formative		Summative
	Nov	Feb	June





Strategy 4 Details		Reviews		
Strategy 4: Finch will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor, the Coordinated Healthy Team, Instructional Leaders, and Campus Administration. Strategy's Expected Result/Impact: Finch will document participation in MISD Lives Kind and part of our HRS Level 1 activities. We will utilize the MISD Lives Kind internal site and district PD. Staff Responsible for Monitoring: Campus Admin and Counselor		Formative		Summative
		Nov	Feb	June
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Goal 2: Finch 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: Finch will implement data systems and monitoring practices to ensure student growth and continuous improvement in campus performance.

Evaluation Data Sources: Principal feedback, administrative calendar, implementation of calendar, and completion of the calendar, MAP growth: BOY to MOY and STAAR.

Strategy 1 Details	Reviews		
Strategy 1: Finch will provide professional learning opportunities focused on 2023 TEA accountability measures at all relevant levels of the campus. Strategy's Expected Result/Impact: Teachers will be able to analyze and utilize data to support student needs. Staff Responsible for Monitoring: Campus Admin and instructional coaches.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Finch will implement a PLC model to collaborate on the goals and outcomes of common assessments. Strategy's Expected Result/Impact: Teachers will be able to analyze and utilize data to support student needs. Staff Responsible for Monitoring: Campus Admin, Instructional Coaches, and teachers.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Finch will implement the MISD assessment plan for K-5 Strategy's Expected Result/Impact: Assessment plan will allow for the collection of actionable data for teachers to support student needs. Staff Responsible for Monitoring: Campus Admin, Instructional Coaches, Teachers.	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Finch will recognize academic success across the campus. Strategy's Expected Result/Impact: Admin, instructional coaches, teachers, and community will be able to recognize instructional strengths based on data review.	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Finch will support structures such as MTSS to help increase student achievement. Strategy's Expected Result/Impact: This will empower teachers to utilize data to plan interventions and extensions of instruction. Staff Responsible for Monitoring: Campus Admin, instructional coaches, teachers.	Formative		Summative
	Nov	Feb	June





Strategy 6 Details	Reviews		
Strategy 6: Finch will use summative and formative assessment data to monitor 3rd grade student achievement in STAAR Reading. Strategy's Expected Result/Impact: Through data review, teachers will be able to focus on specific student needs. Staff Responsible for Monitoring: Teachers, ICs, admin.	Formative		Summative
	Nov	Feb	June
Strategy 7 Details	Reviews		
Strategy 7: Finch will use summative and formative assessment data to monitor 3rd grade student achievement in STAAR Math. Strategy's Expected Result/Impact: Through data review, teachers will be able to focus on specific student needs. Staff Responsible for Monitoring: Teachers, ICs, admin.	Formative		Summative
	Nov	Feb	June
Strategy 8 Details	Reviews		
Strategy 8: Administrative team will monitor and communicate attendance percentages and trends to the faculty, students, and community regularly . Strategy's Expected Result/Impact: Finch students will improve attendance rates to 97% by May of 2024 Staff Responsible for Monitoring: Admin, teachers, registrar	Formative		Summative
	Nov	Feb	June
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Goal 2: Finch 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: Finch 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 applicable curriculum documents, and HRS Level III Certification, 100%. 100% of goals; MISD 23-24 content assessment plan; Certified HRS Level III; successful PLC implementation; evidence of PD, data meetings, and PLCs to meet the needs of all learners (EBs, SpEd, 504, at risk, GT, Vento)

Strategy 1 Details	Reviews		
Strategy 1: Finch will follow the 23-24 academic and cognitive vocabulary plan of instruction developed by district content coordinators which aligns with HRS Level III Strategy's Expected Result/Impact: Content embedded in all applicable curriculum documents and HRS Level III certification. Staff Responsible for Monitoring: Admin, ICs, teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Establish content area goals aligned to content specific initiatives as well as aligned department initiatives in an efforts to improve teaching and student learning outcomes. Strategy's Expected Result/Impact: 100% of goals are recorded and monitored. Increase in student learning outcomes in each STAAR tested area. Staff Responsible for Monitoring: Admin, ICs, Teacher.	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Finch will establish a process to review assessment practices. Strategy's Expected Result/Impact: Increase in assessment reliability. Staff Responsible for Monitoring: Admin, ICs., teachers.	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Finch design instruction that will achieve HRS Level III certification. Strategy's Expected Result/Impact: Finch will achieve HRS Level III certification. Staff Responsible for Monitoring: Admin, ICs, teachers	Formative		Summative
	Nov	Feb	June
Strategy 5 Details	Reviews		
Strategy 5: Finch will ensure the implementation of the MISD Model of Instruction. Strategy's Expected Result/Impact: Lessons will reflect the MISD MOI in instructional design and delivery. Staff Responsible for Monitoring: Admin, ICs, teachers.	Formative		Summative
	Nov	Feb	June

Strategy 6 Details	Reviews		
Strategy 6: Finch will ensure effective teaching strategies are in place to meet the needs of diverse learners. Strategy's Expected Result/Impact: Subpopulations will demonstrate measurable growth in math and reading. Staff Responsible for Monitoring: Admin, ICs, teachers.	Formative		Summative
	Nov	Feb	June
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Goal 3: Finch will continue to recruit, recognize, develop, and retain high-quality and effective staff.

Performance Objective 1: Finch will ensure the support and development of all employees and grow high-quality staff.





Evaluation Data Sources: Returning staff survey.

Strategy 1 Details	Reviews		
Strategy 1: Finch will design and implement a mentor and mentee program to support new staff. Strategy's Expected Result/Impact: Increase retention of new staff by providing teacher support Staff Responsible for Monitoring: Admin and teachers.	Formative		Summative
	Nov	Feb	June
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Goal 4: Finch will intentionally focus on maintaining an inclusive culture of students, staff, and community.

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

Evaluation Data Sources: Teacher/staff and stakeholder surveys, event attendance.

Strategy 1 Details	Reviews		
Strategy 1: Finch will develop a collaborative lesson design process so that everyone can work together efficiently. Strategy's Expected Result/Impact: Grade levels will meet weekly to review and revise lesson plans in a timely manner. Staff Responsible for Monitoring: Admin, ICs, teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Finch will provide opportunities to parents, staff, students, and other stakeholders to participate in campus decision making process. Strategy's Expected Result/Impact: Participation with site-based decision making committee, SHAC, partnership with McKinney High School Staff Responsible for Monitoring: Admin	Formative		Summative
	Nov	Feb	June
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Goal 5: Finch will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Finch will serve and engage the community in an ongoing effort to support and communicate campus success.

Evaluation Data Sources: Falcon Focus, grade level newsletters, Remind101, School Messenger, Flyers, and Falcon Newsletter.

Strategy 1 Details	Reviews		
Strategy 1: Finch will share positive stories through social media and campus and grade level newsletters. Strategy's Expected Result/Impact: Increased community engagement Staff Responsible for Monitoring: Admin, MRS and teachers	Formative		Summative
	Nov	Feb	June
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Goal 6: Finch will continue to be fiscally responsible and efficient with campus resources.

Performance Objective 1: Finch will strategically and equitably manage our resources to meet identified student needs and align resources allocations with campus goals.

Evaluation Data Sources: Budget/purchasing records.

Strategy 1 Details	Reviews		
Strategy 1: Finch will analyze all expenditures for budget recommendations. Strategy's Expected Result/Impact: Expenditures are analyzed to determine effect on student outcome and campus operations. Staff Responsible for Monitoring: Admin and campus secretary.	Formative		Summative
	Nov	Feb	June
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Goal 6: Finch will continue to be fiscally responsible and efficient with campus resources.

Performance Objective 2: Finch will ensure office and relevant staff attend business services training.

Evaluation Data Sources: Budget/purchasing records.

Strategy 1 Details		Reviews		
Strategy 1: Finch will refine budgeting practices to support campus' needs. Strategy's Expected Result/Impact: Campus budget will reflect equitable spending of funds to support all students. Staff Responsible for Monitoring: Admin and campus secretary.		Formative		Summative
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Goal 6: Finch will continue to be fiscally responsible and efficient with campus resources.

Performance Objective 3: Finch will ensure high quality maintenance of the campus to help accelerate high quality learning

Evaluation Data Sources: Submission of work order tickets for repair

Strategy 1 Details	Reviews		
Strategy 1: Finch will identify building systems that are in need of replacement. Strategy's Expected Result/Impact: Weekly audits; exterior and interior door checks conducted by security and staff Staff Responsible for Monitoring: Admin, campus secretary and security	Formative		Summative
	Nov	Feb	June
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