

# **McKinney Independent School District**

## **McKinney Boyd High School**

### **2023-2024 Improvement Plan**



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

# Mission Statement

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

## Vision

EVERY STUDENT, EVERY DAY!

## Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes
- 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

# Table of Contents

Comprehensive Needs Assessment	5
Demographics	5
Student Achievement	6
School Culture and Climate	7
Staff Quality, Recruitment, and Retention	8
Curriculum, Instruction, and Assessment	9
Parent and Community Engagement	10
Technology	11
Goals	12
Goal 1: McKinney Boyd High School will ensure the schools are safe and secure.	13
Goal 2: McKinney Boyd High School will use data driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.	13
Goal 3: McKinney Boyd High School will continue to recruit, recognize, develop, and retain high quality and effective staff.	13
Goal 4: McKinney Boyd High School will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.	14
Goal 5: McKinney Boyd High School will ensure that communication internally and externally is consistent, accurate, and timely.	14
Goal 6: McKinney Boyd High School will continue to be fiscally responsible and efficient with district resources.	15

# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

Student demographics have changed annually as we continue to become a more diverse campus. Our current enrollment is 2,548 students..

### Ethnicity

1. American Indian/Alaskan National 21%
2. Asian 6%
3. African American 11%
4. Native Hawaiian/Pacific Islander >1%
5. Caucasian 58%

### Special Ed Students

7.8%

### Active ESL Students

4.6%

### Students on Free and Reduced Lunch

19%

### At Risk Students

19%

### 504 Students

20%

### Demographics Strengths

McKinney Boyd considers our diverse population a strength. We continue to try and increase school pride and school spirit amongst all of our student groups. Our students come

from a variety of backgrounds which adds to the diverse activities and events that are hosted at our school. Our teachers also pride themselves in differentiating their instruction and activities to meet the needs of our diverse learners. We are really focusing this year on getting our students connected and involved with activities in the school as well as focusing on living kind in our school and in our community. Connected and involved students do better academically and students who are treated with respect and kindness are stronger students emotionally and mentally.

# Student Achievement

## Student Achievement Summary

We continue to score well and lead the district in most subject areas in STAAR scores and AP scores. We always continue to create a higher level of student engagement. Even after all we dealt over the last several years with shutdowns and Covid, our STAAR scores were very comparable to years past. Our AP scores still suggest a disconnect in the achievement levels of our high socioeconomic students and our lower socioeconomics students. Also, while a majority of our students meet the state testing standards, the growth from year to year still needs to improve. We still have some work to be done in the areas of math, science and English with our second language learners and our special ed learners. This will continue to be a major area of emphasis during the 2023-2024 school year especially as our population of at risk learners increases.

## Student Achievement Strengths

Our students perform way above the state average in the areas of STAAR. We also continue to lead the district in National Merit Scholars, Hispanic Scholars, National Achievement Scholars and AP Scholars. We also continue to have a high mastery rate on our QCA and semester exams. Our special ed teachers continue to work closely with the departments that they are assigned to and they also are attending more and more PLC meetings in those departments. All of our teachers continue to work together and we are back into our design center.

# School Culture and Climate

## School Culture and Climate Summary

McKinney Boyd continues to dominate in many athletic events and fine arts events which helps keep school culture and climate at a very high level. We are now entering our 18th year and we feel that most of our students feel connected to our school. We also continue to increase those positive connections through our fine arts, athletics and clubs and organizations. We continue to believe in the philosophy of capturing kids hearts and building those positive relationships with our students. These positive relationships with everyone from students to teachers to our community is a must in order to keep our students safe. We will continue to review the Bronco Way for our teachers and our students and help students feel that connection to our school. We have also increased many levels of keeping our students and staff safe and secure. All of our students are wearing ID badges where they are visible. We have also locked down several of our entrances where students or visitors cannot enter without an ID.

## School Culture and Climate Strengths

McKinney Boyd has a lot of activities that our students can become involved in. We believe that involvement and academics go hand in hand. We have a very strong athletic and fine arts program that involves a majority of our students. We also have a goal this year to increase club membership and also community service in those clubs and organizations. Our students work very hard to serve their community and we would like to continue to increase the involvement in our community. We are also working on getting students to connected to our school. Our push for students to join activities outside of fine arts and athletics has been very successfull. We would still love to see all of our students connected. We are also working on treating everyone with kindness and respect no matter the background or beliefs of the people in our building. We are all Broncos and need to work together as one.



# **Staff Quality, Recruitment, and Retention**

## **Staff Quality, Recruitment, and Retention Summary**

MBHS continues to pride itself on bringing the very best teachers to teach in our school. Due to Covid and retirements, we had several leave the field of education. We had to hire more teachers and/or coaches than we ever had in the past. . We do have trouble hiring paras and/or keeping paras for various reasons. Those reasons range from working with violent and aggressive students, low pay and high class sizes.

## **Staff Quality, Recruitment, and Retention Strengths**

Our teachers work extremely hard at meeting the needs of our students. I have never seen a harder working staff in regards to meeting student's needs. They seem to try many different strategies and they don't ever give up on our students. We are really taking a step back to basics this year with a message of relationships, family and slowing down to speed up. The students don't care what you know until they know that you care. We feel that our teachers and staff are very much dedicated to the culture we have built and the expectations of working with our students each day.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

MBHS still continues to believe in strong collaboration amongst our teachers. We still utilize PLC's which is the vehicle in developing engaging lessons, reviewing data and planning strong formative assessments. We continue to review and monitor all of our data through our PLC's. We also continue to be heavily entrenched in the Schlechty design qualities.

Our design team continues to work hard with planning staff development for our teachers in order to increase their knowledge in designing engaging lessons. We feel this will help increase the ability of our teachers to plan ahead and better meet the needs of our students. We have also brought back student voice to the design center.

## Curriculum, Instruction, and Assessment Strengths

MBHS continues to use our design team in order to support our teachers learning and designing engaging lessons. Our staff development for the 2023 Academy was completely designed by our teacher leaders and sessions were presented by a majority of our teachers. This design process allowed us to meet many of our teacher's needs and we also continued to challenge their learning. Our teachers continue to grow their PLC's in adding on the development of formative assessments. We believe in on demand assessment and we continue to challenge our teachers to become more data driven in what they are teaching from day to day. We have created several co-teach classes in the STAAR tested areas in order to help those students who have failed the STAAR test one or more times. These are built in during the school day so after school tutorials and Saturday tutorials are avoided in order to help the family dynamics and job dynamics of our students. We will be growing that model to include the coaching model this year as well to help our teachers with evaluation of their lessons and their assessment practices. We have added a part time design coach in the design room with an expertise in English. Our design room continues to grow each year and this year our PLC groups will be bringing in students to the design room for student voice to be used in their lesson design.

# **Parent and Community Engagement**

## **Parent and Community Engagement Summary**

McKinney Boyd High School has a very involved community and family involvement. We continue to grow our PTO membership and volunteer hours. Our parents spend many hours volunteering for all of the activities that Boyd has to offer. We are also working with our different parent groups in implementing the Live Kind message as well.

## **Parent and Community Engagement Strengths**

McKinney Boyd students continue to serve their community at a very high level. Each year the amount of community service hours that our students earn increases. Many of our clubs and organizations include service projects throughout the year. All of our fine arts productions and athletic events are very well attended by our families and our community. Our PTO is also very involved and supportive of our campus.

# Technology

## Technology Summary

One2World is such an exciting program for our campus! We are now in our 10th year of all grade levels now having a MacBook. Our teachers continue to use their Macbooks and are growing more confident each day with their abilities. Teachers also have access to Google, Canvas and MacBook Minis and continue to implement them in their daily lessons. All of our teachers now have Ben Q Boards.

## Technology Strengths

We have an amazing team of MRS's and a technology integrator to remove any roadblocks that our teachers might have. They are very supportive and work hard to help teachers integrate technology into their lessons. Our teachers are very innovative in using technology in various ways. I also feel like our staff is making great progress in learning the Mac. Our teachers utilize our design room as well to implement technology into our daily lessons. Our Apple Tech is also very helpful in serving our students and their MacBook needs.

# Goals

**Goal 1:** McKinney Boyd High School will ensure the schools are safe and secure.

**Performance Objective 1:** MBHS will improve the TIP 411 program in conjunction with the McKinney Police Department. We will make sure we have posters posted it throughout the school. We will also review this information in our class assemblies. We will also post it in our social media for our parents.

**Evaluation Data Sources:** The amount of TIP 411 anonymous posts that we receive throughout the year.

**Goal 1:** McKinney Boyd High School will ensure the schools are safe and secure.

**Performance Objective 2:** MBHS will complete all safety drills such as tornado, lockdown, fire drill and bus evacuation procedures. We will also conduct outside door audits once a week as required by TEA.

**Evaluation Data Sources:** Safety notes will be reviewed for completion.

**Goal 1:** McKinney Boyd High School will ensure the schools are safe and secure.

**Performance Objective 3:** Students will need to present their ID to enter the building and then continue to carry it on their person. All staff will wear the ID's visible on a lanyard around their necks while in the building during school hours.

**Evaluation Data Sources:** Admin will check ID's at all four main entrances to the school from 6:45-7:30. At 7:30 all students must enter through the front door and have their ID checked.

**Goal 2:** McKinney Boyd High School 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:** MBHS will use their PLC"s to discuss and enhance our existing lesson plans using the data that we receive through several methods of assessment.

**Evaluation Data Sources:** PLC notes will be reviewed weekly by the team leads.

**Goal 3:** McKinney Boyd High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

**Performance Objective 1:** We will recognize a para and teacher twice a month for demonstrating the Bronco Way of doing the right thing, the right way, all of the time.

**Evaluation Data Sources:** Social media posts and all school emails.

**Goal 3:** McKinney Boyd High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

**Performance Objective 2:** We will do an exit interview with all teachers who leave us at the end of this school year to find areas to strengths and weaknesses. We will review this data with our admin team and our leadership team.

**Evaluation Data Sources:** Common exit interview questions.

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

**Performance Objective 1:** MBHS will continue to grow our Diversity and Inclusion student group.

**Evaluation Data Sources:** Meeting agendas and notes

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

**Performance Objective 2:** MBHS will continue to utilize our Principal's Voice group to solicit input and feedback from our students regarding strengths and challenges of our school.

**Evaluation Data Sources:** Meeting agendas and notes

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

**Performance Objective 3:** MBHS will continue to utilize our Campus Improvement Team and also our PTO Parent Board to gain input and feedback from our parents and community regarding strengths and challenges of our school.

**Evaluation Data Sources:** Meeting agendas and notes

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

**Performance Objective 1:** MBHS will communicate all events that will occur or have occurred on our campus. We will communicate informational items as

well as recognizing our teachers and our students.

**Evaluation Data Sources:** School messenger call/email logs

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

**Performance Objective 2:** MBHS will utilize Facebook, Twitter and Instagram to help communicate and connect with our students, parents and our community.

**Evaluation Data Sources:** Facebook, Twitter and Instagram postings.

**Goal 6:** McKinney Boyd High School will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 1:** The principal will meet once a month with the campus bookkeeper to review financial activity for the past month and for future months.

**Evaluation Data Sources:** Calendar invites

**Goal 6:** McKinney Boyd High School will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 2:** The principal will review the current budget, expenditures and income brought in with the leadership team twice a year.

**Evaluation Data Sources:** Leadership team meeting agenda.