

McKinney Independent School District
McKinney Boyd High School
2022-2023 Campus Improvement Plan



Mission Statement

We will provide engaging learning experiences so students can become effective communicators, quality contributors, and socially responsible citizens.

Vision

We believe that.....

- All individuals are born with inherent value.
- Personal relationships and connections are vital to learning.
- All individuals deserve an environment that is conducive to mental, physical and spiritual growth.
- Honesty, integrity and trust are imperative.
- Individuals need to feel safe and secure.
- Embracing diversity enhances every individual's experience.
- Choices enhance the opportunity for success.
- Excellence is a never ending journey requiring passion and purpose.
- Education is a shared responsibility; learning is an individual's responsibility.
- A progressive education is relevant, adaptable and vital to a sustainable community.

Core Beliefs

Partnerships between students, parents, community members, and staff are foundational to educational success.

Positive school culture and a safe environment foster growth.

Everyone has inherent value and deserves to be treated with dignity and respect.

Learning is an active process requiring engaging tasks and engaging minds.

Relevant and authentic experiences ignite continuous, deeper learning.

Meaningful relationships enrich learning.

Confidence fuels risk taking and higher achievement.

Financial stewardship ensures a tomorrow for education.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Student demographics have changed annually as we continue to become a more diverse campus. Our current enrollment is 2,778 students.

Ethnicity

1. American Indian/Alaskan National 20%
2. Asian 6%
3. African American 11%
4. Native Hawaiian/Pacific Islander >1%
5. Caucasian 62%

Special Ed Students

7.7%

Active ESL Students

4.0%

Students on Free and Reduced Lunch

18%

At Risk Students

19%

504 Students

15%

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 with this past year with 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 2021-2022 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 16th 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. This year we are also going back to turning in lesson plans weekly to their appraising administrator. 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 2021 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 8th 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. All students are back to learning in person.

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: MBHS will develop and implement a plan of action to ensure academic achievement for all student populations. We will utilize our Schlechty design qualities, design room and One2World opportunities to close the gaps of learning between our student groups specifically in the areas of ESL, Special Ed and low socioeconomic.

Performance Objective 1: MBHS will use their PLC"s to discuss and enhance our existing lesson plans using the Schlechty design qualities.





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

Strategy 1 Details	Reviews			
Strategy 1: MBHS will continue to use their PLC's to discuss and enhance their existing lessons plans using the Schlechty design qualities. Strategy's Expected Result/Impact: PLC Notes Staff Responsible for Monitoring: Principal, Associate Principal, Assistant Principals	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 2: MBHS will continue to emphasize procedural structures in order to maintain a safe and secure learning environment.

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.

Strategy 1 Details	Reviews			
<p>Strategy 1: MBHS will implement the TIP 411 program in order to help maintain a safe and secure school.</p> <p>Strategy's Expected Result/Impact: The amount of anonymous posts will increase throughout the year as students become more comfortable in using it.</p> <p>Staff Responsible for Monitoring: School Resource Officers, Assistant Principals</p>	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: MBHS will continue to emphasize procedural structures in order to maintain a safe and secure learning environment.

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.

Strategy 1 Details	Reviews			
Strategy 1: MBHS will schedule all safety drills ahead of time and share with our teachers. Strategy's Expected Result/Impact: Safety day notes. Staff Responsible for Monitoring: Assistant Principals and School Resource Officers	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: MBHS will continue to emphasize procedural structures in order to maintain a safe and secure learning environment.

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 3: MBHS will strive to increase and maintain the number of Hispanic, African American and economically disadvantaged students into our Advanced and AP classes.

Performance Objective 1: MBHS will utilize our AVID program and work in conjunction with their recruiting process to increase our numbers of minorities and economically disadvantaged students into Advanced/AP classes.

Evaluation Data Sources: Class registration numbers will be analyzed in April 2023.

Goal 3: MBHS will strive to increase and maintain the number of Hispanic, African American and economically disadvantaged students into our Advanced and AP classes.

Performance Objective 2: We will use our Principal's Voice and our Champions group to help us brainstorm ideas to help recruit more diverse students into our Advanced/AP classes.

Strategy 1 Details	Reviews			
Strategy 1: Our counselors will use PSAT data to identify potential students for AP/PAP classes. Strategy's Expected Result/Impact: AP Potential letters Staff Responsible for Monitoring: Counselors, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: All students who exit a PAP/AP class will complete a survey to determine the reasons behind why they are leaving the program. Strategy's Expected Result/Impact: Results of the student survey will be reviewed and disaggregated. Staff Responsible for Monitoring: Principal, counselors and associate principal.	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: McKinney Boyd will continue to prevent students from becoming credit deficient or become non graduates.

Performance Objective 1: MBHS will offer smaller credit recovery classes with teachers certified in that subject area monitoring the class. We will offer these smaller classes across all 4 core areas with our strongest teachers.

Evaluation Data Sources: Number of credit completions by June 2023.

Goal 5: McKinney Boyd will continue to use Professional Learning Communities for teachers to design engaging lessons using the Schlechty Design Qualities, technology and also to review formative and summative data. Using the design center will help increase our ESL and special ed students performance on standardized testing.





Performance Objective 1: Teachers, instructional coaches and admin will review all classroom data including the demographic breakdowns.

Evaluation Data Sources: Daily quizzes, unit tests, semester exams.

Goal 6: In order for McKinney Boyd to become a demonstration school for AVID, we will continue to increase the use of WICOR and AVID strategies in each of our classrooms.

Performance Objective 1: The AVID Site Team will create opportunities through staff development and PLC's in helping teachers learn AVID strategies to increase learning in their classrooms.





Evaluation Data Sources: We will review lesson plans and PLC notes to see the level of implementation that is occurring.

Strategy 1 Details	Reviews			
Strategy 1: Our AVID program will increase their recruitment process in order to increase their enrollment numbers. Strategy's Expected Result/Impact: AVID enrollment numbers for 2015 Staff Responsible for Monitoring: AVID Coordinator, Associate Principal, Principal, Assistant Principal	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 7: McKinney Boyd will increase the communication with parents through the use of newsletters, emails, parent phone calls, social media and text messages.

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: We will review our parent perception data at the end of the year.

Strategy 1 Details	Reviews			
Strategy 1: MBHS will increase communication of all events to our parents, students and teachers. Strategy's Expected Result/Impact: Parent, Teacher and Student Perception data. Staff Responsible for Monitoring: Principal, Technology Integrator, Associate Principal	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 8: McKinney Boyd will focus on growing our culture of respect and kindness throughout our whole campus and community.

Performance Objective 1: We will encourage our fine arts, athletics and clubs and organizations to adopt at least one initiative to support the #MISDLivesKind.

Evaluation Data Sources: We will review social media posts, announcements being made and initiatives being developed throughout the entire year that involves raising the awareness of being kind and respectful.