

McKinney Independent School District

McKinney 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	5
School Culture and Climate	6
Staff Quality, Recruitment, and Retention	7
Curriculum, Instruction, and Assessment	8
Parent and Community Engagement	9
School Context and Organization	10
Technology	11
Goals	12
Goal 1: McKinney High School will ensure the campus is safe and secure.	13
Goal 2: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.	15
Goal 3: McKinney High School will continue to recruit, recognize, develop, and retain high quality and effective staff.	20
Goal 4: McKinney High School will intentionally focus on maintaining a culture that is inclusive of students, staff, and community.	23
Goal 5: McKinney High School will ensure that communication internally and externally is consistent, accurate, and timely.	26
Goal 6: McKinney High School will continue to be fiscally responsible and efficient with district and campus resources.	29

Comprehensive Needs Assessment

Demographics

Demographics Summary

McKinney High School is the original high school in McKinney and we are rich in tradition and legacy. The spirit of the “Lion Nation” is evident in the overwhelming support of the community for MHS. The staff at McKinney High understands the historical significance of the school to longtime residents of McKinney. Our team embraces the belief that we are preparing students with the knowledge and skills needed to be successful for their next steps in life.

The projected enrollment at MHS for the 2022-2023 school year is 2820 students. Breakdowns by ethnicity and race show 139 Asian (4.93%), 540 African American students (19.2%), 972 Hispanic students (34.5%), and 1029 White students (36.5%). We have 1057 Economically Disadvantaged students (37.5%), 354 Special Education students (12.6%), 496 504 Students (17.6%), and 394 Emerging Bilingual (LEP) students (14%). The staff includes 182 teachers, 9 administrators, 9 counselors, 26 instructional aides, and 23 support staff members.

In the 2022-2023 school year McKinney High School students outperformed the state of Texas in all STAAR EOC assessments. The percentage of MHS who approached grade level on the STAAR EOC assessments were as follows: English I 77%, English II 79%, Algebra I 83%, Biology 94% and U.S. History 98%. The state accountability ratings have not yet been published. Although STAAR approaches percentages improved in all areas except Eng. II, in which the percentage stayed the same, we anticipate a lower letter grade score due to the changes in the state accountability system regarding College, Career, and Military Readiness metrics.

Demographics Strengths

The projected enrollment at MHS for the 2022-2023 school year is 2820 students. Breakdowns by ethnicity and race show 139 Asian (4.93%), 540 African American students (19.2%), 972 Hispanic students (34.5%), and 1029 White students (36.5%). We have 1057 Economically Disadvantaged students (37.5%), 354 Special Education students (12.6%), 496 504 Students (17.6%), and 394 Emerging Bilingual (LEP) students (14%). The staff includes 182 teachers, 9 administrators, 9 counselors, 26 instructional aides, and 23 support staff members.

Student Achievement

Student Achievement Summary

McKinney High School embraces the enriching and innovative qualities of a diverse learning community. MHS will continue to recruit and retain a diverse staff that reflects the diversity of the student body. Using research-based staff development, we will foster awareness and build the capacity of our staff to work with students from all socioeconomic and cultural backgrounds. MHS participation and performance in Advanced Placement (AP) courses remain a focus. Dual credit courses will also continued to be offered on the campus. MHS currently partners Collin College hosting a Collin College representative in our "Go Center" to help students schedule dual credit courses.

Student Achievement Strengths

McKinney High School has a large number of students enrolled in AP courses who are very successful on their AP exams. MHS had administered 1778 AP exams during the spring of 2023. Students scored a 3 or better on 1056 (approximately 60%) of these exam. Three students were names as National Merit Semi-finalist and 9 students earned the distinction of being a named a Commended Scholars. McKinney High School had 242 students enrolled in a dual credit course during the 2022-2023 school year.

School Culture and Climate

School Culture and Climate Summary

The school culture at MHS is steeped in tradition and a focus on the future. Our culture is centered around a strong core of teacher-leaders that engage both our students and our staff to pursue excellence in everything everyday. This desire has evolved into a strong passion for student success for every student.

School Culture and Climate Strengths

The teachers at MHS are our strongest asset. We have a great balance of veteran and new teachers that work together to bring our students the best learning experience possible. McKinney High School has four instructional coaches in core content areas. These teachers have been carefully recruited and will align with the vision and beliefs that make MHS a strong learning organization.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The quality of staff members at McKinney High School is a top priority. With a careful selection and effective induction process both by MISD and MHS along with a new teacher mentor program, McKinney High School focuses on the selection and retention of the highest quality staff. Through the use of WinOcular, the administration adheres to district-mandated guidelines and MHS recruits highly qualified applicants. There is also an emphasis placed on securing candidates who relate to and can identify with our current student and community population.

Staff Quality, Recruitment, and Retention Strengths

Our teacher induction process with mentors and focused professional development has allowed us to develop new and existing staff.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The teachers of McKinney High School teach curriculum standards as designed by the district. Additionally, all faculty are trained in utilizing the curriculum system resources (Canvas, ELLevation, and AWARE) that will streamline planning, data analysis, and progress monitoring. Specific attention will be provided this year to further develop the digital learning strategies of our staff as we provide additional access to technology for our students.

Curriculum, Instruction, and Assessment Strengths

Our staff has a strong grasp of what Mastery Learning is and how it can leverage learning. We also have several administrators and teachers with Eduphoria expertise that are leading us through the implementation of these new systems. We have dedicated Instructional Coaches in ELAR, Math, Social Studies, and Science.

Parent and Community Engagement

Parent and Community Engagement Summary

MHS has a rich tradition in our community. Our community involvement efforts are focused on engaging and involving parents in their student's high school experience. Our PTO hosts a monthly Lunch & Learn where we discuss contemporary educational issues and campus activities. We also host college readiness events partnering with the McKinney Education Foundation and AVID. These events serve to equip parents and families for the financial and academic needs of entering and being successful in college. MHS has also forged a strong relationship with parents through booster clubs for specific clubs and organizations. There are and will continue to be many opportunities for families and community members to engage with McKinney High School, and for our campus to recruit parents to continue to be involved in the secondary campuses.

Parent and Community Engagement Strengths

We also host college readiness events partnering with the McKinney Education Foundation and AVID. These events serve to equip parents and families for the financial and academic needs of entering and being successful in college. MHS has also forged a strong relationship with parents through booster clubs for specific clubs and organizations.

School Context and Organization

School Context and Organization Summary

McKinney High School utilizes several different leadership team functions in order to best serve our campus. Content area team leads and department chairs, along with administrators and counselors, serve on the campus leadership team that meets once a month. Each content department meets once a month along with a monthly staff meeting. The MHS administrative team meets once a week to calibrate, reflect, and plan for campus needs.

School Context and Organization Strengths

McKinney High school allows all stakeholders to have a voice. Students, teachers, and parents are all welcome to serve in various leadership capacities in order to continue to meet our campus goals.

Technology

Technology Summary

Each MHS student has a district-issued MacBook which they use on a daily basis. Teachers are also issued a MacBook. Our staff focuses on using technology to produce, rather than just to consume information. Each student also has Canvas learning platform access.

Technology Strengths

Using their district-issued device, teachers and students are available for collaboration outside of the classroom. The Canvas learning platform allows students to receive more direct feedback on the work produced in and outside of class.





Goals

Goal 1: McKinney High School will ensure the campus is safe and secure.

Performance Objective 1: Monthly safety drills will be conducted followed by after-action reports.

High Priority

Evaluation Data Sources: Monthly drill calendars, after-action reports.

Strategy 1 Details	Reviews		
Strategy 1: Assistant Principal will create a schedule of all safety drills and send reminders to all staff about when drills will take place and how drills should be conducted. After action reports will be reported to central office staff and corrective actions will be addressed at the campus level. Strategy's Expected Result/Impact: Staff will be familiar with procedures they should follow in emergency situations. Staff Responsible for Monitoring: Assistant principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 1: McKinney High School will ensure the campus is safe and secure.

Performance Objective 2: Weekly door audits will be conducted to ensure all campus doors are secure and operating properly.

High Priority
Evaluation Data Sources: Weekly door audit reports.

Strategy 1 Details	Reviews		
Strategy 1: Informal door audits will be conducted daily by maintenance director. Formal weekly audits will be conducted by the assistant principal in charge of safety and security. Reports will be made to central office of any door breaches or doors that are not working properly. Strategy's Expected Result/Impact: Doors will be secure and working properly. Staff Responsible for Monitoring: Assistant principal	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 1: McKinney High School will ensure the campus is safe and secure.

Performance Objective 3: Enhanced duty stations will be added to ensure priority areas are monitored by staff during passing period between classes and not just before and after school.

High Priority

Evaluation Data Sources: Duty schedule and QR codes for duty check-in.





Strategy 1 Details		Reviews		
Strategy 1: Teachers will be assigned a duty station in a high priority location in the building (high traffic areas/restrooms) to monitor between classes prior to their conference period. Strategy's Expected Result/Impact: Reduction in discipline issues between classes. Staff Responsible for Monitoring: Assistant principal will create the duty stations; teachers will conduct report to duty stations between classes		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 2: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 1: Increase the percentage of students that achieve a CCMR indicator from 58% in 2022-2023 to 90% in the 2023-2024 school year.

High Priority

Evaluation Data Sources: Quarterly updates of students that achieved a CCMR indicator for college entrance exams, dual credit courses, industry-based certifications, AP exams, graduation pathways in special education, and enlistment in the armed forces.





Strategy 1 Details	Reviews		
Strategy 1: Texas College Bridge will be offered to all juniors and seniors in their RLA and math courses. Strategy's Expected Result/Impact: Students completing TCB course will earn their CCMR indicator. Staff Responsible for Monitoring: Counselors, Associate Principal, junior/senior RLA/math teachers.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Juniors and seniors that have not earned a CCMR indicator will be take the TSIA in October. Strategy's Expected Result/Impact: Students will earn their CCMR indicator by earning an acceptable score on TSIA. Staff Responsible for Monitoring: Lead counselor, associate principal, campus testing coordinator	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: All sophomore students will take the PSAT in October. When scores come back in January, counselors will visit classrooms to review scores with students and help them connect to Khan Academy in their College Board Account to set up personalized on-line tutorials. Strategy's Expected Result/Impact: Higher SAT scores when students take the SAT their junior year. Staff Responsible for Monitoring: counselors, campus testing coordinator, associate principal, teachers	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: All juniors will take the SAT in March . The SAT will be offered to all seniors who have not year achieved the score they need for a CCMR indicator. Strategy's Expected Result/Impact: Increase number of students achieving CCMR indicator Staff Responsible for Monitoring: testing coordinator, associate principal, counselors, teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 2: Increase the percentage of EB/EL students that "meet standard" on the RLA EOC from 20% to 35%.

High Priority

Evaluation Data Sources: Map data, district bench-mark assessments, Spring EOC results





Strategy 1 Details	Reviews		
Strategy 1: Teachers will implement a revising and editing protocol weekly in every class across the campus. Strategy's Expected Result/Impact: Students will develop a habit of revising and editing their written assignments thereby increasing performance on the RLA EOC exams. Staff Responsible for Monitoring: All teaching staff, instructional coaches, associate principals, assistant principals	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Students that failed a STAAR RLA EOC will be enrolled in an online tutorial program. Strategy's Expected Result/Impact: Increased pass rate for re-testing students. Staff Responsible for Monitoring: teachers, associate principal, counselors	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 3: Increase the percentage of EB/EL students that "meet standard" on the Algebra 1 EOC from 32% to 45%.

High Priority

Evaluation Data Sources: Map data, district bench-mark assessments, Spring EOC results

Strategy 1 Details	Reviews		
Strategy 1: Students will be targeted for intensive remediation based on the prior year STAAR scores and fall map assessments. Strategy's Expected Result/Impact: Increase in spring Algebra EOC scores. Staff Responsible for Monitoring: ICs, teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Students that failed Algebra STAAR will be enrolled in an online remediation course. Strategy's Expected Result/Impact: Improved pass rate for re-testing students. Staff Responsible for Monitoring: Teachers, associate principal, counselors	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 4: Increase the graduation rate of EB/EL students from 84.6% to 95%.

High Priority

Evaluation Data Sources: Graduation rate for EL/EB students in 2023-2024.

Strategy 1 Details		Reviews		
Strategy 1: Implementation of eHigh program to provide intensive intervention for seniors at risk of not graduating. Strategy's Expected Result/Impact: Higher graduation rates Staff Responsible for Monitoring: eHigh teacher, counselors, assistant principals		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: McKinney High School will use data decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

Performance Objective 5: Increase ADA from 91.6% to 95%.

High Priority

Evaluation Data Sources: ADA for all students in 2023-2024.

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

Performance Objective 1: Recognize staff members who do an outstanding job each with with our teacher/staff member of the week award.

High Priority

Evaluation Data Sources: Weekly admin agendas achiving winners.

Strategy 1 Details	Reviews		
Strategy 1: Weekly "light up" staff award presented to the staff memeber of the week during the teachers' classtime by the administrative team. Strategy's Expected Result/Impact: Higher teacher morale Staff Responsible for Monitoring: administrative team	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: McKinney High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

Performance Objective 2: Offer high-quality professional learning opportunities for staff (N2Learning, AP workshops, GT conferences, CTC conferences, TASSP conferences, etc.)

High Priority
Evaluation Data Sources: Professional learning records.





Strategy 1 Details		Reviews		
Strategy 1: Align professional learning opportunities with instructional priorities as well as the professional growth goals of the staff.		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: McKinney High School will continue to recruit, recognize, develop, and retain high quality and effective staff.

Performance Objective 3: Maintain a campus-based mentor program for all new teachers.

High Priority

Evaluation Data Sources: BOY campus mentor breakfast, community tour, and year-long mentorship opportunities.

Strategy 1 Details	Reviews		
Strategy 1: Provide each new staff member with a campus mentor. Strategy's Expected Result/Impact: More successful new techers. Staff Responsible for Monitoring: assistant principal	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Host a breakfast and campus training for new teachers and their mentors prior to the beginning of the school year. End the training with a bus tour or the MHS attendance zone. Strategy's Expected Result/Impact: More informed and better supported new teachers. Staff Responsible for Monitoring: assitant principal	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 1: Host a Lion Pride event for all income freshmen and parents. Campus student groups will host an event to acclimate incoming 9th graders to our campus culture. While students attend the event, parents will attend an informational meeting with the campus principal, associate principal, and lead counselor.

High Priority

Evaluation Data Sources: Student and parent feedback.

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

Performance Objective 2: Host a BOY open house for parents to meet with the principal, tour the building, and meet the teachers.

High Priority

Evaluation Data Sources: Parent and teacher feedback.

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

Performance Objective 3: Host a variety of student recognition events including the Academic Excellence Awards, Senior Awards, and banquets for organizations including fine arts and athletics.

Evaluation Data Sources: campus calendars, teacher, parent, student feedback

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

Performance Objective 1: Weekly update emails with pressing information will be sent to staff and to parents from the principal.

High Priority

Evaluation Data Sources: Google folder of all email updates sent to staff and parents. All pricipal-parent communication will be archived on the campus website.

Strategy 1 Details	Reviews		
Strategy 1: Campus secretary and the administrative team will meet weekly to determine information that needs to be communicated to the parents and the staff. Strategy's Expected Result/Impact: More informed parents and staff. Staff Responsible for Monitoring: Principal secretary/administrative 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 5: McKinney High School will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 2: The campus website will be updated weekly to maintain the most up-to-date and accurate information.

High Priority

Evaluation Data Sources: Campus website.

Strategy 1 Details	Reviews		
Strategy 1: Campus administrative team will meet weekly to determine updates that need to be made to the campus website. Strategy's Expected Result/Impact: Improved communication Staff Responsible for Monitoring: administrative team	Formative		Summative
	Nov	Feb	June
<div><div><div><div></div><div>0%</div></div>No Progress</div><div><div><div></div><div>100%</div></div>Accomplished</div><div><div><div></div></div>Continue/Modify</div><div><div><div></div></div>Discontinue</div></div>			

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

Performance Objective 3: A variety of social media platforms will be used to expand communication channels.

Evaluation Data Sources: Campus Facebook, Twitter, and Instagram accounts.

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

Performance Objective 1: Campus expenditures will be prioritized to align with campus instructional priorities and safety initiatives.

High Priority

Evaluation Data Sources: Campus budget and expenditures.

Strategy 1 Details	Reviews		
Strategy 1: Campus principal will meet regularly campus book keeper to review campus budget and purchase requests. Strategy's Expected Result/Impact: Ensure alignment of campus expenditures with campus safety, cultural, and academic priorities. Staff Responsible for Monitoring: Principal, book keeper.	Formative		Summative
	Nov	Feb	June
<div><div><div><div>0%</div><div>No Progress</div></div><div><div>100%</div><div>Accomplished</div></div><div><div>→</div><div>Continue/Modify</div></div><div><div>✗</div><div>Discontinue</div></div></div></div>			