

McKinney Independent School District

McClure 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

Demographics

Demographics Summary

McClure Current Demographics

Total Enrollment:	620
African American:	13.7%
American Indian:	<1%
Asian:	11.02%
Hispanic:	14.05%
White:	51.05%
Native Hawaiian:	<1%
Two or More Races:	9%
Economically Disadvantaged:	15%
English Language Learners:	7%
Gifted and Talented:	18%
Special Education:	17%

UPDATED September 2023

Demographics Strengths

McClure serves all elementary grade levels K-5 with a total enrollment of approximately 620 students. We are home to several special education self-contained programs. There are two Functional Academics Classrooms that provide services to students with mild to moderate cognitive impairments. There are two Structured Teach Classrooms that meet the needs of students who have characteristics associated with autism. Our special needs students are an important and celebrated part of McClure's school community.

The diverse ethnicity of our student population is certainly a strength of our school community. Our primary demographic groups include White,

African-American, and Hispanic students. Our students identified and receiving Gifted and Talented services has increased each year. The McKinney ISD teaching community values McClure's climate and culture.

Student Achievement

Student Achievement Summary

McClure Elementary utilizes multiple measures, both formal and informal, to track the academic performance of all students. These multiple measures have been analyzed and used in the development of the 2023-2024 Campus Improvement Plan. McClure Elementary received an *overall B rating with a score of 89%* through the 2021 Texas Education Agency Accountability System. The students at McClure Elementary outperformed the district and state averages on 3rd, 4th, and 5th grade Reading, Writing, and Science as well as 4th and 5th grade math. McClure Elementary will continuously monitor academic progress in order to provide effective instruction, enrichment, and intervention to all students.

Student Achievement Strengths

The area of strength for our campus continues to be student growth. McClure has increased averages in Math, Reading and Science.

School Culture and Climate

School Culture and Climate Summary

At McClure, a positive school climate enhances learning and is necessary to maintain the safety of all students, staff, and parents. Our school motto is "Engaging the heart, head, and hands" and we strive daily to build a culture of excellence for all.

McClure Elementary continues to analyze multiple measures of data to assess strengths and challenges. We strive to ensure that all who enter our campus receive a warm "Marshal Welcome." We want parents to feel confident that they are entrusting their children to a safe and nurturing environment that celebrates their unique differences. McClure Elementary earned High Reliability Schools Level 1 certification in 2017, indicating a safe and collaborative culture. In 2019 McClure earned High Reliability Schools Level 2 certification.

School Culture and Climate Strengths

Parent Organizations: PTO and McClure Dad's Club

Student Organizations and Groups: Choir, Student Council, Media Crew, and Safety Patrol, Buddy Classrooms, Chess Club

Annual Events & Activities: Fun Run, Carnival, Fine Arts Night, School Dance, Outdoor Movie Night, Teacher Tailgate Party, Donuts with Grownups, Stampedes (monthly student celebration), Thanksgiving "Thankful For Our Families" lunch, Angel Tree, McClure Classroom Celebrations, Field Day, Meet the Teacher, Staff Holiday Caroling, Veterans Day Celebration, First Responders Appreciation, Talent Show

Parent Communication: Electronic newsletters from grade level teachers, Weekly Principal "Marty's Memo" Newsletter, Facebook, Twitter, emails, weekly folders, Marquee, Phone Messenger

Collaboration: Professional Learning Communities & Collaborative Teams (select essential standards, create SMART goals, plan lessons, and formatively assess, and analyze results), Vertical Teams (Reading, Math, Writing, Science & PBIS) Committees (MERT Team, Social Club, MTSS)

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

All of our McClure teaching staff both teachers and paras are highly qualified. We provide regular trainings throughout the year to ensure that our staff is well equipped to provide the best instruction to our learners. New to McClure teachers are assigned a mentor on our campus. Mentors are assigned to first year teachers for two years through the district's mentor program.

Staff Quality, Recruitment, and Retention Strengths

At McClure we believe that ALL kids are our kids on campus. Teachers work to support each other to ensure that all student and teacher needs are met. Administration focuses on a positive school culture that promotes a family atmosphere throughout the campus.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

McClure has a focus on effective instruction in every classroom, High Reliability Schools Level 2, will continue our collaboration on aligning best practice, curriculum, instruction, and assessment through our professional learning community work. McClure Elementary teachers and staff are committed to implementing differentiated learning opportunities for all student with an emphasis on PLC planning questions #3 (What do we do when they do not learn it?) and #4 (What do we do when they already know it?). Campus administrators monitor teaching and learning through formal and informal walkthroughs, evaluations, and data meetings to ensure ALL students reach their highest capacity for learning. Teachers work collaboratively in vertical teams, as well as, with grade level teams, to have meaningful dialogue focused on beliefs and goals to improve teaching and learning. Classroom instruction is aligned with the student expectations of the state curriculum (Texas Essentials Knowledge and Skills - TEKS), as well as, the high standards of MISD.

Curriculum, Instruction, and Assessment Strengths

Throughout the week grade level teams focus on collaborative planning in order to best meet the TEKS for their subject and grade level. Each team has set assigned calendar dates to meet with Administration through the PLC process. Teachers work through the PLC guiding questions in order to plan. Our teams process the data and create flex grouping for WIN time in order to focus on intervention/enrichment needs of all students. We consistently monitor and adjust based on data both formal and informal. Progress of student improvement is monitored through teacher observation, MAP, informal assessments, district unit assessments and quick checks.

Parent and Community Engagement

Parent and Community Engagement Summary

McClure Elementary has an amazing community and wonderful parent support. This is evident through the strength of our PTO, participation in community events, and the number of volunteers that donate their time to our school. McClure has a strong parent group of volunteers that serve on the PTO Board. The PTO Board plans community events and fundraisers for McClure such as the Fun Run, Spirit Nights, Christmas w/ Santa, Sock Hop and more! The PTO Board meets once a month to assist in the mission and goals of our school.

Parent and Community Engagement Strengths

Family and community involvement is vital to the success of our school. Throughout the year, surveys are used as a way to maintain effective two-way communication to support student learning, family and community involvement. Based on input from our learning community, our campus provides speakers, resources, opportunities, programs, and activities to support student learning. Utilizing parent, students, and staff surveys helps maintain effective two-way communication.

Communication is vital to the success of our family and community involvement. Each Sunday night we send out Marty's Memo to staff and families highlighting events coming up over the next two weeks. In addition we utilize School Messenger for phone and email messages which are sent as needed. Our McClure Facebook page provide frequent updates. We also utilize our school district website, grade level and staff postings on Twitter, postings on our school marquee, and grade level newsletters, websites.

The McClure Dad's Club is another wonderful volunteer opportunity for families to take advantage of. The dad's club supports the campus in a variety of ways including movie nights, tailgates for teachers, opening doors at carpool and providing students with the opportunity to see male role models in schools.

School Context and Organization

School Context and Organization Summary

McClure Elementary School, founded in 2010, was named in honor of Lizzie Nell Cundiff McClure who was raised in Allen but graduated from McKinney High School in 1919. After returning from the University of Texas at Austin as a Master's prepared teacher, McKinney's high school was fortunate to have Mrs. Lizzie Nell McClure serve as a social studies teacher, a Department Head, and a sponsor to the American Traveler's Club. Mrs. Lizzie Nell McClure always took personal interest in her students, listened to their concerns, and helped them make better decisions about their lives and their futures. Here at McClure Elementary School, we carry on that legacy set years ago. The teachers engage each student daily in purposeful and challenging learning experiences and provide opportunities for meaningful relationships and connections to impact our community while ensuring a safe, respectful, and encouraging environment.

School Context and Organization Strengths

We have many effective structures in place: Leadership Team, Administrative Team, Rtl Leadership Teams, Social Leadership Team, Vertical Teams, PLC Leadership Team, MERT Team, Coordinated Health Team, Grade Level Team Leaders, Office Team, and Grade Level Collaborative Teams.

Technology

Technology Summary

McClure has an abundance of technology tools, with students in 2nd-5th grade having 1:1 MacBooks in their classrooms and students in KN-1st have access to iPads in each of their classrooms. Each classroom is equipped with a Vivitek Interactive Panel and a document camera that also serves as a web cam. Each teacher is provided a Macbook Air laptop for use at school and home and the option to request an iPad for instructional purposes.

Teachers use the following technology: iPad technology including and tools of learning of learning apps. District-funded programs and databases including Discovery Education, Gale Virtual Library, PebbleGo, Brainpop, MobyMax, Overdrive eBooks, and Imagine Math. Technology is also integrated through Smartboard interactive activities and games through touch-screen capabilities.

Technology support is available for teachers through professional development offered through the district at summer learning conferences and school-year professional development days. The campus Media Resource Specialist (MRS) responsibility is for training and curriculum support through technology resources. Technology PD is also offered at the point of need during teacher planning times, after-school workshops, and at faculty meetings as requested. Teachers plan instruction and evaluate data through digital platforms Aware and Forethought.

Technology upgrades are a consistently a part of the Learning Commons and campus budget. The Media Resource Specialist spends time in the lab and classrooms to assist teachers and students with new ideas as well as collaborates with grade level planning. McClure also internally hosts an internal staff website and documents on Google Drive allowing teachers to access information at any time of need.





Goals

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

Performance Objective 1: McClure will continue to 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: Emergency Operation Plans
Administrator Drill Reports
After Action Reviews

Strategy 1 Details	Reviews		
Strategy 1: McClure will continue throughout the 23-24 school year to 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.	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Continue to enhance the safety protocols across our campus. Strategy's Expected Result/Impact: Emergency Operation Plans Administrator Drill Reports After Action Reviews	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 2: McClure will continue to provide tiered prosocial supports and character education.

Strategy 1 Details	Reviews		
Strategy 1: Plan a comprehensive school counseling program (CSCP) that conforms to the Texas Model and the other relevant Texas Education Code. Strategy's Expected Result/Impact: McClure Counselor will submit an annual report detailing our campus implementation and evaluation of the comprehensive school counseling program. Counselor and Principal Plan Year at a Glance Counselor Evaluation Staff Responsible for Monitoring: Admin & Counselor	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Maintain partnerships with community organizations to meet specific student needs. Strategy's Expected Result/Impact: Clear understanding of the services provided by community partners in order to make appropriate referrals to such partners as: Samaritan Inn, TCHAT, Lifepath, HMCC, One Heart McKinney, Trusted World, Operation School Bell, and others; Data/reports showing services provided and referrals to outside resources. Staff Responsible for Monitoring: Counselor and Organizations	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Design professional learning around coordinated health & monitor campus coordinated implementation. Strategy's Expected Result/Impact: Conduct quarterly coordinated health team meetings and minutes will be shared with all staff Staff Responsible for Monitoring: Coordinated Health Committee, SHAC	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: The campus will ensure that the MISD Lives Kind initiative is implemented systematically through the planing and coordination of the school counselor, the coordinated health team, instructional leaders, and campus administration. Strategy's Expected Result/Impact: Utilize MISD Lives Kind internal site, recognize kindness monthly as school assemblies, host special school-wide events related to kindness Staff Responsible for Monitoring: Guidance and Counseling, Health Services	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 3: During the 2023-24 school year we will increase safety and security by locking and monitoring campus exterior doors and unoccupied classroom doors; occupied classroom doors with magnets in place.





High Priority

Goal 2: McClure 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: We will implement data systems and monitoring practices to ensure student growth and continuous improvement in district performance.

HB3 Goal





Evaluation Data Sources: Agenda and slides from Academy Week - McClure Google Site
McClure Minutes

Strategy 1 Details	Reviews		
Strategy 1: Review mission, vision and collective commitments and refine new collective commitments with the 2021-2022 McClure Staff. Strategy's Expected Result/Impact: Align beliefs across the campus merging new staff's and returning staff's passions and ideals. Staff Responsible for Monitoring: Administration/Counselor	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Review and establish the collaborative planning cycle which will lead to teams being able to collaborate around the essential standards and plan using the four PLC questions. Strategy's Expected Result/Impact: Staff will have shared understanding of what collaborative planning is and is not and will begin to identify essential standards across content areas. Staff Responsible for Monitoring: Administration/Team Leaders	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: PLC Teams will meet to continue to learn about specific content best practices based upon a campus specific focus (Guided Reading, Math Fluency, Hands on Science & Written Response to Reading.) Strategy's Expected Result/Impact: Developing a consistent understanding across the campus in each content area Staff Responsible for Monitoring: Collaborative Team Agendas, CFAs, Lesson Plans, Essential Standards	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McClure 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: McClure will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.





Evaluation Data Sources: Collaborative Team Agendas, CFAs, Lesson Plans, Essential Standards, Progress Monitoring Notebooks, HRS Level 2

Strategy 1 Details	Reviews		
Strategy 1: Collaborative teams will establish norms to guide their time together this year. Strategy's Expected Result/Impact: Teams will function and be able to have "cognitive conflict" during collaborative planning resulting in deeper discussions around teaching and learning. Staff Responsible for Monitoring: Administrators, MRS, teachers	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Collaborative teams will meet to establish essential standards within their grade level content areas after reviewing data from the previous year. Strategy's Expected Result/Impact: Essential standards selected will guide the work of the collaborative team, providing an intentional focus and resulting in growth in specific standards. Staff Responsible for Monitoring: Collaborative Team Facilitators, IC, grade level teachers	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Vertical Teams and Vertical Team Facilitators will be created to ensure vertical alignment across the campus in the following areas: Reading, Writing, Math, Science & PBIS. Strategy's Expected Result/Impact: Vertical Teams will be created to develop campus wide structures for teaching and learning in each subject area providing more consistency for students across all grade levels. Staff Responsible for Monitoring: Vertical Teams, Vertical Team Facilitators, IC, grade level teachers, Admin	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
Strategy 4: Data will be analyzed by collaborative teams to assess the effectiveness of the PLC time and plans will be created to ensure ALL students are being successful as a result of, but not limited to, WIN Time. Strategy's Expected Result/Impact: Analyzing data horizontally and vertically will bring awareness to trends across the campus and reinforce the importance of staying in our lane as a grade level group, resulting in foundational skills being developed and reinforced for ALL students. Staff Responsible for Monitoring: Collaborative Teams, MRS, grade level teachers, Admin	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McClure 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: Design and implement a systematic approach to professional learning that addresses support at all levels of the organization and provides real-time, relevant learning to improve teaching and student learning outcomes.

Evaluation Data Sources: WIN Time Group Rosters, Master Schedule, targeted student growth by demographic group

Strategy 1 Details	Reviews		
Strategy 1: Specific student lists, including Economically Disadvantaged Students, African American Students, and HB4545 Students will be shared with teachers of grades 3, 4 & 5, during MTTS meetings, to target student progress Strategy's Expected Result/Impact: Targeting specific student groups will serve as a reminder about the importance of their growth. Doing so will provide opportunities to monitor students' specific growth and target needs. Staff Responsible for Monitoring: Administrators, grade level teachers, MRS	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Schedule PLC meetings and MTSS meetings will take place to discuss all students data throughout the year. Strategy's Expected Result/Impact: Discussing all student groups will serve as a reminder about the importance of their growth. Doing so will provide opportunities to monitor student-specific growth and target needs. Staff Responsible for Monitoring: Administrators, grade level teachers, MRS	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Continued professional development concerning balanced literacy and balanced math being implemented with fidelity will occur throughout the campus. Strategy's Expected Result/Impact: Increasing the number of teachers who have a deep understanding of balanced math and balanced literacy will support our continued efforts to ensure students are making growth in reading and math. Staff Responsible for Monitoring: Team Leaders, MRS, Administration, grade level teachers	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

Goal 2: McClure 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: Provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.

Goal 2: McClure 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 the percentage of English learners who progress at least one proficiency level by 5%, according to the Year Progress in TELPAS Composite Rating.

Goal 3: McClure will continue to develop, and retain high quality and effective staff.

Performance Objective 1: Create meaningful ways for teachers to obtain, apply and share learning from their professional goals.

Evaluation Data Sources: Quick Data from Planning Walkthroughs, Lesson Plan Framework, focus work from HRS, collaborative conversations throughout teams

Strategy 1 Details		Reviews		
Strategy 1: Professional Goal Groups will be created to represent the MOI areas. Groups will meet to share and discuss their learning and present to our campus staff in the Spring. Strategy's Expected Result/Impact: Through goal groups, staff will meet and be exposed to how others with like goals are acquiring and applying new knowledge. Staff with other goal areas will be exposed to learning from their colleagues, increasing teaching capacity and knowledge. Staff Responsible for Monitoring: Administration, grade level teachers, MRS		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: McClure will continue to develop, and retain high quality and effective staff.

Performance Objective 2: Teachers will receive ongoing support and feedback through the coaching model.

Evaluation Data Sources: Learning Walks
Coaching Cycles





Goal 3: McClure will continue to develop, and retain high quality and effective staff.

Performance Objective 3: New teachers will be paired with a campus mentor and participate in district new teacher trainings.

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

Performance Objective 1: Improve engagement and outreach connecting the community, parents, and staff to achieve McClure's mission.

Evaluation Data Sources: Participation in events and ongoing feedback loops will be evaluated

Strategy 1 Details	Reviews		
Strategy 1: Provide parents, staff, students, and other stakeholders opportunities to participate in the campus decision-making process. Strategy's Expected Result/Impact: Site-based committee, SHAC, Champions Committee, McClure PTO, McClure Dad's Club Staff Responsible for Monitoring: Administration, Teachers, Staff	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Provide opportunities for community to be included in campus events. Strategy's Expected Result/Impact: Parents/community feels a part of the school community by attending special events, lunch on campus, school assemblies, Open House, after school performances and social events Staff Responsible for Monitoring: Administration, Teachers, Staff	Formative		Summative
	Nov	Feb	June
<div>  No Progress  Accomplished  Continue/Modify  Discontinue </div>			

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

Performance Objective 1: Serve families and engage the community in an ongoing effort to support and communicate with the families of McClure.

Evaluation Data Sources: Counselor website
Counselor Newsletters
Marty's Memo - Community
McClure Minutes - Staff
Family Call Out's-community
Grade Level Newsletters

Strategy 1 Details	Reviews		
Strategy 1: Weekly Produce both written and visual content for McKinney ISD's website and social media.	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: McClure will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 2: Foster a culture of trust by proactively sharing campus processes, decisions, and information in a transparent and timely manner.

Evaluation Data Sources: Enhance internal and external communication for families and the community through newsletters, the website, emails, and phone communication.

Goal 6: McClure Elementary will continue to be fiscally responsible and efficient with campus and district resources.

Performance Objective 1: McClure will follow all budget processes and carefully consider purchases in order to support academic achievement, safety, and other initiatives to support the campus.

Evaluation Data Sources: Budget overview of overall expenditures