

# **McKinney Independent School District**

## **Johnson 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

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Financial stewardship ensures a tomorrow for education

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

This year, we are continuing our focus beyond the strengths of the individual, to further develop the strengths of teams. We aim to have our Jaguar students become effective communicators, quality contributors, and socially responsible citizens. The campus enrollment by ethnicity is: American Indian or Alaskan Native-0.02%, Asian-8%, Black/African American-19%, Hispanic/Latino-18%, White-48% and Other-6.6%. RJE has 7.9% Limited English Proficient students, 16.8% receive Special Education services, 9.5% participate in the Gifted and Talented program, 17.8% are considered to be At-Risk, and 26% qualify as Economically Disadvantaged based on free/reduced lunch status.

### Demographics Strengths

For the 2022 STAAR test, RJE students met standards in all domains: Student Achievement, School Progress, and Closing the Gaps. Common expectations that promote a safe and orderly learning environment are displayed throughout the campus, and a segment on daily announcements is dedicated to highlighting the importance of knowing and following the expectations. Social Emotional Learning (SEL) occurs campus wide daily in every classroom. We have maintained our Level I and Level II High Reliability School certification.

# Student Learning

## Student Learning Summary

Our sights are set on increasing achievement for all. RJE demonstrates a need for improvement in the area of third and fourth grade math proficiency. This year, we look to elevate our collaborative practices to effectively design lessons and monitor student growth while providing intervention and enrichment opportunities to improve our performance outcomes. Additionally, we are seeking out opportunities for staff to participate in professional development related to the newly re-designed STAAR test.

# School Processes & Programs

## School Processes & Programs Summary

The RJE staff collaborates to create a culture of high expectations, where all are safe, valued and nurtured. RJE teachers are supported in a variety of ways as they provide highly engaging and effective instruction. One example of support is the campus investment in Clifton Strengths Finder. Every staff member has a copy of the book and took the survey to reveal his/her top five strengths. Research shows that people who have the opportunity to use their Clifton Strengths are six times as likely to be engaged in their jobs and to strongly agree that they have the chance to do what they do best every day. In addition to higher levels of engagement, Gallup research shows that employees who receive strengths-based development experience increased performance and lower attrition. This year, we are continuing our focus beyond the strengths of the individual, to further develop the strengths of teams. We aim to have our Jaguar students become effective communicators, quality contributors, and socially responsible citizens.

# Perceptions

## Perceptions Summary





In order to accomplish our CIP goal of preparing all RJE students to achieve academically excellent results in all subject areas, we will target student engagement, data driven instruction, and professional collaboration and growth. This year, we are encouraging teachers to connect their T-TESS goals to the district Model of Instruction and are having teachers align their student learning objective to their T-TESS goal. Administrators will continue to monitor and collect evidence of predominant effective instructional practices in every classroom through walkthroughs and feedback loops. During the 2021-22 school year, 516 classroom walkthroughs were completed by the administrative team. We are determined to exceed that number, while having a specific focus on fully developing our least observed best practices. Elevating our instructional practices, measuring and celebrating success - while identifying areas for improvement and taking action - should yield the expected outcome of increased student growth. All staff are committed to the theme for 2022-23: Building the Best Me at RJE!



# Goals





**Goal 1:** Reuben Johnson Elementary will ensure the school is safe and secure.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Enhance the existing safety protocols for RJE. <b>Strategy's Expected Result/Impact:</b> 100% of staff and students will be trained in all drills as required by the state. <b>Staff Responsible for Monitoring:</b> Administrators, all staff	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> During the 2023-24 school year we will increase safety and security by locking 100% of campus doors, exterior doors, unoccupied classroom doors, and occupied classroom doors with magnets in place. Weekly campus checks will be reported to safety and security office. <b>Strategy's Expected Result/Impact:</b> RJE will achieve passing rate from state external door audits <b>Staff Responsible for Monitoring:</b> Administration and all campus staff	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 1:** Reuben Johnson Elementary will ensure the school is safe and secure.

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

Strategy 1 Details	Reviews		
<b>Strategy 1:</b> Plan a comprehensive school counseling program that conforms to the Texas Model and the other relevant Texas Education Code. <b>Strategy's Expected Result/Impact:</b> All specified campuses will submit an annual report detailing their implementation and evaluation of the comprehensive school counseling program. <b>Staff Responsible for Monitoring:</b> Counselor, Admin, CIS	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
<b>Strategy 2:</b> Maintain partnerships with community organizations to meet specific student needs <b>Strategy's Expected Result/Impact:</b> Regular contact/meetings as needed with Coordinated Health Action Team, Counselor, CIS, MEF, and others; Data/reports showing services provided <b>Staff Responsible for Monitoring:</b> Counselor and Administrators	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
<b>Strategy 3:</b> Design professional learning around coordinated health & monitor campus coordinated implementation. <b>Strategy's Expected Result/Impact:</b> All specified campuses will ensure quarterly coordinated health team meetings. <b>Staff Responsible for Monitoring:</b> Campus Nurse	Formative		Summative
	Nov	Feb	June
Strategy 4 Details	Reviews		
<b>Strategy 4:</b> RJE 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. <b>Strategy's Expected Result/Impact:</b> RJE will document participation in MISD Lives Kind as a part of HRS Level 1 activities. <b>Staff Responsible for Monitoring:</b> Counselor	Formative		Summative
	Nov	Feb	June
<div>  No Progress            Accomplished            Continue/Modify            Discontinue         </div>			

**Goal 2:** Reuben Johnson Elementary 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:** RJE will implement data systems and monitoring practices to ensure student growth and continuous improvement in campus performance.

**Goal 2:** Reuben Johnson Elementary will use data-driven decisions to engage students in learning experiences that ensure growth and will prepare them for graduation and post-secondary success.

**Performance Objective 2:** RJE will ensure a guaranteed and viable curriculum to support teachers in providing high quality learning experiences and improve student learning outcomes.

**Goal 2:** Reuben Johnson Elementary 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 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.

**Goal 2:** Reuben Johnson Elementary 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 4:** Provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.

**Goal 2:** Reuben Johnson Elementary 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 5:** Increase the percentage of English learners who progress at least one proficiency level by 5%, according to the Yearly Progress in TELPAS Composite Rating.

**Goal 3:** Reuben Johnson Elementary will continue to recruit, recognize, develop and retain high quality and effective staff.

**Performance Objective 1:** Cultivate innovative recruitment and on-boarding practices that support the development of all employees and grows high quality staff.



**Goal 3:** Reuben Johnson Elementary will continue to recruit, recognize, develop and retain high quality and effective staff.

**Performance Objective 2:** Cultivate innovative recruitment and on-boarding practices that support the development of all employees and grows high quality staff.

**Goal 4:** Reuben Johnson Elementary 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 McKinney ISD's mission.

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

**Performance Objective 1:** Serve the campus & teachers and engage the community in an ongoing effort to support and communicate the successes in McKinney ISD.

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

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

**Goal 6:** Reuben Johnson will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 1:** Demonstrate Continuous Financial Transparency Improvements

**Goal 6:** Reuben Johnson will continue to be fiscally responsible and efficient with district resources.

**Performance Objective 2:** Continue to partner with maintenance and facilities to provide high quality buildings, playgrounds and grounds to help facilitate the teaching and learning of students

# 2023-2024 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Michelle Baumann	Principal
Administrator	Kristen Patterson	Assistant Principal
Classroom Teacher	Sarah Kile	Third grade teacher
Classroom Teacher	Kristine McGuire	First grade Teacher
Classroom Teacher	Elisabeth Mears	Second grade teacher
Classroom Teacher	Kaci Blagg	Fifth grade teacher
Non-classroom Professional	Amy Allen	RJE Media Resource Specialist
Paraprofessional	Jessica Morgan	RJE Secretary
Classroom Teacher	Michelle Rhodes	Kinder teacher
Classroom Teacher	Amanda Herrera	Fourth grade teacher
Non-classroom Professional	Naesha Hobbs-Parker	School Counselor
Non-classroom Professional	Kathy Radenbaugh	Instructional Coach
Non-classroom Professional	Ben Daniel	Specials Team Leader
Business Representative	Tiffany Harben	RJE Parent
Parent	Danielle Dill	RJE Parent
Business Representative	Stacey Barr	Business Representative
District-level Professional	Jenny McGowan	District-level Professional
Parent	Brigitte Black	Parent
Parent	Kelly Butler	Parent
Community Representative	Nick Leamon	Community Representative