

# **McKinney Independent School District**

## **Johnson Elementary**

### **2021-2022 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 are a cohesive, diverse community providing engaging learning experiences for all.

## 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

This year, Reuben Johnson Elementary (RJE) welcomes 450 students. RJE is an outstanding school with an established record of success. An active parent community supports RJE with a commitment to excellence. The teachers and staff, along with parents and volunteers, collaborate to create an environment that engages all students and enhances learning and success for each child. RJE teachers are committed to providing engaging instruction that is differentiated while supporting all of our Jaguar students, as they become effective communicators, quality contributors, and socially responsible citizens. The RJE staff creates a culture of high expectations, where all feel safe, valued and nurtured. Students are actively involved in setting individual goals for academics, physical fitness and personal growth. RJE teachers strive to provide exemplary academic instruction coupled with a high level of engagement for all students in all subject areas.

### Demographics Strengths

RJE's student enrollment remains relatively consistent throughout each school year, approximately 440 students are in attendance daily. The diverse ethnicity of our student population is certainly a strength of our school community.

The campus enrollment by ethnicity is: American Indian or Alaskan Native- 0.79%, Asian- 8%, Black/African American- 13.39%, Hispanic/Latino- 20.5%, White- 50.2% and Multicultural/Other- 7.09%. RJE has 5.5% Limited English Proficient students, 14.57% receive Special Education services, 7.68% participate in the Gifted and Talented program, 24.8% are considered to be At-Risk, and 30% qualify as Economically Disadvantaged based on free/reduced lunch status.

## Student Achievement

### Student Achievement Summary

Multiple measures of data have been utilized in the development of this year's Campus Improvement Plan. This data will also be reviewed in depth by teachers to plan for instruction and interventions to meet the needs of all students. A deep review of data will help us to move all students forward toward achieving their personal best and our campus goals.

The Reuben Johnson Elementary School community strives to demonstrate consistent academic growth coupled with high student engagement for all students in all subject areas.

### Student Achievement Strengths

For the 2019 STAAR test, RJE students met standards in all domains: *Student Achievement*, *School Progress*, and *Closing the Gaps*. Common school-wide expectations to promote a safe and orderly learning environment for all are displayed throughout the campus. To maintain our Level I certification as a High Reliability school, consistent Social Emotional Learning (SEL) occurs campus wide from 8:10-8:30am daily through community circle time in every classroom. We achieved our goal of becoming certified as a Level II High Reliability School. This process required monitoring and evidence collection to document the effective instruction occurring in every classroom.

## School Culture and Climate

### School Culture and Climate Summary

RJE staff members have collaborated to identify our core values: Relationships, Integrity, Determination, and Excellence (RIDE). RJE teachers and staff collaborate closely to create a culture of high expectations where all feel valued and safe. Communication is shared through multiple methods in order to continuously keep parents informed and connected to the school. The school culture at RJE is to have parents participate as partners in their child's education.

### School Culture and Climate Strengths

The culture and climate at RJE are enhanced by multiple opportunities for students to explore various leadership and interest-based activities. All 4th & 5th grade students may participate in RJE's Student Council. All 4th and 5th grade students may participate in Safety Patrol. RJE has a strong choir program, which includes a 4th grade choir, 5th grade choir, and 4th/5th grade recorders group. RJE's PE team promotes a healthy life-style and the importance of exercise. Through participation in art class, students have the opportunity to explore their creativity. Visual displays of student projects are exhibited throughout the hallways of RJE on a consistent basis. The underpinnings of these opportunities are reliant upon our foundation of kindness. Live Kind is not only an initiative for MISD, it is fostered and recognized among students and staff at RJE. Our Kindness Krew is a student-led group seeking to promote and grow kindness within our student body.

At RJE, 100% of staff members join the PTA and the majority contribute to the McKinney Education Foundation (MEF).

To support our students in the area of organization, systems are utilized campus-wide (examples: BEE binder, TEAM binder, etc.). In addition, we have a school-wide character education program, Character Counts, which provides a framework for establishing basic values such as: trustworthiness, respect, responsibility, fairness, caring, and citizenship. Our student recognition and incentive plan closely aligns with elements of PBIS in that, we have school-wide expectations for all areas of the building. This plan hinges on Johnson Jaguars being ready to ROAR: Respect yourself & others, Own your actions, Achieve goals, and Ready to learn. A matrix has been developed to identify expectations related to ROAR across the campus.

Recognition and celebrations are a valued part of the culture at RJE. Communication is also an area of strength as evidenced by strong parent participation in school-wide functions and volunteer opportunities.

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

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

77% of the RJE teaching staff have 6 or more years of experience, including 13.5% who have over 20 years of experience. 100% of classroom teachers are GT certified, and 100% of classroom teachers and Special Education teachers are ESL certified.

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

Every RJE classroom is staffed with an educator who meets the criteria as a highly qualified teacher. The average number of years experience in MISD for RJE teachers is 13 years. The campus culture promotes the retention of highly qualified teachers. Strategies and activities are in place to ensure that teachers are receiving high-quality professional development based on data indicating areas of student needs.

# Curriculum, Instruction, and Assessment

## Curriculum, Instruction, and Assessment Summary

RJE staff is committed to implementing differentiated and engaging instruction to achieve excellence. Campus administrators monitor classroom planning and instruction to ensure that both are aligned with the student expectations of the state curriculum (Texas Essential Knowledge and Skills - TEKS) as well as the high standards of our school community.

## Curriculum, Instruction, and Assessment Strengths

In order to accomplish our 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.

- Engagement: Teachers design meaningful, relevant lessons that are differentiated to meet the needs of their students.
- Data driven instruction: The discovery of difficult to teach, hard to learn standards will occur in grade level data meetings. This information will be utilized to design differentiated instruction and provide targeted interventions.
- Professional collaboration and growth: RJE administrators will continue to monitor teaching and learning through formal and informal walkthroughs, focus on MISD Model of Instruction, evaluations and through the achievement of individual professional goals set by teachers; collegial conversations will be held in PLCs to discuss and review data and improve teaching; math and ELAR teachers will attend professional development to support the areas identified for instructional improvement.



# Parent and Community Engagement

## Parent and Community Engagement Summary

The RJE Parent Teacher Association (PTA) is strong unit that provides parent education, environmental programs, community service, and cultural arts programs for students, parents, and staff members that enhance the learning environment.

## Parent and Community Engagement Strengths

Many RJE parents volunteer on a daily basis at RJE and enhance our instructional program. Moms, dads, and even grandparents volunteer in the office, lunchroom, Learning Commons, and classrooms to assist teachers and students. Our PTA provides events like Family Math & Reading Night, Red Ribbon Week, Assemblies, Reflections program, and volunteer/room parent training. The PTA conducts a fundraiser each year in order to fund events for that year and save for big projects. RJE has a special group for dads who volunteer at school called "Jag Dads." Jag Dads assist with arrival and dismissal duties once a month, organize a Dads Day when dads volunteer in the building throughout the entire day, host Mom's day to coordinate with Mother's Day and facilitate a family movie night annually.

RJE parents are very responsive to our requests for volunteers for events such as: greeting newcomers at Kinder Roundup, welcoming parents and visitors for special events, assisting in the office with copying and filing, and helping at Bike & Scooter Rodeo and Field Day.

## **School Context and Organization**

### **School Context and Organization Summary**

Reuben Johnson Elementary School was founded in 1997. During the summer of 2019, the entire building was renovated. We strive to uphold our legacy of excellence through the hard work and dedication of the faculty and students. The school's namesake is Reuben Johnson. He was a man of great character and integrity. Mr. Johnson was raised in McKinney and attended McKinney ISD schools. He paid back his community by dedicating 37 years of his life to a career in education, including 28 of those years in McKinney schools. His wife, Evelyn Johnson stated, "He was an all-around man who touched the lives of his students. He was interested in the welfare of the children and wanted the best for all students so they could be positive achievers throughout life." The RJE community is proud to carry on the tradition of educational excellence and concern for students.

The subdivision served by RJE is Eldorado Heights II and Pine Ridge Estates. When students leave fifth grade at RJE, they attend Evans Middle School.

### **School Context and Organization Strengths**

The environment at RJE provides the opportunity for faculty members to function effectively, change appropriately, and grow from within. Campus structures such as action teams, professional learning communities, team leaders, etc. are well established. Multiple methods of communication are used to provide staff and parents with up to date information about school events. Parents are given an opportunity to provide feedback about their child's class placement through the use of an online submission of a Student Learning Profile extended via email in April.

# Technology

## Technology Summary

RJE utilizes a variety of technology resources to enhance instruction, increase student engagement, and develop global awareness. In alignment with McKinney ISD, we will create a culture of student and teacher empowerment through instructional design resulting in a fusion of digital technology, curriculum, instruction, and assessment.

## Technology Strengths

We have a standing committee for technology with representatives across the grade levels. The committee also discusses how to incorporate technology effectively into instruction. Our Learning Commons houses a state of the art Makerspace area, Tech Deck, and augmented reality software to inspire creativity.

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

## Improvement Planning Data

- District goals
- Campus goals

## Accountability Data

- Texas Academic Performance Report (TAPR) data
- Student Achievement Domain
- Student Progress Domain
- Closing the Gaps Domain
- Accountability Distinction Designations
- Federal Report Card Data

## Student Data: Assessments

- State and federally required assessment information
- (STAAR) current and longitudinal results, including all versions
- STAAR released test questions
- STAAR EL progress measure data
- Texas English Language Proficiency Assessment System (TELPAS) and TELPAS Alternate results
- Student Success Initiative (SSI) data for Grades 5 and 8
- SSI: Istation Indicators of Progress (ISIP) accelerated reading assessment data for Grades 3-5 (TEA approved statewide license)
- SSI: Think Through Math assessment data for Grades 3-8 and Algebra I (TEA approved statewide license)
- Local diagnostic reading assessment data
- Local benchmark or common assessments data
- Running Records results
- Observation Survey results
- Istation Indicators of Progress (ISIP) reading assessment data for Grades PK-2
- Texas approved PreK - 2nd grade assessment data
- Other PreK - 2nd grade assessment data
- State-developed online interim assessments
- Grades that measure student performance based on the TEKS

## Student Data: Student Groups

- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and progress
- Race and ethnicity data, including number of students, academic achievement, discipline, attendance, and rates of progress between groups
- Special programs data, including number of students, academic achievement, discipline, attendance, and progress
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data
- Male / Female performance, progress, and participation data
- Special education/non-special education population including discipline, progress and participation data

- Migrant/non-migrant population including performance, progress, discipline, attendance and mobility data
- At-risk/non-at-risk population including performance, progress, discipline, attendance, and mobility data
- EL/non-EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Section 504 data
- Homeless data
- Gifted and talented data
- Dyslexia Data
- Response to Intervention (RtI) student achievement data

#### **Student Data: Behavior and Other Indicators**

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug-use data
- Student surveys and/or other feedback
- Class size averages by grade and subject
- School safety data
- Enrollment trends

#### **Employee Data**

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/Student Ratio
- State certified and high quality staff data
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact
- TTESS data
- T-P ESS data

#### **Parent/Community Data**

- Parent surveys and/or other feedback
- Community surveys and/or other feedback

#### **Support Systems and Other Data**

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices





- Action research results
- Other additional data

# Goals

Revised/Approved: August 18, 2021





**Goal 1: Relationships:** Reuben Johnson Elementary will ensure the faculty, staff, students, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

**Performance Objective 1:** The faculty, students, parents, and the community perceive the school environment as safe and orderly.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> RJE received certification as a High Reliability School - Level I, Safe and Collaborative Culture and Level II - Effective Instruction in Every Classroom, Marzano High Reliability Schools framework. This framework, based on 40 years of educational research, defines five progressive levels of performance that a school must master to become a high reliability schools where all students learn the content and skills they need for success in college, careers, and beyond.</p> <p><b>Strategy's Expected Result/Impact:</b> Safe and collaborative campus culture.</p> <p><b>Staff Responsible for Monitoring:</b> HRS Action Team and Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Clear procedures and routines are established, practiced and communicated with all stakeholders through a variety of avenues (registration packets, email, newsletter, teacher email updates).</p> <p><b>Strategy's Expected Result/Impact:</b> Clear understanding of procedures and routines for optimal functioning of school.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Minute meetings will be held with each student at RJE. This information will be utilized to gauge student perceptions, student concerns and actionable items for staff to support students while on campus.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1: Relationships:** Reuben Johnson Elementary will ensure the faculty, staff, students, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.





**Performance Objective 2:** Teachers have formal roles in the decision-making process regarding school initiatives.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Bi-weekly meetings for Team Leaders with a structured agenda. An open-seat invitation is included for each meeting. <b>Strategy's Expected Result/Impact:</b> Timely communication, open discussion, collaboration. <b>Staff Responsible for Monitoring:</b> Admin, Team Leaders	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RJE has a thorough planning document utilized by all staff/PTA for organizing events. <b>Strategy's Expected Result/Impact:</b> Supported planning allows for organization and sharing of tasks for events.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> A yearly calendar has been created to provide focus to our Collaborative Team Time meetings. Alternating times for Kid Chats, Data Reviews and Accommodation updates. <b>Strategy's Expected Result/Impact:</b> Staff are informed and supported through this collaborative time.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> Teacher teams and collaborative groups regularly interact to address common issues regarding curriculum, assessment, instruction and the achievement of all students. <b>Strategy's Expected Result/Impact:</b> Increased student achievement rates and stakeholder satisfaction	Formative			Summative
	Nov	Jan	Mar	June
 No Progress  Accomplished  Continue/Modify  Discontinue				



**Goal 1: Relationships:** Reuben Johnson Elementary will ensure the faculty, staff, students, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.





**Performance Objective 3:** Students, parents, and the community have formal ways to provide input regarding the optimal functioning of the school.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> An active Parent Teacher Association supports the campus. Campus has goal of 100% staff participation in the RJE PTA.</p> <p><b>Strategy's Expected Result/Impact:</b> PTA Board meetings allow for dialogue and communication about school functioning.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Included in the weekly parent newsletter, RJE News, a link for anonymous feedback is available for all stakeholders.</p> <p><b>Strategy's Expected Result/Impact:</b> Responding to parent/community concerns and celebrating positive feedback.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> The Campus Improvement Plan Team routinely reviews the goals, objectives and strategies established for RJE.</p> <p><b>Strategy's Expected Result/Impact:</b> Common creation and review of goals for the campus.</p> <p><b>Staff Responsible for Monitoring:</b> Admin &amp; CIP Team</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Student groups/clubs (Student Council, Kindness Crew) are encouraged to provide input and support the optimal functioning of the school.</p> <p><b>Strategy's Expected Result/Impact:</b> Students feel empowered to share in the success of the campus through feedback opportunities.</p> <p><b>Staff Responsible for Monitoring:</b> Student group leaders</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 1: Relationships:** Reuben Johnson Elementary will ensure the faculty, staff, students, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.





**Performance Objective 4:** The success of the whole school, as well as individuals within the school, is appropriately acknowledged.

Strategy 1 Details	Reviews			
Strategy 1: Jaguar of the Month	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
Strategy 2: RIDE Pride recognition	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
Strategy 3: Data wall, goals	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
Strategy 4: Teacher of the Year	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
Strategy 5: Nominations for District recognition, ex. Paraprofessional of the Month	Formative			Summative
	Nov	Jan	Mar	June
Strategy 6 Details	Reviews			
Strategy 6: RJE Market /Fill the Fridge- meals, snacks and assorted drinks are provided through donation of the RJE PTA and use of Principal budget to acknowledge hard work and dedication of staff members. <b>Strategy's Expected Result/Impact:</b> Well-stocked staff lounge serves as a respite for campus team members. <b>Staff Responsible for Monitoring:</b> PTA Hospitality and Admin	Formative			Summative
	Nov	Jan	Mar	June

Strategy 7 Details	Reviews			
<p><b>Strategy 7:</b> Staff perfect attendance is recognized monthly. Staff are awarded jeans passes and other recognition for their dedication.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved attendance for staff - recognition of those who have perfect attendance.</p> <p><b>Staff Responsible for Monitoring:</b> Campus Secretary</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 8 Details	Reviews			
<p><b>Strategy 8:</b> Kindergarten and Fifth grade students will have end of the year recognition ceremonies. Kinder Rising to First and Fifth Grade Final Farewell. Other special events for Fifth grade - Final Farewell walk, Kickball game vs. 4th grade.</p> <p><b>Strategy's Expected Result/Impact:</b> Strong school community - sense of pride in accomplishment.</p> <p><b>Staff Responsible for Monitoring:</b> Teachers and Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				





**Goal 1: Relationships:** Reuben Johnson Elementary will ensure the faculty, staff, students, and community believe that the school is safe and maximizes collaboration for the enhancement of student learning.

**Performance Objective 5:** The fiscal, operational, and technological resources of the school are managed in a way that directly supports teachers.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Zero based budget process utilizing a budget team and careful process for approving purchases.	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Media Resource Specialist and MRS Aide effectively and efficiently support technology needs and trouble shooting for devices. <b>Strategy's Expected Result/Impact:</b> Devices are maintained and in proper working order. <b>Staff Responsible for Monitoring:</b> MRS and Admin	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> 0% No Progress</span> <span> 100% Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 2: Integrity:** Reuben Johnson Elementary will engage students in rigorous and relevant experiences that will prepare them for graduation and post-secondary success.





**Performance Objective 1:** Classroom teachers will utilize best practices that are aligned to the MISD Model of Instruction for effective instruction in the classrooms.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers will use targeted small group instruction based on individual student needs using the Balanced Literacy and Math Workshop models.</p> <p><b>Strategy's Expected Result/Impact:</b> Targeted instruction based on student need</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Administrative team, Media Resource Specialist, Instructional Coach and School Counselor will conduct walkthroughs focus on the Model of Instruction weekly on a scheduled basis.</p> <p><b>Strategy's Expected Result/Impact:</b> Best practices will be tracked - revealing most/least frequently observed best practices</p> <p><b>Staff Responsible for Monitoring:</b> Principal creates graph shared in weekly newsletter to staff</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2: Integrity:** Reuben Johnson Elementary will engage students in rigorous and relevant experiences that will prepare them for graduation and post-secondary success.





**Performance Objective 2:** Teachers will use the Multi-Tiered System of Supports (MTSS) protocols and process to accurately identify students needing interventions, collaboration on student needs, and designing interventions based on individual students.

**Evaluation Data Sources:** Individual student growth based on needs. MTSS data, MTSS Intervention logs, student MTSS goal progress, student achievement data, MTSS agenda and minutes

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> RJE MTSS Action Team will review current practices and educate staff. <b>Strategy's Expected Result/Impact:</b> Increased effectiveness of MTSS interventions <b>Staff Responsible for Monitoring:</b> MTSS coordinator	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> RJE MTSS chairperson will attend district level training and share that information with staff. <b>Strategy's Expected Result/Impact:</b> Improved practices for intervention. <b>Staff Responsible for Monitoring:</b> MTSS chairperson	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				





**Goal 2: Integrity:** Reuben Johnson Elementary will engage students in rigorous and relevant experiences that will prepare them for graduation and post-secondary success.

**Performance Objective 3:** The school leader communicates a clear vision as to how instruction should be addressed in the school.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> RJE staff will participate in a week of Professional Learning, known as Academy week that will focus the staff on campus expectations, the vision for every child achieving at least one year of growth, the MISD Model of Instruction and the Social Emotional Learning of students at RJE.</p> <p><b>Strategy's Expected Result/Impact:</b> Focused school improvement related to student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> School vision is supported through visual displays on the campus and school-wide student data wall.</p> <p><b>Strategy's Expected Result/Impact:</b> Shared understanding of the campus vision for student success.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 2: Integrity:** Reuben Johnson Elementary will engage students in rigorous and relevant experiences that will prepare them for graduation and post-secondary success.





**Performance Objective 4:** Predominant instructional practices throughout the school are known and monitored.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Teachers are provided with clear, ongoing evaluations of their pedagogical strengths and weaknesses that are based on multiple sources of data and are consistent with student achievement data. Support is provided to teachers to continually enhance their pedagogical skills through reflection and professional growth plans.</p> <p><b>Strategy's Expected Result/Impact:</b> Enhanced instructional delivery, improving student achievement.</p> <p><b>Staff Responsible for Monitoring:</b> T-TESS appraisers - Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Teachers are provided with job-embedded professional development that is directly related to the campus Model of Instruction data.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved implementation of best practices</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> New to RJE teachers have opportunities to observe and discuss effective teaching. Returning staff may request learning walks.</p> <p><b>Strategy's Expected Result/Impact:</b> Improved practices that boost student achievement.</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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: Integrity:** Reuben Johnson Elementary will engage students in rigorous and relevant experiences that will prepare them for graduation and post-secondary success.





**Performance Objective 5:** Students have the opportunity to participate in a variety of activities related to school community.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> All RJE students can participate in the Bike and Scooter Rodeo will be held at the conclusion of the bike safety unit. <b>Strategy's Expected Result/Impact:</b> Recognition of bike safety practices. <b>Staff Responsible for Monitoring:</b> RJE Specials Team, Admin	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> All RJE students can participate in the Empty Bowls event hosted by the RJE Specials Team. <b>Strategy's Expected Result/Impact:</b> Creating special memories tied to the school environment. <b>Staff Responsible for Monitoring:</b> RJE Specials Team, Admin	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> All RJE students can participate in the PTA events: PTA sponsored assemblies and family programs, Jag Dad movie nights, Restaurant Spirit Nights, Boo Bash, Spring Fundraiser, etc. <b>Strategy's Expected Result/Impact:</b> Strong school community <b>Staff Responsible for Monitoring:</b> PTA Board, Principal	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<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 3:** Determination: Reuben Johnson Elementary will continue to have structures and systems in place to improve the efficiency and effectiveness of educational programs to promote the teaching and learning process.





**Performance Objective 1:** Reuben Johnson Elementary students will achieve an attendance rate of 97.5% or higher to enhance student learning.

**Evaluation Data Sources:** Attendance rates will improve.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> PEIMS secretary, teachers and administrators will monitor attendance data weekly to identify areas of strengths and concern.  <b>Strategy's Expected Result/Impact:</b> Attendance rates will increase.  <b>Staff Responsible for Monitoring:</b> PEIMS secretary and Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> MISD policies will be followed in order to address concerns about attendance, truancy, and/or tardies. Warning letters will be sent home as per policy and Attendance Committee meetings will be held as needed.  <b>Strategy's Expected Result/Impact:</b> Decrease in truancy issues, unexcused absences and tardies; and increase the overall attendance rate for RJE.  <b>Staff Responsible for Monitoring:</b> PEIMS Secretary and Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Students who earn perfect attendance for each semester of the school year will have their name entered in a drawing for recognition (ex. bike or scooter) to be awarded during end of semester Jagapalooza.  <b>Strategy's Expected Result/Impact:</b> Increased attendance rates.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Teacher will meet with students/parents who have been identified as having attendance concerns. They will collaborate with the students to develop goals for improving attendance and create a tool for monitoring progress toward that goal.  <b>Strategy's Expected Result/Impact:</b> Increased attendance rates.  <b>Staff Responsible for Monitoring:</b> Teachers</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				





**Goal 3:** Determination: Reuben Johnson Elementary will continue to have structures and systems in place to improve the efficiency and effectiveness of educational programs to promote the teaching and learning process.

**Performance Objective 2:** Collaborative structures are evident within and beyond grade level teams.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> Collaborative Team Time - CTT - is a collaborative structure provided to all teams at RJE. Meetings are held on a structured schedule with a pre-determined focus.</p> <p><b>Strategy's Expected Result/Impact:</b> Effective Professional Learning Community cycles are developed.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> Protected planning for grade level lesson design with support from campus Media Resource Specialist and Instructional Coach.</p> <p><b>Strategy's Expected Result/Impact:</b> Curriculum and Instruction are a point of collaboration where teachers are able to differentiate instructional plans to meet the needs of his/her students.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Mentor &amp; Mentee program serves as a monthly opportunity for new and existing staff to collaborate regarding RJE practices.</p> <p><b>Strategy's Expected Result/Impact:</b> Aligned work among the staff.</p> <p><b>Staff Responsible for Monitoring:</b> Admin</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<p style="text-align: center;">  No Progress                 Accomplished                 Continue/Modify                 Discontinue         </p>				

**Goal 3:** Determination: Reuben Johnson Elementary will continue to have structures and systems in place to improve the efficiency and effectiveness of educational programs to promote the teaching and learning process.





**Performance Objective 3:** Effective communication strategies are utilized.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> A weekly electronic newsletter (RJE News) will be sent to all staff and RJE families. <b>Strategy's Expected Result/Impact:</b> Parent surveys will indicate having received "adequate or higher" communication from the school. Parent involvement will increase. <b>Staff Responsible for Monitoring:</b> Secretary and Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> The RJE webmaster or secretary will maintain an up-to-date web page to provide information about the school. <b>Strategy's Expected Result/Impact:</b> Parents and staff surveys will indicate adequate or higher communication from the school. Parent involvement will increase. <b>Staff Responsible for Monitoring:</b> Webmaster or Secretary	Formative			Summative
	Nov	Jan	Mar	June
Strategy 3 Details	Reviews			
<b>Strategy 3:</b> RJE staff members will receive a weekly newsletter (Jaguar Journal) from the campus administration that focuses on important information about the coming week. <b>Strategy's Expected Result/Impact:</b> Staff surveys will indicate adequate or higher communication from the school. <b>Staff Responsible for Monitoring:</b> Principal	Formative			Summative
	Nov	Jan	Mar	June
Strategy 4 Details	Reviews			
<b>Strategy 4:</b> RJE will maintain a Facebook page to share announcements, pictures, and/or stories related to current events on our campus. <b>Strategy's Expected Result/Impact:</b> Increased positive perception of RJE community. <b>Staff Responsible for Monitoring:</b> MRS and Administrators	Formative			Summative
	Nov	Jan	Mar	June
Strategy 5 Details	Reviews			
<b>Strategy 5:</b> Teachers will send a weekly email to parents to communicate learning objectives and upcoming events. <b>Strategy's Expected Result/Impact:</b> Parent survey will indicate that they feel informed by classroom teachers. <b>Staff Responsible for Monitoring:</b> Classroom teachers and Administrators	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 4: Excellence:** Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.





**Performance Objective 1:** All staff have access to CharacterStrong curriculum to support campus expectation of conducting daily community circles.

Strategy 1 Details	Reviews			
<p><b>Strategy 1:</b> School counselor will conduct and/or provide monthly guidance lessons for each grade level.  <b>Strategy's Expected Result/Impact:</b> Positive peer relationships observed by staff and parents.  <b>Staff Responsible for Monitoring:</b> Counselor</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<p><b>Strategy 2:</b> RJE will provide the opportunity for third, fourth and fifth grade students to apply to join the Kindness Crew. Campus guidance counselor will oversee the activities of the group.  <b>Strategy's Expected Result/Impact:</b> Increase student leadership opportunities and campus focus on kindness.  <b>Staff Responsible for Monitoring:</b> Guidance Counselor &amp; Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 3 Details	Reviews			
<p><b>Strategy 3:</b> Jaguar Students of the Month will be selected based on the CharacterStrong traits and/or academic progress and will be recognized at a reception by invitation only. Students will receive a ribbon and certificate. Parents/guardians will be invited to attend the reception.  <b>Strategy's Expected Result/Impact:</b> Students will feel valued and recognized when they are recognized at Jaguar of the Month reception.  <b>Staff Responsible for Monitoring:</b> Classroom teacher, Admin  <b>ESF Levers:</b> Lever 3: Positive School Culture</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 4 Details	Reviews			
<p><b>Strategy 4:</b> Weekly, students will have an opportunity to redeem Jaguar Cash at the ROAR store.  <b>Strategy's Expected Result/Impact:</b> Students will see value of determination, good character and positively contributing to the school environment.  <b>Staff Responsible for Monitoring:</b> Teachers, Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 5 Details	Reviews			
<p><b>Strategy 5:</b> RJE students will have an opportunity to be nominated by their teacher to receive recognition from campus administrators for reaching a goal, making progress, or displaying good character. They will have an opportunity to come to the office to receive recognition.  <b>Strategy's Expected Result/Impact:</b> Students will be recognized for striving to reach their potential. Students will feel valued for their efforts.  <b>Staff Responsible for Monitoring:</b> Administrators</p>	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>

Strategy 6 Details	Reviews			
<b>Strategy 6:</b> Jaguar Team Time assemblies will be held 3 times per year with a focus on recognizing acts of kindness, celebrating student achievement and various campus accomplishments. <b>Strategy's Expected Result/Impact:</b> Improve campus culture and increase student recognition. <b>Staff Responsible for Monitoring:</b> Admin	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> 0% No Progress</span> <span> 100% Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4: Excellence:** Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.

**Performance Objective 2:** Discipline management will be handled proactively using positive behavior supports. Common campus expectations for behavior will be taught explicitly using PBIS strategies: ROAR: Respect Yourself and Others, Own Your Actions, Achieve Your Goals and Ready to Learn.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> ROAR matrix is a visual display of expected behaviors in various environments across the campus. <b>Strategy's Expected Result/Impact:</b> Common vocabulary and expectations for all students. <b>Staff Responsible for Monitoring:</b> Teachers, All Staff	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> ROAR Store is a weekly incentive based opportunity for students to spend the Jag Cash they have earned for displaying positive character. <b>Strategy's Expected Result/Impact:</b> Student recognition, improved campus culture. <b>Staff Responsible for Monitoring:</b> Teachers, Media Resource Specialist	<b>Formative</b>			<b>Summative</b>
	<b>Nov</b>	<b>Jan</b>	<b>Mar</b>	<b>June</b>
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  0% No Progress         </div> <div style="text-align: center;">  100% Accomplished         </div> <div style="text-align: center;">  Continue/Modify         </div> <div style="text-align: center;">  Discontinue         </div> </div>				





**Goal 4: Excellence:** Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.

**Performance Objective 3:** Third, Fourth & Fifth grade students will have the opportunity to apply to join the Kindness Crew. School Counselor will oversee the activities of the student group.



**Goal 4:** Excellence: Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.

**Performance Objective 4:** Students will have the opportunity to earn Jag Cash for displaying positive behaviors and exceeding expectations. The Jag Cash can be redeemed weekly for incentives displayed at the ROAR Store.

Strategy 1 Details	Reviews			
<b>Strategy 1:</b> Office staff will create Jag Cash for disbursement.	Formative			Summative
	Nov	Jan	Mar	June
Strategy 2 Details	Reviews			
<b>Strategy 2:</b> Office staff will create Jag Cash for disbursement. <b>Staff Responsible for Monitoring:</b> Front Office staff	Formative			Summative
	Nov	Jan	Mar	June
<div style="display: flex; justify-content: space-around; align-items: center;"> <span> No Progress</span> <span> Accomplished</span> <span> Continue/Modify</span> <span> Discontinue</span> </div>				

**Goal 4:** Excellence: Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.

**Performance Objective 5:** Jaguar of the Month reception will be held monthly to recognize students who have been identified as exemplifying the character trait focus and/or academic progress.

**Goal 4: Excellence:** Reuben Johnson Elementary will continue to promote social and emotional learning (SEL) and character education through continued implementation of the McKinney ISD Lives Kind Initiative.

**Performance Objective 6:** All RJE staff members will complete the online Bullying Prevention Compliance Training facilitated through Region 10.

# 2021-2022 Campus Site-Based Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>
Administrator	Michelle Baumann	Principal
Administrator	Rachel Corbin	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
Parent	Christine Biscarro	RJE Parent
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

# Addendums