

McKinney Independent School District

Johnson Middle School

2023-2024 Improvement Plan



Board Approval Date: October 23, 2023
Public Presentation Date: October 23, 2023

Mission Statement

We invest in our future by providing a safe environment to engage, educate and empower every student, every day.

Vision

EVERY STUDENT, EVERY DAY!

Core Beliefs

We believe:

- In our students
- Everyone has inherent value and deserves to be treated with dignity and respect in a safe learning environment
- Learning is an active process involving students and parents to ensure that every student has an excellent education
- Every student needs an avenue to be engaged with their campus activities
- In recruiting and retaining the best staff for our students
- Staff is our greatest resource
- All staff should focus on student outcomes

- In creating an environment that fosters authentic partnerships with the whole community
- In providing open and honest two-way communication that builds trust toward creating a thriving learning environment
- Financial stewardship ensures a tomorrow for education

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Scott Johnson Middle School (SJMS) has over 900 students in grades 6-8. The student body is diverse, as approximately 57% of students are white and 25% are African American; additionally, 39% are considered Hispanic. 52% of the students are economically disadvantaged and receive free or reduced lunch; 39% are considered "At-Risk." Additionally, approximately 8% are GT, 14% of students are classified as Limited English Proficient, and nearly 17% receive Special Education services, including three centralized programs (FAC, STC, and ALC). The SJMS student population lives in the Northern and Eastern sides of the school district, which geographically constitutes more than two thirds of the district zone. The campus mission has been simplified to focus on all students being kind and growing academically. Safety and educational engagement are emphasized for each member of the campus, and educational success is to be evident in that all students are to become better prepared for academic success in high school, college, and beyond by the time they complete their journey at SJMS.

Demographics Strengths

The strength of our campus comes from our varied demographic groups. Students are able to learn from each other in a setting where different cultures and backgrounds are important to our success as a campus.

Student Learning

Student Learning Summary

Scott Morgan Johnson Middle School is measured using a variety of methods, including standardized tests such the State of Texas Assessments of Academic Readiness (STAAR) and the Measures of Academic Progress exams(MAP). The STAAR system is a series of criteria-referenced exams that compare student achievement to a grade level standard established by the state of Texas.

For the 202-2021 school year all campuses and districts received a “Not Rated: Declared State of Disaster” label.

For its record of high student achievement, SJMS is an AVID National Demonstration School and a Site of Distinction. SJMS is also an NASSP National Breakthrough School.

Student Learning Strengths

STAAR data points to Reading as an area of relative strength, demonstrating growth in both passing standard achievement and in advanced performance achievement.

School Processes & Programs

School Processes & Programs Summary

In consideration of instruction and curriculum, the teachers of SJMS teach curriculum standards as designed by the district for the current school year. Additionally, all faculty are trained in utilizing the newly adopted curriculum system resources that will streamline planning, data analysis, and progress monitoring. In regard to quality of staff members at SJMS, the quality of staff is continually being improved yearly through staff development opportunities, mentoring, the evaluation and support system for faculty, and the Campus Improvement Plan process. Through the use of Winocular and the Gallup Poll Survey the administration adheres to district mandated guidelines and SJMS recruits highly qualified applicants. There is also an emphasis placed on securing candidates who relate to and can identify with our current student and community population.

The implementation of Texas Teacher Evaluation and Support System (T-TESS) - serves the needs of teachers, and has given them a voice in their desired growth. This in turn should continue to increase career satisfaction, as well as teacher autonomy and capacity.

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Finally, the organization of the campus, from processes and schedules to administrative leadership, is all planned in an effort support students. The master schedule is designed to meet the needs of diverse learners, and to create opportunities for personal learning experiences. Faculty and staff are trained on how to intentionally build relationships for the purpose of whole-child development, as well as foundational academic achievement. The formal leadership team works collaboratively and through delegation of responsibility with other formal and informal leaders in an effort to create a campus that accounts for diverse needs through the contribution of diverse perspectives.

School Processes & Programs Strengths

For instruction and curriculum, the work on re-aligning district learning goals and state standards has and will continue to help teachers design lessons that are conducive to successful learning. The teachers are now able to view not only a vertical, but a horizontal alignment per grade level(s) that was not as evident as before. Being able to access curriculum and resources in more efficient ways enhances educational consistency at the campus and district level and helps ensure that common unit assessment data is a reliable source for visiting and re-visiting learning goals.

With regard to staffing, SJMS strives each year to maintain at least 95% of our current staff population by building leadership capacity and ensuring an intellectual, stimulating, and supportive environment. Each year we strive to lose less than 5% of professional staff through attrition, not due to Reduction in Force (RIF), retirement, or transfers. Additionally, SJMS intentionally works to develop leadership among our ranks, allowing faculty and staff to learn and grow as desired.

Finally, the results of structural and programmatic planning for students, along with shared leadership, have shown much fruitfulness. The emphasis on appropriate adult-student relationships, along with the acknowledgement of student achievement is evident throughout campus. SJMS intentionally celebrates specific students on a regular basis and for a variety of reasons. These acknowledgements invariably connect back to the core character values of the campus: Tiger P.R.I.D.E. (perseverance, respect, integrity determination, and excellence).

Perceptions

Perceptions Summary

At Scott Johnson Middle School the focus is on kindness and student academic growth. Every student is to share responsibility in his/her learning and achieve his/her potential. Every student will demonstrate the characteristics of Tiger P.R.I.D.E (Perseverance, Respect, Integrity, Determination, and Excellence). Every student will successfully transition out of SJMS into a future educational setting as a contributing member to their own continued educational growth.

Perceptions Strengths

The strength of the Scott Johnson's culture and climate is directly related to the impact that our Parent Teacher Organization and staff have in committing themselves to the students on this campus. The principal has established a student leadership group that meets 5 times a year to discuss the issues relative to students in the school. The Community in Schools Liaison has established groups for struggling students and has identified specific topics through the mentor program. The ESL program has a student group that meets each week to work on immersion of our ESL students. The administration and staff have created a positive climate through utilizing Tiger P.R.I.D.E. (Perseverance, Respect, Integrity, Determination, Excellence). Character values and expectations for high academic achievement are reinforced on our daily announcements and in the classrooms each day. Students can earn Tiger Wrist Bands, Tiger Tickets, and special recognition at our Tiger Pride Awards each quarter. The campus mission and AVID program college-bound messages are posted in each room of the building and broadcast on the school website and newsletters. Scott Johnson faculty and staff continue modeling core values exemplified in character-development presentations, as well as in the district's Live Kind initiative.

Goals

Goal 1: Scott Johnson will ensure all schools are safe and secure.

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

Evaluation Data Sources: Door reports, drills every month, PRIDE time lessons, discipline procedures

Goal 1: Scott Johnson will ensure all schools are safe and secure.

Performance Objective 2: Scott Johnson will ensure our campus will provide tiered prosocial supports and character education.

Evaluation Data Sources: PRIDE TIME lessons, House competitions and support

Goal 2: Scott Johnson 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: Scott Johnson will utilize data systems and monitoring practices to ensure student growth and continuous improvement in campus performance.

HB3 Goal

Evaluation Data Sources: Data meetings, AWARE data, MAP scores and PLC time dedicated to growth and intervention

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

Evaluation Data Sources: Weekly PLC meetings with all support staff attending

Monthly MTSS meetings

Bi weekly IC meetings

Weekly Admin meetings

Monthly Support staff meetings

Quick check data

Goal 2: Scott Johnson 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: Scott Johnson will 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: Just right PD using data. For example, classroom, school management expectations when things are not going as expected. Sending teachers to TLI to expand thinking.

Goal 2: Scott Johnson 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: Scott Johnson will provide innovative learning opportunities for diverse learners that engage students in rigorous and relevant educational experiences.

HB3 Goal

Evaluation Data Sources: TLI opportunities
Leadership training

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

Evaluation Data Sources: ELLEvation and Kagan strategies every week in every classroom
AVID Focused Note Taking

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

Performance Objective 1: Scott Johnson will establish innovative recruitment and retention practices that support the development of all employees and grows high quality staff.

Evaluation Data Sources: Build capacity in staff
Recognize great teaching in the classroom
Culture

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

Performance Objective 1: Scott Johnson will improve engagement and outreach connecting the community, parents, and staff to achieve our mission.

Evaluation Data Sources: PTO
Culture Night
Goodies with Guardians

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

Performance Objective 1: Scott Johnson will serve and engage the community in an ongoing effort to support and communicate campus successes.

Evaluation Data Sources: Social media
Telling our story
Community support(Lion's club)

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

Performance Objective 1: Scott Johnson will strategically and equitably manage our resources to meet identified student needs and align resource allocation with campus goals.

Evaluation Data Sources: 1416 book study
PRIDE TIME Supplies
Field trip experiences that enhance the classroom learning

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

Performance Objective 2: Scott Johnson will provide all facilities with high quality maintenance to accelerate teaching and learning.

Evaluation Data Sources: Building refresh

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

Performance Objective 3: Scott Johnson will provide a secure technology network for all staff and students.

Evaluation Data Sources: Utilizing our techs to keep our computers up and running