

McKinney Independent School District

Frazier 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!

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

Frazier Elementary, home of the GATORS, serves elementary grade levels K-5 with a total enrollment of approximately 689 students.

Frazier Demographics:

Campus Size - 690

Grade Span - K-5th

Percent Economically Disadvantaged - 18.3

Percent English Language Learners - 6.7

Percent Served by Special Education - 11.6

Percent Gifted & Talented - 9.9

Enrollment By Ethnicity:

Asian - 14.6%

Black - 16.2 %

Hispanic or Latino - 17.0%

Two or More Races - 10.0%

White - 41.9%

Other - 0.3%

Languages: Arabic, Chinese, English, French, Hebrew, Malayalam, Portuguese, Russian, Spanish, Tagalog, Tamil, Telugu, Tigrinya, Turkish, Urdu, Vietnamese, and Yoruba

Demographics Strengths

Frazier has many programs designed to meet the needs of our diverse learning populations. Teachers and staff monitor student performance and instructional accommodations through multiple data sources. Multi-Tiered Support System (MTSS) structures and processes are in place to track, monitor, and make informed decisions regarding all student populations.

Student Achievement

Student Achievement Summary

Frazier Elementary utilizes multiple measures to track the academic performance of all students. These measures will be analyzed and used in the development of the 2023-2024 Campus Improvement Plan. Frazier Elementary is opening our doors for the first time during the 2023-2024 school year as McKinney ISD's newest and largest elementary school in the district. Our Frazier staff are committed to collaborating as a professional learning community to provide all students with optimal learning experiences based on individual student needs and areas of opportunity. Our positive school culture and willingness to do whatever it takes for the success of our school fosters an environment where all students will be successful.

Student Achievement Strengths

Frazier strives to ensure every student achieves at least one year of growth. We set high expectations to move children towards mastery. All students benefit from the personal relationships and positive connections built with our Frazier staff and school family. We are looking forward to seeing the academic growth our GATORS make for the first time in our school's history in all STAAR measures.

School Culture and Climate

School Culture and Climate Summary

Frazier is a school family built on a culture of high expectations and mutual respect. We are truly a family away from our home family. This strong family culture allows all students, staff, and parents to collaborate as partners in order to collaborate and foster the best educational experiences for every child. Frazier will participate in the McKinney ISD "Lives Kind" initiative while using character education curriculum to promote social and emotional skills all students need to be successful communicators and productive citizens.

School Culture and Climate Strengths

Parent Organizations: Frazier PTO and Gator Guardians Dads Group

Student Organizations & Groups: Choir, Safety Patrol, Tech & News Crew

Annual Events & Activities: Flag Raising/Lowering, PTO/Principal Fundraiser, Back to School Night, Open House, Choir/Music Performances, Veterans Day Celebration, Frazier Live Celebrations, Live Kind, Spirit Nights, Career Day, College & Career Week, Red Ribbon Week, Spirit Fridays, Themed Spirit Days, Field Day, PTO Variety Show, Spelling Bee, and Grade Level End of Year Celebrations.

Awards: McKinney ISD's Newest & Largest Elementary School

Parent Communication: Weekly Newsletter, Sunday Call Out at 4:00PM, Weekly Grade Level Newsletters, Weekly Take Home Folders, Frazier Website, Frazier FAQ Padlet, Frazier Elementary Facebook Page, Frazier Gators PTO Facebook Page, and Frazier Grade Level Facebook Groups

Collaboration: PTO Executive Board Meetings, Frazier Administrative Team, Professional Learning Community, Frazier Vertical Teams, Frazier Tactic Teams, and Collaborative Team Time

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Hiring is one of the most important jobs we do as campus administrators. Our hiring practices at Frazier Elementary, focus on recruiting, hiring, and retaining the highest quality staff to provide a classroom environment conducive to promoting academic and social success for all students. The Frazier administrative team has spent the last eight months interviewing and hiring 70 staff members to serve at the "Best NEW School in McKinney." The Frazier administrative team supports the social and emotional health of our entire staff to ensure the overall success of our school family.

Staff Quality, Recruitment, and Retention Strengths

The Frazier staff are topnotch and the best of the best. We interviewed over 200 potential candidates to fill the 70 staff positions to open our new school. The recruitment of our Frazier staff includes staff from 15 McKinney ISD campuses, as well as staff members from outside the district, coming together to open McKinney ISD's newest and largest elementary school. All staff feel loved, valued, and supported as we continue to work hard to build the "Best NEW School in McKinney."

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

The Frazier Elementary staff are committed to implementing engaging, relevant, and differentiated learning opportunities for all students using research-based instructional strategies. Frazier will focus on effective instruction in every classroom and collaborate on aligning best practices, curriculum, instruction, and assessment through our professional learning communities. Each team will spend time analyzing essential standards and creating common formative assessments to support tracking student learning and growth towards mastery. Teachers work together to plan instruction using data discussed and analyzed through the PLC process.

Curriculum, Instruction, and Assessment Strengths

Frazier staff will focus on continued growth and improvement by planning instruction and assessment using the Professional Learning Communities (PLC) framework. Explicit instruction is received in small groups based on formative and summative assessment data.

Teachers set professional goals that are aligned to the McKinney ISD Model of Instruction and will engage in job-embedded professional development specific to their individual goals. The use of teaching strategies from the Model of Instruction will be frequently monitored and quick data will be shared with staff to determine instructional strengths and areas of opportunity directly impacting student achievement.

Parent and Community Engagement

Parent and Community Engagement Summary

Frazier Elementary has established a strong collaborative partnership with all parents and our new school community. Parent participation and engagement play a vital role in the strong culture we have created as the "Best NEW School in McKinney."

Parent and Community Engagement Strengths

Frazier Elementary is opening our doors for our inaugural year for the 2023-2024 school year. Our campus has established a safe and collaborative family environment where everyone finds pride in our new school. We have a robust and supportive Frazier PTO, Dads Group, and parent volunteers willing to do whatever it takes to ensure the success of our school. Volunteers will be recognized monthly at our Frazier Live Celebrations as a "thank you" for the many ways they help make our new school a success.

School Context and Organization

School Context and Organization Summary

Ruth & Harold Frazier - "They were educators nonpareil. Not only did they impact the lives of young people through their teaching abilities, but they also spent thousands of collective hours working with youth outside the regular school schedule. And in the greater McKinney community, both of them were active participants in church, Boy Scouts as leaders, Camp Fire Girls as leaders, Rotary Club, Owl Forum, Collin County Heritage Guild, Collin County Farm Bureau, and on and on. they served as youth leaders in many capacities. Almost every child growing up in McKinney in the 1940s, '50s and '60s has visited the Frazier Heritage Farm for a picnic, ice cream supper or overnight campout through various youth programs ... They taught, both in the classroom and also through life-example, myriad students and other young people most all the days of their lives."

Ruth White met Harold Frazier when the two of them taught at the small school in the Chambersville community north of McKinney. They soon fell in love and in 1934, were married. Harold had graduated from Texas Tech University in 1931 with a bachelor's degree in agriculture, and with his new bride at his side, he struck out for West Texas once again. There, Harold taught in several school districts across the area, but in 1940 the couple bid farewell to the spartan landscape of West Texas and returned to the verdant hills of Collin County and Heritage Farm.

Harold continued his teaching career while Ruth managed their home and cared for their three children, and in 1948, Harold moved into the MISD Agriculture Department to replace an ailing Doe Rollins. But, in 1953, he stepped away from teaching to focus his energies on life as a dairy farmer, a pursuit that would occupy the next decade of his life. A break from the classroom, however, did not mean that the Fraziers took a break from their commitment to the young people of McKinney. Their life was marked by a continuous investment in students and the community.

By the early 1960s Ruth had returned to education as an American history teacher at L.A. Scott Junior High School in McKinney (which later became McKinney Junior High and then Caldwell Elementary). Harold had sold the cattle and returned to MISD as a biology teacher. Ruth taught history in the district until she retired in 1975. Late in his career, Harold taught in Allen and Celina before finally retiring in 1980 at the age of 72. But, if dairy cattle couldn't keep him away from teaching, retirement wasn't going to either, and Harold continued teaching part time for eight more years.

Harold and Ruth Frazier impacted a generation of young people in McKinney ISD and the surrounding area. Now, the legacy they cultivated will be remembered through the presence of a school where the next generation of teachers will have their opportunity to do the same.

Ruth and Harold Frazier Elementary School Quick Facts

- 106,500 sq. ft.
- 12 Acres Adjacent to 8 Acre City Park
- 57 Teaching Spaces
- 1 Art Classroom with Kiln Room and Access to Outdoor Patio
- 1 Music Classroom
- 1 Science Classroom
- 1 Makerspace Table
- 6 Collaborative Learning Areas
- Kindergarten and Special Education Suites
- Gymnasium
- Library
- Cafeteria with Stage and Full-Service Kitchen
- Security Vestibule and Cameras
- Separate Entry/Exit Drives for Cars and Buses
- Two Separate Play Areas

- Energy Efficient HVAC System
- State-of-the-Art Energy Management, Fire Alarm and Computer Network Systems, including Card Reader Access

School Context and Organization Strengths

Frazier Elementary is opening our doors for our inaugural year during the 2023-2024 school year. Our new school bearing the Frazier name will serve as a testament to Ruth & Harold Frazier's lifelong investment in the young people of McKinney and the surrounding area. Ruth and Harold Frazier will become familiar to residents as the history of Trinity Falls and the Frazier family are forever intertwined. Heritage Farm belonged to Ruth Frazier's family. The 271-acre tract farm was established by her grandfather, Charles Moore, in 1857 and was farmed by the Frazier family for more than 150 years.

For Frazier's inaugural year, we have many effective structures in place - Administrative Team, Grade Level Team Leaders, Vertical Teams, Tactic Teams, Wellness Committee, Medical Emergency Response Team (MERT), Coordinated Health Team, School Health Committee (SHAC), Threat Assessment & Safe & Supportive Team (TASST), and Office Team.

Technology

Technology Summary

Every learning location contains an interactive Vivitek board connected to an Apple Mac Mini and document camera. Teachers also have a MacBook Air laptop with wireless access for use at school and home.

Technology is integrated at all levels of learning at Frazier Elementary. McKinney ISD's 1:1 The World initiative has supplied classrooms with 1:1 technology devices. Each student in grades 2nd-5th grade has a MacBook for classroom use and each student in kindergarten and 1st grade has an iPad for daily use. All devices are managed through MISD Technology Services. The Technology Department controls standardized grade level app deployment along with managing software updates and web filters. MISD's 1:1 The World also supports the design of lessons that meet the needs of digital learners both inside and outside the walls of the traditional classroom.

Frazier staff and students use Learning Management Systems to support Blended Learning. Students in kindergarten-2nd grade use the Seesaw learning management system and students in 3rd-5th grade use Canvas as their learning management system. Staff and students have access to additional instructional technology resources such as Google Workspace for Education, Discovery Education, Nearpod, Texshare databases, Gale Virtual Library, PebbleGo, PebbleGo Next, Imagine Math, McKinney ISD digital libraries, and curated apps deployed to iPads. Instructional technology is designed to be seamlessly blended within each classroom's lesson design. Students and staff have 24/7 hour access to the listed instructional technology resources.

Instructional 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 Library Media Specialist (LMS) is responsible 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 staff meetings. Teachers plan instruction and evaluate data through digital platforms in Aweare and Forethought along with each grade level's learning management systems.

Technology at Frazier is a valued instructional resource that is supported through district and campus funding, district-supported hardware updates, professional development training, and lesson design focused on blended learning. The Library Media Specialist works collaboratively with staff and students to support innovative instructional technology and best practices.

Technology Strengths





Frazier staff consistently utilizes a variety of technology resources to communicate with students, staff, and parents on a daily basis.

Goals

Goal 1: Frazier 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: Frazier Elementary staff will increase attention toward safety and security in order to promote an environment in which students, parents, and staff feel safe.

High Priority

Strategy 1 Details	Reviews		
Strategy 1: Maintain positive partnership with McKinney Sherriff Department and MISD Security providers through clear communication and hospitality efforts provided by campus and Frazier PTA. Staff Responsible for Monitoring: Frazier Administrative Team ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: Safety drills will be routinely conducted. Volunteers and PTA Board will be trained on the use of Standard Response Protocols. Strategy's Expected Result/Impact: Increased awareness of safety procedures. Staff Responsible for Monitoring: Frazier Administrative Team ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		Summative
	Nov	Feb	June
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Goal 1: Frazier 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: During the 2023-24 school year, Frazier will implement a safety and security process by locking and monitoring campus exterior doors and unoccupied classroom doors; occupied classroom doors with magnets in place.

High Priority

Strategy 1 Details	Reviews		
Strategy 1: Weekly campus checks exterior door checks and routine safety drills will be reported to the MISD Safety & Security Department. Strategy's Expected Result/Impact: Safe and secure campus Staff Responsible for Monitoring: Frazier Administration Team ESF Levers: Lever 1: Strong School Leadership and Planning	Formative		Summative
	Nov	Feb	June
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Goal 1: Frazier 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: Frazier staff will provide tiered prosocial supports and character education lessons.

Strategy 1 Details	Reviews		
Strategy 1: Frazier staff will ensure that the MISD Lives Kind initiative is implemented systematically through the planning and coordination of the school counselor, the coordinated health team, instructional staff, and campus administration. Strategy's Expected Result/Impact: Positive school culture where students and staff report feeling safe, secure and connected Staff Responsible for Monitoring: School Counselor and Administration Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 3: Positive School Culture	Formative		Summative
	Nov	Feb	June
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Goal 2: Frazier 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: We will implement data systems and monitoring practices to ensure student growth and continuous improvement in campus performance

HB3 Goal

Strategy 1 Details		Reviews		
Strategy 1: Participate in district PLC model to collaborate on the goals and outcomes of common assessments. Strategy's Expected Result/Impact: Increased collaboration to achieve academic goals. Staff Responsible for Monitoring: Frazier Administrative Team TEA Priorities: Recruit, support, retain teachers and principals, Build a foundation of reading and math - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction		Formative		Summative
		Nov	Feb	June
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Goal 2: Frazier 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: We will monitor and recognize academic growth.

HB3 Goal

Evaluation Data Sources: Intentional goal setting exists for students, teachers, classes, grade levels and the campus.





Strategy 1 Details		Reviews		
Strategy 1: Students and their families will be invited to monthly school-wide celebrations where academic growth will be recognized. Strategy's Expected Result/Impact: Students will be involved in monitoring their personal goals and feel accomplished when recognized. Staff Responsible for Monitoring: Teachers and Walker Administrative Team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		Summative	
	Nov	Feb	June	
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Goal 2: Frazier 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: Frazier will utilize a guaranteed and viable curriculum to support teachers in providing high-quality learning experiences and improve student learning outcomes.

Evaluation Data Sources: Model of Instruction walkthrough data

Strategy 1 Details	Reviews		
Strategy 1: Implement MISD MTSS procedures to ensure students receive appropriate supports, interventions, and accommodations based on educational needs. Strategy's Expected Result/Impact: Academic growth goals will be set, measured and celebrated. Staff Responsible for Monitoring: Assistant Principal TEA Priorities: Build a foundation of reading and math - ESF Levers: Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 2 Details	Reviews		
Strategy 2: 1st-5th grade English learners will progress at least one proficiency level according to the Yearly Progress in TELPAS Composite Rating. Strategy's Expected Result/Impact: Increased language proficiency and academic achievement Staff Responsible for Monitoring: Frazier Administration Team ESF Levers: Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June
Strategy 3 Details	Reviews		
Strategy 3: Professional development and continued support for teachers, instructional coach, and administrators on how to utilize ELLevation strategies to provide differentiated instruction for English Learners. Strategy's Expected Result/Impact: Increased usage of ELLevation as a resource for EB students	Formative		Summative
	Nov	Feb	June





<p>Staff Responsible for Monitoring: Frazier Administration Team</p> <p>TEA Priorities: Recruit, support, retain teachers and principals</p> <p>- ESF Levers: Lever 4: High-Quality Instructional Materials and Assessments, Lever 5: Effective Instruction</p>			
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Goal 2: Frazier 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: Design and implement a systematic approach to professional learning that addresses support at all levels and provides real-time, relevant learning to improve teaching and student learning outcomes.

Evaluation Data Sources: Teachers will document growth toward T-TESS goals as related to their professional growth.

Strategy 1 Details	Reviews		
Strategy 1: Professional Development will be designed in response to MOI walkthrough data Strategy's Expected Result/Impact: Specific professional development will support teachers in meeting their professional growth goals. Staff Responsible for Monitoring: Frazier Administration Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 5: Effective Instruction	Formative		Summative
	Nov	Feb	June

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

Performance Objective 1: Cultivate innovative recruitment and onboarding practices that support the development of all employee as and grow high quality staff.

Evaluation Data Sources: Staff tenure will be reviewed - new staff will be supported in attending MISD onboarding and mentoring opportunities.

Strategy 1 Details	Reviews		
Strategy 1: New to McKinney staff members will be given the opportunity to reflect and implement best practices as learned through the MISD mentoring opportunities. Strategy's Expected Result/Impact: New staff will report feeling informed and supported in their role as a Walker staff member. Staff Responsible for Monitoring: Frazier Administrative Team TEA Priorities: Recruit, support, retain teachers and principals - ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 2: Strategic Staffing	Formative		Summative
	Nov	Feb	June

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100% Accomplished

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Goal 4: Frazier 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.

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 campus decision making processes. Site Based Decision Making Committee meetings will be held each semester. Strategy's Expected Result/Impact: Increased collaboration and partnerships Staff Responsible for Monitoring: Frazier Administrative Team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture	Formative		Summative
	Nov	Feb	June
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Goal 5: Frazier Elementary will ensure that communication internally and externally is consistent, accurate, and timely.

Performance Objective 1: Foster a culture of trust by proactively sharing processes, decisions, and information in a timely manner.

Evaluation Data Sources: Newsletters will be emailed. Opportunity for feedback is included on each communication.

Strategy 1 Details		Reviews		
Strategy 1: Staff and parents will receive weekly communication from campus leadership team. Strategy's Expected Result/Impact: Culture of trust and connection will be established/maintained as reported in feedback opportunities and surveys. Staff Responsible for Monitoring: Frazier Administrative Team ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 3: Positive School Culture		Formative		Summative
		Nov	Feb	June
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Goal 6: Frazier Elementary will continue to be fiscally responsible and efficient with district resources.

Performance Objective 1: Frazier Elementary will follow all MISD 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


Strategy 1 Details	Reviews		
Strategy 1: All staff involved in budget process will receive training and clear communication of timeline for creating and submitting a budget. Strategy's Expected Result/Impact: Effective, efficient budgeting process Staff Responsible for Monitoring: Principal and Campus Secretary ESF Levers: Lever 1: Strong School Leadership and Planning, Lever 4: High-Quality Instructional Materials and Assessments	Formative		Summative
	Nov	Feb	June

0%


No Progress

100%

Accomplished



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