

McKinney Christian Academy

Lower School Campus Improvement Plan 2019 - 2020

INITIATIVE 1: Instructional Leadership – McKinney Christian Academy will provide instructional leadership and effectively and persistently communicate the mission of the school to staff, parents, and students.

GOAL 1: To advocate, nurture, and sustain a culture and instructional program conducive to the mission of the school, which is to honor Jesus Christ by teaching students to live biblically through education of mind, body, and spirit.

GOAL 2: To create avenues to communicate the mission of the school to its stakeholders.

ACSI Standard 1 – The School maintains and communicates a purpose and direction that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.

Strategies	Responsibility	Timeline	Resources	Evaluation
New Parent connection teams provided prior to the beginning of school to communicate directly our vision and mission and how it is accomplished on each campus. New families have the opportunity to meet existing families and feel a sense of belonging before the start of school.	Chris Hydock Lower School Teachers Office Staff Admissions PTF	August 2019	Admissions packets	Verbal responses from new families and existing families
New Families of Lower School come in to meet their teacher individually to see the classroom and get to know the teacher before the Back to School Bash.	Christ Hydock Office Staff Teachers New Families	August 2019 and On going		Verbal responses of the new families Teacher feedback
First day of school breakfast for the parents of Pre-K and Kindergarten. This event will build community among the parents and strengthen the school – family connection. The Lower School Principal will host this event.	Chris Hydock	August 2019 and ongoing	Family Support Program	Number of parents that attend and verbal responses to the event.

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Parent Night. Continue to host a parent night whereby parents come to school in the evening to experience their child's schedule, sit in the same classrooms, and receive a brief introduction and info on classroom procedures from each teacher.	Chris Hydock Lower School Teachers	August 2019	Class materials Parent information material	Sign-up sheets in teacher's classrooms for attendance and parent follow up conferences, parent responses
Continue to partner with PTF to increase parent participation in activities to support all areas of the school	Chris Hydock	August 2019 -2020	PTF	Schedule of meetings and events

INITIATIVE 2: Clear and Focused Mission – McKinney Christian Academy shares an understanding of and a commitment to the School's Core Values.

GOAL 1: Spiritual

1. To see students come to a personal, saving relationship with Jesus Christ
2. To train students in all aspects of the Christian faith and help them develop a genuine deep love for the Lord
3. To create an understanding of how the Lord, in and through Scriptures, creates a context for all things in our lives

GOAL 2: Academic

1. To train students in the development of knowledge, learning skills, and the contextual application of all academic disciplines
2. To teach all disciplines from a Christian worldview with a natural integration of biblical absolutes in all areas
3. To prepare students for continual development and achievement, regardless of God's specific calling on their lives

GOAL 3: Social

1. To aid students in understanding the importance of fellowship, cooperation, selflessness, and persistent service in the process of self-development
2. To create an environment where each student can discover, examine, and utilize God-given gifts for personal good and the benefit of others
3. To develop in students a sense of personal responsibility to God and His creation, including school, church, family, community, country, and the world
4. To assist students with development

ACSI Standard 5 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

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ACSI Standard 1 - The school maintains and communicates a purpose and direction that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.

Strategies	Responsibility	Timeline	Resources	Evaluation
Engage in continuous assessment of curriculum to insure the present and future needs of all students are being met in academic, athletic, social, and spiritual areas.	Chris Hydock Teachers	2019-20 School Year	MCA employees RenWeb	Semester updating of curriculum guides, monthly all-school staff meetings, weekly staff meetings, team meetings, and one-to-one conferences, grade level meetings with principal, vertical alignment meetings with departments.
Teachers will utilize Aspire test scores as well as daily assessment of student learning to guide curriculum and instruction.	Chris Hydock Teachers	2019-20	ACT Aspire	Disaggregation of test results Grade level meetings to evaluate results Partnering with parents in the evaluating process.
Continue the use of normative and criterion-based assessments to obtain objective data.	Chris Hydock	August 2019	Test Results from standardized testing and ACT Aspire testing	Results from ACT Aspire Test, Duke Tip
Designing and delivering a curriculum that responds to the demands of accountability, and is responsive to the need for higher levels of learning. Teachers will have been trained to develop curricula and lessons with the “end in mind.” They will know and be comfortable with the concept of “backward mapping,” and they know “task analysis.” These “tools of the trade” are essential for an efficient and effective “results-oriented” school that successfully serves all students.	Chris Hydock Teachers	Annual	Staff Development Region 10 College Board	Review Curriculum Guides and Lesson Plans to insure that a backward mapping and task analysis is in place.

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Implementation of differentiated teaching methods to move from surface learning to students making connections and becoming lifelong learners.	Teachers Chris Hydock	On-going	Staff development Websites Professional development	Classroom evaluation Lesson Plans Parent interaction
Character Curriculum Implementation of Character traits throughout the Lower School each week to correspond with Manners of the Heart. Students will be recognized at the end of the year for their character achievement.	Chris Hydock Teachers	On-going	Manners of the Heart Teachers Website integration	Support of the overall Philosophy of Christian education and MCA
Teacher – Student Connection: Teachers actively engaging students and looking to connect with the unknown that is present with each student. Intentional teacher –student “talk” time to build strong relationships during the year	Chris Hydock Teachers	2019-20 and ongoing	Staff development Guided instruction	Teacher feedback Grade level meetings Student feedback Parent feedback

INITIATIVE 3:

Safe and Orderly Environment -McKinney Christian Academy will provide an orderly, purposeful, businesslike atmosphere, which is free from the threat of physical harm. McKinney Christian Academy will provide a school climate that is not oppressive and is conducive to teaching and learning.

GOAL 1. Create an environment of comprehensive discipleship through the Gospel bearing work of Christian staff, the modeling of genuine faith by all those who come before the students in our care, community service, and Christian fellowship. Develop authentic critical thinking with the intent of making students skilled in discerning absolute truth, grasping contextual understanding, and becoming learners and practitioners of the biblical worldview. Provide a covenant-based relationship in an ecumenical environment by partnering with Christian families as they carry out their primary role in the loving, thorough education and upbringing of their children.

GOAL 2. Create an environment that is orderly and safe.

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GOAL 3. Develop students to become responsible citizens, who are honest, self-disciplined, respectful of others, who and not only accept, understand, and deal with diversity, but also are appreciative of differences; and, in a cooperative manner, contribute to the community's welfare.

ACSI Standard 6 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

ACSI Standard 5 – The school implements a comprehensive assessment system that generates a range of data about student learning and school effectiveness and uses the results to guide continuous improvement.

Strategies	Responsibility	Timeline	Resources	Evaluation
Ensure that the safety and security of all students, parents, staff, and visitors is the basis for the operation of our facilities	Bob Lovelady Chris Hydock	On-going	Crisis Management Plan, Locked Gates with pass codes, Partner with McKinney Police to provide Off-Duty Police Officer on Campus Daily	Fire Drills, Tornado Drills, Lockdown Drills, Locked Gates
Each classroom door will remain locked during the school day. This will add another layer of security to keep our students and teachers safe.	Teachers Chris Hydock Office Staff	2019-20 and On-going	Overall campus security	Checking the doors throughout the day.
Verification of students going to the office. The teacher will intercom the office to let them know the student is on their way. The office and nurse will intercom as well when the student is going back to class.	Teachers Office Staff Chris Hydock	2019-20 and On-going	Overall campus security	Front desk feedback Teacher feedback Principal observations

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Implementation of a student attendance board to be used when students go to Enrichment classes. The board will have what students are absent or in the office. This will assist the enrichment teacher for attendance each day and safety and security during Crisis Management situations.	Teachers Chris Hydock Office Staff	2019-20 and On-going	Crisis Management Plan Overall Campus security	Teacher feedback Principal observations
Handbook for students/parents addressing expected student behavior and standards of conduct.	Chris Hydock	Annual	Hosted on Website	Website updated
Strengthen the development of young, Christian boys and girls through proactive, ongoing avenues that guide students through proper relationships with one another.	Chris Hydock	On-going	Chapel Counselor Teacher Example Mentors	Mentoring programs, Manners of the Heart Curriculum, Parent feedback
Support a Lower School systematic classroom management system designed to allow teachers to immediately address inappropriate behaviors in the classroom with the option for students to "take responsibility themselves for their behavior."	Chris Hydock Lower School Teachers and Staff	Annual On-going	Renweb Behavioral data	Number of disciplinary referrals Number of students serving lunch detentions Number of students suspended Number of students assigned ISS
Focused spiritual and character education program. Set aside time to form stronger community bonds. Continue to look for ways to work with CASA as our community service program for the entire Lower School.	Chris Hydock Bob Lovelady	Annual On-going	Character Education Program, Community Service Projects, Campus Pastor	Character Education Curriculum Update Service Project established for Lower School Campus Pastor Involvement at Lower School
Full-time nurse to provide consistent stability in the promotion of health and safety for our students.	Chris Hydock Bob Lovelady	On-going	Clinic Teachers Principals Renweb Parents	Evaluation Parent feedback

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INITIATIVE 4: Climate of High Expectations - McKinney Christian Academy will have a climate of high expectations in which the staff believes and demonstrates that all students can obtain mastery of the school's curriculum. McKinney Christian Academy also believes that they, the staff has the capability to help all students obtain that mastery.

GOAL 1. Performance for all students in Standardized Testing will meet or exceed National Averages

GOAL 2. Provide a Directed Study Program to accelerate those students that need support to exceed the national Average in Standardized Testing

GOAL 3. Provide Staff Development which trains teachers with Best Practices and Advanced Placement Strategies

ACSI Standard 5 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

ACSI Standard 5 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

Strategies	Responsibility	Timeline	Resources	Evaluation
Teachers plan and use instructional strategies that require student collaboration, self-reflection, and development of critical	Chris Hydock Teachers	2019-20 School Year	•Teacher evaluation criteria	Principal walkthrough evaluations Formal evaluations

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thinking skills. Teachers personalize instructional strategies and interventions to address individual learning needs of students when necessary. Teachers use instructional strategies that require students to apply knowledge and skills, integrate content and skills with other disciplines, and use technologies as instructional resources and learning tools.			<ul style="list-style-type: none"> •Examples of teacher use of technology as an instructional resource •Interdisciplinary projects •Examples of student use of technology as a learning Tool Cross-curricular project and assignments to increase deep learning	
Participation in effective campus planning procedures to ensure continuous improvement whereby systems and programs are constantly evaluated and revised for improvement.	Chris Hydock Lower School Teachers	On-going	Local	Campus plans, reporting procedures, agendas from staff meetings and team planning meetings addressing student needs
Campus principal will report student data that reflects student progress toward a specified goal each nine weeks.	Chris Hydock	August 2019	Local	Copies of reports, improvement on benchmark assessments, monitoring logs, student records
Continue to be above the National and State Average for ACT and be comparable to other Private Christian Schools our size.	Chris Hydock Lower School Teachers	On-going	Curriculum Guides PSAT/ACT preparation class Test Result	Results of ACT Aspire testing Results of ACT testing Results of PSAT
Emphasizes teacher excellence, collaboration, and mentoring so that MCA becomes a school where every educator is recognized as a valuable contributor with unique strengths and impressive potential to learn, grow, and improve	Chris Hydock Teachers	Annual	Teacher Training Staff Development	Teacher retention Continuing Education CEUs
Peer evaluation for teachers to foster collaboration, unity and a sense of team throughout the Lower School staff.	Chris Hydock Teachers	2019-20 School Year	Teachers	Teachers will observe each other and give feedback to help them as they continue to grow professionally.

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INITIATIVE 5: **Frequent Monitoring of Student Progress** - Pupil progress will be measured frequently, monitored frequently, and the results of those assessments will be used to improve the individual student behaviors and performances, as well as to improve the curriculum as a whole at McKinney Christian Academy.

GOAL 1. Performance for all students in Standardized Testing will meet or exceed National Averages

GOAL 2. Utilize the results of PLAN, EXPLORE, PSAT, SAT, and ACT testing to evaluate the strengths and weaknesses of the curriculum

Goal 3. Utilize RenWeb and Naviance to keep students and parents updated on student progress and performance

ACIS Standard 5 – The school implements a comprehensive assessment system that generates a range of data about student learning and school effectiveness and uses the results to guide continuous improvement.

Strategies	Responsibility	Timeline	Resources	Evaluation
Teachers use common grading and reporting policies, processes, and procedures based on clearly defined criteria that represent each student's attainment of content knowledge and skills. These policies, processes, and	Chris Hydock	Daily	RenWeb Report cards	Student grade reports

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procedures are implemented consistently across grade levels and courses. Stakeholders are aware of the policies, processes, and procedures. The policies, processes, and procedures are regularly evaluated.				
Continue to utilize weekly grade level meetings with appropriate staff to monitor student progress/achievement academically, socially, and spiritually.	Chris Hydock	2019-20 School Year	Local	Chart progress of each student brought forth for discussion and monitor his/her progress through the following week with principal intervening when necessary
Standardized Testing is given annually and compared against an academic core and college readiness benchmarks established by the ACT and the College Board. Curricula are enhanced to help students meet and exceed the benchmarks.	Chris Hydock Kate Perry Teachers	Annual	Testing reports and analysis College Benchmark established scores	Testing reports and analysis
Evaluate and establish an evaluation team to review and evaluate the results of the assessment.	Chris Hydock CET	Annual	Aspire Test	Results from the ACT Aspire Test Reports prepared by team
Establish and implement a plan to uniformly document all needed improvements identified during classroom observations and walk-through evaluations prior to the written end-of-the year summative evaluation.	Chris Hydock David Etheredge Laura Smith Bob Lovelady	On-going	Evaluation Instrument	Teacher Evaluations
Continual implementation and evaluation of new writing curriculum for grades K-5 ensuring the development of a cohesive presentation of writing throughout the Lower School.	Chris Hydock Teachers	2019-2020 School Year	Textbook Smartboard technology	Evaluation Teacher feedback Student progress Assessments ACT Aspire results

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<p>The continual implementation and evaluation reading curriculum for 3rd and 4th grades. The curriculum has technology components that will help students with text complexity.</p>	<p>Chris Hydock Teachers</p>	<p>2019-2020 School Year</p>	<p>Textbook Workbook Smartboard technology</p>	<p>Evaluations Teacher feedback Student progress Assessments ACT Aspire results</p>
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INITIATIVE 6: Positive Home-School Relations - McKinney Christian Academy parents and students will understand and support the basic mission of the school and will be given opportunities to play important roles in helping the school achieve its mission.

GOAL 1. Increase the number of parent and community participant

GOAL 2. Improve usage of technology to communicate with parents

GOAL 3. Increase the number of positive teacher contacts with parents

GOAL 4. Provide ways for parents to volunteer and partner with the school

ACSI Standard 1 – The School maintains and communicates a purpose and direction that commit to high expectations for learning as well as shared values and beliefs about teaching and learning.

ACSI Standard 7 - The School provides an environment for students to develop spiritually.

Strategies	Responsibility	Timeline	Resources	Evaluation
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At the start of each Manners of the Heart lesson a Parent Connection letter is sent home to reinforce the character development for the week.	Chris Hydock Lower School Teachers	2019-2020 School Year	Research Parent inquiry Teacher involvement	Parent feedback Participation
Partner with PTF to increase parent participation in activities to support all areas of the school	Chris Hydock	On-going	Local	Schedule of meetings and events
Teachers will look for students that go above and beyond helping other students as well as showing God's love to them. This program is called Pony Praise. The student will receive a certificate and the parents will be notified of the great honor.	Chris Hydock	2019-2020 School Year	Personal Connection	Teacher involvement Parent involvement Parent feedback
Implementation of a Friday parent/student interaction time. Parents will be encouraged to come into class and assist in the review of material using stations.	Teachers Chris Hydock	2019-2020	Teacher materials	Parent interaction feedback
Utilize RenWeb to communicate positive grades	Teachers	2019-2020	Renweb	Parent Feedback

INITIATIVE 7: Opportunity to learn and Student Time on Task - McKinney Christian Academy teachers will allocate a significant amount of time to instruction.

GOAL 1. Maximize teaching time for student learning

GOAL 2. Provide staff development on best practices to enhance student engagement in the learning process

GOAL 3. Reduce the number of interruptions during the class period

ACSI Standard 5 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

ACSI Standard 5 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

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Strategies	Responsibility	Timeline	Resources	Evaluation
Individual lessons are designed to meet the three learning styles of students. Visual, Auditory and Kinesthetic	Teachers Chris Hydock	On-going	Staff development Teacher collaboration Teacher development websites	Lesson Plans Classroom evaluations
For a high percentage of class time, students are actively engaged in whole-class or large group, teacher-directed, planned learning activity	Chris Hydock Lower School Teachers	On-going	Best Practices Teaching Methods	Staff Development on Best Practices Principal walkthrough evaluations
Effective instruction time must focus on skills and curriculum content that are considered essential, that are assessed, and most valued.	Chris Hydock Lower School Teachers	Annual	Staff development	Lesson Plans Curriculum Guides Principal walkthrough evaluations Grade level team meetings

INITIATIVE 8: Technology Integration - McKinney Christian Academy will plan and provide for a seamless usage of technology in the teaching and learning process.

GOAL 1. Promote student movement from one instructional setting to another using a variety of networked computers to produce developmentally appropriate and collaborative projects

GOAL 2. Use technology as a tool to help differentiate instruction

GOAL 3. Use and select technology regularly as a tool for problem solving and communication with increased complexity

ACSI Standard 5 – The school’s curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.

ACSI Standard 5 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

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Strategies	Responsibility	Timeline	Resources	Evaluation
Provide differentiated professional development on integrating 21 st century technology skills into instructional management and increasing teacher's expertise of technology integration into teaching and learning	Bob Lovelady Chris Hydock Robert Erger Lower School Teachers	2019-2020 School Year and on-going	Staff Development Technology Department Edna Pajela	Online teacher training portal Observing how the technology is used.
Provide Staff development for existing and new technology software including SmartBoard technology for integrated lessons	Robert Erger Chris Hydock	On-going	Staff Development	Training Provided Curriculum guide updates and lesson plans demonstrating integrated technology
Implement the usage of Google Classroom to aid in the communication with teachers from the Principal.	Chris Hydock	On-going	Google Classroom	Teacher Feedback
Implement the usage of Chromebooks within the 3 rd -5 th grade classrooms. Look for innovative ways to utilize tablets to enhance learning.	Chris Hydock	on-going	Professional development	Teacher feedback and observation in the classroom