Middle School Campus Improvement Plan 2017-18

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	Time Line	Resources	Evaluation
Middle School will strengthen the development of young, teenage Christian boys and girls through proactive, ongoing avenues that guide students through proper relationships with one another by utilizing mentor programs.	David Etheredge, Trey Postelle, MS staff	May 2018	Departmental funds and PTF partnership	Mentoring programs using MCA faculty, staff, parents, students
Middle School and Upper School will continue Discipleship Groups to target spiritual needs of students	David Etheredge, Trey Postelle, John Woodruff	May 2018	Study materials	Discipleship groups, chapel programs
New Parent Orientation provided prior to the beginning of school to communicate directly our vision and mission and how it is accomplished on each campus.	Administrative Team, MS faculty and staff	August 2017	Orientation Program	Number of new parents that attend New Parent Orientation and the completion of post-orientation survey
New Student Orientation program established to assist with transitioning new students to MCA by providing an opportunity prior to the beginning of school for them to get to know MCA; handbook, services – counselor; academic counselor, expectations, mission, opportunities, etc. and receive a student mentor. Survey then given to students two weeks into school to find out feedback on their preparation and transition.	Administrative Team, MS faculty and staff, MCA student ambassadors	August 2017	Orientation Program	New student survey and teacher feedback as to evaluation of student's classroom transition to MCA based on information provided and actual transition experience.

Middle School 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.	**Administrative Team and MS faculty and staff**	**September 2017**	**Sign-up sheets Survey**	**Sign-up sheets in teacher's classrooms for attendance and parent follow up conferences** **Survey: Create to determine if parents are experiencing enough to help them navigate academic struggles with their students and their teachers.**
Continue to partner with PTF to increase parent participation in activities to support all areas of the school	**David Etheredge, Laura Smith, and Chris Hydock**	**August 2017**	**PTF**	**Schedule of meetings and events**
Utilize Google Classroom to communicate school calendars to students and parents. Provide training to students and parents.	**Robert Erger, Chandra Vita, and David Etheredge**	**August 2017**	**Google Classroom Training Sessions**	**Google Classroom for calendars…updated and put up on Google Classroom** **Number of Parents and Students trained in Google Classroom**

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

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

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

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	Time Line	Resources	Evaluation
Engage in continuous assessment of curriculum to insure the needs of all students are being met in academic, athletic, social, and spiritual areas with emphasis on biblical integration. Review homework philosophy for MS developed in 2016-2017.	Administrative Team MS Faculty and Staff	Annual	MCA employees	Semester updating of curriculum guides, monthly all-school staff meetings, weekly staff meetings, team meetings, and one-to-one conferences
Teachers will utilize standardized test scores as well as daily assessment of student learning to guide curriculum and instruction.	David Etheredge, MS Faculty and Staff	Annual	ASPIRE	Disaggregation of test results

Continue the use of normative and criterion-based assessments to obtain objective data	David Etheredge, MS Faculty and Staff	Annual	Test Results from standardized testing	Results from ACT's ASPIRE, Duke TIP Sousa, D.A., (2006) "How the Brain Learns" 3rd ed.; Corwin Press, Thousand Oaks, CA
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 to be 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	David Etheredge, Laura Smith, and Chris Hydock, MS Faculty and Staff	Annual	ACSI Staff Development Region 10 College Board ACT	Review Curriculum Guides and Lesson Plans to insure that a backward mapping and task analysis is in place. McTighe, J. & Wiggins, G. (2005), " Understanding by Design" 2nd ed.; ASCD, Alexandria, VA.

Initiative 3: **Safe and Orderly Environment** -McKinney Christian Academy will provide an orderly, purposeful, business-like 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.

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 4 – 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	Time Line	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 David Etheredge Laura Smith	Annual	Crisis Management Plan, Locked Gates with pass codes	Fire Drills, Tornado Drills, Lock Down Drills, Locked Gates
Handbook for students/parents addressing expected student behavior and standards of conduct.	Chris Hydock David Etheredge Laura Smith Robert Erger	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	Administrative Team	Annual	Chapel Discipleship Groups Counselor Teacher Example Mentors	Mentoring programs, Discipleship Groups, Spiritual Awards at the end of the year,
Support a campus-wide 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 David Etheredge Laura Smith All teaching staff	Annual	Renweb Behavioral data	Number of disciplinary referrals Number of students serving detentions Number of students suspended Number of students assigned ISS Number of students assigned Saturday School
Focused spiritual and character education program. Set aside time to form stronger community bonds	Chris Hydock David Etheredge Laura Smith Trey Postelle	Annual	Community Service Projects	Community Service Projects

Initiative 4: <u>Climate of High Expectations</u> - 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 staff have 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 3 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.
ACSI Standard 4 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

Strategies	Responsibility	Time Line	Resources	Evaluation
Teachers plan and use instructional strategies that require student collaboration, self-reflection, and development of critical 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.	Chris Hydock David Etheredge Laura Smith Beverly Dooley Teachers	Annual	•Teacher evaluation criteria •Examples of teacher use of technology as an instructional resource •Interdisciplinary projects •Examples of student use of technology as a learning tool	Principal walk through evaluations
Participation in effective campus planning procedures to ensure continuous improvement whereby systems and programs are constantly evaluated and revised for improvement	Bob Lovelady Chris Hydock David Etheredge Laura Smith Teachers	Annual	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	David Etheredge, MS Faculty and Staff	Annual	Local	Copies of reports, improvement on benchmark assessments, monitoring logs, student records

Continue to be above the National and State Average for ACT and SAT Scores and be comparable to other Private Christian Schools our size.	Chris Hydock David Etheredge Laura Smith Teachers	Annual	Curriculum Guides PSAT/SAT/ACT preparation class Test Result Dissagregation	Results of SAT testing Results of ACT testing Results of PSAT Results of ASPIRE
Provide Pre-AP training for all Middle School Teachers	David Etheredge	Annual	Funds for Pre-AP Training	Number of teachers who have received training Results of Standardized Testing at Middle School Level
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 David Etheredge Laura Smith Beverly Dooley	Annual	Teacher Training Staff Development	Teacher retention Continuing Education CEUs
Strengthen the MS Physical Ed. Program by introducing a more diverse, varied curriculum.	David Etheredge Tara Ackmann Dan Collins Chance Gray Christina Fenton David Tucker	2017-18	Staff Development`	Review curriculum guides and lesson plans.

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 ASPIRE, 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	Time Line	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 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.	Chris Hydock David Etheredge Laura Smith Beverly Dooley Teachers	Daily	RenWeb Report cards	Student grade reports
Continue to utilize weekly grade level meetings with appropriate staff to monitor student progress/achievement academically, socially, and spiritually	Chris Hydock David Etheredge Laura Smith Beverly Dooley Teachers	Annual	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 testing is given annually and compared against an academic core and college readiness benchmarks established by ACT and College Board. Curricula are enhanced to help students meet and exceed the benchmarks.	Chris Hydock David Etheredge Laura Smith Kate Perry	Annual	Testing reports and analysis College Benchmark established scores	Testing reports and analysis
Review of research-based strategies for assessments	David Etheredge MS staff	2017-2018	Student assessments	Student performance

Initiative 6: <u>Positive Home-School Relations</u> **- 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.

Strategies	Responsibility	Time Line	Resources	Evaluation
Implement an effective Middle School Improvement Committee (MSIC) whose membership is reflective of the middle school and includes various stakeholders associated with the middle school	David Etheredge	Annual	Local	Agendas containing minutes of MSIC meetings
Partner with PTF to increase parent participation in activities to support all areas of the school	Chris Hydock David Etheredge Laura Smith	Annual	Local	Schedule of meetings and events

Encourage teachers to make positive contacts with parents	**David Etheredge, MS Faculty and Staff**	**Weekly**	**Renweb MCA email Phone access in rooms**	**Parent Contact logs in Renweb Copies of class communications sent out to parents/students**
New Student Orientation: Many new students are transferring from public school education and must needs transition	**Chris Hydock David Etheredge Laura Smith**	**Annual**	**Local**	**Number of students and parents attending the Orientation Successful student transitions**
ISP: International Student Program established through working in conjunction with WANET. International students are better prepared for the transition and English requirements for success	**Laura Smith Elaine Mayberry**	**Annual**	**Admissions office WANET**	**Successful student transition and continued reenrollment**
Continue to purchase student planners for 6th grade	**David Etheredge**	**Annual**	**Budget**	**Feedback from teachers, students, and parents.**

Initiative 7: <u>**Opportunity to learn and Student Time on Task**</u> **- 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 3 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.
ACSI Standard 4 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

Strategies	Responsibility	Time Line	Resources	Evaluation
For a high percentage of class time, students are actively engaged in whole-class or large group, teacher-directed, planned learning activity	**Chris Hydock David Etheredge Laura Smith Beverly Dooley**	**On-going**	**Best Practices Teaching Methods Pre-AP and AP Training**	**Staff Development on Best Practices AP and Pre-AP teacher trained Principal walk through evaluations**
Focus efforts to become more familiar with best practices of Phil Schletchy's ideas on student engagement (levels of engagement 90%, 70%, etc.)	**David Etheredge**	**August 2017**	**Local**	**Staff professional development discussing what student engagement actually looks like in the classroom**

Effective instruction time must focus on skills and curriculum content that are considered essential, that are assessed, and most valued. .	**Chris Hydock David Etheredge Laura Smith**	**Annual**	**Staff development**	**Lesson Plans Curriculum Guides Principal walk through evaluations**

Initiative 8:   <u>Technology Integration</u> **- 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 3 – The school's curriculum, instructional design, and assessment practices guide and ensure teacher effectiveness and student learning.
ACSI Standard 4 – The school has resources and provides services that support its purpose and direction to ensure success for all students.

Strategies	Responsibility	Time Line	Resources	Evaluation
Provide differentiated professional development on integrating 21st century technology skills into instructional management and increasing teacher's expertise of technology integration into teaching and learning	**Bob Lovelady Chris Hydock David Etheredge Laura Smith Robert Erger**	**Annual**	**Local**	**Technology Tuesday**
Provide Staff development for existing and new technology software including SmartBoard technology for integrated lessons, RenWeb1, Windows 10, etc.	**Robert Erger**	**Annual**	**Staff Development and Training line item.**	**Training Provided Curriculum guide updates and lesson plans demonstrating integrated technology**
Further the usage of Google Classroom	**Robert Erger**	**Annual**	**Funds to continue Google Classroom**	**Google Classroom reports on teacher and student usage**

New curriculum and textbooks will be purchased with On-line accessibility priority.	Chris Hydock David Etheredge Laura Smith	Annual	Budget for Textbooks	Textbooks purchased with on-line accessibility