

Vernon Independent School District

Vernon High School

2009-2010 Campus Improvement Plan

Accountability Rating: Acceptable

[IMAGE]

Mission Statement

Vernon High School will provide a safe and orderly climate with quality educational opportunities for all students to prepare them for future endeavors while ensuring the highest academic standards.

Vision

Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

Vernon High School Received the performance rating of “Acceptable” for the 2008-2009 school year.

88% of all students passed the Reading/ELA Assessment in grades 9-11.

- 88% of all VHS African American students passed.
- 78% of all VHS Hispanic students passed.
- 93% of all VHS White students passed.
- 84% of all VHS economically disadvantage students passed

92% of all students passed the Social Studies Assessment in grades 10 and 11.

- 95% of all VHS African American students passed
- 84% of all VHS Hispanic students passed.
- 96% of all VHS White students passed.
- 86% of all VHS Economically Disadvantage students passed.

67% of all students passed the Math Assessment in grades 9-11.

- 71% of all VHS African American students Passed.
- 51% of all VHS Hispanic students passed.
- 77% of all VHS White students passed.
- 58% of all VHS Economically Disadvantage students passed.

71% of all students passed the Science Assessment in grades 10-11.

- 63% of all VHS African American students passed.
- 57% of all VHS Hispanic students passed.
- 80% of all VHS White students passed.
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64% of all VHS Economically Disadvantage students passed.

Student Achievement Strengths

READING/ELA (Grades 9-11)

Vernon High School went from (2008)85% to (2009)88% in Reading/ELA in grades 9-11. This is an overall increase of 3% in one school year.

- Vernon High School's African American population in Reading/ELA went from (2008)71% to (2009)88%. This is an overall increase of 17% in one school year.
- Vernon High School's White population in Reading/ELA went from (2008)90% to (2009)93%. This is an overall increase of 3% in one school year.
- Vernon High School's Economically Disadvantage population in Reading/ELA went from (2008)80% to (2009)84%. This is an overall increase of 4% in one school year.

SOCIAL STUDIES (Grades 10-11)

Vernon High School went from (2008)91% to (2009)92% in Social Studies in grades 10-11. This is an overall increase of 1% in one school year.

- Vernon High School's African American population in Social Studies went from (2008)90% to (2009)95%. This is an overall increase of 5% in one school year.
- Vernon High School's White population in Social Studies went from (2008)93% to (2009)96%. This is an overall increase of 3% in one school year.

MATHEMATICS (Grades 9-11)

- Vernon High School's African American population in Mathematics went from (2008)38% to (2009)71%. This is an overall increase of 33% in one school year.
- Vernon High School's Economically Disadvantage population went from (2008)54% to (2009)58% in one school year. This is an overall increase of 4% in one school year.

SCIENCE (Grades 10-11)

- Vernon High School's African American population in Science went from (2008)25% to (2009)63%. This is an overall increase of 38% in one school year.
- Vernon High School's Economically Disadvantage population went from (2008)61% to (2009)64% in one school year. This is an overall increase of 3% in one school year.

Student Achievement Needs

There was a significant drop in overall performance in the Hispanic population in 2009 when compared to their performance in 2008. The drop in overall performance on the TAKS assessment is as follows:

- Reading/ELA: (2008)80% to (2009)78%; 2% decline
- Social Studies: (2008)89% to (2009) 84%; 5% decline
- Mathematics: (2008) 55% to (2009) 51%; 4% decline
- Science: (2008) 71% to (2009) 57%; 14 % decline

Without help from the Texas Performance Measure we would have been given the “unacceptable” rating in Mathematics for our Hispanic Population.

There was very little growth across the board, with the exception of the African American population, in overall performance on the TAKS assessment for the 2009 school year. With the passing standards being higher for the 2009-2010 school year there has been a major focus placed on these high needs areas. Common Assessments, CSOPE Curriculum implementation, Benchmark Assessment, Math and Science Academies, Assigned Tutorials, and Professional Learning Communities are strategies that will be implemented to improve student performance.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

The staff of Vernon High School has been introduced to the Professional Learning Communities concepts for the 2009-2010 school year. The schedule has been arranged to allow teachers to meet once a week for 45 minutes within core departments. These PLC meetings allow teachers to develop strategies, assessments, and other data driven manipulative to increase student performance in both the classroom and on the TAKS assessment. The entire staff is also a member of a Campus Performance Team that meets once a month to develop and implement strategies to boost attendance, morale, and performance of our students and faculty. The Campus teams also look for strategies to involve stakeholders and the many businesses in the community. The following is each Campus Performance Team along with a brief description:

1. **Attendance Team-** Breaking down attendance data, developing incentives, targeting areas of needed intervention.
2. **Hospitality Team-** emphasis on scheduling and accommodating various employee and community events on our campus.
3. **Info/Technology Team-** promoting our campus by developing and maintaining school website. Also will look at current/future needs for our students, teachers, and campus as a whole in regards to technology.
4. **Pride/Student Relations-** will focus on student body and faculty as a whole. This team will look at current events around our school/community and the effects that they will play on the campus environment.
5. **Academic Performance Team-** emphasis will be on the overall academic standing of our campus as a whole. Team will look at student's past/current performance in the classroom and will help in determining possible interventions for our students.
6. **Community Relations Team-** emphasis will focus on tying the school into the community/stakeholders in a positive manner. Focus may be on looking at the recruitment of potential mentors, businesses, and others that will aide in improving campus culture and performance.
7. **At-Risk Team-** will specifically focus on the at-risk students on our campus in all facets of the school environment. Will work with RTI and assist with the contacting of parents/teachers of the students.

Staff Quality, Recruitment, and Retention Strengths

The faculty and staff of Vernon High School have openly accepted the many changes that are being made in order to improve overall student learning. The faculty and staff of Vernon High School continue to implement Capturing Kids Hearts and have also embraced being a part of a Professional Learning Community.

Staff Quality, Recruitment, and Retention Needs

The faculty and staff of Vernon High School will prioritize the academic needs of the students by using formative and summative assessments. These assessments will drive both the curriculum and instruction in the classroom of the four core areas. Through the PLC the faculty and staff of Vernon High School will diagnose needed areas by using these assessments and making data driven decisions.

The faculty and staff of Vernon High School will also use the Scope and Sequence of CSCOPE Curriculum to help in driving the instruction for the four core areas. With the use of the CSCOPE, Professional Learning Communities, and common assessments our teachers will have the necessary data needed to drive the overall improvement of student performance.

Family and Community Involvement

Family and Community Involvement Summary

Parental involvement at Vernon High School has been identified as a high needs area in order to insure the success of all students. Vernon High School currently offers Homework Help on Monday, Tuesday, and Thursday nights. These sessions also allow parents within our community to work on a GED or observe, and be a part of, their child receiving additional help in the four core areas.

Family and Community Involvement Strengths

Vernon High School offers a parent/student orientation for incoming 9th graders at the beginning of each school year. This orientation allows for students/parents to have the ability to meet face to face with the student's teachers.

Vernon High School offers various support groups that promote parental involvement throughout the school year. Homework help, Class Fundraising Programs, Parent/Teacher conferences are examples of the current parental involvement programs VHS offers.

Family and Community Involvement Needs

There is a high need, as identified by the Campus Improvement Team, for increased parental involvement. The re-establishment of a successfully planned and run PTO is vitally needed at this current time. Vernon High School has established a Parent Teacher Organization in the past, but it has failed due to the lack of parental involvement. An in depth study needs to be done in order to correctly establish and run a successful PTO program.

Comprehensive Needs Assessment Data Documentation

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












- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- PBMAS data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Benchmark assessments results
- Drop-out rates
- Attendance data
- Discipline records
- Student surveys and/or feedback
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- State and/or federal planning requirements
- Campus faculty meeting discussions
- Student failure and/or retention rates
- Prior year(s) campus and/or district improvement plans
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Texas English Language Proficiency Assessment System (TELPAS) results
- End-of-Course results
- SAT and/or ACT test results
- Special education population, including performance, discipline, attendance, and mobility
- Migrant population, including performance, discipline, attendance and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Gifted population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) population, including performance, discipline, discipline, attendance and mobility
- College Readiness Data
- Class size

Goals

Goal 1: Vernon High School students and staff will demonstrate appropriate behavior including self-discipline, self-respect, and respect of others and authority.










Performance Objective 1: Increase the attendance rate from 94.7% in 2009 to 95.7% in 2010.

Summative Evaluation: Attendance data will be disaggregated

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Weekly monitoring of attendance data by the Attendance PLC Team	Denise Pippin, Linda Cochran, Attendance PLC Team	Local Budget	Weekly attendance rates will be above 94.7%				
Implement positive rewards such as extended lunch and Ice Cream socials to students who have perfect or near perfect attendance. Continue with final exams exemptions.	Steve Fleming, Denise Pippin, Attendance PLC team	Local	PLC Attendance Team Documentation, Media coverage of Ice Cream Socials.				
Holding students and parents of students accountable for habitually missing school	Denise Pippin, Officer Davis, Linda Cochran	Local	Skyward Discipline Data, ISS data, Copy of Tickets written for Truancy.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 2: Reduce the number of office referrals and DAEP placements by 10% as compared to the 2008-09 school year.

Summative Evaluation: Evaluation of data from discipline referrals and DAEP placements

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Continue the implementation of Capturing Kids Hearts	Steve Fleming, Denise Pippin, Ruben Vargas	Local Funds	Office referrals when reduce throughout the school year in comparison to last year.				
Hold all students accountable for violations of the Student Handbook/Code of Conduct	Steve Fleming, Denise Pippin	Local	Demerit System, Skyward Discipline Referrals				
Increase the visibility of Faculty/Staff in the hallways and parking lots during transition periods.	Steve Fleming, Denise Pippin	Local	Duty Rosters, Reduction of incidents that occur in the hallways and parking lots.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 3: Reduce number of tardies by 15% in comparison to the 2008-09 school year

Summative Evaluation: End of the year Tardy Eliminator Data

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students are held accountable for three or more tardies assessed in the semester.	Denise Pippin, Attendance PLC Team	Local	Tardy Eliminator Data, Syward Discipline Data				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 4: Provide at least 2 assemblies that promote good character education.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Providing guest speakers, such as Keith Davis, to come and talk to our students about the importance of good character.	Steve Fleming, Pride PLC Team	Local	Student surveys, feedback following presentations.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 5: Promote student ownership of the building and parking lots.












Summative Evaluation: End of year evaluation of documentation of students and organizations that showed up for clean up and work days.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students in various organizations such as Key Club, Student Council, and NHS will team up and develop ideas and strategies to improve the physical complexion of the high school campus.	PRIDE PLC Team, NHS, Student Council, and Key Club sponsors		Reduction in the amount of trash and vandalism present on school grounds.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 2: Vernon High School will provide a safe and orderly climate where all students can be successful.

Performance Objective 1: The number of discipline referrals, suspensions, expulsions, and arrests on campus will decrease by 10% as compared to the 2008-09 school year

Summative Evaluation: Suspensions, DAEP referrals, expulsions, and arrests disaggregated by student groups

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Curriculum to be used in ISS to deal with unacceptable behavior	Denise Pippin, Glendale Farrar	Title I	Checklist of lessons taught in ISS				
Continue the use of School Resource officer for campus supervision and campus control	Steve Fleming, Denise Pippin, Officer Davis	Local	Reduction of fighting and other forms of disruptive behavior in the hallways.				
Conitnue the use of campus security cameras to monitor transition periods and the cafeteria	Steve Fleming, Denise Pippin, Office Staff	Local	Reduction of documented incidents in the hallways and the cafeteria				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 2: The adopted dress code will be enforced and the number of dress code referrals will decrease by 10% as compared to the 2008-2009 school year

Summative Evaluation: Skyward discipline/dress code referrals

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Faculty and staff will monitor and respond to dress code violations	Steve Fleming, Denise Pippin, VHS Faculty	Local	Reduction in the number of office referrals in relation to dress code				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							








Performance Objective 3: The campus will provide the students/staff of VHS with fire and disaster drill training

Summative Evaluation: End of the year log sheet of fire and disaster drills

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Improve response and reaction times to simulated fire and disaster drills	Steve Fleming, Denise Pippin	Local	Review of disaster and fire drill documentation				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 4: 100% of all cars parked on school grounds will have a student, visitor, or faculty parking permit.

Summative Evaluation: Six week evaluation sheet of vehicles parked on the high school campus that have a Faculty, Student, or Visitor parking permit

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Routine Checks of parking lot	Steve Fleming, Denise Pippin, Officer Davis	Local	Reduction in the number of cars parked on school grounds without a parking permit				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 5: 100% of students drug tested will test negative for illegal drugs

Summative Evaluation: End of the year report indicating the number of drug tests issued and the number of positive and negative results

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All students in extracurricular activities are eligible to be randomly drug tested	Steve Fleming, Denise Pippin, Stephanie Weitner	Local	Very few to no students will test positive for narcotic drug use				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							












Performance Objective 6: Increase the number of students actively involved in the Campus Crime Stoppers Program

Summative Evaluation: End of year evaluation of the number of students actively participating in the Crime Stoppers Program

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Current Crime Stoppers members will advertise and recruit more students to the program	Denise Pippin, Linda Cochran		The overall attendance numbers of Crime Stoppers meetings will increase				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 7: Vernon High School will identify and reduce the number of students that fall victim of bullying on school grounds.

Summative Evaluation: Choose to Care Survey

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All VHS students will participate in the Choose to Care survey which will identify the number of students that fall victim to bullying.	Steve Fleming, Counselors		Results from 2009-2010 Choose to Care survey.				
When a bullying incident has occurred, administrators will adhere to school policy and will also implement a "stay away" agreement	Denise Pippin		There will be no repeat offenders for bullying. Skyward discipline data.				
Vernon High School Health and Teen Leadership classes will designate coordinated units on Bullying and Harassment	Debbie Crockett, Ruben Vargas		Reduction in the number of bullying incidents within the populations taking Health or Teen Leadership classes.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 8: All Vernon High School students will receive education in suicide prevention.

Summative Evaluation:

Goal 3: Parents will be full partners with educators in the education of their children.














Performance Objective 1: Increase the overall campus attendance rate from 94.7% to 95.7%

Summative Evaluation: Skyward/PEIMS data to be disaggregated by programs, student, gender, and grade

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Weekly monitoring of Attendance data	Denise Pippin, Linda Cochran, PLC Attendance Team	Local	Weekly Skyward attendance reports				
Daily contact with parents of students who are absent or have been absent	Steve Fleming, Denise Pippin, Linda Cochran	Local	Attendance rates of those that are being contacted will increase				
Assessing fines to students or parents of students that have 4 or more unexcused absences within a 3 week grading period	Denise Pippin, Linda Cochran, Officer Davis	Local	reduction in the number of absences and fines at six week intervals				
Provide positive rewards for perfect attendance such as extended lunches and gift drawings	Steve Fleming, Denise Pippin, Attendance PLC Team	Local	Documentation of students receiving awards, perfect attendance lists, Skyward attendance data				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							












Performance Objective 2: Receive 80% favorable school rating from parents

Summative Evaluation: Parent survey to be sent out in spring 2010

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Class Parent Meetings	Steve Fleming, Mary Sue Gunn, Carol Taylor	Local	Sign-in log sheets; Parent feedback documentation				
Re-establishment of a PTO at the High School	Steve Fleming, Community Relations PLC Team	Local	Sign-in log sheets; PTO Advertisements				
Parent/Teacher conferences held at the end of the 1st six weeks	Steve Fleming	Local	Monitor and Keep Sign-in logs				
Special Populace Meetings in ESL, GT, Special Education, 504, and CATE	Steve Fleming, Mary Sue Gunn, Lisa Petzold, Michelle Hodges, Jenny Hunter, Josie Gallegos	Local Budget; 212 Migrant Funds ESL; 244 CATE	Parent Feedback, meeting minutes and evaluations				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 3: Receive 80% favorable rating on school/community collaboration survey in Spring 2010












Summative Evaluation: Disaggregated data from School/Community collaboration survey involving input from students, teachers, parents, and community members

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Re-Establishment of PTO at the high school	Steve Fleming, Community Relations PLC Team	local	Meeting Surveys, Sign-in logs, Meeting Documentaion				
Partnering the school with Project Celebration to aid in the continual development of a safe environment for graduates	Steve Fleming, Community Relations PLC Team	Community Donations	Sign-in logs, Parent feedback, team evaluations				
Remodeling and Beautification of the Lion in the courtyard and other donated monuments	Steve Fleming, Mariah Byers, Susan Kenner, Celeste Littlecreek, Campus Pride PLC Team	Community and Private Donations	Sign in sheets, meeting minutes, account records of money raised for various beautification projects				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 4: Vernon High School will implement curriculum as powered by CSCOPE for core areas and additional curriculum that maximizes student performance in all other instructional areas.








Performance Objective 1: 100% of staff will follow the Vertical Alignment Documents, the Instructional Focus Documents, and the Year At a Glance as provided by C-SCOPE.

Summative Evaluation: TAKS Test Results

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Administrators will monitor the VAD's and IFD's by looking for key understandings and guided questions during walk-thoughts and PDAS.	Steve Fleming, Denise Pippin		Curriculum taught will be shown by performance on common assessments.				
All core departments will meet as PLC's at least once a week for 45 minutes during instructional time	Steve Fleming, Denise Pippin		PLC Meeting Documentation, Benchmarks, Common Assessments				
Provide a minimum of 2 professional development opportunities for core area teachers to attend C-SCOPE training at Region IX.	Steve Fleming		Professional Development Certificates				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 2: 100% of teachers of Pre-AP and AP courses will use the standards set by the College Board

Summative Evaluation: AP Exams, End of Course Exams

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Monitor the submitted course syllabus and College Board Standards.	Steve Fleming, Denise Pippin		PDAS, Walkthroughs				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 3: 100% of core teachers and CATE will give common unit assessments to guide classroom instruction.

Summative Evaluation: Walkt-throughs, PDAS

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
PLC Content areas will determine the content across the board to be presented and will uniformly develop the common assessment to measure performance.	Steve Fleming, PLC Content Area Leaders		Increase in achievement on common assessments.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 4: Vernon High School will maintain a level of 100% Highly Qualified Teachers.

Summative Evaluation: High Qualified Documentation












Performance Objective 5: All student groups will increase at least 10% on the Math and Science TAKS tests.

Summative Evaluation: TAKS results

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All academic teachers will implement targeted interventions based on data from TAKS and common assessments.	Steve Fleming		Assessments, intervention schedules				
Incoming 9th graders that failed 8th Math TAKS will take Algebra 1 and will also be placed in a Math Support Lab.	Steve Fleming		Assessments and TAKS results				
PLC's will meet weekly to review common assesement data and plan interventions	Steve Fleming		PLC Documentation				
Teachers will use CSCOPE Year At a Glance along with VAD's and IFD's to guarentee the correct concepts at the appropriate depth and complexity are being taught.	Steve Fleming		PLC meeting documentation, walk-throughs, and PDAS				
Pregnancy Related Services will be given to all VHS student in need to assist them with academic and emotional support to ensure that they graduate.	Steve Fleming, Mary Sue Gunn, Carol Taylor		TAKS Scores, Counselor Documentation, Social Worker Documentation				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Performance Objective 6: At-Risk/Hispanic student performance will increase to 85% mastery level on the ELA TAKS and 90% mastery level on Social Studies TAKS.






Summative Evaluation: TAKS Results

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Academic teachers will implement targeted interventions based on data from TAKS and common assessments	Steve Fleming		PLC Documentation, Benchmark Exams, Common assessments				
PLC's will meet weekly to review common assessment data and plan individual interventions.	Steve Fleming, PLC Team Leaders		Documentation of actions during PLC time.				
Teachers will use CSCOPE YAG, VAD's and IFD's to guarantee the correct concepts at the appropriate depth and complexity are being taught.	Steve Fleming, Denise Pippin		PLC meeting documentation, walk-throughs and PDAS				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 7: 100% of Vernon High School Seniors will graduate

Summative Evaluation: AEIS Report, Exit-level TAKS re-test results for July, October, March and April

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Provide on-going classroom instruction for Seniors re-taking TAKS Science and Math.	Steve Fleming		Seniors will pass the TAKS Re-takes in required areas.		✓	✓	
Academic Core Teachers will conduct review sessions for seniors needing to pass TAKS Math/Science/ELA.	Steve Fleming, Mary Sue Gunn		Sessiongs planned and completed showing progress in student achievement-Mastery of TAKS		✓	✓	
Intervention Team will develop and carry out a plan for preparing students for the TAKS re-test.	Steve Fleming, Mary Sue Gunn		Intervention strategy documentation, Students passing TAKS re-test.				
Creation of Math/Science Academies to give TAKS Math/Science students hands on applications.	Steve Fleming, Denise Pippin, Math/Science PLC teams		Benchmark Data, Students passing TAKS re-takes in Math/Science				
Continue the use of Credit Recovery/Odyssey Ware to aide students behind on credits.	Mary Sue Gunn, Susan Kenner						

 = Discontinue
  = No Progress
  = Some Progress
  = Considerable Progress
  = Accomplished

Performance Objective 8: 70% of ESL students will pass all 4 levels of the TAKS test.

Summative Evaluation: AEIS Reports, Benchmark results.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All LEP and ESL students will be placed in SIOP trained teachers classes in the 4 core areas.	Steve Fleming, Carol Taylor, Mary Sue Gunn, Josie Gallegos		Skyward Student Schedules				

Performance Objective 9: 100% of Vernon High School ESL students will pass TELPASS.

Summative Evaluation: TELPASS results, PBMAS

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
100% of VHS ELA teachers will be ESL certified.	Steve Fleming		Certification documentation				
ESL students will be pulled from electives and advisory to work on interventions in small group setting.	Steve Fleming, Josie Gallegos		TELPASS data				

Performance Objective 10: 65% of Special Education students in each subject will master the TAKS and TAKS-Alt tests.

Summative Evaluation: TAKS and TAKS-A results.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Identify all Special Education students and the TAKS assessments they will be taking	Steve Fleming, Kori Eaken, Michelle Hodges		students identified and teachers administered appropriate accommodations.				
Departmental PLC meetings will meet weekly to plan for TAKS success.	Steve Fleming, PLC Lead Teachers, Special Education Department		PLC documentation				

Performance Objective 11: Increase the total number of students enrolled in Pre-AP/AP and Dual Credit classes by 5%.

Summative Evaluation: Percentage of students enrolled in Pre-AP/AP courses for the 2010-11 school year.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All Pre-AP and AP teachers will receive proper training in Pre-AP and AP courses	Steve Fleming		Professional Development Certificates for training.				
Vernon High School will hold a Pre-AP/AP, Dual Credit Meeting Night in the spring and invite Vernon College to speak to the parents.	Mary Sue Gunn, Carol Taylorq		Documentation of Parent Night, Sign-in roster.				

Performance Objective 12: Implementation of providing Gifted and Talented students the opportunity to participate in the Texas Performance Standards Project

Summative Evaluation:

Goal 5: Vernon High School will employ measures to close the achievement gap among all student groups.












Performance Objective 1: At least 80% of the Vernon High School senior class will graduate on the Recommended or Distinguished Academic Plan.

Summative Evaluation: AEIS DATA

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All students will be counseled to remain on the recommended or DAP plan if possible	Mary Sue Gunn, Carol Taylor		Percent of students graduating on Recommended or DAP plans will be evident on the AEIS report				










Performance Objective 2: Vernon High School teachers will contact parents of At-Risk students at least twice each six weeks.

Summative Evaluation:

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
100% of teachers will use and maintain a parent contact log as provided by the principal.	Steve Fleming		Parent contact logs, increased classroom performance of At-Risk students.				
All teachers will update their on-line grade books through Skyward weekly.	Steve Fleming		Gradebook checks				
At-Risk PLC team will meet each six weeks to monitor students all around performance in the classroom.	At-Risk PLC Team Leader, Steve Fleming		PLC Team Documentation				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							










Performance Objective 3: The Vernon High School failure rate will be reduced by 10% at each grade level.

Summative Evaluation: Skyward Semester Failure Report

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Academic PLC Teams determine which students are in need to be pulled in and supplied interventions for success.	Steve Fleming, At-Risk PLC Team		Sessions planned and completed showing significant progress in student achievement.				
Continued development and use of Pyramid of Interventions for At-Risk students.	Steve Fleming, At-Risk PLC Team, Campus Improvement Team		Model will be developed and implemented.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 4: The Dropout Rate for Vernon High School will fall below 1%.

Summative Evaluation: AEIS Report

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
The Intervention Team will identify the students that are in danger of dropping out and collaboratively create personal graduation plans and monitor student performance	At-Risk PLC Team, Intervention Team, Mary Sue Gunn, Carol Taylor		Continually monitor and evaluate drop-outs, homeschool, and GED students.				
Vernon High School will continue pregnancy related services to insure that all students that fall in this category graduate.	Mary Sue Gunn, Darla Bain	Local	AEIS reports, Homebound Documentation				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							








Performance Objective 5: 70% of Vernon High School seniors will participate in the SAT or ACT.

Summative Evaluation: AEIS Report and SAT/ACT data.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Junior and Senior level teachers will encourage all juniors and seniors to sign-up for and take either the SAT, ACT or both.	Mary Sue Gunn, Carol Taylor, junior and senior level teachers.		ACT/SAT results.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 6: Math and Science academies will be created to provide all students an alternative learning environment to insure success on TAKS test.

Summative Evaluation: AEIS report, Benchmark Data.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students placed in Math/Science academies will improve performance on benchmarks and TAKS.	Steve Fleming, Math and Science PLC Teams	Local	VHS will see noted improvement on benchmarks and TAKS after implementation of Math/Science Academies.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 7: Vernon High School will increase the number of Hispanic and At-risk students scoring a Commended Performance rating on TAKS by 10%.

Summative Evaluation: AEIS Report

Performance Objective 8: Vernon High School will involve staff in district-wide planning for the continual development of options for students that might fall under 504, ESL, and/or Special Education.

Summative Evaluation:

State Compensatory

Budget for Vernon High School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
6100	6119 Salary Professional	\$223,345.00
6100 Subtotal:		\$223,345.00

Personnel for Vernon High School:

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
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Title I

Schoolwide Program Plan

Vernon High School addresses the needs of all of its students in the school. Vernon High School places a major emphasis on students that are at risk of not performing to the content standards and are members of the population(s) targeted by the schoolwide program. The services of the Vernon High School program include, but are not limited to:

- Counseling, pupil, and mentoring services assigned
- College and career awareness and preparation, such as colleges and career guidance, career and technology education, finance education, innovative teaching strategies which may include the use of applied learning and team-team teaching strategies
- The integration of technology based and vocational education programs.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Vernon High School will use a comprehensive needs assessment of the entire school. This needs assessment will also include the needs of migrant students as defined in Section 1306. The needs assessment will identify the academic achievement levels of all Vernon High School students in relation to state academic content standards.

2: Schoolwide Reform Strategies

Vernon High School will provide all of its students the opportunity to meet and exceed the states proficient and advanced levels of academic standards.

Vernon High School will provide the effective and timely assistance for students who experience difficulty in achieving the proficient or advanced level of the academic content standards. Individual student's difficulties must be identified in a timely manner in order to provide the information needed to base effective assistance to the student.

3: Instruction by highly qualified professional teachers

By June of 2009, all of Vernon High School Teachers and Instructional Aides will meet 100% Highly Qualified Status.

4: High-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, student services personnel, parents, and other staff

Vernon High School will continue to assist teachers, administrators, and paraprofessionals with the opportunity to search and attend high-quality and ongoing professional development. Opportunity will aide all staff to enable all students to meet the state academic content standards in accordance with Section 1119 and subsection 1114(a)(4).

5: Strategies to increase parental involvement

Vernon High School will implement strategies such as awards assemblies, Holiday programs, Meet The Teacher, Parent/Teacher Conferences, re-establishment of the PTO, awards assemblies, calendars, various student organizations to increase and improve parent involvement.

6: Strategies to attract highly qualified teachers

Vernon High school will implement the following strategies to attract and keep highly qualified teachers:

1. Competitive Salaries
2. Mentor Teacher Program
3. Professional Learning Communities
4. Supportive work environment
5. Capturing Kids Hearts

7: Plans for assisting preschool children in the transition from early childhood programs to elementary school programs

Not applicable to Vernon High School.

8: Measures to include teachers in the decisions regarding the use of academic assessments in order to improve the achievement of individual students and the overall instructional program

All teachers at Vernon High School are members of at least one PLC teams. PLC teams utilize benchmark and common assessment data to aide in the establishment and improvement of overall and individual student achievement.

9: Activities to ensure effective timely assistance for students who experience difficulty mastering the proficient or advanced levels of academic achievement standards

Vernon High School uses mandatory tutorials, academic academies, pull-out sessions, and enrichment classes structured to assist all students not performing to academic achievement standards.

10: Coordination and integration of federal, state and local services and programs

Vernon High School coordinates and integrates all required federal, state, and local services. Programs include but are not limited to the following:

- No Child Left Behind
- Violence Prevention Programs
- Suicide Prevention Programs
- Drug Prevention Programs
- Nutrition Programs
- Housing Programs
- Adult Education
- Vocational Education
- Technical Education
- Special Education
- 504 services
- ESL services

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Staff Quality, Recruitment, and Retention	6
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Goal 1: Vernon High School students and staff will demonstrate appropriate behavior including self-discipline, self-respect, and respect of others and authority.	10
Goal 2: Vernon High School will provide a safe and orderly climate where all students can be successful.	15
Goal 3: Parents will be full partners with educators in the education of their children.	22
Goal 4: Vernon High School will implement curriculum as powered by CSCOPE for core areas and additional curriculum that maximizes student performance in all other instructional areas.	25
Goal 5: Vernon High School will employ measures to close the achievement gap among all student groups.	35
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Title I Part C

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Title I-C : Migrant Students

Vernon High School migrant program services will include the areas of focus, instructional interventions appropriate to the grade level and preschool migrant children. Included in the areas of focus will be migrant services coordination with migrant coordinator, identification and recruitment, early childhood education, graduation enhancement, parental involvement, secondary credit exchange and accrual, and utilization of the New Generation System.