

Vernon Independent School District

Vernon Middle School

2009-2010 Campus Improvement Plan

Accountability Rating: Low Performing

[IMAGE]

Mission Statement

Our mission is we believe that all students can learn. In our belief, we will not allow life situations to spell failure for any student. We will engage each student in active learning that will be meaningful to the future of that student, thus enabling that person to develop skills needed to contribute to society.

Vision

Our Vision is to be an exemplary school.

Comprehensive Needs Assessment

Student Achievement

Student Achievement Summary

Vernon Middle School has attained Acceptable status 2 out of the past 3 years. (2007 and 2008) In 2009 the school fell into the Unacceptable status due to Science scores in the 8th grade. In 2009, the student group populations on all tests of all students, Hispanic, White, African American, and EDV were down and average of -6.3%. Science had the largest decline of 13%, while social studies and writing were down 7% overall. The only growth we saw was the EDV grew 2% in math, while the White group remained the same at 0 growth. All other student groups in all subjects showed some form of decline. Since, science was the subject we were unacceptable in we have developed a CIP entirely focused on this subject. Math student groups that are a concern are African American with a 58% pass rate, which is 2% below this years passing standard.

Student Achievement Strengths

Vernon Middle School even though scores are down a little continues to have strengths in Reading, Social Studies, and Writing. All groups were above the recognized status, except African American (acceptable in SS) and EDV (acceptable in writing).

Student Achievement Needs

Science was the area of most concern. Only one student group scored above the passing standard of 55% and that was the white student group. (62%) Areas of need showed to be all objectives and TAKS questions that were instructed in the 6th and 7th grade. Of the 22 questions on the test that tested 6th and 7th objectives only 2 were above a 70% standard. A CIP has been specifically written for science.

Math is the second area of concern. All students declined 3% overall with african american student group at 58%, which was 3% points above the passing standard. All objectives were barely at the 70% student passing, with measurement being the lowest. There was no growth in math last year in any student groups. The african american student group only counts on the school as a whole not by each grade level. The hispanic and EDV student groups are barely above the 70% passing mark and is an issue because of the standards are rising.

The African American student group in social studies is a concern. The group scored a 74% pass rate which is only 4% points above the standard. Again, background knowledge and academic vocabulary are an issue.

All of these areas must improve for our school to be successful.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

As a staff we have 7 new members on our campus this year and 13 new members over two years. Adjusting to the operations of the school for these new members has been relatively smooth. The staff last year worked very hard preparing our students for the state assessments. We struggled as a group to implement new strategies for instruction and aligning our curriculum. We used our common assessments and AESIT to help identify students that were struggling and needed help.

Staff Quality, Recruitment, and Retention Strengths

Vernon Middle Schools staff is very willing to try any initiative that will improve student learning. They are a close net group that gets along and does well working on problems as a group.

Staff Quality, Recruitment, and Retention Needs

VMS first priority of the 2009-2010 is to implement PLC, CSCAPE, and to use formative and summative assessments throughout the year to drive instruction. We will be looking at "Whatever IT Takes" by Richard DuFour during the school year to help implement PLC in our school.

Family and Community Involvement

Family and Community Involvement Summary

Parents are a vital component of our school, but we only have a small nucleus of parents who actively contribute their time to help at school. We have a PTO in name , but not by membership.

Family and Community Involvement Strengths

Parents do participate well by attending programs, supporting activities through fund raisers, and sponsoring two school wide dances.

Family and Community Involvement Needs

We need more parents to join the PTO and become active. This would enable us to have a pool of volunteers and access more help for our students.

Programs

Programs Summary

CSCOPE year at a glance and 5E model lessons will be used to help drive our instructional focus along with common assessments.

MTA and Read/Right will continue to be used as Tier 2 and Tier 3 interventions for struggling readers.

Study Island and success maker will be used as tool for students to use for remediation in all content areas.

Programs Strengths

MTA and Read/Right have provided our struggling reading students with what they need to be successful on the TAKS test.

Programs Needs

To continue the CSCOPE initiative, we will provide time for teachers to collaborate during advisory, common planning times, and early release days. Teachers will have access to region 9 for further training for the implementation of CSCOPE>

Training will be provided for the use of Study Island and lab times will be provided to implement the program.

Technology

Technology Summary

Vernon Middle school offers a Computer Applications class for 7th graders and every teacher must have one lesson per semester that intergrates technology in the lesson.

All teachers have access to 3 labs, have infocus projectors, and elmos in their rooms. New screens were purchased this year and training for Mimmeo boards was offered this summer. Teachers who attended the trainings will recieve a Mimmeo for their classroom.

Technology Strengths

All teachers are implementing a technology intergration lesson per semester.

All three labs are operational and they have printers and infocus for teachers to present lessons.

Technology Needs

We need to develop a plan, so all students are prepared to take the Technology assessment when they are an 8th grader.

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
- Number of students assigned to special programs and their academic achievement
- Drop-out rates
- Attendance data
- Discipline records
- Violence and/or violence prevention 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 leadership and/or department meetings
- Campus faculty meeting discussions
- District committee meeting discussions
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- 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
- Tobacco, alcohol, and other drug-use data
- Special education population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- ELL population, including performance, discipline, attendance and mobility
- Texas STaR Chart

Goals

Goal 1: All instructional personnel will implement the Vernon ISD curriculum as powered by CScope for core areas and TEKS Curriculum Calendars for other instructional areas.







Performance Objective 1: 100% of VMS staff will follow the YAG provided through CScope.






Summative Evaluation: All Vernon middle school students will meet state expectations on all TAKS tests in all student groups.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Evaluate weekly lesson plans to ensure correlation	Kenner and Bateman	SCE teacher FTE 4.0739	Weekly Review and lesson plan log book kept in the office				
Monitor instruction for implementation of TEKS by administration, peers, and district curriculum staff a minimum of 2 times per six weeks.	Kenner, Bateman, teacher peers	Comp Ed FTE 4.0739 Teachers	Presence of walk-through in teacher files. (Eduporia) Paper copies of peer rubrics will be filed in office and used in collaborative meetings.				
Professional development will be provided for all instructional staff on the need and use of the peer evaluation tool.	Ken Kenner Team leaders	State Comp Ed Teacher FTE 4.0739	Peer observation forms will be reviewed and kept on file.				
100% of all core area teachers will attend training on the use of CScope and the 5E model lessons.	Ken Kenner	Comp Ed 4.0739 Teacher FTE Title 1 funds	Copies of certificates from the trainings.				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Performance Objective 2: 100% of staff will use common assessments to evaluate performance indicators.

Summative Evaluation: Students in remediation during advisory will decline and the number passing all common assessments will increase to 75% of students in all student groups.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Each team (grade level) keeps PLC/assessment binders to track student progress and determine advisory time students (intervention students).	Team Leaders/Kenner	Comp Ed 4.0739 teachers 5.5 Aides	Assessment data				
Sufficient time will be provided for collaborative teacher teams to meet to create and review lesson plans, create and review common assessments, analyze student data, and use the information to drive instruction.	Team Leaders/Kenner	Comp Ed 4.0739 teachers 5.5 aides	Meeting minutes and agendas; including attendance and smart goals kept in PLC binder.				

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

Goal 2: All instructional personnel will participate in the implementation of professional learning communities at Vernon Middle School.

Performance Objective 1: 100% of instructional staff and support staff will actively participate in learning teams.

Summative Evaluation: All team members will sign in at the meetings and documentation will be kept in the team leaders folders.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Grade level teams will meet weekly in PLCs to work on remediation objectives, schedules, and enrichment activities.	Ken Kenner Team Leaders	State Comp Ed 4.0739 FTE Teachers 5.5 FTE Aides	Sign-in sheets from meetings, tutoring schedules for advisory, smart goals on objectives.				
Content Area teams will meet once per six weeks for at least 2 hours in PLCs to work on common assessments and student achievement.	Ken Kenner Team Leaders	Stae Comp Ed 4.0739 Teachers 5.50 Aides	Assessment data,				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Goal 3: All instructional staff will encourage all parents to become active participants in the education of their children.









Performance Objective 1: 100% of Vernon Middle School parents will visit, take part in a school function, or be contacted by school personnel by May 2010.

Summative Evaluation: Review of parent logs. (sign-in sheets and phone logs)

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All instructional staff will communicate with parents via e-mails, phone calls, class newsletters, and mail.	Principal Grade level team leaders	State Comp Ed teachers 4.0739 FTE	Teacher Phone logs and Copies of Newsletters.				
Parent/Teacher Conferences (1 per year)	Principal	State Comp Ed teachers 4.0739 aides 5.5 FTE	Parent Sign-in Sheets				
Visd Web-site will provide updated information to parents including calendars and special events.	Ken Kenner Team Leaders	local fund 199	Information on site				
100% of all instructional staff will contact parents of low-performing students at progress report times (3 weeks and 6 weeks) to conference about methods to improve student performance.	Principal Lead teachers	none	student mastery of skills (70%) tutoring attendance increase completion of work				
= Discontinue = No Progress = Some Progress = Considerable Progress = Accomplished							

Performance Objective 2: At least 50% of all parents will participate in a school-wide parental survey in order to provide feedback to the school.












Summative Evaluation: Completed surveys turned in and disaggregated

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
A parent survey will be conducted to find out what opportunities for parental involvement/parent education parents would like for the school.	Ken Kenner	local Fund 199	Survey results, agendas				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 4: A safe and orderly environment will be maintained, supported and continuously improved by Vernon Middle School personnel.














Performance Objective 1: 100% of Vernon Middle School staff will provide a safe, nurturing, and orderly environment for All students each day of the 2009-2010 school year.

Summative Evaluation: Staff, student, and parent surveys

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Safety drills will provide all students and staff a plan and specific practice for any emergency that might occur on our campus	Mark Bateman AP Teachers	none	Safety drills will run smoothly and effectively.				
Security cameras are strategically placed in the building and will be monitored from ISS.	ISS aide Mark Bateman AP	none	Front office will ensure cameras are working properly				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 2: The number of ISS, OSS, and DAEP referrals will be reduced by 15% through teaching appropriate behaviors and the use of a discipline system of two-way communication from the classroom, office, and home.















Summative Evaluation: Discipline reduction will be measured through end -of -the year reports documenting the number of ISS, OSS, DAEP placements.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Monitor and record all office referrals to ensure that communication was made between school and home and all options exhausted prior to ISS, OSS, and DAEP referral.	Mark Bateman	none	PEIMS Discipline data reports and Skyward discipline data reports				
Positive behavior rewards will be used to recognize students who meet school behavior expectations.	Mark Bateman Team leaders	Local funding 199	Six week list of students earning the reward will be kept on file.				
Capturing Kids Hearts strategies will be used in all classrooms.	Mark Bateman AP Teachers	local fund 199	Social contracts posted, teachers greeting students				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 5: All students will participate in physical education program that is sequential, developmentally appropriate, and designed, implemented, and evaluated to enable students to develop the motor, self-management, and other skills.









Performance Objective 1: Students required to take PE classes will experience and participate in activities that will increase their capacity to understand the value of personal fitness and its effects on student achievement.

Summative Evaluation: Student results from physical fitness test will show a 10% improvement each year.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
Students will participate in 225 minutes of moderate to vigorous activity a week.	Mark Batemen AP	Local 199	lesson plans, administration walk throughs				
Students will actively participate in life long sports and games.	Sally Reeves Mark Batemen AP	Local Funds 199	Lesson Plans, Walk throughs				
All students at Vernon Middle school will participate in the state mandated physical fitness test.	Sally Reeves	Local Fund 199	Completed documents on line for stae physical fitness test.				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Performance Objective 2: Vernon Middle school PE and Health teachers will participate in SHAC and use the data to improve the program at Vernon Middle school.















Summative Evaluation: Sign in sheets from meetings

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
All PE teachers will help develop goals to improve student performance on the physical fitness test	Mark Batemen	Local funding	Lesson plans minutes and goals from SHAC meetings				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

Goal 6: All students will participate in activities that provide students with information about higher education choices not limited to admissions, fees, Texas grant program, Teach for Texas, making informed choices on courses to prepare for beyond high school, and sources of information on higher education costs and aid.

Performance Objective 1: Students at Vernon Middle school will participate in activities that will prepare them for after high school education opportunities.

Summative Evaluation: Results from test will be received.

Strategy Description	Staff Responsible for Monitoring	Funding Sources & FTEs	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	Jun
100% of all eighth graders will be administered the Explore test.	Pam McSpadden	Local 199	Test results				
100% of all eighth graders will participate in Texprep Career safari.	Pam McSpadden	Local 199 fund	Information sheet on jobs and careers demonstrated at Career Safari.				
Students at Vernon Middle school will participate in the P16 council activities at MSU.	Ken Kenner	Local 199	Flyer student evaluations				
 = Discontinue  = No Progress  = Some Progress  = Considerable Progress  = Accomplished							

State Compensatory

Budget for Vernon Middle School:

<u>Account Code</u>	<u>Account Title</u>	<u>Budget</u>
6100 Payroll Costs		
199.11.6117.00.041.0.23.000	6119 Salary Professional	\$1,421,484.00
199.11.6125.00.041.0.30.000	6129 Paraprofessional	\$108,569.00
6100 Subtotal:		\$1,530,053.00

Personnel for Vernon Middle School:

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

Schoolwide Program Plan

Vernon Middle School uses SCE monies to support all components of Title 1. SCE monies (\$311,890 , 4.0739 teacher FTEs, and 5.5 aide FTEs) are used for personnel that work directly with struggling / at-risk learners and to upgrade the entire education program on our campus. Title 1, Part A funds are used to upgrade the entire educational program at Vernon Middle school.

Ten Schoolwide Components

1: Comprehensive Needs Assessment

Vernon Middle School does complete a comprehensive needs assessment each year.

2: Schoolwide Reform Strategies

At Vernon Middle School, we have implemented some major changes that we believe will assure student success for all. By using common assessments we are progress monitoring all of our students every three weeks. Students not meeting expectation are identified in grade level PLC's and provided small group instruction or remediation based on their needs. Teachers are given time to discuss and develop lesson plans, instructional strategies, and make common assessments using our new viable and guaranteed curriculum. All Vernon Middle school teachers must use this curriculum down to the YAG, except science. Science is implementing the 5E model lessons and has been to training to do this.

All of this is being closely monitored by administration with walk throughs, lesson plans, copies of assessments, and documented staff development.

3: Instruction by highly qualified professional teachers

All staff (certified and paraprofessional) at Vernon Middle School except one is highly Qualified. A CIP has been developed and put in place for this one teacher.

75% of all core teachers are SIOP trained and 7 teachers have completed ESL certification requirements. The rest of the teachers have been through the TALA program offered at Region 9.

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

Title 1 funds will be used to provide teachers with professional staff development base off our campus improvement paln. This will be provided for 100% of all Middle school staff.

5: Strategies to increase parental involvement

Vernon Middle school is making a push to involve more of our students parents in their education. We continue our goal of getting more parents involved in the PTO with bi-monthly meetings announced with letters home, newspaper, and a campus calendar. Parent conference nights, band and choir concerts, and PTO meeting will be used to inform parents on what is happening at school. Struggling students parents will be contacted by phone, e-mail, or letter to help parents understanding where their student is struggling.

6: Strategies to attract highly qualified teachers

Vernon ISD uses the Region 9 application system to located highly qualified applicants for open teacher positions.

Vernon ISD provides a new teacher orientation and training at the beginning of each year with followup meetings spread out through the year.

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

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

Our Professional learning communities will make decisions regarding the use of academic assessments in order to improve the achievement of individual students. Each content area PLC will develop 3- week and 6- week common assessments in all four core areas. Teachers will use the data from these assessments to plan for student learning.

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

Following our districts curriculum (Cscope) we are administering common assessment every three weeks to provide timely remediation or retaching trouble areas. We are scoring and desegrating the data by using AESIT. We are able to identify student needs and weak areas in our instruction from this information rich data. This determines what intervention that will be used. TEIR 2 8:1 ratio 30 min. 4 days a week. Teir 3 4:1 ratio 30 min. 4 days a week.

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

We have coordinated and integrated our federal, stae, and local services and programs to meet all student needs. Personnel compensated by Title 1 and SCE funds are provideing small group instruction during advisory time to students in need. The teachers work with all student 6-8 and provide the students with TEIR 2 and TEIR 3 interventions.

2009-2010 Campus Improvement Committee

Committee Role	Name	Position	Signature
Administrator	Ken Kenner	Principal	
Classroom Teacher	Shannon Parum	Read/Right	
Classroom Teacher	Linda Borchardt	Math teacher	
Classroom Teacher	Jennifer Castleberry	Science	
Classroom Teacher	Diane Koch	Fine Arts	
Classroom Teacher	Sara McDuff	Language arts	
Classroom Teacher	Nita Hamilton	Technology	
District-level Professional	Mona Pelkey	Math/Science Specialist	
Non-classroom Professional	Pam McSpadden	Counselor	
Paraprofessional	Peggy Case	Paraprofessional	
Parent	Lisa Puckett	Parent	

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Title I Part C

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Title I-C : Migrant Students

Vernon Middle 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.