

VERNON HIGH SCHOOL

Campus Improvement Plan

2018/2019

Proud To Be A Lion

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VERNON HIGH SCHOOL

Mission

Vernon High School will provide a safe learning environment with innovative, quality educational opportunities for all students to be empowered to prepare themselves for future endeavors in academic, vocational, and extra-curricular activities, while ensuring the highest standards and embracing small community values.

Vision

Vernon High School strives to engage students in a rigorous and culturally rich academic experience thereby empowering them to become global citizens.

Nondiscrimination Notice

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Comprehensive Needs Assessment Data Documentation

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

1. Campus Goals
2. AEIS Data Past Years
3. AYP Data
4. PBMAS Data
5. Professional Learning Communities Feedback
6. Site-Based Decision Making Committee Feedback
7. Benchmark Data
8. Student and Parent Surveys
9. Prior Years Campus and District Improvement Plans
10. Special Education population, including performance, discipline, and attendance
11. At-Risk population, including performance, discipline, and attendance
12. Dual Credit and Advanced Placement Student Enrollment
13. Student ACT/SAT testing results
14. Classroom Walkthrough/Observational Data
15. Professional Development Data
16. Resource Allocation Data
17. Texas STAAR Test Results
18. TELPAS Test Results
19. State and federal planning requirements
20. Texas Education Agency System Safeguards
21. Texas Education Agency Accountability Summary
22. Skyward Discipline Data

CNA

Demographics

In reviewing the demographic review of Vernon High School the data shows that our teacher student ratios are lower than the state average in the core areas. In addition, there was an increase in the number of students enrolled in Dual Credit and Advanced Placement courses.

Moving forward we will continue to work on a comprehensive attendance plan to address the needs of the students, specifically those students who have excessive absences. Also, we will work as a campus to assess the needs of the growing migrant population.

Student Achievement

A review of the student achievement data showed that Vernon High School met standard.

There is a continued need to address student needs in the areas of writing, as well as level 3 achievement in all tested subjects. Along with this comes a need to continue monitoring those students on the bubble who could be provided additional support in an effort to get those students to the level 3 achievement standard. In support of this we will continue the instructional model and support systems in place by using the Fundamental 5 program as well as Marzano's High Reliability Schools system and AVID.

School Culture & Climate

The campus reviewed information gathered from students that showed a significant student participation in extra curricular programs. There are several school based programs that also encourage and require community service.

Moving forward we will monitor student behavior incidents and implement a progressive discipline approach that attempts to minimize the loss of instructional time. We will look at Restorative Discipline as a possible program to assist with this goal. We will also investigate ways we can increase the opportunities we have to meet with the parents of at risk students as well as document the contacts we are able to make with parents. Based on the student discipline data we will investigate the feasibility of a school resource officer.

Staff Quality, Recruitment, and Retention

The administration at Vernon High School continues to work closely with district personnel to ensure the status of all teachers. The district provides a New Teacher Academy for first-year teachers, and the campus provides a mentor for all teachers new to the campus, regardless of their teaching experience. When teachers do leave the campus it is largely due to advancement in other districts or a teacher reaching the time for retirement.

As a leadership team, in conjunction with district staff we have reached out to establish meaningful relationships with local college education departments in an effort to help recruit highly qualified applicants when openings do occur. The campus administration continues to monitor staff morale and work to develop ways to support the faculty and staff in an effort to help maintain consistent staff. In addition, the campus and district will be implementing meaningful ongoing professional development to improve the quality of instruction through systems such as Fundamental 5, AVID, and Marzano's High Reliability Schools.

Curriculum, Instruction, and Assessment

Vernon High School continues to utilize the TEKS Resource System's scope and sequence to provide a consistent model for pacing and as a means of ensuring all TEKS are covered in preparation for the state assessment. In addition, it has provided a means to utilize frequent formative assessments and make instructional decisions based

on the data they provide.

Vernon High School still struggles with academic writing, vocabulary, and reading. To that end grade level and content teams have been created to review data on a frequent basis to address student needs. All teachers have received training on instructional practices in the classroom including AVID strategies and the Fundamental 5 model.

DMAC is used to develop frequent formative assessments in order to collect data on student achievement and create useful instruction for students in all core content areas. Grade level and content teams review the data and make informed decisions based on the data to impact instruction to address the identified needs of the students, and monitor student progress. This includes enrichment and tutorial opportunities for students which occur before, during, and after school.

An advisory period has been added to address the need of access to the curriculum and tutorials during the school day. This period will also address the needs of our Dual Credit, AP and Pre-AP students.

School Context and Organization

At Vernon High School the campus administration is available and in support of all grade levels and programs. The campus uses collaborative teams, to which teachers are elected by their peers to campus and district level committees. These collaborative teams meet on a regular basis and have representatives that serve on the Campus Improvement Team. In addition, through the Site-Based Decision Making Committee and Department Chairs, pertinent information is effectively disseminated to those on a need-to-know basis.

Technology

Vernon High School continues to implement a Bring Your Own Device policy to positively impact instruction and enhance formative assessments in all instructional areas.

Programs

Credit Recovery/A+ Computer Program: provides students who are behind on credits with the opportunity to accelerate their education.

Pregnancy Related Services are provided to all VHS students in need in order to assist them with academic and emotional support to ensure that they graduate.

Vernon High School provides many different extracurricular opportunities, which offer extension and GT activities for students

Career and Technical Education (CTE) provides hands-on, technology driven, practical application instruction

Career Prep Program

AVID College Readiness System

Dual Credit

Pre-AP and Honors Courses

Nursing Program

Vernon High School Nursing/Health Careers provides students with a foundation to further their education in a health career field after high school. Sophomore year students are taught the basics about a wide variety of medical careers including amount of education and possible salary. Junior year, the students take classes to obtain their certification as a nursing assistant. Senior year students take four classes counted towards LVN school at Vernon College.

Welding Program

Vernon High School Welding students are provided a coherent sequence of courses that could result in the student receiving a welding certificate. The program allows students to earn college credit through Vernon College.

VERNON HIGH SCHOOL

Goal 1. Vernon High School will promote high levels of learning for all students by delivering rigorous curriculum and instruction using effective teaching strategies designed to engage learners in meaningful and relevant experiences.

Objective 1. 100% of all instructional staff and support staff will actively participate using a team approach in content-specific and interdisciplinary professional learning communities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All teachers via grade level and content teams will collaborate on a 3 week basis to work on evaluating data; remediation objectives; plan accelerated tutoring; setting a tiered intervention schedule; and plan class activities to address the needs of our sub pops, specifically in the areas of English Language Arts and Math. (Title I SW: 2,3,4,9) (Title I TA: 1,2,3,4,6) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal(s), Campus leadership teams, Core Subject Teachers, Department Heads, Principal, Teacher(s)	weekly	(O)Local Districts, (S)State Compensatory	Summative - PLC meeting documentation; common assessments; EOC scores, DMAC data.
2. All teachers via grade level and content teams will plan instructional strategies to be utilized during class time to challenge and extend learning to meet the needs of our gifted and talented, Pre-Ap and AP students. (Title I SW: 3) (Title I TA: 2,3,5,8) (Target Group: All, GT) (Strategic Priorities: 3) (CSFs: 1,2)	Assistant Principal(s), Campus leadership teams, Core Subject Teachers, Department Heads, Principal, Professional Learning Communities, Teacher(s)	ongoing	(O)Collaborative Planning Time, (O)Teacher Knowledge/Training, (O)Time, (S)Local Funds	Summative - EOC scores, AP Test Scores, Number of students enrolled in dual credit courses.

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Goal 1. Vernon High School will promote high levels of learning for all students by delivering rigorous curriculum and instruction using effective teaching strategies designed to engage learners in meaningful and relevant experiences.

Objective 2. 100% of content-specific and interdisciplinary learning teams will use student data, student and teacher feedback to develop, provide, and participate in high quality professional development that leads to student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. HRS Leadership team will work with classroom teachers to implement effective instructional strategies. (Title I SW: 2,3,4,5,8) (Title I TA: 2,3,5,6) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal(s), Campus leadership teams, Principal	Ongoing	(O)Local Districts, (S)State Compensatory	Summative - Formative & summative evaluations, Local and State Assessment scores.
2. 100% of Vernon High School instructors will implement Fundamental 5 strategies to ensure quality instruction instruction for all students. (Title I SW: 1,3,4,9) (Target Group: All)	Assistant Principal(s), Department Heads, Principal, Students, Teacher(s)	Ongoing	(O)Local Districts, (S)State Compensatory	Summative - Formative and Summative evaluations, Power Walks
3. Vernon High School teachers will be provided professional development in effective writing. The ABYDOS writing strategies and The Write 4 Texas program will be utilized by ELA teachers. AVID strategies will be utilized by all teachers. (Title I SW: 1,3,4,6,9,10) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,4,6,7)	Assistant Principal(s), Principal, Teacher(s)	ongoing	(O)Local Districts, (S)Local Funds, (S)State Compensatory	Summative - Local and state assessment data, Walk through data
4. Vernon High School ELA and Math Departments will develop and utilize proficiency scales to measure student progress. (Title I SW: 2,3,4,8) (Title I TA: 1,2,3,5,6) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal(s), Department Heads, Principal, Teacher(s)	ongoing	(O)Collaborative Planning Time, (O)Teacher Knowledge/Training, (O)TEKS Resource System, (S)State Assessments, (S)State Curriculum , (S)Texas Essential Knowledge and Skills	Summative - Student progress measured by poficiency scales, assessments, state assessments, and progress reports.
5. 100% of Vernon High School instructors will direct teach academic vocabulary in their content area. (Title I SW: 1,3,4) (Title I TA: 1,2,3,4,5,6)	Assistant Principal(s), Campus leadership teams, Core Subject Teachers, Department Heads, Teacher(s)	ongoing	(O)Collaborative Planning Time, (O)Teacher Knowledge/Training, (O)TEKS Resource System, (O)Time, (S)State Curriculum , (S)Texas Essential Knowledge and Skills	Summative - Lesson plans, walk throughs, assessemnts

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Goal 1. Vernon High School will promote high levels of learning for all students by delivering rigorous curriculum and instruction using effective teaching strategies designed to engage learners in meaningful and relevant experiences.

Objective 3. 100% of instructional staff will utilize research based teaching strategies to provide classroom instruction.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will utilize Cornell Notes during instruction to increase student understanding and retention of curriculum. (Title I TA: 1,3) (Target Group: All) (Strategic Priorities: 2,3,4) (CSFs: 1,4)	Assistant Principal(s), Campus leadership teams, Department Heads, Principal, Students, Teacher(s)	daily	(O)Teacher Knowledge/Training, (S)State Curriculum , (S)Texas Essential Knowledge and Skills	Summative - assessments, binder checks, walk throughs

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Goal 1. Vernon High School will promote high levels of learning for all students by delivering rigorous curriculum and instruction using effective teaching strategies designed to engage learners in meaningful and relevant experiences.

Objective 4. All students EOC standardized test scores will increase by 5% in English I, English II, and Algebra I.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. WICOR and AVID strategies will be utilized in the ELA and Math classes. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2,4)	Assistant Principal(s), Department Heads, Principal, Professional Learning Communities, Teacher(s)	Ongoing	(O)Collaborative Planning Time, (O)DMAC Reports, (O)Teacher Knowledge/Training, (O)TEKS Resource System, (O)Time, (S)Instructional Materials Allotment, (S)State Assessments, (S)State Curriculum, (S)Texas Essential Knowledge and Skills	Summative - Formative Assessments End of Course Scores Walk Throughs PowerWalks Lesson Plans
2. Formative Assessment Data will be reviewed and analyzed every 3 weeks for progress monitoring. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Department Heads, Principal, Teacher(s)	ongoing	(O)Collaborative Planning Time, (O)DMAC Reports, (O)Time	Summative - Data Analysis Documents Minutes from PLC & Department Meetings Formative Assessments End of Course Scores
3. Staff members trained in ASOT & AVID strategies. (Title I SW: 4) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1)	Assistant Principal(s), AVID Site Team, High Reliability School Leadership Team, HRS ASOT team, Principal	ongoing	(O)Collaborative Planning Time, (O)Teacher Knowledge/Training, (O)Time	Summative - Professional Development Certificates Leadership Team Agendas Meeting Minutes

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Goal 2. Vernon High School will provide a safe and orderly environment through consistent discipline procedures and positive behavior supports.

Objective 1. Teachers will report a 5% increase in the satisfaction with work at the campus due to support of campus administration and increased student success.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teen Leadership – a course that teaches character development and giving back to the community (Title I SW: 2) (Target Group: All) (CSFs: 6)	Teacher(s)	Daily	(O)Local Districts, (S)State Compensatory	Summative - student feedback staff feedback
2. Assembly on Veterans Day to honor those who have served (Target Group: All) (CSFs: 6)	Campus Personnel, Teacher(s)	Veterans Day	(O)Local Districts, (S)State Compensatory	Summative - community, faculty, & student feedback
3. Red Ribbon Week activities to bring awareness to drug and alcohol use and abuse. (Target Group: All) (CSFs: 6)	Campus Personnel, Teacher(s)	week of October 23	(O)Local Districts, (S)State Compensatory	Summative - community, faculty, & student feedback.
4. Extracurricular organizations provide development of leadership and character education. (Target Group: All) (CSFs: 1,5,6)	Campus Personnel, Parent Volunteers, Teacher(s)	ongoing	(O)Local Districts, (S)State Compensatory	Summative - community, faculty, & student feedback
5. Vernon High School will have a 5% decrease in office referrals through consistent discipline. (Title I SW: 1,2,4,6) (Target Group: All) (CSFs: 1,2,3,4,5,6)	Assistant Principal(s), Principal, Students, Teacher(s)	May 2017	(O)DMAC Reports, (O)Surveys, (O)Teacher Knowledge/Training, (S)Local Funds	Summative - Disaggregation of office referral data.
6. Academic Assemblies to recognize student academic achievement (Title I SW: 1,6) (Target Group: All) (CSFs: 5,6)	Assistant Principal(s), Campus leadership teams, Campus Personnel, Principal, Students, Teacher(s)	ongoing	(O)Time, (S)Local Funds	Summative - Survey data
7. Communicate the need for a school resource officer to the community and district. (Title I SW: 1,2) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,5,6)	Assistant Principal(s), Campus leadership teams, Principal, Teacher(s)	ongoing		Summative - Hiring of a school resource officer

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Goal 2. Vernon High School will provide a safe and orderly environment through consistent discipline procedures and positive behavior supports.

Objective 2. Student and parent surveys will indicate that Vernon High School is a safe and collaborative school.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Survey addressing school climate will be conducted once per semester. (Title I SW: 2,6) (Title I TA: 7) (Target Group: All) (Strategic Priorities: 4) (CSFs: 6)	Assistant Principal(s), Parent/Guardian, Principal, Students, Teacher(s)	Once per semester	(O)Surveys, (O)Technology Equipment, (O)Time	Summative - Survey Results

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Goal 3. Vernon High School will encourage student attendance through effective communication with students, parents and/or guardians.

Objective 1. Attendance rate will increase by 2% when compared to prior year data.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Counselors will meet with students and parents when student exceeds the 90% attendance rule. (Title I SW: 1,2,6,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4,5,6)	Assistant Principal(s), Counselor(s), Parent/Guardian, Principal, Students, Teacher(s)	ongoing	(O)Local Districts, (S)State Compensatory	Summative - attendance record, counselor notes, parent feedback.
2. Assistant principal will monitor attendance, initiate truancy prevention measures and make home visits when students are not in compliance with Texas Education Code. (Title I SW: 1,10) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4,6)	Assistant Principal(s), Counselor(s)	ongoing	(O)Local Districts, (S)State Compensatory	Summative - Skyward Attendance Data, Truancy Prevention Measures
3. Attendance clerk will contact parent/guardian when student is absent and no contact has been made by parent/guardian. (Title I TA: 1,7,8) (Target Group: All) (Strategic Priorities: 4) (CSFs: 1,4,5,6)	Assistant Principal(s), Campus Personnel, Principal	Daily	(O)Time	Summative - Parent contact log, Skyward attendance report

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Goal 4. Vernon High School will develop and implement a truancy prevention plan designed to address attendance concerns and improve attendance.

Objective 1. Students will follow truancy prevention measures developed by the school to address attendance concerns pursuant to HB 2398.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Implementation Of Truancy Prevention Measures. (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 4) (CSFs: 1,5,6)	Assistant Principal(s), Counselor(s), Principal, Social Worker, Teacher(s)	Weekly	(S)State Compensatory	Summative - Attendance rates, improved state testing scores

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VERNON HIGH SCHOOL Site Base

Name	Position
No rows defined.	

Resources

Resource	Source
No rows defined.	

Comprehensive Needs Assessment

Strategic Priorities

Priority 1. Recruit, support, and retain teachers and principals

Priority 2. Build a foundation of reading and math

Priority 3. Connect high school to career and college

Priority 4. Improving low-performing schools

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