

VERNON ISD

District Improvement Plan

2018/2019

Home of the Lions

Reviewed Date: October 09, 2018

Approved Date: October 15, 2018

Jeff Byrd, Superintendent
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VERNON ISD

Mission

Vernon Independent School District is committed to the development of a school system in which all students can learn in a safe and orderly climate and one which all stakeholders can be proud of.

We will be an exemplary education community respecting and valuing students, parents, community members, and district employees. Our students will understand that responsibilities accompany the privileges of citizenship and will have the foundation to be successful in their chosen endeavors.

Vision

Vernon Independent School District will provide a safe, supportive, and positive learning environment for students. VISD will promote student academic achievement and socio-emotional growth. VISD will provide a rigorous curriculum, high standards, research-based interventions and strategies to create life-long learners that are equipped to become contributing members of a diverse global society.

Nondiscrimination Notice

VERNON ISD does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

VERNON ISD Site Base

Name	Position
Appel, Dr. Hope	Assistant Superintendent
Boswell, Blaise	Principal Middle School
Brown, Amanda	Teacher
Buesing, Kim	Counselor
Byrd, Jeff	Superintendent
Byrd, Marlo	District Testing Coordinator
Collier, Rita	District Administrator
Connley, Lindsey	Parent
Crabb, Larry	Teacher
Cummings, Tommy	Principal High School
Delagarza, Michelle	Non-Teaching Professional
Disckson, Jeri	Teacher
Gollihare, Kayla	Teacher
Gravitt, Shannon	Teacher
Hawkins, Carrie	Parent
Hernandez, Sarah	Business member
Hunter, Kacy	Principal Central
Knight, Leslie	Teacher
Martinez, Ashley	Teacher
Mayo, Randilyn	Teacher
Mccellen, Kathy	Community Representative
Merrell, Stefanie	Principal Shive
Miller, Jessica	Teacher
Milligan, Elizabeth	Teacher
Mills, Scott	McCord Principal
Newell, Marion	Teacher
Ochoa, Ashleigh	Non-teaching Professional
Sneed, April	Parent
Sweet, Chantilly	Teacher

VERNON ISD Site Base

Name	Position
Young, Jennifer	Counselor

Vernon ISD Goals 2017-2018

1. Vernon ISD will increase ALL students by 7% on Reading STAAR and EOC ELA and 5% on Math STAAR and EOC Algebra I for Approaching, Meets and Masters scores through effective research based instructional strategies, differentiation, and data analysis. There will be a 7% increase by Economically disadvantaged, 3% increase by ELL, and 2% increase by students with special need in Reading. There will be a 7% increase by Economically disadvantaged, 3% increase by ELL, and 2% increase by students with special need in Math.
2. Vernon ISD will decrease discipline placements for in-school suspension by 5% and disciplinary alternative education placement by 5% through data analysis and implementation of character education and relationship building programs. There will be a 5% decrease in ISS, OSS and DAEP placements for students with special needs and African Americans.

District Resources

Resource	Source
Erate	Federal
IDEA funds	Federal
Rural and Low Income Grant	Federal
Title I	Federal
Title IIA Principal and Teacher Improvement	Federal
Title III Bilingual / ESL	Federal
Age-appropriate Character Education Information	Local
Teacher Summary Reports	Local
Appropriate adolescent behaviors information	Other
Behavioral procedures	Other
Collaborative Planning Time	Other
DMAC Reports	Other
Focus Groups	Other
Local Districts	Other
Paraprofessionals	Other
Surveys	Other
Teacher Knowledge/Training	Other
Teacher Permanent Records	Other
Technology Equipment	Other
TEKS Resource System	Other
Time	Other
Instructional Materials Allotment	State
Local Funds	State
Optional Extended Year Funding	State
State Assessments	State
State Compensatory	State
State Curriculum	State
Texas Essential Knowledge and Skills	State

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

Critical Success Factors

- 1 - Improve Academic Performance
- 2 - Increase the Use of Quality Data to Drive Instruction
- 3 - Increase Leadership Effectiveness
- 4 - Increased Learning Time
- 5 - Increase Family and Community Engagement
- 6 - Improve School Climate
- 7 - Increase Teacher Quality

Title I Schoolwide 10 Components

1. Comprehensive Needs Assessment
2. Schoolwide Reform Strategies
3. Instruction by Highly Qualified Teachers
4. High quality professional development to help students achieve state standards
5. Strategies to attract Highly Qualified teachers to high needs schools
6. Parent Involvement strategies
7. Transition to preschool to early childhood to elementary programs
8. Including teachers in decision regarding use of assessments
9. Coordination and integration of federal, state, and local programs
10. Effective and timely assistance to students experiencing difficulty

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Objective 1. Vernon ISD will implement comprehensive reading and math program at all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All elementary campuses will have a team for Balanced Literacy. Team members will provide the PLC's at their home campus Balanced Literacy training and updates. (Title I SW: 1,3,4,9,10) (Target Group: K, 1st, 2nd, 3rd, 4th, 5th) (Strategic Priorities: 1,2,4) (CSFs: 1,2,4,6,7)	Assistant Superintendent(s), Campus leadership teams, Principal	May 2019	(F)Rural and Low Income Grant, (F)Title I, (O)Local Districts	Summative - PLC Agendas Professional Development Records Running Records of Balanced Literacy
2. District will provide professional development with ESC 9 for Balanced Literacy for all elementary campuses. (Title I SW: 1,2,3,4,5,7,8,9,10) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (Strategic Priorities: 1,2,4) (CSFs: 1,4,6,7)	Assistant Superintendent(s), Principal	2018-2019 school year	(F)Title I, (O)Collaborative Planning Time, (O)Time, (S)Local Funds	Summative - Professional development log Plans of Action created by each campus
3. Reading and math scores for pre-kindergarten through second grade will be analyzed for RtI and growth twice per grading period. Grades 3-12 will use common formative assessment in all core curriculum areas. (Title I SW: 1,3,5,7,8) (Target Group: PRE K, K, 1st, 2nd) (Strategic Priorities: 2,4) (CSFs: 1,2,4,6)	Principal, Teacher(s)	2018-2019	(O)DMAC Reports, (O)TEKS Resource System, (O)Time	Summative - Scores from eCircle for PK Scores from STAR Early Literacy for K-1 iStation data for 1st-2nd Running Records for K-2nd RtI students RtI PLC for McCord Common formative assessments for 3rd -12th Benchmark data for 3rd-12th
4. Reading and math interventionist will be provided for grades pk-5th for students in need of Tier 2 and 3 instruction. (Title I SW: 1,3,9) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (Strategic Priorities: 2) (CSFs: 1,2,4)	Principal	2018-2019 school year	(F)Rural and Low Income Grant, (F)Title I, (S)Local Funds	Summative - RTI data for Tier 2 and 3 instruction Benchmark data Common formative assessments

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
5. Remedial and accelerated courses will be provided to students who do not meet the "Approaches" level on the STARR or EOC. Summer school with certified teachers, paraprofessionals, and supplies will be offered for students in grades 5th and 8th for reading and math and for EOC students who did not meet the "Approaches" level for the first or second administration of the state achievement test. (Title I SW: 1,3,9) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4)	Assistant Principal(s), Core Subject Teachers, Principal, Special Ed Teachers, Student Support Team (Rtl), Teacher(s)	2018-2019	(F)Rural and Low Income Grant, (F)Title I, (O)DMAC Reports, (S)Local Funds, (S)State Compensatory, (S)Texas Essential Knowledge and Skills	Summative - RTI data from common formative assessments Benchmarks STAAR and EOC data
6. Certified paraprofessionals will be provided to all campuses to assist students in the classroom under the direction of a certified teacher. (Title I SW: 1,9,10) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,4)	Assistant Principal(s), Principal, Superintendent(s), Teacher(s)	2018-2019	(O)Collaborative Planning Time, (O)Paraprofessionals, (S)Local Funds, (S)State Curriculum	Summative - Benchmarks common formative assessments
7. Special education teachers, diagnosticians, and the case management clerk will provide services to students with special needs at all campuses. (Title I SW: 1,8,9,10) (Target Group: All) (Strategic Priorities: 2) (CSFs: 1,2,4)	Assistant Principal(s), Diagnosticians, Special Ed Teachers, Support personnel	2018-2019	(F)IDEA funds, (O)DMAC Reports, (S)Local Funds	Summative - IEP implementation Case loads

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Objective 2. Vernon ISD will support the High Reliability Schools model for Level 2: Effective Teaching in Every Classroom.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teacher Leadership Teams will receive five days of professional development at ESC 9 to effectively lead the campus through Effective Teaching in Every Classroom expectations. (Title I SW: 1,2,4,5,8,9,10) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,6,7)	Assistant Superintendent(s), Campus leadership teams, Principal	May 2019	(F)Rural and Low Income Grant, (F)Title I, (O)Local Districts	Summative - Professional development certificates Leadership Team agendas, sign-in sheets, and minutes Artifacts for Level 2 certification
2. Teacher Teams will receive six days of Arts and Science of Teaching professional development at ESC 9 to effectively lead the campus through Effective Teaching in Every Classroom expectations. (Title I SW: 1,2,4,5,8,9,10) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal(s), Assistant Superintendent(s), Campus leadership teams, Principal	May 2019	(F)Rural and Low Income Grant, (F)Title I, (O)Local Districts	Summative - Professional Development Certificates ASOT strategies on PLC agendas Use of Effective Strategies (critical writing and student purposeful talk) on PowerWalks data
3. ALL teachers and paraprofessionals will receive and implement local professional development in effective teaching strategies based on Arts and Science of Teaching. (Title I SW: 1,2,3,4,5,7,8,9,10) (Target Group: All) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,4,6,7)	Assistant Principal(s), Assistant Superintendent(s), Campus leadership teams, Department Heads, Principal	May 2019	(F)Rural and Low Income Grant, (F)Title I, (O)Surveys, (O)TEKS Resource System, (O)Time, (S)Local Funds	Summative - Local professional development log PLC agendas PowerWalks data

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Objective 3. Vernon ISD will support AVID in the secondary campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 100% of secondary students will receive AVID school wide model implementation through WICOR strategies, Cornell notes, use of COSTA's questions levels, and the use of binders. (Title I SW: 1,2,3,6,9,10) (Target Group: 9th, 10th, 11th, 12th, 6th, 7th , 8th) (Strategic Priorities: 1,2,3,4) (CSFs: 1,3,4,5,6,7)	Assistant Principal(s), Assistant Superintendent(s), AVID Coordinator/Elective Teacher, AVID Site Team, Principal, Superintendent(s)	2018-2019	(F)Rural and Low Income Grant, (F)Title I, (L)Teacher Summary Reports, (O)Surveys, (O)Time, (S)Local Funds	Summative - Surveys and AVID reports will determine effectiveness of program.
2. 25% of Secondary teachers will be able to attend the professional development at AVID Summer Institute or Path trainings to assist in knowledge of AVID strategies for effective teaching. (Title I SW: 1,2,3,4,5,8,9) (Target Group: 9th, 10th, 11th, 12th, 6th, 7th , 8th) (Strategic Priorities: 1,2,3,4) (CSFs: 1,2,3,4,5,6,7)	Assistant Principal(s), Assistant Superintendent(s), AVID Coordinator/Elective Teacher, AVID Site Team, Principal, Superintendent(s), Teacher(s)	2018-2019 school years	(F)Rural and Low Income Grant, (L)Teacher Summary Reports, (O)Surveys, (O)Time, (S)Local Funds	Summative - Professional development logs from AVID will be used.
3. 100% of parents will be invited to attend Parental Involvement activities and meetings for AVID. Meetings will be posted on social media, campus and district websites, Remind 101, eNotes, and by email. (Title I SW: 6) (Target Group: 9th, 10th, 11th, 12th, 6th, 7th , 8th) (Strategic Priorities: 3) (CSFs: 5,6)	Assistant Principal(s), AVID Coordinator/Elective Teacher, AVID Site Team, Principal	2018-2019 school year	(O)Technology Equipment, (O)Time	Summative - Sign in sheets Agendas Minutes copies of communications

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Objective 4. Vernon ISD will support the English Language Learner Cohorts and ELPS strategies.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sentence stems and frames will be implemented by 100% of teachers of ELL students. (Title I SW: 1,3,9) (Target Group: ESL, LEP) (Strategic Priorities: 1,2,4) (CSFs: 1,2,4,6)	Assistant Principal(s), Principal, Teacher(s)	2018-2019 school year	(O)Time	Summative - Lesson plans; visual cues in the classroom; student work
2. Certified ESL teachers will be provided at the PK-12th grade campuses in ELA and Reading for all ELL students. (Title I SW: 1,3,9) (Target Group: ESL) (Strategic Priorities: 1,2) (CSFs: 1,2,4,6,7)	Assistant Principal(s), Core Subject Teachers, Principal, Superintendent(s)	2018-2019	(F)Title I, (F)Title III Bilingual / ESL, (S)Local Funds	Summative - Online IPT Oral test TELPAS Certifications ESSA Highly Certified report
3. ELL Summer School for PK, K, and retained 1st graders will be 120 hours of math and reading instruction by certified ESL teachers. Materials and supplies will be provided. ELL students in the 1st-12th grade will be offered summer school in reading and math instruction by certified ESL teachers. Students who will be served are refugee students and those who have been in US schools for 0-5 years. (Title I SW: 1,3,9,10) (Target Group: ESL) (Strategic Priorities: 1,2) (CSFs: 1,2,4,5)	Assistant Principal(s), Assistant Superintendent(s), Core Subject Teachers, Principal, Support personnel	June 2019	(F)Title I, (S)Local Funds, (S)State Compensatory	Summative - Lesson plans Number of students served

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Objective 5. Vernon ISD will support Capturing Kids Hearts and/or Restorative Discipline at all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 100% of the Middle School teachers and 100% of core content teachers at Shive Elementary will receive the Capturing Kids 'Hearts Implementation training. (Title I SW: 1,2,4) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,3,6)	Assistant Principal(s), Assistant Superintendent(s), Campus leadership teams, Counselor(s), Principal, Superintendent(s), Teacher(s), Technology Coordinator	May 2019	(F)Rural and Low Income Grant, (O)Behavioral procedures, (O)Teacher Knowledge/Training, (O)Time, (S)Local Funds	Summative - Sign in sheet
2. 10% decrease in discipline referrals at Shive Elementary and Vernon Middle School by implementing Capturing Kids' Hearts. (Title I SW: 1,2,6,9) (Target Group: 4th, 5th, 6th, 7th, 8th) (Strategic Priorities: 1,4) (CSFs: 3,4,5,6)	Assistant Principal(s), Principal, Students, Teacher(s)	2018-2019 school year	(O)Time	Summative - PEIMS/Skyward disciplinary action report
3. 100% of campuses will have social contracts and make positive parent contacts. (Title I SW: 1,2,6) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,4,5,6)	Assistant Principal(s), Parent/Guardian, Principal, Students, Teacher(s)	2018-2019 school year	(O)Time	Summative - Parent contact log lesson plans for social contract

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Objective 6. Vernon ISD will support the co-teaching model of inclusion.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Sentence stems and frames will be implemented by 100% of teachers of students with special needs. (Title I SW: 1,2) (Target Group: SPED) (Strategic Priorities: 1,2,4) (CSFs: 1,2,4,6,7)	Assistant Principal(s), Principal, Students, Teacher(s)	2018-2019	(O)Time	Summative - Lesson plans Student work Anchor charts
2. All campuses will continue to receive special education updates, instructional strategies, and legal compliance through local, regional and state professional development. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: SPED) (Strategic Priorities: 1,2,4) (CSFs: 1,2,3,4,6,7)	Assistant Principal(s), Principal, Teacher(s)	2018-2019 school year	(O)Time, (S)Local Funds	Summative - Professional development logs ESC 9 Agendas Strategies for implementation survey for implementation

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Goal 2. Vernon ISD will decrease discipline placements for in-school suspension, out-of-school suspension and disciplinary alternative education placement by 5% for ALL students through data analysis and implementation of character education and relationship building programs. The ISS, OSS and DAEP placements for Special Education, Hispanics and African Americans will decrease by 5% each.

Objective 1. Vernon ISD will support the High Reliability Schools model for Leve 1: Safe and Collaborative Environment and Level 2: Effective Teaching in Every Classroom.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. VISD will provide professional development for the HRS Leadership and ASOT teams. (Title I SW: 1,2,3,4,5,8,9,10) (Target Group: All) (Strategic Priorities: 1,2,4) (CSFs: 1,3,4,6,7)	Assistant Principal(s), Assistant Superintendent(s), Campus leadership teams, High Reliability School Leadership Team, HRS ASOT team, Principal, Teacher(s)	May 2019	(F)Rural and Low Income Grant, (O)Surveys, (O)Teacher Knowledge/Training, (O)Time, (S)Local Funds	Summative - Professional Development logs Sign in sheets, agendas PLC sign in sheets Campus HRS documentation for Levels 1 and 2
2. Campus leadership teams will continue to review the HRS data for safe and collaborative environment including surveys by parents, staff, students, and administration and create action plans to address areas of need. (Title I SW: 1,9) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 1,3,6)	Assistant Principal(s), Assistant Superintendent(s), Campus leadership teams, High Reliability School Leadership Team, Principal, Teacher(s)	May 2019	(O)Time	Summative - Surveys--on-going and cumulative Plan of Action(s)
3. The elementary campuses will provide character education for all students bi-monthly. (Title I SW: 6,7) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th) (Strategic Priorities: 1,4) (CSFs: 6)	Counselor(s), Principal	2018-2019	(O)Time	Summative - Lesson Plans Email to teachers about date and time Schedule of lessons Vernon TIE Club at Middle School and Shive Anti-bullying Club at Shive

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Objective 2. Vernon ISD will support Capturing Kids Hearts and/or Restorative Discipline at all campuses.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. 100% of the Middle School teachers and 100% of core content teachers at Shive Elementary will receive the Capturing Kids Hearts Implementation training. (Title I SW: 1,2,4,6,10) (Target Group: 9th, 10th, 11th, 12th, 4th, 5th, 6th, 7th, 8th) (Strategic Priorities: 1,4) (CSFs: 3,5,6)	Assistant Principal(s), Assistant Superintendent(s), Principal, Superintendent(s), Teacher(s)	May 2019	(F)Rural and Low Income Grant, (O)Time, (S)Local Funds	Summative - Professional Development log of attendance Use of Social Contracts Comparison data for discipline referrals of 2016-2017 and 2017-2018
2. All campuses will implement Capturing Kids Hearts and make positive parent contacts. (Title I SW: 1,6,9) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 5,6)	Assistant Principal(s), Parent/Guardian, Principal, Teacher(s)	2018-2019	(O)Time	Summative - Use of social contracts Use of positive behavior supports Parent contact logs
3. A district social worker will meet with all campuses' students, staff, parents, CPS, and local law enforcement to provide a safe environment for all stakeholders. Travel, professional development, and supplies will be utilized by the social worker. (Title I SW: 1,6) (Target Group: All) (Strategic Priorities: 1) (CSFs: 5,6)	Assistant Principal(s), Counselor(s), Principal, Social Worker, Superintendent(s)	2018-2019	(F)Title I, (O)Appropriate adolescent behaviors information, (S)Local Funds	Summative - Case load--by student number Homeless report Migrant report Military report Foster care report PowerPaks participation

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Objective 3. Vernon ISD will encourage the participation of ALL parents at school functions and on district level committee meetings.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All campuses will invite and notify parents of campus activities including but not limited to campus leadership and district leadership meetings, parent teacher conferences, Family Days, Meet the Teacher, Open House, and AVID Family Nights through text, email, social media, voice messaging, eNotes, flyers, and Remind 101. (Title I SW: 6) (Target Group: All) (Strategic Priorities: 4) (CSFs: 5,6)	Assistant Principal(s), Assistant Superintendent(s), Principal, School Health Advisory Council (SHAC), Superintendent(s), Teacher(s), Technology Coordinator	May 2019	(O)Time	Summative - Sign in sheets Use of communication methods

Comprehensive Needs Assessment

Demographics

Demographics Strengths

See next page.