

VERNON HIGH SCHOOL

Campus Improvement Plan

2016/2017

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.

Nondiscrimination Notice

VERNON HIGH SCHOOL 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.

Comprehensive Needs Assessment Data Documentation

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

1. District Goals
2. Campus Goals
3. AEIS Data Past Years
4. AYP Data
5. PBMAS Data
6. Professional Learning Communities Feedback
7. Site-Based Decision Making Committee Feedback
8. Benchmark Data
9. Student Surveys
10. Prior Years Campus and District Improvement Plans
11. Special Education population, including performance, discipline, and attendance
12. At-Risk population, including performance, discipline, and attendance
13. Dual Credit and Advanced Placement Student Enrollment
14. Student ACT/SAT testing results
15. Classroom Walkthrough/Observational Data
16. Professional Development Data
17. Resource Allocation Data
18. Texas STAAR Test Results
19. TELPAS Test Results
20. State and federal planning requirements
21. Texas Education Agency System Safeguards
22. Texas Education Agency Accountability Summary
23. 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.

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

All staff members meet the Highly Qualified status as defined by NCLB. 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 interdisciplinary 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. English Language Arts Teachers have attended ABYDOS training this summer for 12 days to ensure a systemic approach to engagement in reading and writing across the district. The Social Studies department participated in Write for Texas program in 2015-2016. The English Department will participate in the 2016-2017 year.

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. Interdisciplinary 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.

Family and Community Involvement

Parental involvement remains a high needs area and continues to focus of Vernon High School. This begins with a concerted effort to ensure parents are informed about the goings-on at Vernon High School. These communication efforts include Facebook Let's Talk, the district and campus websites, the Alert Now system, Google Calendar, and the marquee in front of the building. In addition, guidance counselors communicate with parents by letter and Remind 101. Teachers have increased their efforts to make contact with parents and the campus administration and staff work weekly to get information printed in the local newspaper. Furthermore, teachers are required by district policy to provide weekly updates on the online grade book so that parents can monitor their child's academic progress.

Vernon High School offers a parent/student orientation for incoming freshmen at the beginning of each school year, as well as a meet the teacher event. The campus also provides opportunities for parental involvement through AVID parent night, class fundraising programs and parent-teacher conferences. Lastly, Vernon High School makes their campus available to host a Family Learning Event aimed at increasing parent and community involvement district wide.

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 is preparing to become a 1-to-1 campus. Campus and district administrators have attended conferences and received valuable information in an attempt to develop a comprehensive plan to help make this program effective in impacting instruction. The district has transitioned to Google Apps for Education for all staff and students. All teachers have access to a wide variety of equipment, which includes a computer, In Focus, individual student response systems, Chrome Books, twenty five iPads, two computer labs, digital cameras, video cameras, Elmo document cameras, and a Mimeo board if they completed the training for one.

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 juniors and seniors 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/AP

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.

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Goal 1. Vernon High School will promote high levels of learning for all students through differentiation, interventions, and engaging instruction.

Objective 1. Vernon High School student performance will increase by 5% on state and local assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will submit Year at a Glance and course syllabi in preparation for the school year. Campus administrators and department heads will monitor adherence to scope and sequence, DMAC, and strong instructional practices during walkthroughs and PDAS. (Title I SW: 1,2,8,9) (Title I TA: 1,2) (Target Group: All) (NCLB: 1)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	August 2017	(O)Local Districts, (S)State Compensatory	Summative - walkthroughs & observations; formative & summative assessments
2. Using the Year at a Glance, teachers will administer frequent formative assessments within each core department. Data will be reviewed from the assessments to meet the needs of the students. (Title I SW: 2,8,9) (Title I TA: 2,5,8) (Target Group: All, ECD, ESL) (NCLB: 1,2)	Core Subject Teachers, Principal, Teacher(s)	Six Week Grading Periods	(O)Local Districts, (S)State Compensatory	Summative - Formative Assessments and Data Reports
3. AVID strategies will be implemented to ensure engaging, enriching, and empowering lessons. (Title I SW: 1,2,4) (Title I TA: 6,8) (Target Group: All) (NCLB: 1)	Assistant Principal(s), Department Heads, Principal, Teacher(s)	Daily	(O)Local Districts, (S)State Compensatory	Summative - walkthroughs & observations; formative & summative assessments.
4. The ELAR department will reduce the number of students in Quintile 1 by 5% by the May 2017 EOC test date. (Title I SW: 3,4,9) (Target Group: All, 9th, 10th, 11th, 12th) (NCLB: 1,2,3,4)	Campus leadership teams, Lead Teacher, Principal, Students	May 2017		Summative - EOC results
5. The social studies department will raise the percentage of students scoring Phase III Advanced by 5% for the 2017 STAAR US History test administration. (Title I SW: 3,4,9,10) (Target Group: All) (NCLB: 1,2,4)	Assistant Principal(s), Campus Personnel, Principal, Students	May 2017		Summative - EOC results
6. The Pre-AP math classes will maintain 30% of VHS Students each school year. At least 80% of Algebra I students of Vernon High School will pass the Algebra I EOC test each year. (Title I SW: 1,2,3,4,8,9) (Target Group: All) (NCLB: 1,2,3,4)	Campus leadership teams, Campus Personnel, Department Heads, Math Department Chair, Principal, Teacher(s)	May 2017		Summative - EOC results

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Goal 1. Vernon High School will promote high levels of learning for all students through differentiation, interventions, and engaging instruction.

Objective 1. Vernon High School student performance will increase by 5% on state and local assessments.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
7. The science department will have a minimum of 85% of all students pass the Biology EOC. 5% of all students who take the Biology EOC will achieve Level III performance. (Title I SW: 1,3,4,6,9) (Target Group: All) (NCLB: 3,4)	Assistant Principal(s), Principal, Teacher(s)	August 2016 - May 2017		Summative - EOC results
8. The student enrollment in the AVID program will increase by 5%. (Title I SW: 1,4,5,6,9,10) (Target Group: All) (NCLB: 1,2,3,4,5)	Assistant Principal(s), Campus leadership teams, Campus Personnel, Counselor(s), Principal	May 2017		Summative -
9. ESL coordinator and ESL instructors will provide support and train teachers in research based ESL strategies. (Title I SW: 1,4,9) (Target Group: ESL, Migrant, LEP) (NCLB: 2)	Principal, Teacher(s)	ongoing		Formative - TELPAS Scores & Rankings EOC Scores

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Goal 1. Vernon High School will promote high levels of learning for all students through differentiation, interventions, and engaging instruction.

Objective 2. Vernon High School will provide opportunities for students to gain knowledge in College and Career Readiness avenues. This will increase Pre AP, AP, and Dual credit enrollment, as well as increased enrollment in the AVID program as well as in career based course that could result in student receiving a certificate.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Vernon High School will invite multiple regional universities and trade schools to present vital college admissions and requirement information to all Junior and Senior students. AVID Students will research and share information on various colleges. Vernon High School will continue to offer career preparation programs such as nursing and welding. (Title I SW: 1,10) (Target Group: All, 9th, 10th, 11th, 12th) (NCLB: 1)	Assistant Principal(s), Principal, Teacher(s), Technology Coordinator	August 2016 - May 2017	(O)Local Districts, (S)State Compensatory	Review of senior students college application and enrollment.

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Goal 2. Vernon High School will promote a collaborative team approach and provide professional development opportunities to all staff members.

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 interdisciplinary teams and content teams will collaborate for on a 3 week basis to work on evaluating data; remediation objectives; plan accelerated tutoring; setting a tiered intervention schedule; and plan class activities. (Title I SW: 2,3,4,9) (Title I TA: 1,3,4,6) (Target Group: All) (NCLB: 1,2,4,5)	Principal, Teacher(s)	weekly	(O)Local Districts, (S)State Compensatory	Summative - PLC meeting documentation; common assessments; EOC scores

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Goal 2. Vernon High School will promote a collaborative team approach and provide professional development opportunities to all staff members.

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. RTI Coordinator will work with classroom teachers & guidance counselors to identify the needs of all students to implement effective instructional strategies, including differentiation, remediation (RTI), & engaging lessons. (Title I SW: 2) (Target Group: All) (NCLB: 1,5)	Core Subject Teachers, Counselor(s), 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) (NCLB: 1,2,3,4)	Assistant Principal(s), Department Heads, Principal, Students, Teacher(s)	Ongoing	(O)Local Districts, (S)State Compensatory	Summative - Formative and Summative evaluations; Power Walks
3. Science & technology integration will continue to build our curriculum to ensure HB 5 compliance. Increasing career pathways based on student interest will be reviewed and aligned with HB 5 endorsements. (Target Group: All) (NCLB: 1)	Principal, Teacher(s)	Ongoing	(O)Local Districts, (S)State Compensatory	Summative - Walk throughs and observational data.
4. Vernon High School teachers will be provided professional development & effective writing. The ABYDOS writing strategies were taught and being implemented by 100% of English Language Arts teachers. The Write 4 Texas program will continue in social studies and will be implemented in English courses, and AVID strategies will be used by all teachers. (Title I SW: 1,3,4,6,9,10) (Target Group: All) (NCLB: 1,3,5)	Assistant Principal(s), Principal, Teacher(s)	August 2016 - May 2017	(O)Local Districts, (S)Local Funds, (S)State Compensatory	Summative - Local and state assessment data. Walk through data.

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Goal 3. 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) (NCLB: 4)	Teacher(s)	Daily	(O)Local Districts, (S)State Compensatory	Summative - student feedback
2. Assembly on Veterans Day to honor those who have served (Target Group: All) (NCLB: 4)	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) (NCLB: 4)	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) (NCLB: 4)	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) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Principal, Students, Teacher(s)	May 2017		Summative - Disaggregation of office referral data.
6. Academic Assemblies to recognize student academic achievement (Title I SW: 1,6) (Target Group: All) (NCLB: 4,5)	Assistant Principal(s), Campus leadership teams, Campus Personnel, Principal, Students, Teacher(s)	ongoing		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) (NCLB: 4)	Assistant Principal(s), Campus leadership teams, Principal, Teacher(s)	ongoing		Summative -

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Goal 4. Vernon High School will provide opportunities for parent and community involvement through effective communication.

Objective 1. A student's parent or guardian will be contacted a minimum of one time throughout the school year by the classroom teacher.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Counselors will identify students who are in danger of dropping out and collaboratively create a graduation plan and monitor student performance. (Title I SW: 10) (Target Group: All) (NCLB: 5)	Counselor(s), Principal, Student Support Team (Rtl), Teacher(s)	every three weeks	(O)Local Districts, (S)State Compensatory	Summative - teacher feedback; RTI Coordinator feedback; progress reports; six-week grade reports; state assessments
2. Including the first six week's report card conferences, teachers will document attempts to contact parent through multiple sources throughout the year. Teachers may use emails, letters, or phone calls in an effort to communicate with parents. (Title I SW: 1,10) (Target Group: All) (NCLB: 5)	Principal, Teacher(s)	ongoing	(O)Local Districts, (S)State Compensatory	Summative - Parent contact logs

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Goal 4. Vernon High School will provide opportunities for parent and community involvement through effective communication.

Objective 2. VHS will use social media to improve communication with all stakeholders.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Vernon High School will use Facebook, Remind 101, and the Vernon High School Activities calendar to ensure effective and immediate communication. (Title I SW: 1,6) (Target Group: All) (NCLB: 4)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Daily	(O)Local Districts, (S)State Compensatory	Summative - Stakeholder Feedback

VERNON HIGH SCHOOL Site Base

Name	Position
Anderson, Lynn	Campus Administrator
Byars, Mariah	Teacher
Campos, Jennifer	Parent
Clifton, Dee Ann	Teacher
Garrad, Tisha	Community / Business
Harvick, Darren	Assistant Principal
Hutchins, Glen	Teacher
Mcspadden, Pam	Counselor
Sanders, Denise	Teacher
Spencer, Robert	Teacher
Waggoner, Chris	Teacher