

Brownsville Independent School District

Veterans Memorial Early College High School

2018-2019 Campus Improvement Plan

Accountability Rating: Met Standard

Distinction Designations:
Academic Achievement in Science
Academic Achievement in Social Studies



Mission Statement

Work collaboratively to prepare students academically, socially and technologically as they become contributing members of our society.

Vision

Veterans Memorial Early College High School is committed to providing Excellence in Education for all students. The school provides programs and learning experiences that promote academic achievement and career programs of study for the personal and social growth of every student. As a richly diverse community of learners that values all its members, Veterans Memorial Early College High School contributes to the local community by linking parents, local agencies and businesses to the school.

Campus Narrative

School Namesake: **Veterans Memorial Early College High School**

School Colors: **Red, White and Blue**

School Mascot: **Chargers**

School Song:

Hail to you, Veteran's High, you've become our home...

Veteran's High, hear our song, help us to be strong...

As we see all our dreams, guide us to those dreams...

We shall strive to succeed, with our humble deeds...

You're our home, we're your own, Hail to Vete-ran's High

School Motto: **Home of the Brave!**

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Comprehensive Needs Assessment

Needs Assessment Overview

Veterans Memorial Early College High School is located in Brownsville, Texas. Veterans Memorial Early College High School is one of seven high schools in Brownsville ISD. The campus was constructed in 2010. The 360,000 square-foot school sits on an 80-acre site on Military Highway. The courtyard has a series of pergolas that provide shaded seating areas for students and faculty. Veterans Memorial will be the first BISD high school to have its own football and soccer stadium, a 5,000 seat facility with an all-weather track. It also has 1,000-seat baseball and softball stadiums, as well as practice fields and tennis and basketball courts. All safety standards have been met and all of the building is accessible to students, staff, and visitors with disabilities.

Our school's mission is "work collaboratively to prepare students academically, socially and technologically as they become contributing members of our society". Vertical alignment is pivotal in our school's success. Veterans Memorial has highly-qualified teachers that carry out the instructional program. In an effort to meet the diverse talents of our students, teachers are provided access to high-quality ongoing professional development throughout the school year. Professional development activities are geared to individual teachers' specialties and campus-wide needs.

The student population at Veterans Memorial Early College High School is about 2,000 and serves students in grades 9th through 12th . According to the TAPR Report from TEA for our campus, approximately 96% of the student population is Hispanic and approximately 93 % are identified as Economically Disadvantaged. Many of our students are first generation Mexican immigrants. Approximately 95% of our students are classified as Limited English Veterans Memorial Early College High School Generated by Plan4Learning.com 2 of 72 Campus #031-901-009 August 6, 2018 12:41 pm

Proficient and a majority are English/Spanish bilingual. In addition, several of our students come from homes which participate in state and federal assistance programs such as food stamps, welfare, the Women, Infant, Children (WIC) nutrition program, and subsidized housing and medical assistance. Our school provides effective instruction that will equip students with skills and expertise to be successful in their respective careers whether they enter the workforce or go on to a college or university after earning a high school diploma. Courses are offered in every subject area necessary for college admission, as well as a diverse range of fine arts and career and technology courses. The instructional programs include academic core subjects at various levels of learning, such as Gifted and Talented, Pre-Advanced Placement, Advanced Placement, and Dual Enrollment in collaboration with the Texas Southmost College and Texas State Technical College. Students at our school also have access to three graduation plans: the Minimum, Recommended, and Distinguished Achievement Graduation Plan. All students are required to meet the passing standard of the five assessments which comprise the State of Texas Assessments of Academic Readiness (STAAR). Veterans Memorial Early College High School has an active parent center with full-time parent liaisons that coordinate activities. These activities include

Parent Orientation Day to inform parents and community members of the daily standard operation procedures to include but not limited to the Student Code of Conduct, Student Parent School Compact, Parental Involvement Policy, Emergency operations procedures and Parent Volunteer Guidelines and Opportunities.

Veterans Memorial Early College High School coordinates and integrates federal, state, and local programs and services to maximize the effectiveness of these resources. Several of the strategies being implemented are jointly funded with Special Services and Title I Funds, such as after school tutorial programs. Professional Development activities are also paid for from Title I and Local Funds. Title I Funds are used to purchase supplemental instructional materials, media, and library resources used to improve and enhance the overall student experience.

Veterans Memorial Early College High School is a growing, yet very close-knit community. Brownsville and area residents come from all over to attend the

school. Businesses support the school by providing merchandise for various incentives and fund raising activities when called upon to do so. The current staff at Veterans Memorial Early College High School is comprised of 134 teachers, 7 campus administrators, 7 counselors, 2 librarians, 21 professional support personnel and 15 educational aides. The ethnicity of the Veterans Memorial Early College High School staff is diverse with 82% Hispanic, 16 % Caucasian, and 2% African American. The teaching staff is also 55 % male and 45 % female. Veterans Memorial Early College High School promotes numerous student clubs and organizations. Students are encouraged to participate in as many of the many extracurricular activities offered at our campus: fine arts, athletics, student council, and a host of other clubs and organizations. Additionally, our school promotes student involvement in all district co-curricular activities (including Science Fair, National History Day, and UIL Academics). Many of these activities lead to campus level competitions where the winners of these contests move on to compete at the District, Regional, State, and National levels.

Annual Campus Goals

The Veterans Memorial Early College High School faculty and staff are committed to the following goals:

- By the end of school year 2018-2019, EOC ELA scores will be above 90%.
- By the end of school year 2018-2019, EOC Math scores will continue to be above 80%
- By the end of school year 2018-2019, EOC Science Test scores will continue to be above 80%
- By the end of school year 2018-2019, EOC Social Studies scores will continue to above 90%.
- By the end of the school year 2018-2019, all special education test takers will meet ARD expectations in all test subject areas.
- To sustain and increase yearly student attendance to 97%.
- The School will maintain a safe and disciplined environment conducive to student learning.
- The School will increase parental involvement to support an environment conducive to student learning.
- By the end of the school year all students, teachers, and support staff will have received the necessary budgetary resources to support classroom and support staff instruction.
- Students will be encouraged and challenged to meet their full physical educational potential in order to improve health and quality of well-being
- Increase the graduation rate/decrease dropout rate

Demographics

Demographics Summary

The total enrollment for Veterans Memorial ECHS is approximately 1,950 students from 9th to 12th grades. The Veterans Memorial Early College High School populations is comprised of: 97.8% Hispanics, 1.6% White, .4% Asian, and .3% African American. 90.7% of our student population is considered economically disadvantaged, and 36.8% are identified as At-Risk. Additionally, our English Language Learners make up 7.4% of our student population, and 176 of our students are identified as students with disabilities.

Demographics Strengths

- Over 80% of our teachers have over 5 years of experience.
- 15:1 student/teacher ratio.
- increasing enrollment in Dual Enrollment and Advanced Placement courses.
- 20% of our teachers have a Masters Degree, which allows them to teach DE courses.
- Considerable low numbers of Migrant, ELL, and At Risk populations

Demographic Needs

1. Improve academic support provided to At Risk Students.
2. Increase parental involvement for At-Risk Students.
3. Increase LEP, At-Risk, Economically Disadvantaged assessment scores.
4. Increase Writing scores amongst LEP and IDEA students through the use of the core curriculum and additional resources.
5. Improve awareness on the benefits of ECHS Cohort.

Problem Statements Identifying Demographics Needs

Problem Statement 1: Low enrollment number in the ECHS Cohort. **Root Cause:** Veterans Memorial ECHS has only one feeder school.

Student Academic Achievement

Student Academic Achievement Summary

Teachers have been trained on how to read and analyze data reports from Aware and Tango, which allows them to engage in data review sessions to reflect on student performance. Teachers meet weekly for strand meetings which allows them to collaborate in enhancing student achievement. Extended day tutorials and Saturday Academies are offered throughout the school year.

	2015-2016	2016-2017	2017-2018
English I	76%	77%	79%
English II	75%	77%	78%
Algebra I	88%	82%	89%
Biology	91%	91%	95%
U.S. History	95%	93%	96%

Student Academic Achievement Strengths

- Met Standard in State Accountability Rating, Met all Performance Indexes
- Data Review Sessions for testing teachers help drive instruction and monitor student progress.
- Saturday Academies are offered during the Fall and Spring semester to assist retesters and primary testers.
- Extended Day tutorials are offered throughout the school year, Monday through Friday.
- Drop Out Rate for 2015-2016 was .1%.

Student Academic Achievement Needs

Based on the 2018 STAAR EOC data and progress throughout 2018-2018, VMECHS saw the following needs:

1. Promote higher academic standards for all students.
2. Raising Special populations passing percentage rates on the state assessments in all areas
3. Raising the overall advanced performance levels in area areas
4. Students need additional instructional time before and after school for extended day tutorials
5. Supplemental materials will be purchased to aid teachers in implementing curriculum
6. Provide student incentives to encourage high grades and attendance for all sub populations
7. Host a Summer Bridge program for ECHS cohort students, as per district initiative.
8. Provide professional development on effective instructional strategies across contents to increase academic performance.

Problem Statements Identifying Student Academic Achievement Needs

Problem Statement 1: Gaps in performance from Special Education and ELL populations continue to exist. **Root Cause:** Campus needs to provide professional development to teachers so that they may serve these students.

School Processes & Programs

School Processes & Programs Summary

Veterans Memorial Early College High School is committed to providing students with the instruction that best serves their needs. Programs/Services offered include: Pre-AP/AP courses, Dual Enrollment courses, CTE courses, Saturday Academies, Extended Day tutorials, TSI testing, scholarship opportunities, AP Testing, among other things. Teachers follow the BISD Curriculum and supplement with state adopted textbooks and other resources. Students participate in assessments as provided by the campus, district, and state. The T-TESS process allows teachers to receive timely feedback and allows them show continuous growth. Communications with faculty and staff is possible through: weekly newsletters, continuous emails, morning announcements, and through department chairs and/or strand leaders. Communication with parents is made possible through newsletters from the counselors, parent notices, Remind App, and phone calls.

School Processes & Programs Strengths

- Knowledge of district curriculum and TEKS
- Weekly Strand Meeting Planning
- Data Review Sessions
- Recognition of students for academic performances
- Implementation of district created checkpoints and benchmarks
- Teacher created assessments
- Pre-AP and AP Teachers are GT and AP Certified and receive 6 hours of ongoing development each year
- Teachers are expected to receive 12 hours of technology each school year
- Various academic, fine arts, and athletic activities are available to students

Needs:

1. All core area teachers will need to be certified.
2. Content area teachers need to be SIOP trained.
3. College advisor from Advise TX is needed.
4. Substitutes will be needed for testing and when teachers need to attend trainings.
5. AVID trainings and resources will be provided to teachers and students.
6. Instructional personnel needed to conduct EOC academies, credit recovery programs and college readiness tutorials.
7. Increase the numbers of student participating in extra- and co- curricular activities
8. Budget monies to allow for AP Exam fees.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1: Although the use of instructional technology is strongly supported by teachers and administration, the campus lacks computer labs and iPads to support one-to-one use of technology. **Root Cause:** Not enough money in budgets.

Perceptions

Perceptions Summary

Veterans Memorial Early College High School Administration and Staff seek to provide all stakeholders with a positive atmosphere in which students feel safe and are ready to meet high expectations. Parents, teachers, and students are provided with the opportunity to provide feedback through the Campus Needs Assessment survey. Through announcements, social media posts, and weekly newsletters, students are constantly recognized for their successes, which culminates into the annual Honors and Achievement Ceremony and the annual Athletic Banquet Awards.

Perceptions Strengths

- Administration and counselors endorse an open door policy and are consistently available to students, teachers, and parents.
- Teachers, counselors, students, and administration have a great rapport with each other.
- Standard of high expectation in every classroom.
- Weekly Parental Involvement activities.
- Effective T-TESS procedures (walkthroughs and observation feedback)
- A clean and safe learning environment for all stakeholders

Needs:

1. Increase parental and community involvement in school processes.
2. Decrease discipline issues through the use of a school-wide discipline behavior plan.
3. Improve student attendance.
4. Provide all faculty and staff professional development in areas of need.
5. Increase student involvement in extra curricular activities.

Problem Statements Identifying Perceptions Needs

Problem Statement 1: As per the Parent CNA Survey, parents voiced their concern about school safety. **Root Cause:** Lack of hall monitors and many different entrances to the campus.

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals
- Campus goals
- Current and/or prior year(s) campus and/or district improvement plans
- Campus and/or district planning and decision making committee(s) meeting data
- State and federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Domain 1 - Student Achievement
- Domain 2 - Student Progress
- Domain 3 - Closing the Gaps
- System Safeguards and Texas Accountability Intervention System (TAIS) data

Student Data: Assessments

- State and federally required assessment information (e.g. curriculum, eligibility, format, standards, accommodations, TEA information)
- State of Texas Assessments of Academic Readiness (STAAR) current and longitudinal results, including all versions
- Texas English Language Proficiency Assessment System (TELPAS) results
- Postsecondary college, career or military-ready graduates data
- Advanced Placement (AP) and/or International Baccalaureate (IB) assessment data
- Local benchmark or common assessments data
- Student failure and/or retention rates

Student Data: Student Groups

- Special Programs data, including number of students, academic achievement, discipline, attendance, and rates of progress for each student group
- Economically Disadvantaged / Non-economically disadvantaged performance, progress, and participation data,
- Special education population, including performance, discipline, progress, and participation data
- At-Risk population, including performance, progress, discipline, attendance, and mobility
- EL or LEP data, including academic achievement, progress, support and accommodation needs, race, ethnicity, gender, etc.
- Career and Technical Education (CTE) data, including academic achievement, progress, program growth, race, ethnicity, gender, etc.

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data

- Attendance data
- Discipline records
- Student surveys and/or other feedback
- School safety data

Employee Data

- Professional learning communities (PLC) data
- Staff surveys and/or other feedback
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- T-TESS

Parent/Community Data

- Parent surveys and/or other feedback
- Parent Involvement Rate

Support Systems and Other Data

- Processes and procedures for teaching and learning, including program implementation
- Budgets/entitlements and expenditures data
- Study of best practices

Goals

Goal 1: Veterans Memorial ECHS students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 1: Veterans Memorial ECHS student performance for all students, all grades, all subjects will exceed 2018 STAAR percent Approaches Grade Level and STAAR Masters Grade Level performance in reading, writing, mathematics, science and social studies by 5 percentage points.

Evaluation Data Source(s) 1: STAAR/EOC performance reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>Comprehensive Support Strategy</p> <p>1) Teachers will meet throughout the school year to align the curriculum, scope and sequence and make decisions in regards to appropriate assessments and improvement of instruction.</p> <p>Population Teachers 9th-12th grade</p> <p>Timeline: August 2018-May 2019</p>		Principal Dean Core Area Department Assistant Principal	Formative: *Lesson plans *Framework *Scope and sequence *Sign-in Logs *Walk-through observations Summative: *Final Exams				

<p>2) Support research-based response to intervention (RTI) strategies, including tutorials and remediation for students diagnosed as performing below campus established proficiency levels so that struggling students gain a year or more in progress.</p> <p>POPULATION 9th-12th grade students: ESL, Migrant, Sped. Educ., GT, Dyslexia, Pre-AP, AP, At-Risk</p> <p>TIMELINE November 2018 January 2019 April 2019 June 2019</p>	2.4	Core Math Teachers Special Education Dean of Instruction	<p>Formative: Tutorial rosters Diagnostic test results from previous years Failure lists Classroom Assessments Benchmarks</p> <p>Summative: Final Exams End-of-Course Exams</p>				
<p>3) The Core Departments will meet every six weeks to continue improving specifications, format, item analysis and objectives of EOC so that they can provide focused instruction to improve student performance on EOC and disaggregate data on EOC Profile monitoring instrument.</p> <p>POPULATION Core Teachers, Special Education, Bilingual/ESL/Pre-AP/AP/GT Core teachers</p> <p>TIMELINE November 2018 January 2019 March 2019 May 2019</p>		Core Dept Chair Dean of Instruction	<p>Formative: Meeting Minutes</p> <p>Summative: Lesson Plans Framework Scope and Sequence Benchmarks Student Assessments End-of-Course Exams Final Exams</p>				

<p align="center">Comprehensive Support Strategy</p> <p>4) Teachers will implement online resources/materials such as Edgenuity to improve student performance in the classroom and on state assessments. Purchase ongoing site license for Compass Learning software to address students' weaknesses in Core Areas.</p> <p>POPULATION Core Area Students: ESL, Migrant, Sp. Ed., GT, Dyslexia, Pre-AP, AP, At-Risk</p> <p>TIMELINE August 2018-May 2019</p>	2.5	Administration Core Area Depts.	<p>Formative: Student participation Class Observations Lesson Plans</p> <p>Summative: Student Assessments Final Exams End-of-Course Exams</p>				
<p>5) Staff and Personnel will work diligently with our At-Risk population to help improve EOC scores in all the content areas by providing small group instruction and additional support in and out of the classroom.</p> <p>POPULATION 9th -12th grade-AT Risk Students</p> <p>TIMELINE August 2018-May 2019</p>	2.6	Teachers Principal Dean of Instruction Counselor Nurses Instructional Aides	<p>Formative: Lesson Plans Benchmarks</p> <p>Summative: Success on state assessments End-of-Course Exams</p>				
<p align="center">Comprehensive Support Strategy</p> <p>6) Develop oral language skills and increase listening/speaking and reading/writing proficiency through the use of ELPS and ELAR strategies in the classroom in order for students to systematically transition to English literacy.</p> <p>POPULATION 9th - 12th students: LEP, MI, SE, GT, DYS, AR, AP, Pre-AP, TI</p> <p>TIMELINE August 2018- July 2019</p>		Bilingual/ESL Teachers -9th-12th grade Teachers -Special Education Teachers -Dyslexia Teachers -Principals -Dean of Instruction	<p>Formative: *Benchmark testing *Teacher Observations *Progress Reports</p> <p>Summative: *Final Exams *End-of-Course Exams</p>				

<p align="center">Comprehensive Support Strategy</p> <p>7) Implement coordination and collaboration meetings once every six weeks between Special Education, Bilingual/ESL teachers and teachers of record to plan instructional strategies and support systems for Bilingual and Special Education students in classroom instruction.</p> <p>POPULATION Secondary teachers: LEP, ESL, MI, SE, GT, DYS, AR, CTE</p> <p>TIMELINE Every six weeks: August 2018 to May 2019</p>		<p>Principals Dean of Instruction Bilingual/ ESL and Special Education Departmental and Campus staff</p>	<p>Formative: Coordination/ collaboration meeting schedules Sign-in sheets</p> <p>Summative: Final Exams End-of-Course Exams TELPAS</p>				
<p>8) Utilize data from district and campus benchmarks and state assessments to:</p> <ul style="list-style-type: none"> * Target instruction for populations and individuals * Increase student achievement. * Plan future professional development opportunities to improve the delivery of Social Studies instruction * Disaggregate data on EOC to plan instruction, design benchmarks, and create student assessments to improve student success on STAAR EOC and TAKS tests. <p>POPULATION -EOC Testing Area Teachers -9th-12th Grade Students</p> <p>TIMELINE October 2018 January 2019</p>		<p>Social Studies Teachers Sp. Ed. Department Teachers Dean of Instruction Campus Administrators</p>	<p>Formative:</p> <ul style="list-style-type: none"> *Lesson Plans *Class Observations *Benchmark Tests *Walkthroughs *Class Assessments *Grades <p>Summative: *End-of-Course Exams</p>				

<p>9) Implement the LUCHA program with a teacher to target literary development and math success through the use of native language support and sheltered instruction strategies, conduct transcript analysis and implement online modules, and conduct parent/student information sessions on graduation requirements and career pathway options.</p> <p>POPULATION Recent Immigrant and LEP students</p> <p>TIMELINE August 2018-May 2019</p>		<p>ESL Teacher, Dean, Counselor</p>	<p>Formative:</p> <ul style="list-style-type: none"> *Program effectiveness based on assessment results and parent and student surveys *Transcript analysis <p>Summative:</p> <ul style="list-style-type: none"> *Graduation Rate *Completion Rate 				
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 = Accomplished
  = Continue/Modify
  = No Progress
  = Discontinue





Goal 1: Veterans Memorial ECHS students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 2: Veterans Memorial ECHS Career and Technical Education student participation will increase by 5 percentage points over 2018 including special population students and CCMR graduates will improve over prior year graduates.

Evaluation Data Source(s) 2: PBMAS reports, CTE enrollment PEIMS reports, CCMR reports

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) CTE teachers in grades 9-12 will utilize CTE funds for curriculum supplements and updated technology that will lead to enhanced student learning. Population: CTE students Timeline: August 2018-June 2019		CTE Teachers CTE Administrative Staff Career Placement Officers Campus Assistant Principals	Students will be engaged in learning as evidenced by walkthroughs. Students will learn the latest software applications using upgraded technology.				
	Funding Sources: 164 State Career and Technical Education - 435000.00						
2) Add career specific courses to curriculum to meet the demand of student needs and increase the number of students enrolled in CTE courses and CTSO's by 15% each year. POPULATION CTE Students TIMELINE October 2017 November 2017 January 2018 March 2018 April 2018		CTE Administrator, CTE Lead Teacher CPO, Counselors Dean of Instruction, Principal	Six Weeks Avgs Semester Avgs Course Completion Consistent Program of Study Formative: *Student Tallies *Class Rosters Summative: * Student Schedules * Master Schedule				
	Funding Sources: 164 State Career and Technical Education - 6000.00						

<p>3) Provide all students with age appropriate CTE information and guidance for a better understanding of career choices.</p> <p>POPULATION Bilingual, ESL, Mig, Sp. Ed., GT Dyslexia, Pre AP, AP, At Risk</p> <p>TIMELINE August 2018-May 2019</p>		<p>CTE Advisory Committees, CTE Teachers, CTE Lead Teacher, CPO, Counselors, CTE Teachers</p>	<p>Six Weeks Avgs Semester Avgs Course Completion Consistent Program of Study</p> <p>Formative: Flyers Brochures Sign-In Sheets</p> <p>Summative: Post Grad career choices</p>				
<p>Funding Sources: 164 State Career and Technical Education - 30000.00</p>							
<p>4) CTE will continue to encourage its students to participate in Career and Technical Student Organizations (CTSO's) so that leadership, communication and soft skills may be developed. Population: CTE students Timeline: August 2018-June 2019</p>		<p>CTE Teachers CTE Administrative Staff Career Placement Officers</p>	<p>Formative: Documentation for Students competing at the regional, state and national levels. +Increase accolades for students in respective competitive areas</p> <p>Summative: +increased participation and success in CTE-related competitions</p>				
<p>Funding Sources: 164 State Career and Technical Education - 228000.00</p>							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Goal 1: Veterans Memorial ECHS students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).





Performance Objective 3: Veterans Memorial ECHS will implement the early college high school model at all comprehensive and stand-alone high schools to maintain designation and improve performance as measured by the ECHS Blueprint.

Evaluation Data Source(s) 3: TSIs reports, dual enrollment credit reports, AP score reports, ECHS Blueprint

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Integrate aligned curriculum for Pre-AP/AP courses in the core areas of English, math, science, social studies, and foreign languages to improve students passing rates on AP exams.</p> <p>POPULATION All high school students</p> <p>TIMELINE August 2018-May 2019</p>		<p>Teachers Principal Dean Testing Coordinator</p>	<p>Formative: Curriculum documents</p> <p>Summative: Student Scores</p>				
<p>2) Hire teachers that are qualified to teach upper level courses. All AP teachers will have their courses approved by the College Board via the College Board Audit process. Dual enrollment teachers will provide opportunities for our high school students to receive college credit.</p> <p>POPULATION: AP/Dual Enrollment Teachers</p> <p>TIMELINE August 2018-March 2019</p>		<p>ECHS Director Dean of Instruction</p>	<p>Formative: Syllabus acceptance letter for the College Board Acceptance letter from college</p> <p>Summative: Student AP scores Student final grade</p>				

<p>3) Guidance and counseling will provide a University Day where BISD students will meet representatives from different universities, a "College Parent Night" where students can learn about any topic related to attending college, and a College and Financial Aid Night to provide student information on admissions, financial aid and scholarship information to increase the number of students qualifying for financial aid.</p> <p>TIMELINE December 2018</p> <p>CNA Page 9</p>		<p>Counselors Dean Principal</p>	<p>Formative: Sign In Sheets Summative: BISD Guidance and Counseling Program Evaluation form 100% Apply Texas 100% FAFSA</p>				
<p>Funding Sources: 199 Local funds - 800.00</p>							
<p>4) All students at Veterans Memorial Early College High School will have personal graduation plans (PGP's) which are developed by and implemented by Counselors. PGP forms will be filed in counselor binders and copies will be placed in student PRC's.</p> <p>POPULATION 9th - 12th grade students</p> <p>TIMELINE August 2018-May 2019</p>		<p>Counselors Administrators</p>	<p>Tutorial Sign-In Sheets Increase of students attending tutorials. Increase of student interventions. Increase of graduation rates</p>				
<p>Critical Success Factors CSF 1 CSF 6</p> <p>5) Advise TX services will assist in providing students with adequate access to information about going to college, which will help increase the number of low-income, first-generation college, and underrepresented high school students who enter and complete a post-secondary education.</p>	<p>2.6</p>	<p>Counselors Administrator</p>	<p>Increased number of students who apply for colleges, scholarships, and financial aid.</p>				
<p>Funding Sources: 211 Title I-A - 10000.00</p>							

<p>Critical Success Factors CSF 1 CSF 6</p> <p>6) The AVID Elective course will be offered to ECHS Cohort students, which will allow them to receive the additional academic, social, and emotional support that will help them succeed in their most rigorous courses.</p> <p>AVID Secondary will have an effect on the entire school by providing classroom activities, teaching practices, and academic behaviors that can be incorporated into any classroom to improve engagement and success for all students.</p>	2.4, 2.5, 2.6	ECHS Director Administration	<p>Increased number of students enrolled in advanced level courses.</p> <p>Increased number of students who apply for colleges.</p>				
<p>Funding Sources: 211 Title I-A - 8489.00</p>							
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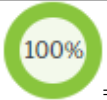



Goal 1: Veterans Memorial ECHS students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 4: 80% of migrant students will be on grade level within 2 years and 70% will be at Approaches Grade Level for all STAAR assessments.

Evaluation Data Source(s) 4: PBMAS Report, STAAR/EOC Assessments for Migrant students, Migrant Program participation reports

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>Critical Success Factors CSF 1</p> <p>1) All migrant students will receive grade appropriate school supplies on an as needed basis in order to provide them with the necessary tools to complete their classroom and homework assignments; thus extending them the same opportunity for meeting the academic challenges of all students. All PFS migrant students will receive supplemental supports services before other migrant students.</p> <p>PFS students will be provided with clothing (sweatshirts, jeans, and socks, shoes) as needed in order to assist them with the necessities that will ensure their school attendance.</p> <p>POPULATION PFS/Migrant Students</p> <p>TIMELINE: August 2018 and June 2019</p>	2.4	Migrant Campus Clerk Migrant Service Coordinator	<p>Formative: Distribution forms, PFS Learning Academy Reports, Composite of Services Reports</p> <p>Summative: Fewer PFS students are identified due to increased performance, On-time promotion and on-time graduation rates increased</p>				
Funding Sources: 212 Title I-C (Migrant) - 640.00							

<p>2) Migrant students (9th - 12th) will have credit accrual opportunities through the Migrant Department Correspondence Courses and/or Credit by Exams to ensure on time for graduation. (PBMAS)</p> <p>Migrant students (12th) will have access to Path to Scholarships Program. Guidance in writing a scholarship essay will be provided and will be used for a variety of purposes such as scholarship and college applications.</p> <p>Graduating juniors and seniors will have the opportunity to attend the BISD Annual Migrant College CAMP Fair in order to visit with and apply to the Texas Universities that offer the College Assistance Migrant Program (CAMP)</p> <p>Migrant students (9th - 12th) will have access to the migrant secondary summer program for credit accrual and /or recovery in order to ensure secondary credit for on-time graduation.</p> <p>POPULATION: PFS/Migrant Students (9th- 12th)/PFS</p> <p>TIMELINE: August 2017-July 2018</p>		HS Counselors Migrant Campus Clerk DMC MSC	Formative: Credit Accrual Needs of Migrant Students and Student Transcripts Summative: Awarded Credits on Student Transcripts				
Funding Sources: 212 Title I-C (Migrant) - 990.00							
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Goal 1: Veterans Memorial ECHS students will receive educational opportunities that will produce well-rounded graduates who are prepared for the future, are college/career ready, and are responsible, independent citizens. (Board Goal #1 and TEA Ch. 4 Objectives 2, 4, 5, 7, and 11).

Performance Objective 5: Increase number of students in co-curricular and extra-curricular advancing in Math, Science, Social Studies, ELA, Fine Arts, and CTE programs by 5% over 2017-2018 participation.

Evaluation Data Source(s) 5: Regional and state competition participation numbers

Summative Evaluation 5:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Students will participate in curricular courses as well as extracurricular activities in order to develop language usage and improve proficiency.</p> <p>Suggested:</p> <ul style="list-style-type: none"> * Debate/Mock Trial * Journalism * Advanced Placement * National History Day * Science Fair * AMC * Chess 	2.5	<ul style="list-style-type: none"> -Regular Classroom Teacher -Sp. Ed. Teachers -Dyslexia Teachers -Content Area Teachers -Principals -Language Arts Specialist -Dean of Instruction -Dual Enrollment Teachers 	<p>Formative:</p> <ul style="list-style-type: none"> * Number of Students with Recommended and Distinguished Graduation Plans * Number of students taking AP/SAT/ACT exams * Number of students taking Language Arts AP tests for credit * Benchmark testing schedule & results <p>Summative:</p> <ul style="list-style-type: none"> * End-of-Course Exams * Increased attendance * Decreased referrals * Final Exams 				
<p>POPULATION All at risk students</p> <p>TIMELINE October 2018-November 2018-January 2019-March 2019-April 2019</p> <p>CNA Page 9 & 10</p>	<p>Funding Sources: 199 Local funds - 46225.00</p>						

<p>2) VMHS band will perform at all football games, city parades, compete in UIL Region, Area and State Marching Competition and TMEA competitions, and UIL contests.</p> <p>POPULATION Band Students</p> <p>TIMELINE August 2018-February 2019</p>	2.5	Band Directors Assistant Principal	Formative: Lesson Plans Summative: Performance Rating at competitions				
<p>3) VMHS Estudiantina will compete in the Estudiantina Championship/Evaluation to provide Estudiantina students with a reason for academic success and to improve their skills.</p> <p>POPULATION Estudiantina Students</p> <p>TIMELINE December 2018</p>		estudiantina instructor Assistant Principal	Formative: Lesson Plans Summative: Performance Rating				
<p>4) Color guard will compete in Color Guard competitions to develop the performance skills of the groups and promote community awareness.</p> <p>POPULATION High school bands</p> <p>TIMELINE February 2019 -May 2019</p>		school band directors	Formative: Lesson Plans Summative: Performance Ratings				
<p>5) Students will participate in concerts and evaluations to prepare for UIL concert and sight reading evaluation.</p> <p>POPULATION Choir students</p> <p>TIMELINE April 2019</p>		Choir Directors	Formative: Lesson Plans Summative: Performance Ratings				

<p>6) Art students will compete in community and/or valley art competitions including BISD district and regional competitions/exhibitions to promote professional growth.</p> <p>POPULATION Art Students</p> <p>TIMELINE September 2018 - May 2019</p>		Art Teachers	<p>Formative: Lesson Plans Summative: Performance Ratings</p>				
<p>Funding Sources: 199 Local funds - 2107.00</p>							
<p>7) Theater arts students will participate in activities that include One Act Play, Destination Imagination, and UIL.</p> <p>POPULATION Theater Arts Students</p> <p>TIMELINE October 2018-May 2019</p>		Theatre Arts Teacher	<p>Formative: Lesson Plans Summative: Performance Ratings</p>				
<p>8) Dance students will perform in district events to promote community awareness and cultural experiences for all BISD students.</p> <p>POPULATION Fine Arts dance students</p> <p>TIMELINE December 2018 & May 2019</p>		Dance Teacher	<p>Formative: Lesson Plans Summative: Audience Reaction, Student reaction</p>				
<p>9) Increase the number of athletes to be scheduled in the appropriate athletic period each year, so that leadership skills, sport skills, higher-order thinking skills, strengthening and conditions skills, and sportsmanship skills can be mastered by the student in athletics. Population: All Student athletes Timeline: August 2018</p>		Campus Administration, Campus Counselors, Athletic Coordinators, Coaches					

<p>10) Students will be motivated to increase their grades in the academic areas by receiving awards, medal, certificates to honor their achievements.</p> <p>TIMELINE: August 2018-May 2019</p> <p>CNA Page 9</p>		<p>Campus Principal Dean</p>	<p>Formative: Classroom success</p> <p>Summative: State/Regional Results</p>				
<p>Funding Sources: 199 Local funds - 3905.00, 211 Title I-A - 5000.00</p>							



= Accomplished



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= Discontinue

Goal 2: Veterans Memorial ECHS administrators, staff, and community will ensure equity in the availability of appropriate, well maintained, energy efficient facilities for a safe and orderly learning environment for all students. (Board Goal 2)

Performance Objective 1: Veterans Memorial ECHS will implement energy savings plans; maintain and upgrade current facilities to provide a healthy and positive learning environment by scheduling renovation/upgrade/improvement of at least 20% of instructional facilities annually over the next 5 years. (Board Goal 2)

Evaluation Data Source(s) 1: New Energy Plan adopted by district, updated Five-year facilities renovation plan

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Veterans Memorial ECHS will purposely promote energy savings activities on the campus to support implementation of the district's energy savings plan. POPULATION Campus TIMELINE August 2018- July 2019		Campus Administration Facilities and maintenance staff	Complete implementation of the district energy savings plan will result in decreased energy usage compared to prior year. Formative: Monthly comparison of energy usage Summative: Annual comparison of energy usage				
2) Create and implement a systematic approach to the renovation/ upgrade/ improvement of facilities to include prioritizing based on safety and needs of the district. POPULATION All campus TIMELINE August 2018- July 2019 CNA Page 10 & 11		Campus Administration Facilities and maintenance staff	Survey results from campuses will indicate prioritization of the renovation plans. Formative: Survey Summative: Evaluation/analysis of survey data				
Funding Sources: 199 Local funds - 27000.00							
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Goal 3: Veterans Memorial ECHS will ensure effective and efficient use of all available funds in implementing a balanced budget which includes plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

Performance Objective 1: Veterans Memorial ECHS will ensure effective and efficient use of 100% of available budgeted funds to be used to meet the needs of all students.

Evaluation Data Source(s) 1: Fiscal reports for district, internal and external audit reports and FIRST ratings.

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Librarian will order supplies throughout the school year to ensure that they have the necessary databases, books, periodicals in order to maintain TEA standards of 12 to 1.</p> <p>POPULATION 9th-12th grade students: Bilingual, ESL, Migrant, Sp. Ed. GT, Dyslexia, Pre-AP, AP, At-Risk</p> <p>TIMELINE October 2018-November 2018-January 2019-March 2019-April 2019</p> <p>CNA Page 9</p>		<p>Librarian Dean of Instruction</p>	<p>Formative: Inventory Logs Purchase Order Documentation</p> <p>Summative: Class Visit Logs Student Activity Logs Book processing & circulation data</p>				
<p>Funding Sources: 199 Local funds - 14000.00</p>							



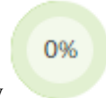

<p>2) Departments and staff will order supplies and printing services throughout the school year to ensure that they have the necessary tools to complete their curriculum. Items include workbooks,copy paper, pencils, pens, printing supplies, etc. Wireless presenters will be ordered for each teacher to facilitate instruction and to actively monitor student learning.</p> <p>POPULATION 12th grade Students; Bilingual, ESL, Migrant, Sp. Ed. GT, Dyslexia, Pre-AP, AP, At-Risk</p> <p>TIMELINE October 2018-November 2018-January 2019-March 2019-April 2019</p> <p>CNA Page 9</p>		<p>Core Teacher Dean of Instruction</p>	<p>Formative: Invoice Forms Purchase Order Documentation Inventory Logs</p> <p>Summative: Lesson Plans</p>				
<p>3) VMECHS will support the departments in the effective and efficient use of 100% of available budgeted funds based on the needs assessments.</p> <p>Population: VMECHS Stakeholders</p> <p>Timeline: December 2018- June 2019</p> <p>CNA Page 9</p>		<p>Campus Administration SBDM Committee</p>	<p>Funding reports will indicate all funds were expended based on prioritized needs. Formative: monthly expenditure reports compared DIP/CIP Summative: end of year expenditure reports</p>				
<p>Funding Sources: 162 State Compensatory - 13849.00, 199 Local funds - 24912.00, 211 Title I-A - 70101.00, 163 State Bilingual - 2000.00, 166 State Special Ed. - 6915.00</p>							
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Goal 3: Veterans Memorial ECHS will ensure effective and efficient use of all available funds in implementing a balanced budget which includes plans to recruit, retain and support highly qualified personnel. (Board Goal 3) (TEA Ch. 4, Obj. 6)

Performance Objective 2: Veterans Memorial ECHS will create and provide faculty and staff recognitions and activities to improve campus morale/climate and support retention of teachers and principals.

Evaluation Data Source(s) 2: Campus needs assessment surveys, district/campus climate surveys

Summative Evaluation 2:


Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Veterans Memorial ECHS will improve teacher morale and teacher retention rates through: Back-to-School breakfast, Thanksgiving Luncheon, December Tamalada, Teacher Appreciation Week Activities, teacher praise at faculty meetings, teacher raffles, End of Year Appreciation Activity, and mentoring and support program. POPULATION Teachers TIMELINE August 2018-June 2019		Campus Administration	Improved teacher morale and teacher retention rates.				
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Goal 4: Veterans Memorial ECHS will work closely and collaboratively with the BISD Public Information Office to expand public relations/marketing campaigns to further expand student enrollment/recruitment/ and retention efforts. (Board Goal 4)

Performance Objective 1: Veterans Memorial ECHS will provide the BISD Public Information Office with features articles, recognition of students, co-/extra-curricular activities, and parent/community events.

Evaluation Data Source(s) 1: Media records with Public Information Office, enrollment data

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) VMECHS will promote the history and origins along with current accomplishments of each campus weekly through the website and media venues. Population: VMECHS Stakeholders Timeline: December 2018- June 2019		PIO Campus Administration	Campus Administration Weekly news articles will indicate a new campus event each week.				
2) VMECHS will designate a PIO contact to provide features articles, current and prior students/ parents/ staff recognitions, co-/extra-curricular activities, and parent/community events. Population: VMECHS Stakeholders Timeline: December 2018- June 2019		PIO Campus Administration	Regular features in media showcasing current accomplishments of faculty, staff, students, and alumni and major events. Formative: Submissions of information for articles and showcases Summative: annual compilation of articles and presentation/showcases				
3) MECHS will update websites at least monthly including showcasing student and community activities. Population: VMECHS Stakeholders Timeline: December 2018- June 2019		PIO Campus Administration TST	VMECHS website will be up-to-date on a monthly basis with all compliance postings and showcasing campus/program activities and successes. Formative: checklist of website indicating are current Summative: report at end of year for monthly checklist results				
							


Goal 5: Veterans Memorial ECHS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 1: Discipline referrals for removals or placements to the Brownsville Academic Center (BAC) will decrease by 5%.

Evaluation Data Source(s) 1: BAC placement data for 2017-2018 and 2018-2019, PEIMS discipline report data, Review360 report data, Pupil Services, Police and Security Services, Guidance and Counseling Services and Special Services departmental data related to BAC placements

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Teach Character Education in our Health classes to support school wide expected behavior. POPULATION 9th-12th grade students: LEP, At Risk, Econ, Dis, Special Ed., GT, Pre-AP, Regular TIMELINE October 2018-April 2019		Health Teachers Administrators	Formative: number of office referrals decrease Summative: Overall number of students in ITS, ISS, per semester				
2) The district will provide training for administrators and new teachers: (a) to effectively utilize RtI modules (Review 360) to handle classroom discipline so that out of school suspensions and discretionary removals will decrease. POPULATION teachers and administrators TIMELINE August 2018-June 2019		Principals, Assistant Principals, Counselors	Decrease in Discipline Referrals				







Goal 5: Veterans Memorial ECHS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 2: Disciplinary placements for In school suspension (ISS) and Out of school suspensions (OSS) will decrease by 5% for 2018-2019 and will not be disproportionate for any population

Evaluation Data Source(s) 2: ISS/OSS reports for district and campus disaggregated by special served populations including ESL, Special Education, At-Risk and economically disadvantaged, Review360 or eSchool behavior RtI plans and monitoring reports, plans for addressing Bullying, Teen Violence, and others.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Meet once a week to discuss PE/Health issues and address ways to improve the overall learning and behavior issues of our students.</p> <p>POPULATION PE / Health Teachers</p> <p>TIMELINE October 2018 November 2018 January 2019 March 2019 April 2019</p>		P.E. Teachers	<p>Formative: number of office referrals decrease Summative: Overall number of students in ITS, ISS, per semester</p>				
<p>2) Distribute Student Code of Conduct to students, parents, staff to ensure all students are afforded due process and their rights.</p> <p>POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, CTE students</p> <p>TIMELINE August 2018</p>		Administration, Registrar, Clerks, Teachers	Decrease in Discipline Referrals				

<p>3) In-service students on the contents of the student handbook through school-wide teacher presentations and grade level assemblies.</p> <p>POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, CTE students</p> <p>TIMELINES August 2017</p>		Principal, Assistant Principals, Teachers	Decrease in Discipline Referrals Written Procedures Presentation				
<p>4) Guidance and counseling will participate in Red Ribbon Week activities to promote an awareness of anti alcohol, tobacco, and drug awareness and violence prevention.</p> <p>POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, CTE students</p> <p>TIMELINE October 2018</p>		Administrators, Principals, Assistant Principals, Counselors, Teachers	Decrease in Discipline Referrals				
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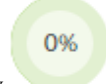

Goal 5: Veterans Memorial ECHS will maintain a safe and disciplined environment conducive to student learning. (TEA Ch. 4, Obj. 8)

Performance Objective 3: Refine and implement all safety plans across the district to ensure students are safe in the event of a crisis.

Evaluation Data Source(s) 3: Updated safety plan checklist, published district safety plans, Unsafe Schools PEIMS report.

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Attend CPR, First Aid and CPI Training to ensure student safety on campus.</p> <p>POPULATION Coaches, Sponsors, CPI Team, IDEA Teachers, Administration</p> <p>TIMELINE August 2018- December 2019</p>		Administration	Summative: *Certification				
<p>2) Provide teacher training on conflict resolution and violence prevention and classroom management techniques.</p> <p>POPULATION All teachers</p> <p>TIMELINE August 2018</p>		Counselors Administration	Decrease in Discipline Referrals				
<p>3) In-service students on bully prevention, violence, conflict resolution, and recent drug use trends, and dating violence to recognize and address the issue, as a preventive measure.</p> <p>POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, CTE students</p> <p>TIMELINE August 2018-May 2019</p>		Counselors, Administration	Decrease in Discipline Referrals				

<p>4) Ensure that our Emergency Operations Plan covers lock down drills, shelter in place, reverse evacuation, drop and cover in order to prevent, protect against, respond to, recover from, and mitigate the effects of incidents 3 times a year.</p> <p>POPULATION Administrators, Staff and Faculty, Counselors, All students and parents</p> <p>TIMELINE August 2017-June 2018</p>		<p>Campus Administration, faculty and staff, counselors, BISD</p>	<p>Decrease in Discipline Referrals</p>				
<p>5) Security Officers are placed and assigned to prevent the number of criminal offenses on school grounds and to prevent victimization of students and staff.</p> <p>POPULATION Administrators, Campus Staff & Faculty, Counselors Students and Parents</p> <p>TIMELINE August 2018-June 2019</p>		<p>Administrators, Principals, Assistant Principals, Counselors, Parental Involvement, BISD Police and Security Services</p>	<p>Decrease in Discipline Referrals</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Goal 6: Veterans Memorial ECHS will provide required support and resources for the attainment of educational excellence and equity. Parents will be full partners with educators in the education of their children. (TEA Ch. 4, Obj. 1)



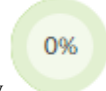

Performance Objective 1: There will be a 10% increase of parents involved in campus involvement activities from 2017-2018 to 2018-2019.

Evaluation Data Source(s) 1: Completed Title I-A Parental Involvement Compliance Checklist, Campus CNA and Title I Parent Survey, Parent Meeting Attendance Rates

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Complete and disseminate a Parental Involvement Policy to all parents to delineate how parents will actively be involved at the district/campus level and to increase participation. Parental Involvement Policy is on the campus website.</p> <p>POPULATION Parents and Community</p> <p>TIMELINE Sept. 2018-April 2019</p>		Principal Parent Liaison	<p>Parent/ Student/ Community awareness of policy and procedure</p> <p>Formative: Campus Parental Involvement Policy, Flier, website, Agenda, Sign-in Sheets</p> <p>Summative: Composite of End of the Year Survey /evaluations TAKS/EOC results Attendance Rates Discipline referrals Session Evaluations Title 1-A Parental Involvement Compliance Checklist</p>				
<p>2) Conduct an annual Title I Meeting to inform parents and community members of its purpose and how funds are distributed.</p> <p>POPULATION Parents,Community</p> <p>TIMELINE December 2018</p>	3.1	Principals Parent Liaison	<p>Parent/ Student/ Community awareness of policy and procedures</p> <p>Formative: Fliers, Agendas, Sign-In Sheets, Handouts Summative: Composite of meeting minutes/evaluation *Title 1-A Parental Involvement Compliance Checklist</p>				

<p>3) The Parental Involvement program provides different activities for parents to foster better communication skills and healthy relationships between their children, school and the environment they live in so that in turn it assists students achieve a higher academic success. Types of Parental Involvement are: *Weekly parent meeting and Trainings * Guest Speakers * BISD Events *Health Education through CATCH and FIT * School Programs * BISD resources * Parent surveys * Family Literacy Enrichment Activities NOTE: Fliers, Invitations, Calendar of Activities will be sent</p>	3.2	Principal, Parent Liaison	Parent/ Student/ Community awareness of policy and procedures and initiatives Formative: *Flyers * Calendar of Activities * Agendas * Sign-in sheets * Handouts Summative: *Evaluations *Minutes *TAKS/EOC results *Attendance Rates *Discipline referrals *Title 1-A Parental Involvement *Compliance Checklist * Composite of End of Year Survey/evaluations				
POPULATION Parents And Community TIMELINE August 2018- May 2019 CNA Page 11	Funding Sources: 211 Title I-A - 1500.00						
<p>4) Ensure representation of community and parent involvement in the decision-making process. Parents will participate in the review and/or revision of the following to ensure program requirements are met: *Parental Involvement Policy *School-Parent-Student Compact *SBDM *LPAC *F.I.T./CATCH Program</p>		Principal, Parent Liaison SBDM Committee Members, Parents, Community Members	arent/ Student/ Community awareness of policy and procedures and initiatives Formative: Fliers, Calendar of Activities, Agendas, Sign-in-Sheets,Handouts Summative: Composite of meeting minutes, Title I Guidelines and Compliance Handbook Evaluations Title 1-A Parental Involvement Compliance Checklist				
POPULATION Parents, Teachers, Students, and Community Members TIMELINE August 2018-May 2019	Funding Sources: 166 State Special Ed. - 300.00						

<p>5) Every year parent liaisons will get reimbursed for mileage while making home visits. Parent Liaison will order supplies (snacks) throughout the school year to ensure that they have the necessary equipment to have successful parental involvement meetings.</p> <p>POPULATION Parent Liaison & parent volunteers</p> <p>TIMELINE August 2018-May 2019</p>		Principal Parent Liaison	<p>Increase in parental involvement and increase in home visits</p> <p>Formative: Monthly Mileage Report Handouts, PRs</p> <p>Summative: Evaluation Home Visit requests, Contact Log, Mileage Log</p>				
Funding Sources: 211 Title I-A - 1500.00							
<p>Critical Success Factors CSF 1 CSF 5</p> <p>6) Migrant clerk will conduct 2 parents meetings throughout the school year for the purpose of providing awareness to the parents of migrant students, involving them in the education of their children, and providing services to them.</p>	2.6, 3.1	Migrant Clerk Administration	Increased parent awareness and parental involvement.				
Funding Sources: 212 Title I-C (Migrant) - 100.00							
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 7: Educators will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)





Performance Objective 1: Academic related professional development will improve teacher effectiveness in providing student centered instruction to meet the needs of all students, including those receiving special education, dyslexia, second language and At-Risk supports to improve academic performance and engagement as evidenced by classroom observations.

Evaluation Data Source(s) 1: Professional development system (PDS) session attendance and evaluation reports, Feedback/Walkthrough report data, T-TESS evaluations

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>Comprehensive Support Strategy 1) Professional development opportunities will be offered for Core teachers for growth in the areas of: Pre AP, GT, AP, SIOP ESL/LEP Implementation of academic supports in classroom instruction (word walls, academic vocabulary, anchor charts, visuals, etc.) Note: Teachers will also receive stipends for certain selected training.</p> <p>POPULATION Core Teachers: Bilingual, ESL, Migrant, Sp. Ed., GT, Dyslexia, Pre-AP, AP, At-Risk</p> <p>TIMELINE August 2018- May 2019</p> <p>CNA Page 10</p>		Core Area Depts. Principals, Dean of Instruction	Formative: Teacher Evaluations Session Certificate of Completion Summative: Lesson Plans Student Assessments Final Exams End-of-Course Exams				
Funding Sources: 199 Local funds - 10000.00, 211 Title I-A - 12500.00, 166 State Special Ed. - 1500.00							

<p>2) Provide professional development that supports District Aligned Curriculum so that teachers will have all updates of the DISTRICT ALIGNED CURRICULUM as requested (IP 2.5) AYP</p> <p>Core teachers and administration will participate in on-going education by participating in Content Specific Conferences (CAMT, NCUST, CAST, RGVSA) Texas Assessment Conference, APSI Summer Institute, Region One Technology Conference, Legal Issues Conferences, Texas Computer Education Association, district and Region I in-services to improve curriculum awareness 9th-12th Grade Teachers</p> <p>TI, MI, LEP, SE, AR, GT, DYS, CTE</p> <p>TIMELINE August 2018- May 2019</p> <p>CNA Page 10</p>		<p>9th - 12th Grade Teachers Math Specialist Dean of Instruction (DISTRICT ALIGNED CURRICULUM Leadership Team) Principal Bilingual /ESL Administrator</p>	<p>Formative: Session Evaluations Class Observations Walkthroughs Vertical and Horizontal Alignment Meetings Meeting Minutes Benchmarks Teacher Evaluations</p> <p>Summative: Lesson Plans Student Assessments Final Exams</p>				
	<p>Funding Sources: 199 Local funds - 15160.00, 211 Title I-A - 2000.00</p>						
<p>Comprehensive Support Strategy</p> <p>3) Teams of English teachers will attend ESL Training for Teachers. Sheltered Instruction Observation Protocol will be utilized for ELA teachers working with students who are ELL.</p> <p>POPULATION 9th-12th grade teachers-Bilingual, ESL, Migrant, Sp Ed.</p> <p>TIMELINE October 2017-November 2017-January 2018-March 2018-April 2018</p>		<p>B.I.S.D. ESL Coordinator</p>	<p>Formative: Classroom Observations Lesson Plans</p> <p>Summative: TELPAS End-of-course Exams Final Exams</p>				



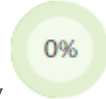

<p>4) Provide Professional Development for new and existing teachers on designated grade level assessments data analysis in order to monitor/adjust instruction and report student achievement in literacy. *EOC 9th - grades *TELPAS (IP 1.15) AYP</p> <p>POPULATION 9th - 12th grade teachers, Special Ed. Teachers, Dyslexia Teachers Principals, Dean of Instruction, Lead Teachers/ Department Heads, ELA Curriculum Specialists</p> <p>TIMELINE AUGUST 2018- JUNE 2019</p>		<p>*9th - 12th grade teachers *Special Ed. Teachers *Dyslexia Teachers *Principals *Dean of Instruction *Lead Teachers/ Department Heads *ELA Curriculum Specialists</p>	<p>Formative: Benchmark testing Teacher Observations Progress Reports Professional Dev. Evaluations Curriculum (lesson plans, framework, scope and sequence) Teacher Transcripts</p> <p>Summative: TELPAS End-of-Course Exams Final Exams</p>				
<p>5) All Pre-AP/AP secondary teachers will receive Pre-AP/AP Institute training and will maintain on-going training in GT, Pre-AP, AP to enhance teaching skills and better prepare students to pass AP exams.</p> <p>POPULATION Secondary GT/Pre-AP/AP teachers</p> <p>TIMELINE July 2019- June 2019</p>		<p>Pre-AP/AP Teachers</p>	<p>Summative: Certificate of completion AP test results</p>				
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Goal 7: Educators will keep current with the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (TEA Ch. 4 Obj. 9)

Performance Objective 2: The CTE Department will provide on-going professional development for CTE teachers, so that extended leaning opportunities, with the use of research-based programs and activities, are provided to students to ensure more opportunities to be college and career ready.

Evaluation Data Source(s) 2: Professional development records for CTE, numbers of students in under-served pathways, survey data

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) The Career and Technical Education Department will continue to support ongoing professional development for its teachers so that students may learn the latest technology skills and be able to compete in college and the workforce. Population: CTE students Timeline: August 2018 - July 2019		Career Placement Officers Administrators CTE Teachers	Teachers will return to their classrooms and be able to share the newest technologies with their students. Teachers will be able to train their campus colleagues based on what they learned at their professional development (i.e., Word, Excel, Photoshop etc.)				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>							





Goal 8: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (TEA Ch. 4 Obj. 10)

Performance Objective 1: Veterans Memorial ECHS will show a 5% increase in all four key areas of the Star Chart: 1. Teaching and Learning 2. Educator Preparation and Development 3. Leadership, Administration and Instructional Support 4. Infrastructure for Technology

Evaluation Data Source(s) 1: EOY Student grades, electronic portfolios, StarChart Survey Results, T-TESS, Professional Development System Summary Reports, Fixed Assets inventory Expenditure reports

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Improvement in the cable network, wireless infrastructure and instructional work stations as we move closer to a 1 to 1 solution for our students.</p> <p>POPULATION Bilingual, ESL, Mig, Sp. Ed., GT Dyslexia, Pre AP, AP, At Risk</p> <p>TIMELINE: August 2018- May 2019</p>		Principal, Dean , Assistant Principals	<p>Six Weeks Avgs Semester Avgs Course Completion Consistent Program of Study</p> <p>Formative: *Observations</p> <p>Summative: *Cable installation</p>				
<p>2) The campus will increase the accessibility for all students in technology based instruction across all subject areas by providing new software, such as Office 365, and hardware in the classrooms for computer assisted instruction. The students will also develop projects that foster creativity, innovation, communication, collaboration, information fluency and digital citizenship in all content areas.</p> <p>Population: All Students Timeline: August 2018- May 2019</p>		Principals Campus Administration TSTs Bilingual Adm.	<p>Formative: Benchmarks Classroom projects Student competitions Improved connectivity of wired and wireless devices.</p> <p>Summative: Test scores End of Year grades Electronic portfolios StarChart Surveys</p>				
Funding Sources: 211 Title I-A - 65000.00							

<p>3) Teachers will participate in a minimum of 12 hours of technology professional development annually to better prepare and assist with the integration of technology into the subject areas.</p> <p>TIMELINE August 2018- May 2019</p>		<p>Professional Development Adm. Principals teachers Campus TST</p>	<p>Formative: 1)Professional Development System evaluations Administrative walkthroughs Certificates of completion of training Summative T-TESS evaluations Application Management Reports Star Chart Survey</p>				
<p>Comprehensive Support Strategy</p> <p>4) Teachers will utilize technology to assist, create, and develop an interactive learning atmosphere that increases student participation.</p> <p>POPULATION All Social Studies Teachers</p> <p>TIMELINE August 2018- April 2019</p>		<p>Social Studies Teachers TST Dean of Instruction Principal Campus Administrators</p>	<p>Formative: *Teacher Evaluations *Lesson Plans *Walkthroughs</p> <p>Summative: *State Assessment Tests *End of Semester Exams *Benchmark Tests *Class Assessments *End-of-Course Exams</p>				
<p>Funding Sources: 162 State Compensatory - 3000.00, 199 Local funds - 500.00</p>							
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 1: Increase the overall district attendance rate to 96.8% with a target of 97.5% for elementary schools, 97% for middle schools and 96% for high schools and improve At-Risk Student Attendance Rate by 10% over prior year attendance.

Evaluation Data Source(s) 1: District and campus attendance rates, At-Risk Student Attendance

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
1) Student attendance will be monitored on a daily basis by appropriate grade level principal to increase student attendance rates and improve student instructional levels. POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, TIMELINE August 2018- May 2019		Grade Level Principals	Grade level attendance report				
2) Schedule various activities and to reward perfect attendance to promote and motivate student attendance and increase educational potential of students. POPULATION Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, TIMELINE August 2018- May 2019		PEIMS Administrator	Scheduled activities				





Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 2: Increase the High School Completion Rate to 95% and increase the High School Graduation Rate to 91.3%.

Evaluation Data Source(s) 2: Drop-out and Graduation rate reports.

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) STAR lab teachers will assist students to regain credit who are at risk of dropping out through A+ Plus and / or Edgenuity programs.</p> <p>POPULATION At Risk Students</p> <p>TIMELINE October 2018 November 2018 January 2019 March 2019 April 2019</p>		At Risk counselor, Program Specialist, PEIMS Supervisor, Dean, Administrator for State Compensatory Education	<p>Formative: *ESCHOOLS Plus master schedule *ESCHOOLS Plus tutorial Attendance report</p> <p>Summative: * STAAR *Retention Rate *Graduation Rate *Completion Rate</p>				
<p>2) The Program Specialist will monitor and coordinate dropout intervention programs that help students stay in school and complete in 4 years</p> <p>POPULATION AR, TI, MI, LEP</p> <p>TIMELINE weekly August 2018- May 2019</p>		Campus Administration Administrator for State Compensatory Education	<p>Formative: *Eschools Plus At-Risk Progress Report *Eschools Plus Dropout Monitor Report *Eschools Plus Cohort Listing Report *Benchmark scores *Student Progress Report</p> <p>Summative: *STAAR *Graduation Rate *Completion Rate *Retention Rate *Attendance Rate *Dropout Rate</p>				
Funding Sources: 162 State Compensatory - 400.00							

<p>3) The At-Risk counselor will service students who are at risk of dropping out by providing guidance and information about available programs and resources designed to assist them.</p> <p>POPULATION</p> <p>AR, TI, MI, LEP</p> <p>TIMELINE</p> <p>weekly</p> <p>August 2018- May 2019</p> <p>CNA-PAGE 9</p>		<p>Campus Administration Administrator for State Compensatory Education</p>	<p>Formative:</p> <ul style="list-style-type: none"> *Eschools Plus At-Risk Progress Report *Eschools Plus Dropout Monitor Report *Student Log *Benchmark scores *Attendance Rate *Dropout Rate <p>Summative:</p> <ul style="list-style-type: none"> *STAAR *Graduation Rate *Completion Rate *Retention Rate *Attendance Rate *Dropout Rate 				
<p>4) Parent Liaisons will monitor withdrawal leaver codes to ensure accuracy and will deliberate a focused effort to recover non-returning students.</p> <p>POPULATION</p> <p>AR, TI, MI, LEP</p> <p>TIMELINE</p> <p>August 2017, September 2017, October 2017, November 2017, January 2018, March 2018, April 2018</p>		<p>Administration, Parent Liaison</p>	<p>Formative:</p> <ul style="list-style-type: none"> *ESchoolsPLUS *Home Visit Log *Dropout monitor form <p>Summative:</p> <ul style="list-style-type: none"> *Graduation Rate *Completion Rate *Dropout Rate 				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>							

Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 3: All campuses will develop prevention and intervention strategies that increase At-Risk student achievement on STAAR by 10%.

Evaluation Data Source(s) 3: STAAR/EOC reports disaggregated for At-Risk students

Summative Evaluation 3:

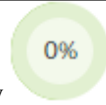
Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>Comprehensive Support Strategy</p> <p>1) Before and after school tutorials and select Saturday tutorials will be offered to decrease the number of students not meeting TEKS and/or graduation criteria.</p> <p>POPULATION AR, TI, LEP, MMI</p> <p>TIMELINE October 2018 November 2018 January 2019 March 2019 April 2019</p> <p>CNA Page 9</p>		At Risk counselor, Program Specialist, PEIMS Supervisor, Dean, Administrator for State Compensatory Education	<p>Formative:</p> <ul style="list-style-type: none"> *ESCHOOLS Plus master schedule *ESCHOOLS Plus tutorial Attendance report *tutorial Lesson Plans *Classroom Observations *Student Progress Reports *Classroom assessments *Pre and post benchmark tests. <p>Summative:</p> <ul style="list-style-type: none"> * STAAR *Retention Rate *Graduation Rate *Completion Rate 				
Funding Sources: 162 State Compensatory - 39277.00, 199 Local funds - 1000.00, 211 Title I-A - 8999.00							
<p>2) Implement a food pantry and closet at VMHS to provide identified homeless and unaccompanied youth with food items, hygiene products, school supplies, and clothes as needed to meet their academic, social, emotional, and physical needs</p> <p>POPULATION Homeless Students, AR</p> <p>TIMELINE August 2018- May 2019</p>		<ul style="list-style-type: none"> *Campus Administration * Administrator for the Homeless Youth Project * Administrator for State Compensatory Education * Administrator for Special Programs 	<p>Formative:</p> <ul style="list-style-type: none"> *Student Progress Reports <p>Summative:</p> <ul style="list-style-type: none"> *STAAR *Attendance Rate *Retention Rate 				



= Accomplished



= Continue/Modify



= No Progress



= Discontinue





Goal 9: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma. (TEA Ch. 4 Obj. 3)

Performance Objective 4: Implement a sustainable coordinated school health system that provides wellness tools and resources which promote the long-term development through student attendance and success of the whole student.

Evaluation Data Source(s) 4: Nurse time and effort reports show students immediate health concerns are addressed along with improved report card grades and increased student attendance rates. PAPA, CATCH, and SHAC meetings and reports.

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Feb	Apr	June
<p>1) Provide information on the Wellness/Nutrition Policy & Guidelines to parents, teachers & students through parent meetings, teacher staff development, CATCH Teams, and classroom instruction to ensure compliance with respective policies and guidelines and comply with the Texas Public School Nutrition Policy effective 08/01/2004 and revisions 08/01/2007.</p> <p>POPULATION PE/Health Teachers: Bil, GT, Pre-AP, AP, Special Education, Migrant, At Risk, Administrators, Parents</p> <p>TIMELINE August 2018- June 2019</p>		Food & Nutrition Services Administrator, CATCH Team	<p>Formative: Observations, , Parent Meetings</p> <p>Summative: Follow Policy</p>				

<p>2) Maintain and improve Coordinated Approach to Child Health (CATCH) Teams that implement the Coordinated School Health Program K-12 by developing goals and objectives based on fitness assessment data, academic performance, attendance rates, academic disadvantages and the use of success of any method in order to ensure students are reaching required moderate to vigorous physical activity (MVPA), and any other indicator recommended by School Health Advisory Council.</p>		<p>Health Education Teachers PE Teachers School Nurse Counselor Food Service Manager Parent Liaison Wellness Coordinator CATCH Champions</p>	<p>Formative: Implementation Documentation, Lesson Plans, Fitness Assessment Observation, Student Grades, Attendance Rates</p> <p>Summative: SHAC Recommendations, CATCH Activities, CATCH Visitation Reports, School Health Index Improvement Plan, Standardized Test Result</p>				
<p>POPULATION -Health Education Teachers -PE Teachers -School Nurse -Counselor -Food Service Manager -Parent Liaison -Wellness Coordinator -CATCH Champions</p> <p>TIMELINE August 2018- June 2019</p> <p>CNA Page 10</p>	<p>Funding Sources: 199 Local funds - 500.00</p>						
<p style="text-align: center;">  = Accomplished  = Continue/Modify  = No Progress  = Discontinue </p>							

Comprehensive Support Strategies

Goal	Objective	Strategy	Description
1	1	1	Teachers will meet throughout the school year to align the curriculum, scope and sequence and make decisions in regards to appropriate assessments and improvement of instruction. Population Teachers 9th-12th grade Timeline: August 2018-May 2019
1	1	4	Teachers will implement online resources/materials such as Edgenuity to improve student performance in the classroom and on state assessments. Purchase ongoing site license for Compass Learning software to address students' weaknesses in Core Areas. POPULATION Core Area Students: ESL, Migrant, Sp. Ed., GT, Dyslexia, Pre-AP, AP, At-Risk TIMELINE August 2018-May 2019
1	1	6	Develop oral language skills and increase listening/speaking and reading/writing proficiency through the use of ELPS and ELAR strategies in the classroom in order for students to systematically transition to English literacy. POPULATION 9th - 12th students: LEP, MI, SE, GT, DYS, AR, AP, Pre-AP, TI TIMELINE August 2018- July 2019
1	1	7	Implement coordination and collaboration meetings once every six weeks between Special Education, Bilingual/ESL teachers and teachers of record to plan instructional strategies and support systems for Bilingual and Special Education students in classroom instruction. POPULATION Secondary teachers: LEP, ESL, MI, SE, GT, DYS, AR, CTE TIMELINE Every six weeks: August 2018 to May 2019
7	1	1	Professional development opportunities will be offered for Core teachers for growth in the areas of: Pre AP, GT, AP, SIOP ESL/LEP Implementation of academic supports in classroom instruction (word walls, academic vocabulary, anchor charts, visuals, etc.) Note: Teachers will also receive stipends for certain selected training. POPULATION Core Teachers: Bilingual, ESL, Migrant, Sp. Ed., GT, Dyslexia, Pre-AP, AP, At-Risk TIMELINE August 2018- May 2019 CNA Page 10
7	1	3	Teams of English teachers will attend ESL Training for Teachers. Sheltered Instruction Observation Protocol will be utilized for ELA teachers working with students who are ELL. POPULATION 9th-12th grade teachers-Bilingual, ESL, Migrant, Sp Ed. TIMELINE October 2017-November 2017-January 2018-March 2018-April 2018
8	1	4	Teachers will utilize technology to assist, create, and develop an interactive learning atmosphere that increases student participation. POPULATION All Social Studies Teachers TIMELINE August 2018- April 2019
9	3	1	Before and after school tutorials and select Saturday tutorials will be offered to decrease the number of students not meeting TEKS and/or graduation criteria. POPULATION AR, TI, LEP, MMI TIMELINE October 2018 November 2018 January 2019 March 2019 April 2019 CNA Page 9

State Compensatory

Personnel for Veterans Memorial Early College High School :

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Bianka Castaneda	Teacher	State Compensatory Educ.	1
Celina Barrera-Scott	At Risk Counselor	State Compensatory Educ.	1
Gerardo Marmolejo	Teacher	State Compensatory Educ.	1
Hadassah Hernandez	Dean of Instruction	State Compensatory Educ.	1
Maria Rocha	Program Specialist	State Compensatory Educ.	1

Title I Schoolwide Elements

ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

Campus CNA is conducted through meetings with administration, with strands, and with department chairs. Evidence is presented to SBDM committee.

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

Campus Improvement Plan is developed based on the needs of our campus. Campus improvement is developed based on the input provided by all stakeholders, which includes teachers, staff, students, parents, and other community members.

2.2: Regular monitoring and revision

Campus improvement plan is developed and revised as needed with the input of department chairs and teachers. Department chairs were asked to take CIP to their respective departments, so that teachers may be given the opportunity to provide individual feedback.

2.3: Available to parents and community in an understandable format and language

Documents are translated to Spanish, as needed. School documents are also made available to all campus stakeholders through our website.

2.4: Opportunities for all children to meet State standards

All students will be provided the opportunity to meet state standards by providing them with interventions, which include extended day tutorials and Saturday Academies.

2.5: Increased learning time and well-rounded education

Teachers will be provided with the professional development and resources which will allow them to implement online resources to adapt to the needs of the 21st century learner.

2.6: Address needs of all students, particularly at-risk

All VMECHS staff will work with At Risk population by providing them with the support they need inside and outside the classroom.

ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

VMECHS staff will host an annual Title I informational meeting. Parents and community will be invited.

3.2: Offer flexible number of parent involvement meetings

The parental involvement program will host weekly meetings, which will provide parents with different activities. These activities will encourage them to foster healthy communication skills with their children, which will result in their academic success.

Title I Schoolwide Element Personnel

<u>Name</u>	<u>Position</u>	<u>Program</u>	<u>FTE</u>
Alan Hendrick	Science Teacher	Title 1-A	1
Belia de la Cruz	Parent Liaison	Title 1-A	1
Briana Arteaga	Counselor	Counselor	1
Carlos Garcia	Social Studies Teacher	Title 1-A	1
Denise Leal	ELA Teacher	Title 1-A	1
Dora Ramirez	Dyslexia Aide	Title 1-A	1
Elsa Douglas	Nurse	Title 1-A	1
Hailey Leal	ELA Teacher	Title 1-A	1
Luz Resendez	Library Aide	Title 1-A	1
Maria Rodriguez Vela	Math Teacher	Title 1-A	1
Nohelia Izo	Parent Liaison	Title 1-A	1
Raquel Covarrubias	Nurse	Title 1-A	1
Tanya Ortiz	Library Aide	Title 1-A	1

Site-Based Decision Making Committee

Committee Role	Name	Position
Meeting Facilitator	Hadassah Michelle Hernandez-Mora	Dean of Instruction
Meeting Facilitator	Dr. Norma	Principal
Non-classroom Professional	Diana Villarreal	Testing Coordinator
Non-classroom Professional	David Cantu	Athletic Coordinator
Non-classroom Professional	Laura Torres	Counselor
Classroom Teacher	Griselda Moreno-Garcia	Math Dept.
Classroom Teacher	Adina Garcia	Math Dept.
Classroom Teacher	Ana Solis	ELA Dept.
Classroom Teacher	Rosa Jimenez	ELA Dept.
Classroom Teacher	Melissa Salazar	Bilingual
Classroom Teacher	Adriana Abete	Science Dept.
Classroom Teacher	Jesus Garcia	Science Dept.
Classroom Teacher	Patricia Castaneda	Social Studies Dept.
Classroom Teacher	Magdalena Cosay	Social Studies Dept.
Classroom Teacher	Philip Anderson	CTE Dept.
Classroom Teacher	Nubia de la Fuente	IDEA Dept.
Classroom Teacher	Christine Ramos	ROTC
Classroom Teacher	Francisco Salazar	Foreign Lang. Dept.
Classroom Teacher	Stephanie Zamora	Fine Arts Dept.
Classroom Teacher	Jaime Castaneda	P.E/ Health Dept.
District-level Professional	Maricela Zarate	HR
Parent	Alex Chavez	
Community Representative	Sofia Benavidez	
Community Representative	Carol Muller	
Parent	Maria Martinez	

Business Representative	Romulo Cisneros	
Business Representative	Ricardo Pena	

Campus Funding Summary

199 Local funds					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	3	GENERAL SUPPLIES-COUNSELING	199-31-6399-00-009-Y-99-000-Y	\$800.00
1	5	1	STUDENTS- TRAVEL AND SUBSISTENCE	19911-6412-00-009-Y-11-000-Y	\$1,225.00
1	5	1	STIPENDS- UIL ACADEMICS	199-36-3661-17-00-009-Y-99-020-Y	\$13,000.00
1	5	1	GENERAL SUPPLIES- EXTRACURRICULAR	199-36-6399-00-009-Y-99-019-Y	\$1,500.00
1	5	1	TRAVEL AND SUBSISTENCE-STUDENTS	199-36-6399-00-009-Y-99-019-Y	\$1,500.00
1	5	1	RECLASSIFIED TRANSPORTATION	199-36-6494-00-009-Y-99-019-Y	\$1,000.00
1	5	1	TRAVEL AND SUBSISTENCE- STUDENTS	199-36-6412-00-009-Y-99-000-Y	\$19,000.00
1	5	1	RECLASSIFIED TRANSPORTATION	199-36-6494-00-009-Y-99-000-Y	\$9,000.00
1	5	6	Art Supplies	199-11-6399-50-009-Y-11-000-Y	\$2,107.00
1	5	10	AWARDS	199-23-6498-23-009-Y-99-000-Y	\$3,905.00
2	1	2	EXTRA DUTY PAY	199-51-6121-46-009-Y-99-000-Y	\$1,000.00
2	1	2	EXTRA DUTY PAY	199-51-6121-46-009-Y-99-000-Y	\$1,000.00
2	1	2	SUPPLIES FOR MAINT/OPERAT	199-51-6315-00-009-Y-99-000-Y	\$17,186.00
2	1	2	SUPPLIES FOR MAINT/OPERAT	199-51-6319-00-009-Y-99-000-Y	\$160.00
2	1	2	GENERAL SUPPLIES	199-51-6399-00-009-Y-99-000-Y	\$7,654.00
3	1	1	TEXTBOOKS	199-11-6321-00-009-Y-000-Y	\$5,000.00
3	1	1	READING MATERIALS	199-12-6329-00-009-Y-99-000-Y	\$9,000.00
3	1	2	COPY PAPER	199-11-6396-00-009-Y-11-000	\$4,500.00
3	1	2	GENERAL SUPPLIES	199-11-6399-00-009-Y-11-000-Y	\$13,608.00
3	1	2	GENERAL SUPPLIES	199-11-6399-62-009-Y-11-000-Y	\$1,000.00
3	1	2	GENERAL SUPPLIES	199-11-6399-51-009-Y-11-000-Y	\$2,000.00
3	1	2	GENERAL SUPPLIES	199-23-6399-00-009-Y-99-000-Y	\$3,804.00
3	1	3	SUPPLIES AND MATERIALS	199-23-6398-00-009-Y-99-000-Y	\$2,131.00
7	1	1	EMPLOYEE TRAVEL	199-13-6411-23-009-Y-00-000-Y	\$10,000.00

7	1	2	MISC OPERATING COSTS	199-13-6499-53-009-Y-99-000-Y	\$2,000.00
7	1	2	EMPLOYEE TRAVEL	199-23-6411-23-009-Y-99-000-Y	\$8,000.00
7	1	2	SAL/WAGES FOR SUBSTITUTE TEACHERS	199-11-6112-18-009-Y-99-0-00-Y	\$5,000.00
7	1	2	CONSULTING SERVICES	199-1362-91-00-009-y-99-000-y	\$160.00
8	1	4	MISC CONTRACTED SERVICES	199-11-6299-00-009-Y-11-000-Y	\$500.00
9	3	1	RECLASSIFIED TRANSPORTATION	199-11-6494-00-009-Y-11-000-Y	\$1,000.00
9	4	2	GENERAL SUPPLIES-HEALTH SERVICES	199-33-6399-00-009-99-000-Y	\$500.00
Sub-Total					\$148,240.00
Budgeted Fund Source Amount					\$152,535.00
+/- Difference					\$4,295.00

162 State Compensatory

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	GENERAL SUPPLIES	162-11-6399-00-009-Y-30-000-Y	\$7,346.00
3	1	2	GENERAL SUPPLIES	162-11-6399-16-009-Y-30-000-Y	\$6,503.00
3	1	3	Copy Paper	162-11-6396-00-009-y-30-000-Y	\$7,000.00
8	1	4	SOFTWARE	162-11-6249-62-009-Y-30-000-Y	\$3,000.00
9	2	2	Walk for the Future Operating Costs	162-61-6499-53-009-Y-30-WTF-Y	\$200.00
9	2	2	Walk for the Future General Supplies	162-61-6399-00-009-Y-30-WTF-Y	\$200.00
9	3	1	EXTRA DUTY PAY (EOC)	162-11-6118-00-009-Y-24-EOC-Y	\$19,926.00
9	3	1	EXTRA DUTY PAY	162-11-6118-00-009-Y-30-000-Y	\$8,851.00
9	3	1	CONTRACTED SERVICES	162-11-6299-62-009-Y-30-000-Y	\$10,500.00
Sub-Total					\$63,526.00
Budgeted Fund Source Amount					\$63,126.00
+/- Difference					\$-400.00

163 State Bilingual

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	BILINGUAL GENERAL SUPPLIES	163-11-6399-00-009-y-25-000-y	\$2,000.00
Sub-Total					\$2,000.00

					Budgeted Fund Source Amount	\$2,000.00
					+/- Difference	\$0
164 State Career and Technical Education						
Goal	Objective	Strategy	Resources Needed	Account Code	Amount	
1	2	1	CTE COPY PAPER	164-11-6396-00-009-Y-22-000-Y	\$5,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS	164-11-6398-00-009-y-22-000-y	\$35,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS	164-11-6398-62-009-Y-22-000-Y	\$50,000.00	
1	2	1	CTE FURNITURE	164-11-63999-45-009-Y-22-000-Y	\$20,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS	164-11-6399-01-009-Y-22-000-Y	\$100,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS AV	164-11-6399-av-009-y-22-000-y	\$2,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS ARCHITECTURE	164-11-6399-AC-009-Y-22-000-Y	\$90,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS- BUSINESS	164-11-6399-BA-009-Y-22-000-Y	\$2,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS- HEALTH SCIENCE	164-11-6399-HL-009-Y-22-000-Y	\$15,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS- LAW	164-11-6399-LW-009-Y-22-000-Y	\$10,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS- ENGINEERING	164-11-6399-SC-009-Y-22-000-Y	\$6,000.00	
1	2	1	CTE EMPLOYEE TRAVEL IN DISTRICT	164-11-6411-00-009-Y-22-000-Y	\$25,000.00	
1	2	1	CTE FEES	164-11-6497-00-009-Y-22-000-Y	\$30,000.00	
1	2	1	CTE FURNITURE AND EQUIPMENT	164-11-6639-00-009-Y-22-000-Y	\$30,000.00	
1	2	1	CTE EMPLOYEE TRAVEL OUT OF DISTRICT	164-13-6411-23-009-Y-22-000-Y	\$15,000.00	
1	2	1	CTE SUPPLIES AND MATERIALS	164-31-6398-00-009-Y-22-000-Y	\$0.00	
1	2	1	CTE GENERAL SUPPLIES	164-31	\$0.00	
1	2	2	CTE INSTRUCTIONAL SOFTWARE	164-11-6395-62-009-Y-22-000-Y	\$6,000.00	
1	2	3	CTE GUIDANCE AND COUNSELING SUPPLIES	164-31-6399-2S-009-Y-22-032-Y	\$5,000.00	
1	2	3	CTE GUIDANCE AND COUNSELING EMPLOYEE TRAVEL	164-31-6411-23-009-Y-22-000-Y	\$10,000.00	
1	2	3	CTE GUIDANCE AND COUNSELING EMPLOYEE TRAVEL	164-31-6411-00-009-Y-22-000-Y	\$5,000.00	
1	2	3	CTE AWARDS	164-31-6498-00-009-Y-22-032-Y	\$10,000.00	
1	2	4	CTE STUDENT TRAVEL	164-11-6412-FT-009-Y-22-000-Y	\$25,000.00	
1	2	4	CTE STUDENT TRANSPORTATION COST	164-11-6494-FT-009-Y-22-000-Y	\$15,000.00	

1	2	4	CTE AWARDS	164-11-6498-01-009-Y-22-000-Y	\$20,000.00
1	2	4	CTE MISC OPERATING COSTS	164-11-6499-53-009-Y-22-000-Y	\$5,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-ba-009-Y-22-000-Y	\$9,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-HL-009-Y-22-000-Y	\$24,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-SK-009-Y-22-000-Y	\$24,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-SK-009-Y-22-000-Y	\$24,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-TS-009-Y-22-000-Y	\$32,000.00
1	2	4	CTE STUDENT TRAVEL	164-36-6412-00-009-Y-22-000-Y	\$50,000.00
Sub-Total					\$699,000.00
Budgeted Fund Source Amount					\$761,000.00
+/- Difference					\$62,000.00

166 State Special Ed.

Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-99-0B0-Y	\$1,000.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-0P6-Y	\$1,000.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-0P4-Y	\$915.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-000-Y	\$1,000.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-0P0-Y	\$1,250.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-0P1-Y	\$1,250.00
3	1	2	STATE SPECIAL ED- GENERAL SUPPLIES	166-11-6399-00-009-Y-23-0P2-Y	\$500.00
3	1	3	STATE SPECIAL ED. AWARDS	166-11-6498-00-009-Y-23-0P8-Y	\$5,000.00
3	1	3	STATE SPECIAL ED. AWARDS	166-11-6498-00-009-Y-23-0P6-Y	\$6,000.00
3	1	3	STATE SPECIAL ED. AWARDS	166-11-6498-00-009-Y-23-0P2-Y	\$1,000.00
3	1	3	STATE SPECIAL ED. PROFESSIONAL SERVICES	166-61-6219-00-009-y-23-0N7-Y	\$1,000.00
3	1	3	STATE SPECIAL ED. OPERATING LEASES	166-31-6269-13-009-Y-23-000-Y	\$0.00
6	1	4	STATE SPECIAL ED. GENERAL SUPPLIES	166-61-6399-00-009-y-23-0p9-y	\$150.00
6	1	4	STATE SPECIAL ED. MISC. OPERATING COSTS	166-61-6499-53-009-Y-23-0P9-Y	\$150.00
7	1	1	STATE SPECIAL ED. EMPLOYEE TRAVEL	166-13-6411-23-009-Y-23-0P5-Y	\$500.00

7	1	1	STATE SPECIAL ED. EMPLOYEE TRAVEL	166-13-6411-23-009-Y-23-0P9-Y	\$1,000.00
Sub-Total					\$21,715.00
Budgeted Fund Source Amount					\$25,715.00
+/- Difference					\$4,000.00
211 Title I-A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	5	Advise TX	211-31-6299-00-009-Y-30-TUK-Y	\$10,000.00
1	3	6	AVID Membership	211-11-6495-00-009-Y-30-0F2-Y	\$3,899.00
1	3	6	AVID Library	211-11-6399-00-009-Y-30-0F2-Y	\$4,590.00
1	5	10	AWARDS	211-6498-00-009-Y-30-0F2-Y	\$5,000.00
3	1	2	COPY PAPER	211-11-6396-00-009-Y-30-0F2-Y	\$5,000.00
3	1	2	SUPPLIES AND MATERIALS	211-11-6398-00-009-Y-30-0F2-Y	\$6,000.00
3	1	2	GENERAL SUPPLIES	211-11-6399-00-009-Y-30-0F2-Y	\$45,011.00
3	1	2	SUPPLIES AND MATERIALS	211-11-6398-62-009-Y-30-0F2-Y	\$5,000.00
3	1	2	GENERAL SUPPLIES	211-11-6399-16-009-Y-30-0F2-Y	\$5,090.00
3	1	2	INK CARTRIDGES	211-11-6399-62-009-Y-30-0F2-Y	\$4,000.00
6	1	3	PARENT MEETING SUPPLIES	211-61-6399-00-009-Y-30-0F2-Y	\$1,000.00
6	1	3	PARENT MEETING SNACKS	211-61-6499-53-09-Y-30-0F2-Y	\$500.00
6	1	5	MILEAGE REIMBURSEMENT	211-61-6411-00-009-Y-30-0F2-Y	\$1,500.00
7	1	1	SAL/WAGES FOR SUBSTITUTE TEACHERS	211-11-6112-00-009-Y-30-AYP-Y	\$2,000.00
7	1	1	GENERAL SUPPLIES	211-13-6399-00-009-Y-30-AYP-Y	\$1,500.00
7	1	1	EMPLOYEE TRAVEL	211-13-6411-23-009-Y-30-AYP-Y	\$9,000.00
7	1	2	EMPLOYEE TRAVEL- LEADERSHIP	211-23-6411-23-009-Y-30-0F2-Y	\$2,000.00
8	1	2	CAPITAL ASSETS	211-11-6649-62-009-Y-30-0F2-Y	\$65,000.00
9	3	1	RECLASSIFIED TRANSPORTATION	211-11-6494-00-009-Y-30-0F2-Y	\$8,999.00
Sub-Total					\$185,089.00
Budgeted Fund Source Amount					\$180,089.00
+/- Difference					\$-5,000.00

212 Title I-C (Migrant)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	4	1	MIGRANT GENERAL SUPPLIES	212-11-6399-00-009-Y-24-0F2-Y	\$640.00
1	4	2	MIGRANT TRANSPORTATION	212-11-6399-00-009-Y-24-0F2-y	\$200.00
1	4	2	MIGRANT- REGION ONE SERVICES	212-11-6239-00-009-Y-0F2-Y	\$395.00
1	4	2	MIGRANT- CONSULTING SERVICES	212-11-6291-00-009-Y-24-0F2-Y	\$395.00
6	1	6	MIGRANT- OPERATING COSTS	212-61-6499-53-009-Y-24-0F2-Y	\$100.00
Sub-Total					\$1,730.00
Budgeted Fund Source Amount					\$1,730.00
+/- Difference					\$0
263 Title III-A Bilingual					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
					\$0.00
Sub-Total					\$0.00
Budgeted Fund Source Amount					\$3,519.00
+/- Difference					\$3,519.00
Grand Total					\$1,121,300.00