

VETERANS MEMORIAL HIGH SCHOOL CAMPUS IMPROVEMENT PLAN

2017-2018

Students First • Innovation • Collaborative Ownership • Diversity • Continuous Learning

Vision Statement

VETERANS MEMORIAL HIGH SCHOOL will prepare and inspire all students to be equipped to excel in the college and career of their choice, dominate 21st century skills in leadership, knowledge, language, and technology to compete in a global economy and serve as successful citizens in their community

Collective Commitments

We believe that we have the duty to foster opportunities for each student to build a legacy of success .

We, therefore, collectively commit to:

- ✓ Putting students first and inspiring innovation
- ✓ Taking ownership of a collaborative, educational partnership through student, parent, and civic engagement
- ✓ Understanding cultural diversity with the ability to relate effectively amidst varied cultures within a global economy
- ✓ Learning professionally for continuous improvement

Nondiscrimination Notice

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

MISSION CONSOLIDATED INDEPENDENT SCHOOL DISTRICT
Board of Trustees
2017-2018

Patricia O'Caña-Olivarez
President

Roy Vela
Vice President

Petra B. Ramirez
Secretary

Minnie R. Rodgers
Member

Dr. Sonia M.Trevino
Member

Charlie Garcia III
Member

Jerry Zamora
Member

Administrative Staff

Ricardo López, Ed. D.
Superintendent of Schools

Mario Solis
*Assistant Superintendent for
Human Resources*

Rumalda Ruiz
*Assistant Superintendent
for Finance*

Cris Valdez
*Assistant Superintendent for
Curriculum & Instruction*

Rick Rivera
*Assistant Superintendent
for Operations*

DISTRICT GOALS

- GOAL 1.0** **Mission CISD Students demonstrate academic success through a curriculum that is well balanced, appropriate, and relevant to the real world in order to be college and career ready.**
- GOAL 2.0** **All stake holders understand the district's mission and vision and are actively involved in providing service to our family and community to ensure the education of our students.**
- GOAL 3.0** **Mission CISD has a plan to address the efficient operations of District facilities, safe environment, integration of technology, and fiscal responsibility.**
- GOAL 4.0** **A process is in place that assures quality and highly effective personnel will be recruited, developed, and retained as part of our Mission CISD team.**

VETERANS MEMORIAL HIGH SCHOOL

Roster by Grouping

2017-2018

Campus Based Professional Staff

Fidel Garza, Principal

Non-Teaching

None

District Level Professional Staff

Sharon Roberts, Director of Advance
Academic Services

Teachers (Secondary)

Viviana Amaro, CTE
Adela Lopez, CTE
Laura Alaniz, Fine Arts
Melissa Guerrero, English
Angelica Godinez, Foreign Language
Edric Pacheco, Social Studies
Tracie Espino, PE
David Gilpin, Athletics
Jorge Longoria, Math
Abril Marquez, Science

Non Teaching (Secondary)

Cristina Gutierrez, Counselor

Business Representatives

Irma O'cana
Juan Cantu

Parents

Marisol Diaz Alonzo

Community Representatives

Alejandro Perez

Other

Maria Diaz Alonzo - Student

Central Office Representative

Sharon Roberts, Director of Advanced
Academic Services

CAMPUS IMPROVEMENT PLAN**Directory****NAME****TITLE**

Dina Gallardo	College and Career
Dixie Elizondo	English Coach
Libby Vazquez	Teacher
Dianira Gonzalez	Math Coach
Chelsea Alamilla	Teacher
Melissa Galvan	Teacher
Armando Trevino	Teacher
Ricardo Garza	Teacher
Isaac Vasquez	Teacher
Cornelio Alanis	Teacher
David Alejos	Teacher
Veronica Burgoa	Teacher
Fidel Garza	Principal
Laura Flores	Dean of Instruction
Anna Navarro	Teacher
Vanessa Pena	Teacher
Vanessa Sepulveda	Teacher
Aaron Herrera	Teacher
Laura Duran	Teacher
Marytza Perez	Teacher
Christopher Mitchell	Teacher
Rafael Cantu	Teacher
Alma Martinez	Teacher
Rogelio Lopez	Teacher
Leonides Rojas	Teacher
Ricardo Ochoa	Teacher
Gabriel Molina	Teacher
George Garcia	Teacher
Jeffery Espino	Teacher
Kathryn Howell	Teacher
Gilbert Alvarado	Teacher
Daniel Garza	Teacher
Fernando Perez	Teacher
Judith Pacheco	Teacher
Jesus Montoya	Teacher

CAMPUS IMPROVEMENT PLAN**Directory Cont.****NAME****TITLE**

Elisa Morales	Teacher
Mitchell Handke	Teacher
Roy Villanueva	Teacher
Leticia Sanchez	Teacher
Gregory Danielson	Teacher
Ruben Amaro	Teacher
Sylvia Sanchez	CTE Counselor
Sandra Ochoa	Librarian
James Varlack	Campus Technologist
Mark Morris	Teacher
Michael Vasquez	Teacher
Isai Reyes	Teacher
Natalie Gomez	Teacher
Kahlil Kalifa	Teacher
Isaac Lozano	Teacher
Sergio Resendez	Teacher



COMPREHENSIVE NEEDS ASSESSMENT

DEMOGRAPHICS

- 1 Increase the level of academic achievement for both Special Education (SE) and Limited English Proficient (LEP) subgroups.
- 2 Provide special programs to assist students in successfully exiting Special Education status of SE/LEP.
- 3 Increase positive behavior supports for special education students to decrease discipline issues and removals to ISS/OSS.
- 4 Provide more targeted instruction to support the needs of non-exited secondary SE/LEP student populations.
- 5 More Campus space for growing student population

STUDENT ACHIEVEMENT

- 1 Participate in targeted professional development.
- 2 Increase the passing rate of all student groups in all subjects.
- 3 Decrease the dropout rate for LEP, Migrant and At Risk student groups.

SCHOOL CULTURE AND CLIMATE

- 1 Build relationships between teachers and students
- 2 Establish a more open line of communication- teacher to teacher/ teacher to administration
- 3 Improve teacher perception of disciplinary process.
- 4 Establish more traditions for Veterans Memorial High School

CURRICULUM, INSTRUCTION AND ASSESSMENT

- 1 Prioritize and align PD to target SE/LEP students.
- 2 Campus wide implementation of inclusion model.
- 3 Campus wide implementation of ESL and Bilingual models.

FAMILY & COMMUNITY INVOLVEMENT

- 1 Increase parental involvement.
- 2 Provide targeted parental meetings for all special populations.
- 3 Educate parents on state and federal testing requirements.
- 4 Increase collaborative partnerships to ensure business, schools, communities work together to accomplish student achievement.

SCHOOL CONTEXT & ORGANIZATION

- 1 Provide teachers with common planning periods/PATS.
- 2 Acquire additional training to LEP and SE personnel.
- 3 Promote and encourage more parent participation.

TECHNOLOGY

- 1 Conduct more campus-based PD in conjunction with StarChart Survey in order to expedite the use of technology by all stakeholders to monitor student progress.

STAFF RECRUITMENT AND RETENTION

School Wide Components

- 1 Comprehensive Needs Assessment
- 2 Reform Strategies
- 3 Instruction by Highly Qualified Teachers
- 4 High Quality Professional Development
- 5 Strategies to Attract HQ Teachers
- 6 Strategies to Increase Parental Involvement
- 7 Transition
- 8 Teacher Decision Making Regarding Assessments
- 9 Effective and Timely Assistance to Students
- 10 Coordination and Integration



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.1 Fully implement the vertically aligned Mission CISD Curriculum (9 - 12)	Teacher(s) Assistant Principal(s) Principal Dean of Instruction	211, 175, 199, 171, 161, 212	Daily	Walk Throughs, Lesson Plan reviewed by admins; agendas	3,10,9
1.1.2 Utilize multiple sources to address system safeguards.	Assistant Principal(s) Principal Teacher(s)	211	Weekly	walk-throughs; lesson plans; agendas	2,8,9, 10
1.1.3 Coordinate efforts to increase academic achievement for students participating in multiple programs.	Dean of Instruction Teacher(s) Counselor(s)	199, 161, 212, 274, 211	Daily	assessments-local and state	1,2,10
1.1.4 Provide instructional materials aligned to special program requirements and objectives.	Teacher(s) Special Ed Teacher(s)	171, 165, 211, 274, 175	Weekly	Evaluation through IAP, schedule of services, 3 week progress monitoring	1,9,10
1.1.5 Assign representatives to the C&I Task Force to review curriculum concerns	Principal	211, 171	Monthly	agenda,meeting minutes	1,10
1.1.6 Teachers will participate in the revision of the pacing charts/curriculum scope and sequences for the current school year.	Academic Strategist Teacher(s)	175, 211	Every Six Weeks	lesson plans	9,10
1.1.7 Review the lessons and unit tests for the upcoming six weeks period.	Academic Strategist Teacher(s)	175, 211	Every Six Weeks	lesson plans, assessments	9,10
1.1.8 Align instruction and increase use of research-based instructional strategies and methodologies that support students with disabilities in all settings.	Assistant Principal(s) Principal Teacher(s)	175, 211	Weekly	lesson plans, IAP's, IEP's, 3 week progress monitoring	1,9,10
1.1.9 Provide students and staff with general supplies needed to meet TEKS objectives and delivery of instruction.	Assistant Principal(s) Principal Teacher(s)	165, 171, 199	Weekly	Lesson plans, CNA	1



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 10 of 57

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.10 Provide students with appropriate uniforms and apparel for safety and instruction.	Teacher(s)	199	Each Semester	lesson plans	1
1.1.11 Provide additional reading material and printing services needed to meet TEKS objectives and delivery of instruction.	Assistant Principal(s) Principal Teacher(s)	165, 171, 185, 199, 211	Weekly	lesson plans, CNA	1
1.1.12 Acquire personal copier services through contract services for supplies maintenance and repairs.	Assistant Principal(s) Principal	199, 181, 185	Monthly	work orders	1,10
1.1.13 Acquire necessary rights for literature and media performance, royalties, licences and fees.	Teacher(s) Librarian(s)	199, 211	Weekly	lesson plans, subscription lists	1,10
1.1.14 Support and participate in field trips for investigation to achieve TEKS expectations.	Teacher(s)	199	Monthly	lesson plans, itinerary items, webtravel	1,10
1.1.15 Attend training for implementation of instructional programs. (ex. Voyager, Herman Method)	Teacher(s) Librarian(s) Academic Strategist	199, 211	Monthly	lesson plans	
1.1.16 Provide staff development and materials/resources to assure implementation of programs such as Voyager and Herman Method Dyslexia curriculum.	Teacher(s) Academic Strategist Librarian(s)	199, 211	Monthly	lesson plans	4,10
1.1.17 Ensure the Public Notice of District Improvement letter notifying the parents the district did not meet Accountability is distributed to all the students.	Assistant Principal(s) Principal Dean of Instruction	199	Yearly	Accountability Results. Only sent in the case that we did not meet standard.	10
1.1.18 Utilize the Title I, Part A funds reserved for professional development.	Principal Assistant Principal(s)	211	Monthly	Campus Needs Assessment	4,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.19 The special population program directors/coordinators will coordinate efforts to increase academic achievement of all special population students by working as a team in monitoring student progress, and auditing student records.	Assistant Principal(s) Dean of Instruction Counselor(s) Special Ed Teacher(s)	165, 171, 199, 211	Every Six Weeks	Assessment Data, Student Data	1,2,9, 10
1.1.20 Continue the AVID (Migrants), CTE Program with a focus on the 9th and 10th grade ELL cohorts.	Assistant Principal(s) Principal CTE Counselor Migrant Strategist	165, 212	Every Six Weeks	Student data, assessment data	2,9,10
1.1.21 Coordinate options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits	Migrant Strategist Counselor(s)	212	Every Six Weeks	Student data, assessment data, report cards	2,9,10
1.1.22 Ensure Priority for Service Migrant Student has an Action Plan which indicates academic and supplemental support.	Counselor(s) Migrant Strategist	212	Every Six Weeks	Student data, assessment data, report cards	2,10,9
1.1.23 Coordinate mentoring programs to develop migrant students learning styles and study skills. Follow up to monitor and document progress.	Migrant Strategist Counselor(s) Teacher(s)	212	Every Six Weeks	Student data, assessment data, report cards	2,10,9
1.1.24 Coordinate options for credit accrual and recovery to ensure that migrant secondary students are accessing opportunities available to earn needed credits	Migrant Strategist Teacher(s) Counselor(s)	212	Every Six Weeks	Student data, assessment data, report cards	2,10,9
1.1.25 Ensure Migrant students who failed STAAR in any content area participate in summer STAAR intervention programs.	Migrant Strategist Testing Strategist Counselor(s)	212	Yearly	Assessment data	2,10,9
1.1.26 Ensure Migrant students have homework assistance tools to reach academic success.	Principal Migrant Strategist	212	Every Six Weeks	Student data, assessment data, report cards	2,10,9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.27 Ensure the Migrant Strategist conducts at least one home visit per semester to parents of PFS students.	Migrant Strategist Counselor(s)	212	Each Semester	Student data, assessment data, report cards	2,10,9
1.1.28 Promote college career readiness in grades 9-12.	CTE Teacher Teacher(s) Assistant Principal(s) Principal	161	Each Semester	Agendas, Sign-in logs	10,9
1.1.29 Work with the Mission Economic Development Corporation on the Mission Community Career Center aimed at training students for jobs available in our community.	CTE Teacher Principal Assistant Principal(s)	161	Monthly	Agendas and Sign-in logs	10,9
1.1.30 Work in partnership with South Texas College on the SCADE Welding Initiative aimed at providing At-Risk students with an intensive 1 year certification training program.	CTE Teacher CTE Counselor Assistant Principal(s) Principal	161	Each Semester	Certifications earned	10,9,7
1.1.31 Continue to implement the Mentoring Program in order to monitor the at-risk, special needs and LEP students who failed to pass their state assessment	Counselor(s) Dean of Instruction Teacher(s)	161	Every Six Weeks	Assessment data and student data and report cards	10,9
1.1.32 Increase student/teacher use of library resources.	Teacher(s) Librarian(s)	199	Monthly	Library Usage Reports	10,9
1.1.33 Increase participation of Special Ed students taking STAAR in reading /ELA, math, biology, and social studies.	Assistant Principal(s) Principal Special Ed Teacher(s) Counselor(s)	171	Every Six Weeks	Assessment data and student data	2,10,9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.34 Participate in training to decrease the over representation of LEP students in special education through analysis of data and the establishment of best practices in differentiating between a language difference versus a learning disability.	Principal Assistant Principal(s) Special Ed Teacher(s) Teacher(s) Counselor(s)	165	Every Six Weeks	Student data and assessment data	10,9,2
1.1.35 Acquire library resources (library books, magazines, audio visual materials, . . . etc) that meet the academic needs of a all students and staff, encourage reading, reflect diverse population and learning styles.	Librarian(s)	199	Every Six Weeks	Inventory list, student and staff survey	10,9
1.1.36 Provide students with materials needed for preparation for UIL and One Act Play competition.	UIL Coordinator UIL Coaches	199	Weekly	Purchase Orders, Inventory of materials	10,9
1.1.37 Utilize instructional materials for any needed classes that will assist in student learning including but not limited to CTE, ELL, Migrant, Special Need, Core areas and Fine Arts.	Counselor(s) CTE Counselor CTE Teacher Bilingual Teacher(s) Teacher(s) Migrant Strategist Music Teacher	161, 171, 212	Daily	Inventory of current materials on hand, Purchase Orders, Campus Needs Assessment	1,10,9
1.1.38 Provide CTE students with liability insurance as needed for work and certification-based training.	CTE Counselor CTE Teacher	161	Each Semester	Insurance policy guidelines	10,9
1.1.39 Licenses needed for CTE certification training.	CTE Counselor CTE Teacher	161	Yearly	List of Licences needed per program	10,9
1.1.40 Provide students the opportunity to take the Texas Success Initiative (TSI) in preparation for enrollment in Dual Enrollment courses and to be college ready before graduation.	Counselor(s) Testing Strategist	161, 211	Monthly	Student TSI results	2,10,9 .7



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 1 Increase student performance in the core subject areas with additional support and priority for specific areas and targeted populations.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.1.41 Provide supplemental instructional materials for gifted/talented, pre-AP, and AP students to attain academic performance and close learning gaps.	Administrator for Information Systems Dean of Instruction Special Ed Teacher(s) Testing Strategist Migrant Strategist	199	Daily	Assessment results, student data	1,2,10,9
1.1.42 Ensure all student in grade 9-12 have a Personal Graduation Plan (PGP).	Counselor(s)	199	Yearly	Personal Graduation Plans Schedule and counselor logs	9,10
1.1.43 Provide accelerated instruction opportunities for students who are not on target to graduate with their cohort.	Counselor(s)	199	Yearly	Sign-in logs, student records	10,9
1.1.44 Participate in a ninth grade transition program to help eighth grade students transition of high school and complete high school with their cohort groups. (Title 1:2) (Target Group: ECD, LEP, AtRisk) (NCLB: 1:5)	Counselor(s)	165, 191, 211	Yearly	Sign-in logs, student schedules	7,10,9
1.1.45 Utilize the Edgenuity software program for grade and credit recovery in VMHS campus. (Title 1:20) (Target Group: All) (NCLB: 1.5)	Counselor(s) CTE Director	199, 211	Every Six Weeks	Edgenuity usage reports, credits posted through program	10,9
1.1.46 Increase student performance in the core subject areas with additional support through our library; adding additional computer stations/resources in the library labs for research and classroom instruction/enrichment.	Assistant Principal(s) CILT Committee Dean of Instruction Librarian(s) Principal Technology Committee	211,199	Yearly	Assessment Data	1,9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.1 Provide appropriate Extended School Year services to students with disabilities who meet the criteria.	Assistant Principal(s) Principal Special Ed Teacher(s)	171	Yearly	List of students that qualify	2,3,9
1.2.2 Implement the district-wide inclusion initiative.	Special Ed Teacher(s) Assistant Principal(s) ARD Committee	171	Daily	Student Schedules of Services	2,3,9
1.2.3 Evaluate academic success of students participating in existing special programs.	Special Ed Teacher(s) ARD Committee Counselor(s) Assistant Principal(s)	211, 171, 175,199	Every Three Weeks	Updated IEPs, Progress monitoring and coordination meetings	2,3,9
1.2.4 Implement Response to Intervention (RTI) to address struggling student's needs.	Dean of Instruction Counselor(s) Core Subject Teachers RTI Committee	211	Monthly	RTI Monitoring Forms and Documentation	2,3,9
1.2.5 Increase college bound opportunities for all students in preparation for college and career readiness.	CTE Teacher Counselor(s)	161, 211, 212, 274	Monthly	List of opportunities provided for students	2,3,9
1.2.6 Allocate staff and resources to support implementation of supplemental aides and services in the general education classroom.	Special Ed Teacher(s) Teacher(s)	199, 211	Daily	IEP Documentation - Sped IAP Documentation - 504	2,3,9
1.2.7 Work with administrators, teachers and special education staff on ensuring that students considered for self contained placement are recommended for the least restrictive learning environment according to their competencies. (Target Group; SPED)	ARD Committee	171	Yearly	IEP Documentation	2,3,9
1.2.8 Work with administration, teachers and special education staff on analyzing and recommending the appropriate state testing for special education students. (Target Group: SPED)	ARD Committee	171	Yearly	IEP Documentation	2,3,9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 16 of 57

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.9 Provide special education students and staff the necessary supplies and equipment to achieve IEP requirements.	Assistant Principal(s) Dean of Instruction	171	Each Semester	IEP Documentation	2,3,9
1.2.10 Monitor special population (LEP & Special Ed.) student placement and assessment decisions over the course of the year.	Assistant Principal(s) ARD Committee Coordinator for Student Serv/Guidance/Counsel LPAC Coordinators	165, 171	Yearly	LPAC Documentation for accommodations IEP - testing portion	2,3,9
1.2.11 Monitor progress of GT/HA and advanced learners to increase commended performance.	Academic Strategist Teacher(s)	199, 211	Every Six Weeks	assessments	8
1.2.12 Monitor special population students local academic achievement data over the course of the year.	Special Ed Teacher(s) Teacher(s)	171, 199, 211	Every Six Weeks	grades, assessments	8
1.2.13 All CTE students will complete a course/program survey to determine program effectiveness.	CTE Counselor	161	Yearly	student surveys	1
1.2.14 Conduct a yearly Advisory Council Committee Meeting to review specific CTE program information.	CTE Teacher CTE Counselor	161	Yearly	agenda, sign in, meeting minutes	9,1
1.2.15 Implement the district RTI handbook.	Counselor(s) RTI Committee	199,175	Yearly	student participation	9
1.2.16 Utilize the district RTI flowchart designating the specific Tier I, II, and III intervention programs.	Counselor(s) RTI Committee	199,175	Yearly	student participation	9
1.2.17 Attend training sessions on the RTI process.	Counselor(s) Reading Coach	199, 175	Each Semester	agendas, sign in sheets	
1.2.18 Implement a campus-wide mentoring program for struggling students in special populations.	Counselor(s)	199	Yearly	student participation	9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.19 Utilize and review Individual Accommodation Plans of 504 students to ensure academic success.	School Nurse Teacher(s) 504 Administrator	199	Yearly	Meeting minutes, IAP's	1,3,8,9
1.2.20 Provide notice of the special education child find process.	Assistant Principal(s) Principal Counselor(s)	171, 211	Yearly	Posters	
1.2.21 Provide dyslexia program services for identified students in grades 9-12	Dyslexia Strategist Special Ed Teacher(s)	171, 199	Daily	lesson plans, student participation	3,9
1.2.22 Implement research-based strategies and interventions to support the needs of culturally and linguistically diverse learners.	Teacher(s)	165, 211	Daily	lesson plans	3,9
1.2.23 Participate in campus staff training that includes assessment and characteristics of dyslexia, intervention options, resources/instructional aides in the classroom, remedial strategies and the referral process.	Special Ed Teacher(s) Teacher(s)	199, 211	Monthly	agendas, sign in sheets	1,4,8
1.2.24 Participate in annual training of campus staff on the special education referral process with emphasis on the pre-referral process.	Teacher(s) Special Ed Teacher(s)	199, 211, 171	Yearly	agendas, sign in sheets	1,4,9
1.2.25 Provide specific intervention materials to be used for the targeted afterschool and Saturday tutorial sessions.	Teacher(s) Academic Strategist Counselor(s)	199, 211	Weekly	sign in sheets	3,9
1.2.26 Provide enrichment opportunities in core content for GT/Advanced Learners and purchase materials to be used for activities such as UIL, Masterminds, Pre-AP & AP courses, Destination Imagination Program, and the Texas Performance Standards Project.	Teacher(s) Academic Strategist Dean of Instruction	199, 461, 865	Yearly	student participation	3,9
1.2.27 Provide opportunities for students to accelerate through Credit by Exam	Counselor(s)	199	Quarterly	calendar of exams; student participation	3,10
1.2.28 Include documentation of accelerated /intensive plan for instruction for students with disabilities and progress monitoring.	Teacher(s) Special Ed Teacher(s)	199	Every Six Weeks	progress monitoring, IAP'S	1,4,9



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 18 of 57

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.29 Provide Migrant funded summer programs such as Project Smart, Literacy Program, MUSE, MAARS, & SLAMS to migrant students.	Migrant Strategist	212	Yearly	schedule of programs; student participation	1,3,9
1.2.30 Implement an after school accelerated Migrant Program	Migrant Strategist	212	Weekly	schedule, sign in sheets	3,9
1.2.31 Provide supplemental English intensive instruction for LEP students at the beginning and intermediate levels of proficiency.	Bilingual Teacher(s) Counselor(s)	165	Yearly	schedule, student participation, assessments	1,3,8, 9
1.2.32 Provide incentives to promote perfect attendance and tutorials on a six weeks basis.	Teacher(s) Principal	199	Every Six Weeks	attendance reports, tutorial sign in	1,10
1.2.33 Support availability of summer school instruction for special education students who fall one to two grade levels below assigned grade level.	Special Ed Teacher(s)	171	Yearly	student transcript	3,9
1.2.34 Encourage more students to enroll in Pre-AP, AP, and dual enrollment courses.	Counselor(s)	199	Yearly	student participation	3,7,10
1.2.35 Continue district policy of students completing the required College Readiness course.	Counselor(s)	161	Each Semester	student schedules	3,7,9, 10
1.2.36 Increase participation of students with disabilities in CTE certification and dual enrollment courses, and other appropriate transition related programs/ activities	CTE Counselor Special Ed Teacher(s)	161, 171	Each Semester	student participation	1,3,9, 10
1.2.37 Schedule field trips to college campuses (CAMP) to meet Migrant Education Program's objective for Graduation Enhancement or provide opportunities to attend Leadership Conferences/Information Sessions to learn about the admissions process, financial aid/scholarships, etc.	Migrant Strategist	161, 212	Each Semester	itinerary, web travel	7,9,10
1.2.38 Provide transportation services and meals for students' instructional trips including UIL and other academic events.	Teacher(s)	199	Monthly	Web Travel Itineraries	2,7
1.2.39 Increase student participation across school-sponsored organizations towards advancing in local, regional, area, state, and national competition.	Teacher(s)	199	Monthly	List of Student participants	2,7
1.2.40 Increase student participation in college readiness and entrance exams (PSAT, SAT, ACT, TSI)	Counselor(s) Teacher(s)	161, 199	Monthly	Percent of Participants	2,7



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 2 Evaluate and improve instructional support programs to meet the diverse needs of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.2.41 Provide incentives to students in an effort to motivate them and promote college awareness and readiness.	Counselor(s)	199, 211	Each Semester	List of Incentives	1,7,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.1 Provide professional development activities to support district initiatives and priorities.	Assistant Principal(s) Principal	161, 199, 211	Monthly	agendas, sign-ins, CNA, Calendar	1,4,10
1.3.2 Participate in professional development for administrators.	Assistant Principal(s) Principal	211, 255	Each Semester	agendas, sign-ins	4,10
1.3.3 Gifted and Talented *Provide 30-hour GT Training for teachers *Provide annual GT Updates	Assistant Principal(s) Principal Teacher(s)	199	Yearly	Agendas, sign-ins	4,10
1.3.4 ELA *Provide professional development training sessions from Region One and other consultants.	Assistant Principal(s) Academic Strategist Principal	165, 199	Monthly	Agendas, sign-ins, certificates of attendance	4,10
1.3.5 Math *Provide update staff development sessions as needed, to increase the participation and the implementation of the Silver Lining Program to support instructional delivery and student understanding of math concepts.	Academic Strategist Assistant Principal(s) Principal Teacher(s)	199	Monthly	Agendas, sign-ins, Resources	4,10
1.3.6 Social Studies Provide training through strategies for 9th - 11th grade teachers on STAAR and EOC strategies, academic vocabulary development.	Assistant Principal(s) Principal Teacher(s)	199	Each Semester	Agendas, sign-ins, certificates of attendance, resources	4,10
1.3.7 ESL Program Conduct instructional staff development activities as per state and federal requirements to increase LEP achievement through effective research-based teaching practices, approaches, and strategies. Provide professional development for paraprofessional staff working with program ELLs.	Assistant Principal(s) Principal Teacher(s)	165, 199	Each Semester	Agendas, sign-ins, certificates of attendance	4,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.8 Special Education Program: Provide staff development sessions for the following: *Research-Based Instructional Methodologies, Strategies, & Supports *Positive Behavior Supports, Interventions, & Alternatives to Discipline *Special Education Program Compliance with State & Federal Regulatory Mandates/Requirements & Best Practice Guidance *Grading Guidance for Students with Disabilities *Bilingual Assessment *Evaluation timeline, Process, and Procedures	Assistant Principal(s) Special Ed Teacher(s) Principal	171, 199	Monthly	Agendas, sign-ins, certificates of attendance, resources	4,10
1.3.9 CTE *Coordinate with CTE Department to increase LEP academic achievement in CTE courses. *Enable core content and CTE staff members to participate in the Academic Leadership Alliance (ALA).	Assistant Principal(s) Principal	161	Yearly	Agendas, sign-ins, certificates of attendance, lesson plans, walk-throughs	4,10
1.3.10 Instructional Technology *Provide training and support for district initiatives	Assistant Principal(s) Campus Computer Technician Campus Instructional Technologist Principal	199	Each Semester	Agenda, sign-ins	4,10
1.3.11 Provide opportunities for professionals to attend local and state conferences.	Assistant Principal(s) Principal Teacher(s)	199	Each Semester	Budget, web travel, certificates of attendance	4,10
1.3.12 Establish criteria for sufficient participation in PD activities to be monitored for the coming year.	Assistant Principal(s) Principal	199	Monthly	Euduphoria, T-TESS, CNA	1,4,10
1.3.13 Participate in staff development in technology integration for teachers and administrators.	Assistant Principal(s) Campus Instructional Technologist Principal	199	Yearly	Agendas, sign-ins	4,10
1.3.14 Participate in staff development in the following areas in order to ensure the teachers have the skills to meet the needs of the special needs and LEP students, classroom, management differentiated instruction and inclusion.	Principal Assistant Principal(s) Academic Strategist	165, 171, 199	Monthly	CNA, agendas, sign-ins, district/campus calendar, resources	1,4,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 22 of 57

MISSION CISD

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.15 Participate in staff development/consultation or campus staff working with special education students exhibiting behavioral disorders during the school day. Training includes SAMA, Behavior intervention Plan (BIP), Instructional Modifications.	Assistant Principal(s) Special Ed Teacher(s) Principal	171, 191	Yearly	Agenda, sign-ins, certificates of attendance, resources	4,10
1.3.16 Participation in staff development for all reading, writing and English Language arts teachers in the areas of -English Language ART and Reading TEXas Essential Knowledge an Skills (ELAR-TEKS) -Differentiated Instruction -English Language Proficiency Standards (ELPS) -College and Career Readiness Standard (CCRS) -End of Course Tests and Expository Writng.	Assistant Principal(s) Academic Strategist Principal	165, 171, 199	Yearly	Agendas, sign-ins, certificates of attendance, resources	4,10
1.3.17 Participate in staff development to strengthen TEKS instruction in grade 9-12 for math teachers: -Review TEKS -Strategies for LEP students...SIOP, GLAD -Technology integration -Classroom Performance Systems (CPS) "Clickers" -Silver Lining Curriculum	Assistant Principal(s) Academic Strategist Department Heads Principal	165, 199	Yearly	Agenda, Sign-ins, certificates of attendance, resources	4,10
1.3.18 Support staff development sessions in the area of Technology Standards for Education via-on-line "How to Master" Courses that are recognized for CPE ready to meet recertification requirements for educators.	Academic Strategist Assistant Principal(s) Principal Teacher(s)	199	Yearly	Log-ins, Certificates of attendance	4,10
1.3.19 Provide the reading materials to improve teaching and learning.	Assistant Principal(s) Academic Strategist Department Heads Principal	199	Each Semester	Request forms for textbooks, materials needed	10
1.3.20 Conduct and participate in training to utilize the district RTI flowchart designating the specific Tier I, II, and III intervention programs and instructional strategies for the classroom.	Assistant Principal(s) Counselor(s) Principal	199	Each Semester	Agenda, sign-ins	4,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 3 Sustain and improve a targeted, high quality coordinated professional development system.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.3.21 Campus administration will attend training on data analysis, continuous improvement, and updates on STAAR/EOC.	Assistant Principal(s) Dean of Instruction Testing Strategist Principal	199	Each Semester	Agenda, sign-ins	4,10
1.3.22 Campus administrators will attend training on special education program implementation, data analysis and compliance indicators.	Assistant Principal(s)	199	Yearly	Agendas, sign-ins,	4,10
1.3.23 Campus administrators will attend training on the ESL Program guidelines and implementation model-SIOP.	Assistant Principal(s) Principal	165, 199	Yearly	Agenda, sign-ins, certificates of attendance	4,10
1.3.24 Provide opportunities for campus administrators to participate in regional service center workshops focusing on the needs of LEP students.	Assistant Principal(s) Principal	165, 199	Yearly	Agendas, sign-ins, certificates of attendance	4,10
1.3.25 Support campus administrators training to promote across discipline on CTE, ESL and Special Education state guidelines.	Assistant Principal(s) Principal	161, 165, 171, 199	Yearly	Agendas, sign-ins, certificates of attendance	4,10
1.3.26 Provide opportunities for paraprofessionals to attend local conferences.					



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.1 Evaluate local and state assessment results and plan accordingly.	Principal Assistant Principal(s) Dean of Instruction Testing Strategist	211, 199	Monthly	Assessment Results	1,2,8,9,10
1.4.2 Use data to evaluate academic success of students participating in existing special programs.	Principal Dean of Instruction Testing Strategist Counselor(s)	165	Monthly	Assessment Results	1,2,8,9,10
1.4.3 Implement an intentional monitoring system for all the campus special population programs.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	165, 171, 211, 212	Monthly	Data Reports	1,2,3,9,10
1.4.4 Dissaggregate the six weeks test results and address the areas of concern.	Principal Assistant Principal(s) Testing Strategist Teacher(s)	199, 211	Every Six Weeks	Data Reports	1,2,3,9,10
1.4.5 Dissaggregate universal screener results and refer identified students for reading, math, speech or behavioral interventions to the RTI team.	Counselor(s) Principal Assistant Principal(s) Teacher(s)	199, 211	Every Six Weeks	Data Reports	1,2,3,9,10
1.4.6 Create campus data analysis teams to review student course failures, absences and discipline information at the end of every six weeks grading period.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	199, 211	Every Six Weeks	Data Reports	1,2,3,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.7 Conduct an annual survey of students, teachers, and parents to ensure needs of identified gifted students are being met. Use the surveys to improve the GT program.	Principal Assistant Principal(s) Counselor(s) Teacher(s)	199, 211	Yearly	Survey Results, Agendas	1,9,10
1.4.8 Monitor the academic progress of ELL students using LAS Links and IOWA assessments.	Principal Assistant Principal(s) Teacher(s)	165, 199, 211	Yearly	LAS Links Results, IOWA Results	1,9,10
1.4.9 Screen, assess and identify students for the Gifted and Talented Program.	Counselor(s)	199, 211	Yearly	Screening Results	9,10
1.4.10 Use computer software to screen for and filter for at-risk students.	Counselor(s)	199, 211	Each Semester	Screening Results	9,10
1.4.11 Use computer software to access data and analyze the effects of programs of choice for at-risk students	Counselor(s) Teacher(s)	199, 211	Every Six Weeks	Program Data	9,10
1.4.12 Utilize the SDLR under PBMAS (Performance-Based Monitoring Analysis System) to address the specific needs of special population groups (ELL, Special Education, and CTE).	Principal Assistant Principal(s) Testing Strategist Dean of Instruction	161, 165, 171, 199, 211	Yearly	PBMAS Data	1,9,10
1.4.13 Conduct a data analysis of the TAPR and PBMAS reports on targeted performance indicators for the ELL and special education populations.	Principal Assistant Principal(s) Testing Strategist Dean of Instruction Teacher(s)	165, 171, 199, 211	Yearly	TAPR Report, PBMAS	1,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 4 Use multiple sources of data to assess, guide, and strengthen instruction.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.4.14 Monitor and improve campus performance in all areas of PBMAS.	Assistant Principal(s) Principal Dean of Instruction Teacher(s)	199, 211	Yearly	Reports, Walk Throughs	1,9,10
1.4.15 Monitor the LPAC process and decisions to ensure adherence to state and federal guidelines.	Principal Assistant Principal(s) Dean of Instruction Teacher(s)	165, 199, 211	Quarterly	LAS Links, IOWA, TELPAS, STAAR	1,9,10
1.4.16 Develop a system that targets needed areas of improvement for all special population groups.	Principal Assistant Principal(s) Dean of Instruction Testing Strategist Teacher(s)	165, 171, 199, 211, 212	Every Six Weeks	Assessment Data, Attendance Report	1,2,9,10
1.4.17 Implement a systematic analysis of curriculum-based assessment and TAKS/STAAR data for intentional instructional/accelerated intervention plans to be implemented during the school day.	Principal Assistant Principal(s) Dean of Instruction Testing Strategist Teacher(s)	199, 211	Every Six Weeks	STAAR Data, Assessment Data	9,10
1.4.18 Follow district procedures that outline a variety of strategies for partial and full credit accrual for migrant students with late entry and/or early withdrawal.	Principal Assistant Principal(s) Counselor(s)	212	Each Semester	Student Transcripts, Student Records	2,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 5 Ensure availability of resources to implement changing systems of accountability.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.5.1 Foster campus and district understandings of standards and key concepts within the state and federal accountability systems.	Principal Dean of Instruction Assistant Principal(s)	211	Each Semester	agendas, sign in sheets	8,2,3
1.5.2 Review and realign sequencing of courses to transition to new state assessments.	Principal Dean of Instruction Department Heads	199, 211	Yearly	Course Request Bulletin	1
1.5.3 Attend training in order to interpret and evaluate STAAR data reports.	Testing Strategist Teacher(s) Principal Dean of Instruction Assistant Principal(s)	199, 211	Yearly	agendas, sign in sheets	3,8,10
1.5.4 Attend training on how to interpret data reports specific to special populations.	Academic Strategist Assistant Principal(s) Dean of Instruction Counselor(s) Testing Strategist	165, 171, 199, 211, 212	Yearly	agendas, sign in sheets	3,8,10
1.5.5 Follow District level performance standards for STAAR	Teacher(s)	199, 211	Daily	lesson plans; assessment data	3,8
1.5.6 Provide opportunities for campus personnel to attend Regional and State conferences that address new state accountability systems.	Academic Strategist Assistant Principal(s) Testing Strategist Principal	199, 211	Yearly	Web Travel and Itinerary	1,4,7



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 1 CURRICULUM & INSTRUCTION-COLLEGE AND CAREER

OBJ 6 Improve communication between all district stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
1.6.1 Utilize electronic resources to expedite communication.	Principal Assistant Principal(s) Dean of Instruction	199	Weekly	Campus activity schedule, parent connection,	6,10
1.6.2 Conduct teacher meetings to refine and increase vertical and horizontal communication between all the campus grade levels.	Academic Strategist Assistant Principal(s) Department Heads Principal	199	Monthly	Agendas, Sign-ins, CNA, campus/district calendar	1,10
1.6.3 Attend principals' meetings.	Principal	199	Monthly	Agendas, sign-ins, Reports, Data reports, logs	10
1.6.4 Participate in monthly vertical principals' meetings.	Principal	199	Monthly	Agendas, sign-ins, reports, logs, data reports	10
1.6.5 Create campus highlights to remind stakeholders of upcoming events.	Assistant Principal(s) Principal	199	Weekly	campus announcements, emails, parent connection, contact district spokesperson	6,10
1.6.6 Develop a goal driven agenda with opportunity for stakeholder input.	Assistant Principal(s) Parental Liaison Principal	199	Monthly	Agendas, sign-ins	6,10
1.6.7 Meet with Campus Instruction Leadership Teams (CILT) to review assessment data and goals.	Assistant Principal(s) Principal Teacher(s)	199	Monthly	Agenda, sign-ins, data	10
1.6.8 Continue attending the "Superintendent's Meeting with the Teachers" meetings on a monthly basis to improve communication between Central Office and the campuses.	Assistant Principal(s) Teacher(s) Principal	199	Monthly	Agendas, sign-ins	10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.1 Improve community networking, student attendance, homeless matters through the use of school communication systems such as school messenger, community events, parent volunteers, round table representative, monthly meetings held for parents, and campus website.	Principal Assistant Principal(s) Teacher(s) Parental Liaison Community Liaison Counselor(s)	199, 211	Monthly	Calendar of events and attendance rosters.	6
2.1.2 Expand community education opportunities through educational partnerships and participation in community activities such as GED classes, domestic violence education, health education through partnerships with Region One, Mujeres Unidas, Texas A&M Agricultural Center.	Parental Liaison Assistant Principal(s) Dean of Instruction Principal	199	Monthly	Agendas of events, Calendar of events	6
2.1.3 Recognize parent volunteers, community and business leaders who support a variety of district/campus activities.	Assistant Principal(s) Dean of Instruction Parental Liaison Principal Teacher(s)	199	Monthly	Agendas of events and attendance.	6
2.1.4 Include more community agencies such as local businesses (H.E.B.), Chamber of Commerce, museum, and health care professionals in parent meetings.	Assistant Principal(s) Parental Liaison	199	Monthly	Agendas of Monthly meetings	6
2.1.5 Provide supplemental information to migrant parents on how to collaborate with school staff and how to access resources and programs.	Migrant Strategist	199, 212	Each Semester	Agendas of Migrant Parent Meetings, Parent sign-ins	6
2.1.6 College and Career Counselor will conduct home visits, community meetings, and activities to promote student and parent involvement.	Gear Up Counselor	199	Monthly	Agendas of Meetings	6



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 1 Continue to strengthen the community network that supports our mission statement.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.1.7 Conduct Health Fairs and blood drives	School Nurse Teacher(s) Principal Parental Liaison CTE Teacher	199, 161	Each Semester	List of Participants and Agencies that participated, Calendar	6
2.1.8 Participate in the District Parent Conference and recognition ceremony.	Counselor(s) Principal Parental Liaison	199	Each Semester	List of Participants and Agencies that participated, agenda, sign-in	6
2.1.9 CTE Department to hold a career fair yearly.	Principal CTE Counselor CTE Director CTE Teacher	199, 161	Each Semester	List of Participants and Agencies that participated	6



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.1 Disseminate a Parental Involvement Policy that addresses how parents can be actively involved at the district/campus level.	Parental Liaison	199, 211	Yearly	E-mails and Pint outs to parents	6
2.2.2 Conduct parent trainings on successful practices needed to assist students in meeting state and federal accountability standards.	Parental Liaison Testing Strategist Counselor(s) Academic Strategist	199, 211	Each Semester	Agendas of parent trainings	6
2.2.3 Provide literacy initiatives for parents and community members to foster and promote a united partnership in education.	Parental Liaison Counselor(s) Academic Strategist	199, 211	Each Semester	Agendas of meetings and events	6
2.2.4 Ensure representation of community members and parent involvement in the educational decision-making process as mandated by the state and federal guidelines.	Principal SBDM Committee	199, 211	Monthly	Agendas and Meeting Minutes	6
2.2.5 Develop targeted initiatives to increase parental involvement at all campuses.	Parental Liaison Assistant Principal(s) Principal	199, 211	Monthly	Agendas and Meeting Minutes	6
2.2.6 Advise parents of policy availability on Mission CISD and VMHS website.	Principal Campus Instructional Technologist	199, 211	Yearly	Email and letter to parents	6
2.2.7 Invite speakers to address topics on student success.	Counselor(s) Principal Assistant Principal(s)	199, 211	Each Semester	Agendas of Events	6
2.2.8 Offer opportunities for parents to enroll and participate in Region One ESC Adult Education.	Parental Liaison	199, 211	Each Semester	Region One flyers and sign in sheets, calendar.	6
2.2.9 Disseminate Student, Teacher, Parent Contracts indicating the responsibilities of each individual to ensure student achievement.	Teacher(s)	199, 211	Yearly	Returned forms	6



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 2 Expand plan to encourage more active participation at all campuses.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.2.10 Invite parents and community members for committee, ie. SBDM, SHAC, Parent/Policy/Compact.	Principal SBDM Committee P.E. Coach Dean of Instruction Department Heads	199, 211	Monthly	Agendas and Meeting Minutes, calendar	6
2.2.11 Conduct monthly parent meetings covering topics mandated by state and federal guidelines.	Parental Liaison Principal	199, 211	Each Semester	Agendas and Meeting Minutes	6
2.2.12 Develop trainings and informational meetings based upon parent interests and needs.	Parental Liaison Teacher(s)	199, 211	Monthly	Agendas, Meeting Minutes, Parent Surveys	6
2.2.13 College and Career Counselor will conduct meetings/parent trainings every six weeks. (college readiness, financial literacy, budgeting, etc)	Counselor(s)	199, 211	Every Six Weeks	Agendas and Meeting Minutes	6



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 2 SERVICE TO OUR PARENT, FAMILIES AND COMMUNITY

OBJ 3 Expand the communication effort with the community.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
2.3.1 Ensure all parent communications are in a format and language parents will understand.	Assistant Principal(s) Parental Liaison Principal	199	Each Semester	Copies of Messages sent to parents (Letters, emails, phone calls)	6
2.3.2 Implement emerging technologies for expanding and improving communication with the community.	Assistant Principal(s) Parental Liaison Principal Campus Instructional Technologist	199	Each Semester	List of available technology	6
2.3.3 Utilize parental involvement personnel to advocate positive communications between the community and district.	Parental Liaison	211	Daily	Daily Logs	6
2.3.4 Increase parent participation in community activities by utilizing channel 17.	Parental Liaison	199	Monthly	Announcements made on Channel 17	6
2.3.5 Work with community (home visits). businesses and organizations to build partnership between school, staff, community and families. Meetings must address services for Migrant, Special Ed., Gifted and talented, Bilingual and At Risk to better understand the stated academics content and achievement standards.	SBDM Committee Principal Teacher(s) Counselor(s) Migrant Strategist Dean of Instruction ARD Committee	199, 165, 212	Monthly	Agendas and Meeting Minutes	6
2.3.6 Provide mileage reimbursement for Truancy Officer for home visits to address attendance concerns.	Principal Assistant Principal(s)	175	Each Semester	Travel Logs	6



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 1 Develop an action plan that addresses district growth and facilities needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.1.1 Conduct security audit.	Assistant Principal(s)	199	Monthly	District/State Compliance Forms	1
3.1.2 Establish a committee to inspect the facilities and report the areas of need to administration.	Teacher(s)	199	Monthly	Incident/Accident Report	1,10
3.1.3 Continue to conduct a needs assessment to determine the facilities and equipment needs of the campus.	Assistant Principal(s) Teacher(s) Principal	199	Monthly	Incident/Accident Reports	1,10
3.1.4 Continue the implementation of the electronic record system.	Assistant Principal(s) Principal	199	Daily	Records	1,10
3.1.5 Comply with State and Federal guidelines.	Principal	199	Daily	Reports	10
3.1.6 Address security and safety audit findings.	Assistant Principal(s) Principal	199	Monthly	Reports	10
3.1.7 Submit work orders based on the findings.	Assistant Principal(s) Principal	199	Daily	Reports	10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

OBJ 2 Establish plans for replacing facilities, equipment, furniture, and technology.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.2.1 Continue with a needs assessment to determine obsolete equipment, furniture, facilities, and technology.	Assistant Principal(s) Principal	199	Each Semester	Walk-throughs and request forms	10
3.2.2 Establish a five year plan that outlines the furniture replacement schedule for campuses in need of replacing large quantities of student desks, teacher desks, cafeteria furniture, filing cabinets, storage cabinets, etc.	Assistant Principal(s) Principal	199	Each Semester	Walk throughs and request forms	10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.1 Assess the needs and utilize personnel and resources to increase the effectiveness of security and safety personnel.	Assistant Principal(s) Principal	199	Monthly	Walk Throughs, Reports, Need Assessment	1,10
3.3.2 Implement a Multi-Hazard Emergency Operations Plan that address mitigation, preparedness, response, and recovery.	Assistant Principal(s) Principal	199	Monthly	Walk Throughs, Reports, Needs Assessment	1,10
3.3.3 Implement a plan to provide a clean, safe and healthy physical school environment.	Assistant Principal(s) Principal	199	Daily	Walk Throughs, Reports, Need Assessment	1,10
3.3.4 Continue to implement the Discipline Plan.	Principal Assistant Principal(s) Teacher(s)	199	Daily	Discipline Reports, Referrals	2,10
3.3.5 Participate in a plan to provide a clean, safe and healthy school environment.	Assistant Principal(s) Principal School Nurse	199	Monthly	Walk Throughs, Reports	2,10
3.3.6 Conduct climate surveys	Assistant Principal(s) Principal	199	Yearly	Survey Results	1,10
3.3.7 Campuses review/analyze discipline referral data for proper deployment of safety and security resources	Assistant Principal(s) Principal	199	Monthly	Referral Data, Agenda, Meeting Minutes	1,10
3.3.8 Evaluate Emergency Operation Plans for relevance and effectiveness at all campus.	Assistant Principal(s) Parental Liaison	199	Yearly	Data, Reports	1,10
3.3.9 Regular inspection of overall campus facility	Assistant Principal(s) Principal	199	Daily	Walk Throughs, Reports (Data)	1,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.10 Attend district employee training in responding to an emergency.	Assistant Principal(s) Coordinator for Risk Management Principal Teacher(s)	199	Yearly	Training Certificates	1,10
3.3.11 Provide mandatory school drills to prepare students and employees for responding to an emergency.	Assistant Principal(s) Principal Coordinator for Risk Management Teacher(s)	199	Monthly	Drill Reports	10
3.3.12 Provide measures to ensure coordination with local emergency management agencies, law enforcement, and fire departments in the event of an emergency.	Assistant Principal(s) Principal Coordinator for Risk Management Teacher(s)	199	Yearly	Agenda, Plan of Action	1,10
3.3.13 Perform a security audit of the District's facilities at least once a year.	Assistant Principal(s) Coordinator for Risk Management Principal	199	Yearly	Audit Reports (Findings)	1,10
3.3.14 REM4ed Incident Management System, a web-based system, will continue to be implemented.	Assistant Principal(s) Coordinator for Risk Management Principal	199	Yearly	Reports	1,10
3.3.15 Provide training for all campus administration and community partners' on the use of the REM4ed Incident Management System.	Assistant Principal(s) Coordinator for Risk Management Principal	199	Yearly	Report	1,10
3.3.16 Provide safety equipment: * provide security cameras (when needed)	Assistant Principal(s) Coordinator for Risk Management Principal	199	Yearly	Work Orders, Reports	1,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 3 Provide a well-defined plan to promote a safe and secure environment for students and staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.3.17 Continue to attend training on the Texas Behavior Support Initiative (TBSI), Satori Alternatives to Managing Agression (SAMA) components to school employees in order to address the provisions of the law for students under (IDEA).	Assistant Principal(s) Special Ed Teacher(s) Principal	199	Yearly	Training Certificates, Agendas	10
3.3.18 Attend DAEP Referral Procedure Orientation Training for principals and assistant principals in procedures for assigning students to Alternative School.	Assistant Principal(s) Principal DAEP Principal	199	Yearly	Agenda, Sign-In Log	4,10
3.3.19 Implement RTI (Response to Intervention) before students are assigned to the Alternative School except for mandatory placements to DAEP/ JJAEP.	Assistant Principal(s) DAEP Principal Principal	199	Monthly	RTI Forms, Reports	2,10
3.3.20 Conduct exit meetings when students transition back to home campus, which include both campus and DAEP staff (staffing with parent, counselor, administrator and DAEP staff).	Assistant Principal(s) DAEP Principal Principal	199	Monthly	Exit Meeting Minutes, Plan for Re-entry to Campus	2,10
3.3.21 Utilize discipline management data to identify placement of resources and training opportunities.	Assistant Principal(s) Counselor(s) Principal	199	Monthly	Reports	10
3.3.22 Monitor special education discipline placements in ISS, OSS, and DAEP over the course of the year.	Assistant Principal(s) Counselor(s) Principal ARD Committee	199, 171	Monthly	Reports	10,9
3.3.23 Conduct campus school-wide evaluation tool (SET) bi-annually.	Assistant Principal(s) Counselor(s) Principal	199	Each Semester	Evaluation Results, Reports	1,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 4 Implement the comprehensive counseling and guidance program to directly impact the achievement and well-being of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.1 Deliver guidance content in a systematic way to students.	Assistant Principal(s) Counselor(s) Principal	199, 211	Monthly	Sign-In Logs, Agendas	9,10
3.4.2 Participate in regularly scheduled district counselors' meetings to provide training and determine needs of guidance and counseling department.	Counselor(s)	199, 211	Monthly	Logs, Agendas	4,9,10
3.4.3 Conduct classroom presentations and Individual/Group Session based on a needs assessment.	Counselor(s)	199, 211	Monthly	Sign-In Logs, Agendas	9,10
3.4.4 Assist student in monitoring and understanding their own career pathway through pre-registration, transition, career awareness and career orientation.	Counselor(s) CTE Counselor	199, 211,161	Monthly	Sign-In Logs, Agendas	9,10
3.4.5 Expand counseling and guidance services for all students to include higher education requirements and/or expectations of students entering in the workforce or post/secondary university education.	Counselor(s)	199, 211	Monthly	Sign-In Logs, Agendas	9,10
3.4.6 Require at least one meeting a year for each student and their assigned counselor for PGP (Personal Graduation Plan) (6th – 12th grade).	Counselor(s)	199, 211	Monthly	Sign-In Logs	9,10
3.4.7 Conduct and participate in classroom presentations on the following required topics and individual/Group Session as needed: *Conflict Resolution/Anger Mangement *Bullying *Drug Prevention *Sexual Harassment Intervention *Dating Violence *Self-Awareness *Self Injury/Suicide *Child Abuse Awareness *Motivation to Achieve *Decision-Making. Goak setting, Planing and Problem-solving skills. *Interpersonal Effectiveness *Communication Skills *Teen parenting *Truancy/Attendance *Study Skill/TAKS/ College	Counselor(s)	199, 211	Monthly	Sign-In Log, Agenda	9,10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

OBJ 4 Implement the comprehensive counseling and guidance program to directly impact the achievement and well-being of all students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.4.8 Conduct planning session at designated intervals to coordinate student counseling services.	Counselor(s)	199, 211	Monthly	Sign-In Logs, Agendas	9,10
3.4.9 Attend Counselor's Academy.	Counselor(s)	199, 211	Monthly	Sign-In Logs, Agendas	9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 5 Provide intervention strategies that support the safety and wellness of the students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.1 Conduct professional development training for all secondary teachers and staff to support the safety and wellness of the students.	Assistant Principal(s) Principal Teacher(s)	175, 199	Each Semester	Agenda, Sign-In Logs	1,4,10
3.5.2 Review, revise, and implement the Drop Out Recovery Program.	Assistant Principal(s) Counselor(s) Principal Parental Liaison	211, 199	Monthly	Reports	2,10
3.5.3 Training will be provided for all secondary teachers and staff to acquire knowledge and capacity to improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities	Assistant Principal(s) Counselor(s) Principal Teacher(s)	199, 175	Each Semester	Agenda, Reports, Certificates	4,10
3.5.4 Training will be provided for all counselors (at-risk) to acquire knowledge and capacity to improve: *student behavior, *encourage goal settings, *increase academic skills, increase attendance, *discourage the use of illegal drugs and alcohol, *discourage gang involvement along with other potentially harmful activities.	Counselor(s)	199, 175	Monthly	Agenda, Sign-In Logs, Certificates	4,10
3.5.5 Attend monthly Leaver meetings.	Assistant Principal(s) Counselor(s) Principal	211, 199	Monthly	Agenda, Sign-In Logs	2,6,10
3.5.6 Monitor the At-Risk student's grades, attendance, and discipline every three weeks	Assistant Principal(s) Counselor(s) Principal	211, 199	Every Two Weeks	Reports, Data	2,9,10
3.5.7 Provide additional support for the special population groups to ensure these students do not drop out of school.	Assistant Principal(s) Counselor(s) Principal	165, 171, 211, 199, 212	Every Two Weeks	Reports, Data	2,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 5 Provide intervention strategies that support the safety and wellness of the students.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.5.8 Ensure that the migrant strategist is meeting the needs of the migrant students so that they can continue their education.	Assistant Principal(s) Migrant Strategist	211, 199	Weekly	Agendas, Sign-In Logs	2,9
3.5.9 Provide Pregnancy Related Services (PRS) to pregnant students to assist during the pregnancy and postpartum periods.	Assistant Principal(s) Counselor(s) Principal	211, 199	Daily	Sign-In Logs, Agendas, Reports	9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 6 Create a technology committee to periodically review district instructional programs to evaluate all the district software.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.6.1 Continue to assess and analyze technology needs to support implementation of instructional technology by campus/departments. • Hardware • Network Infrastructure • Software Integration • Support Staff • System Management Resources	Campus Instructional Technologist Teacher(s) Principal Technology Committee Assistant Principal(s)	175, 211, 199	Monthly	teacher surveys, e-mailed teacher feedback, Helpdesk requests.	1,10
3.6.2 Support infrastructure for the State On-Line/Local Assessment Program.	Campus Instructional Technologist Testing Strategist	175, 211, 199	Monthly	Coordination meetings.	1,10
3.6.3 Apply for and or renew site based licenses for the approved list of instructional software applications.	Campus Instructional Technologist	175, 211, 199	Yearly	list of current instruction software liscences with expiration dates.	1,10
3.6.4 Review and evaluate the effectiveness and fidelity of implementation of computer assisted instructional programs used on campus.	Campus Instructional Technologist Teacher(s)	175, 211, 199	Yearly	staff/teacher surveys, STAR chart	1,8,9, 10
3.6.5 Continue to implement, train and support TEMS student information System hardware and applications.	Campus Instructional Technologist	175, 211, 199	Yearly	Coordination meetings, agendas	1,4,9, 10
3.6.6 Continue to purchase new computers or replacement computers to improve instruction and increase student achievement in local and state assessments.	Campus Instructional Technologist SBDM Committee Technology Committee	175, 211, 199	Yearly	5 year computer replacement plan, agendas	1,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 7 Conduct more campus-based staff development in order to expedite the use of technology by all stakeholders.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.7.1 Continue to implement, train and support on instructional technology applications.	Campus Instructional Technologist Coordinator for Instructional Technology	199, 175, 211	Monthly	sign in sheets, agendas	1,4,9,10
3.7.2 Continue to implement, train and support TEMS Student Information Systems hardware and application.	Assistant Principal(s) Dean of Instruction Campus Instructional Technologist Campus Computer Technician Administrator for Information Systems	199, 175, 211	Each Semester	Agenda, sign-in	1,4,9,10
3.7.3 Attend appropriate TEMS training on PEIMS, discipline and attendance.	PEIMS Coordinator Assistant Principal(s) Counselor(s)	199, 175, 211	Monthly	agendas, sign in sheets, teacher training/staff development	1,4,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 45 of 57

MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.1 Continue to support and maintain network hardware equipment to comply with CIPA (Children Internet Protection Act) requirements.	Assistant Principal(s) Campus Computer Technician Campus Instructional Technologist	175, 199, 211	Yearly	Webfilter	1
3.8.2 Upgrade and maintain infrastructure to support the massive communication and usage.	Campus Instructional Technologist Campus Computer Technician	175, 199, 211	Yearly	Usage reports, Helpdesk requests	1
3.8.3 Provide Telecommunications Services to enhance student achievement and communication.	Campus Instructional Technologist Campus Computer Technician	175, 199, 211	Yearly	daily broadcasted announcements	1,9
3.8.4 Support curriculum integration activities by providing technology peripherals and software.	Campus Instructional Technologist Campus Computer Technician	175, 199, 211	Monthly	lesson plans, agendas	1,9,10
3.8.5 Continue to optimize the wireless infrastructure to support the multitude of wireless laptops, Chromebooks and mobile devices.	Campus Computer Technician Campus Instructional Technologist	175, 211, 199	Yearly	Helpdesk requests, current lists of wireless infrastructure	1,8,9, 10
3.8.6 Maintain, manage, and upgrade servers, routers, switches for connectivity to local area network and wide area network resources.	Campus Computer Technician Campus Instructional Technologist	175, 211, 199	Yearly	Helpdesk requests	1,9,10
3.8.7 Continue to implement, support and maintain the hardware equipment for the district wide student information system (SIS). 1. Servers 2. Network hardware	Campus Computer Technician Campus Instructional Technologist	175, 211, 199	Yearly	Helpdesk requests	1,9,10
3.8.8 Implement the use of mobile devices in the 9-12 school environment in order to deliver curriculum and enable students to read and promote literacy through e-books.	Librarian(s) Teacher(s) Technology Committee	175, 211, 199	Monthly	lesson plans	1,3,8, 9,10
3.8.9 Utilize long distance telephone, cellular services, and data access to schools, administrative office and for staff that provide direct support to students.	Assistant Principal(s) Principal Teacher(s) Counselor(s)	175, 199, 211	Daily	communication log	9,10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 46 of 57

MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 8 Continue to implement district technology initiatives through local, bond, state technology, e-rate and other funding sources.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.8.10 Utilize Video Conference Equipment with the Distance Learning Consortium.	Teacher(s)	175, 199, 211	Each Semester	sign in, lesson plans	3,10
3.8.11 Integrate curriculum through the use of software and DVD's to target at-risk students	Counselor(s) Teacher(s)	199, 175, 211	Daily	lesson plans	3,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 9 Develop a district training curriculum on the utilization of software and reports to assist teachers with data analysis as relevant to campus needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.9.1 Provide technology staff development training to teachers, administrators and support staff.	Campus Instructional Technologist Dean of Instruction	175, 199, 211	Every Six Weeks	agendas, sign in sheets	1,4,10
3.9.2 Analyze data in a timely manner.	Teacher(s)	175, 199, 211	Every Six Weeks	data reports; plan of action	8,9,10
3.9.3 At-Risk Counselor will monitor student progress through the use of progress reports, report cards, attendance reports and mail-outs to parents.	Counselor(s)	175, 199, 211	Every Three Weeks	progress reports, report cards, attendance reports	2,9,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 10 Educate all stakeholders regarding the financial system of public education and the fiscal responsibility and stability of the District.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.10.1 Increase understanding of financial aspects.	Principal SBDM Committee	199	Monthly	Agenda, Reports, Sign-In Logs	1,10
3.10.2 Attend business office procedures training to all administrators, secretaries/clerks, and sponsors	Asst. Superintendent for Finance & Operations	199	Each Semester	Agenda, Sign-In Logs	1,4,10
3.10.3 Attend meetings relevant to the financial aspects of the district.	Asst. Superintendent for Finance & Operations	199	Each Semester	Agendas, Reports, Sign-In Logs	1,4,10
3.10.4 Support the overall budget planning process to include: -Funding of activities in campus improvement plan -Facility project -Financial Planning Budget workshop for Principal and Program Administrator -Board Budget Workshops -Board Approval -Funding of all campus support services operations.	Asst. Superintendent for Finance & Operations Principal	199	Monthly	Agendas, Reports, Sign-In Logs	1,4,10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

OBJ 11 Develop and implement a yearly budget plan.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.11.1 Review and adjust the overall budget planning process to maximize available resources.	Principal	199	Weekly	Budget Reports, Requisitions, POs	1,2,10
3.11.2 Allocate additional resources to meet the needs of Special Education and English Language Learners (ELL).	Principal	199, 171,165	Weekly	Budget Reports, Requisitions, POs	1,2,10
3.11.3 Monitor monthly budget balances.	Principal	199	Monthly	Budget Reports, Requisitions, POs	1,2,10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

School Year: 2017-2018

Page 50 of 57

MISSION CISD

GOAL 3 EFFICIENT OPERATIONS

OBJ 12 Determine alternative sources of funding for priority needs.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.12.1 Monitor TEA and Federal Government for Grant opportunities.	Grant Writer Principal	199	Yearly	Grant Guidelines	1,10
3.12.2 Seek grant opportunities.	Grant Writer Parental Liaison	199	Yearly	Grant Guidelines	1,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 3 EFFICIENT OPERATIONS

OBJ 13 Maximize innovative technology to promote operational efficiencies.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.13.1 Pursue additional efficiencies and utilize new and emerging technologies	Campus Instructional Technologist Asst. Superintendent for Finance & Operations	199	Yearly	Inventory Lists, CNA	1,10
3.13.2 Implement electronic filing system (Laser Fiche).	Campus Instructional Technologist Principal	199	Yearly	Reports	10
3.13.3 Implement SHARS billing system.	Asst. Superintendent for Curriculum & Instruction Campus Instructional Technologist	199	Yearly	Reports	10
3.13.4 Evaluate current staff responsibilities in order to maximize effectiveness.	Asst. Superintendent for Curriculum & Instruction Campus Instructional Technologist	199	Yearly	Evaluation Results	1,10



VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN

GOAL 3 EFFICIENT OPERATIONS

OBJ 14 Continue pursuit of innovative investment options and debt management opportunities

Action	Person Responsible	Resources	Timeline	Evaluation	swc
3.14.1 Monitor grant funds in order to determine sustainability of programs from year to year.	Principal Assistant Principal(s) Teacher(s)	199	Yearly	Grant Guidelines, Program Evaluations	1,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

School Year: 2017-2018

Page 53 of 57

MISSION CISD

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 1 Continue the implementation of a systematic plan for the recruitment, selection, and retention of high quality personnel.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.1 Study and review pupil/teacher ratios and instructional models relative to the existing needs for accountability.	Principal Assistant Principal(s)	199	Each Semester	CNA, Master Schedule	1,10
4.1.2 Continue to recruit and retain "highly qualified" teachers and instructional aides.	Principal Assistant Principal(s)	199	Each Semester	CNA, Master Schedule, SBEC	1,3,5,10
4.1.3 Continue to recruit and retain qualified substitute teachers.	Principal Assistant Principal(s)	199	Each Semester	Absence Management System	10
4.1.4 Continue to study and propose revisions, as needed, to the teacher supplements that support the needs of students.	Principal Assistant Principal(s)	199	Monthly	TEKS, Lesson Plans, Purchase Orders	1,9,10
4.1.5 Employ ESL certified English Language Arts secondary teachers.	Principal Assistant Principal(s)	165	Each Semester	SBEC,CNA, Master Schedule	1,3,5,10
4.1.6 Review Student Enrollment Reports.	Assistant Principal(s) Principal Counselor(s)	199	Monthly	PEIMS, Attendance reports	10
4.1.7 Meet with district administrators to review staffing projections, federal budget and plan for staffing needs.	Assistant Principal(s) Principal Dean of Instruction	199	Yearly	Student requests report, CNA	1,10
4.1.8 Utilize Applitrack and Personnel Specialist Checklist to determine qualifications.	Assistant Principal(s) Principal	199	Each Semester	Vacancies, Applitrack	5,10
4.1.9 Continue to support teacher of the year, retirement/recognition ceremonies.	Assistant Principal(s) Principal Teacher(s)	199	Yearly	Ballots, recognition at the end of the year	5,10
4.1.10 Provide stipends to qualified teachers.	Assistant Principal(s) Principal	199	Monthly	Extra duty/supplemental pay forms	10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 1 Continue the implementation of a systematic plan for the recruitment, selection, and retention of high quality personnel.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.1.11 Provide new teachers with ongoing support through TX-BESS mentoring and other sources.	Assistant Principal(s) Principal Teacher(s)	199	Daily	Updated TX-BESS list	5,10
4.1.12 Utilize AESOP Reports to determine the need for substitute personnel.	Assistant Principal(s) Principal	199	Daily	Absence Management report	10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 2 Re-evaluate the organizational chart and campus positions to meet program needs and to evaluate staff duties and responsibilities.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.1 Study the need for and acquire campus positions to address the needs of students through local, state or federal funds e.g., AEIS, PBMAS.	Principal Assistant Principal(s)	199	Each Semester	CNA, Master Schedule, Test data results	1,10
4.2.2 Continue to evaluate and update job descriptions to reflect position requirements and to ensure appraisal instruments measure job responsibilities.	Principal Assistant Principal(s)	199	Monthly	CNA, TTESS	1,2,10
4.2.3 Continue the use of automated substitute calling program and absences reporting system.	Principal Assistant Principal(s)	199	Daily	Absence Management System report	10
4.2.4 Evaluate the equitable distribution of "Highly Qualified" and inexperienced teachers assignment by campus.	Principal Assistant Principal(s)	199	Each Semester	Applitrack	5,10
4.2.5 Introduce and review the use of educational professional portfolios as a means of evaluating teachers.	Principal Assistant Principal(s) Teacher(s)	199	Yearly	TTESS	10
4.2.6 Adhere to staffing guidelines and determine how to best meet needs considering budget constraints.	Assistant Principal(s) Principal	199	Yearly	Budget, CNA	1,10
4.2.7 Provide Instructional Staff to increase student academic achievement.	Assistant Principal(s) Gear Up Counselor Principal	199	Monthly	Budget, test data, tutoring lists	2,9,10
4.2.8 Employ staff for Accelerated Migrant Program, T-StEM, Project SMART, & Literacy Program.	Assistant Principal(s) Principal	199	Each Semester	CNA, Budget	1,10
4.2.9 Employ migrant strategist to provide additional support to ensure graduation of all migrant students.	Assistant Principal(s) Principal	199	Yearly	Budget, migrant enrollment, CNA	1,10
4.2.10 Increase the number of campus special education teaching support and professional positions.	Assistant Principal(s) Principal	199	Each Semester	Budget, Special Ed student enrollment	5,10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 2 Re-evaluate the organizational chart and campus positions to meet program needs and to evaluate staff duties and responsibilities.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.2.11 Review the job descriptions and ensure all staff sign and adhere to the job descriptions.	Assistant Principal(s) Principal	199	Yearly	Job description form	10
4.2.12 Ensure Absence Management system is functional and accessible to campus staff.	Assistant Principal(s) Principal	199	Daily	Absence Management System	10
4.2.13 Review teacher experience report regarding NCLB.	Principal Assistant Principal(s)	199	Each Semester	Highly Qualified Teacher report	10



**VETERANS MEMORIAL HIGH SCHOOL
CAMPUS IMPROVEMENT PLAN**

GOAL 4 OUR TEAM-PERSONNEL RECRUITMENT, SELECTION AND RETENTION

OBJ 3 Continue staff development efforts to support the Professional Development of Professional and Paraprofessional staff.

Action	Person Responsible	Resources	Timeline	Evaluation	swc
4.3.1 Continue to provide a staff development plan that supports Teacher Quality Annual Measurable Objectives (TQAMO) under NCLB.	Assistant Principal(s) Principal	199	Monthly	CNA, Agendas, District calendar	1,4,10
4.3.2 Provide professional development to teachers and administrators aligned to diverse student groups in the district e.g. ELL, Special Education, technology standards.	Assistant Principal(s) Principal	199, 211, 165,171	Monthly	CNA, Agendas, District calendar	1,4,10
4.3.3 Utilize Eduphoria to generate professional development reports.	Asst. Superintendent for Curriculum & Instruction Principal	199	Monthly	Eduphoria, TTESS	10
4.3.4 Develop semester comprehensive plan and schedule for PD for teachers and all staff.	Assistant Principal(s) Principal Dean of Instruction	199	Monthly	CNA, Agendas, District calendar	1,4,10
4.3.5 Provide stipends to teachers implementing the Bilingual / ESL Education Program Models and Approaches.	Assistant Principal(s) Principal	199, 165	Each Semester	Budget, ELL student enrollment	10
4.3.6 Provide staff development and financial assistance for CTE teachers to acquire certification in alignment with district CTE initiative.	Assistant Principal(s) Principal	161,199	Each Semester	Budget, CNA, Master schedule, Student Enrollment	1,5,2, 10

CAMPUS PERFORMANCE
2016-2017

Campus Name: Veterans Memorial High School



2017 STATE, REGION 1, DISTRICT, CAMPUS Comparisons: Performance Level by Subject and Student Group

Approaches <i>Student Group</i>	ALL TESTS TAKEN				READING				MATHEMATICS				WRITING				SCIENCE				SOCIAL STUDIES			
	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus	TEXAS	REGION 1	MCISD	Campus
	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%	%
All Students	75	74	71	69	72	69	67	59	79	81	77	77	67	70	65	*	79	79	74	74	77	75	69	86
African American	65	78	86	*	61	75	80	*	68	77	86	-	57	72	*	*	69	88	*	-	69	89	-	-
Hispanic	71	74	71	69	67	69	67	59	76	80	77	76	62	70	65	*	75	78	74	74	73	75	69	86
White	85	85	78	76	83	82	79	70	87	87	87	*	77	81	64	*	89	89	75	*	86	88	64	*
American Indian	75	74	*	*	71	70	*	*	79	78	*	*	64	58	-	*	80	80	*	*	78	79	-	-
Asian	93	96	100	*	90	94	*	*	96	98	*	-	90	94	-	*	94	99	*	*	93	98	*	*
Pacific Islander	77	89	-	-	73	90	-	-	82	86	-	-	71	60	-	*	81	95	-	-	79	91	-	-
Two or More	82	85	*	-	81	80	*	-	84	86	*	-	74	93	*	*	86	86	-	-	84	92	-	-
Special Education	41	42	38	29	35	33	27	18	49	52	47	30	30	32	29	*	47	45	46	44	45	44	49	58
Ec. Disadvantaged	68	72	69	66	64	66	64	55	73	79	75	73	58	68	61	*	72	77	72	70	69	73	68	84
ELL	57	60	53	38	51	51	47	19	69	72	65	56	50	57	45	*	57	62	56	50	48	50	38	65



**CAMPUS PERFORMANCE
COLLEGE READINESS
2016-2017**

	ATTENDANCE RATE - ALL GRADES		ANNUAL DROPOUT RATE GRADES 9-12	
	2014-2015	2015-2016	2014-2015	2015-2016
	Rate	Rate	Rate	Rate
Afr. American	*	*	*	*
Hispanic	92.4	91.3	1.0	2.0
White	95.2	94.1	0.0	3.7
Eco. Dis.	91.7	90.6	1.1	2.2
All Students	92.5	91.4	1.0	2.0

	4 -Year Graduation Rate	
	Class of 2015	Class of 2016
	4-Yr Grad.	4-Yr Grad.
<i>Student Group</i>	Rate	Rate
Afr. American	-	
Hispanic	91.1	91.7
White	100.0	77.8
Eco. Dis.	86.0	90.5
All Students	90.3	91.5

	AVERAGE ACT SCORE	
	2015	2016
<i>Subtests</i>		
English	18.5	17.2
Mathematics	18.6	17.7
Science	18.8	18.2
All Subjects	18.5	17.7

	AVERAGE SAT SCORE	
	2015	2016
<i>Subtests</i>		
ELA & Writing	919	860
Mathematics	476	433
All Subjects	1395	1293

	AP EXAMS: PARTICIPATION		> OR = CRITERION	
	2015	2016	2015	2016
<i>Student Group</i>				
Afr. American	*	*	*	*
Hispanic	29.3	25	19.8	25
White	22.2	50	*	40
Eco. Dis.	23.0	20	16.1	27
All Students	29.2	25	19.8	25

	ADVANCED COURSE/DUAL CREDIT COURSE COMPLETION	
	2015	2016
Grades 11 & 12		
<i>Course</i>	Rate	Rate
ELA	38.9	39.5
Mathematics	43.4	37.9
Science	23.4	12.3
Social Studies	37.2	33.3
Any Subject	63.6	60.8

**VETERANS MEMORIAL HIGH SCHOOL
2017-2018
CAMPUS BUDGET SUMMARY**

FUNDING SOURCE	FUNDING TYPE	AMOUNT
199	GENERAL FUND	\$336,384.00
FUNDING SOURCE	STATE	AMOUNT
195	STATE GIFTED & TALENTED	
161	STATE VOCATIONAL	
171	STATE SPECIAL EDUCATION	\$8,950.00
175	STATE COMPENSATORY	\$192,457.00
165	STATE BILINGUAL	\$69,261.00
173	HIGH SCHOOL ALLOTMENT	
FUNDING SOURCE	FEDERAL	AMOUNT
211	TITLE I REGULAR	\$147,362.00
212	TITLE I MIGRANT	\$720.00
224	IDEA-B FORMULA	
244	CARL PERKINS (CTE)	
255	TITLE II- PART A Classroom Size Red/Eisenhower	
263	TITLE III- BILINGUAL	\$6,723.00