

Laredo Independent School District
Vidal M. Trevino School of Communications & Fine Arts
2017-2018 Goals/Performance Objectives/Strategies



Mission Statement

The Vidal M. Trevino School of Communications and Fine Arts will provide a comprehensive course of study in the areas of communication, dance, music, theatre arts, and visual arts with an emphasis on creative development and artistic performance, all supported by a very strong academic instructional program that compliments and supports the visual and performing arts.

Vision

It is the vision of the Vidal M. Trevino School to optimize students' potential and instill character while at the same time, provide them with opportunities to become worldly, culturally literate, sophisticated thinkers and intellectually prepared to compete with the nation's best, while at the same time facilitate the development of their individual artistic and creative talents with the ultimate goal being the development of the whole individual.

Core Beliefs

Students will have stimulating and challenging opportunities to obtain success.

Students and Staff will have high expectations for achieving goals.

Students will be encouraged to attain high-performance levels on everything they pursue.

Students will have opportunities to develop character and responsibility.

Students are talented perceptive thinkers.

Students have unique artistic and creative talents.

Educators, parents and students should be accountable for the results of their decisions and practices.

Educators and staff will expect, demand, and model courteous behavior toward all peers, staff members, and visitors.

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Goals


Goal 1: The VMT Magnet School will create and implement an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic standards.

Performance Objective 1: The VMT's curriculum and instructional initiatives will increase student achievement and artistic development for all students with expected increases of: 2% for GT students, 7% for regular students and 8% for special needs and limited English speakers.

Evaluation Data Source(s) 1: All students, including Sp. Pop. groups, will show state assessment results to reflect 85% or better passing scores in ELA and 100% passing in US History, and artistic performance levels at the superior ranking.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will utilize comprehensive data analysis reports on students' academic performance to determine strengths and needs to inform and guide the campus Plan of Action.	Principal, Assistant Principal, Master Teachers	Incremental increase seen every six weeks on academic grades (report cards) , district and state assessments.				
2) VMT administration will provide teachers with guidance in analyzing data for instructional and intervention sessions based on DMAC data: such as, item analysis on benchmarks, CBA results, and state assessments.	Principal, Assistant Principal, Master Teachers	Students grouped for prescriptive instruction and for intervention will show incremental growth in their periodic and state assessments.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$100.00						
3) VMT administration will provide guidance/assistance to teachers in developing tutorial sessions that are prescriptive and devoted to re-teaching the expectations that were not mastered during the designated instructional time.	Principal, Assistant Principal, Master Teachers	Students assigned to tutorial sessions will show incremental growth in their ongoing assessments.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,500.00						
4) In addition to all required district and state required professional development, the Campus will provide continued training and support on campus initiatives.	Principal, Assistant Principal, Lead Teacher	Incremental increase seen every six-weeks on academic grades and improved writing scores (charted data).				
a. VMT Writing Project - Student Oriented Lessons b. Vocabulary development - Vocabulary Development Project c. Essential Questions d. Marzano's High-Yielding instructional strategies e. The FIT Approach	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$200.00					

5) Students at-risk, special ed. and re- testers will be identified early in the year and will be monitored and supported with additional learning opportunities: (Flip-the-Classroom & Edmodo) learning and supplementary software, tutorials, Apps and supplemental materials will be purchased including flash drives to increase their success rate and help prevent students from dropping out.	Principal, Assistant Principal, Master Teachers	At-risk students will show evidence of academic growth in their report card grades and district assessments.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$200.00					
6) VMT will assign core-area Teacher Leaders who are knowledgeable and have been successful in implementing strategies that target rigor and relevance to the trainees and support those teachers who need mentoring.	Principal, Assistant Principal, Teacher Leaders	Improved academic achievement: Report card grades, district and state assessment results.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,600.00					
7) VMT will integrate technology into all academic and fine arts classes. Research-based instructional Aps will be provided to enhance learning.	Principal, Assistant Principal, Master Teachers	Improved academic achievement: Report card grades, district and state assessment results.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$20,840.00					
8) Teachers will be provided with instructional supplies and teaching materials, specific to their content areas, to enhance student achievement.	Principal, Assistant Principal, Bookkeeper	Improved academic achievement: Report card grades, district and state assessment results.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$20,840.00					
9) Teachers will create student-centered stimulating classrooms that allow for digital learning and interactive teaching across all disciplines.						
10) The VMT Library will utilize ALEXANDRIA circulation system to facilitate the checking out of books and provide students with needed learning resources.	Administration, Library Clerk, Director of Library Services, Teachers	Students will log daily any research resources or supplementary reading materials to improve learning. Report card grades will indicate student success in their area of reading.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$600.00					
11) VMT will provide the Library Media Center with reading and research material to support all academic and fine arts departments. This includes a newspaper subscription.	Principal, Director of Library Services, Library Clerk	Student grades will show improvement as evidenced in their report cards, and state assessment exams.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,737.00					
12) Library Media Center will be provided office supplies in order to have center run efficiently.	Administration, Bookkeeper, Library Clerk	Library monthly reports will indicate that the library is operating efficiently.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$100.00					
13) The communication department will be provided with software and specific department supplies.	Administration, CTE Director, Director of Instructional Technology	The number of students' digital-oriented projects will increase by 30%.				
						

Goal 1: The VMT Magnet School will create and implement an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic standards.

Performance Objective 2: The VMT Magnet School will focus on instruction that promotes rigor and relevance to achieve a 10% gain in number of students achieving Level III Advanced status.


Evaluation Data Source(s) 2: Students will show an increase in district exams, teacher-developed exams and will increase the percent of students achieving Level III Advanced status in all state exams.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
<p>1) For 2017-2018 VMT will continue with three initiatives that will serve as key "drivers" for academic improvement.</p> <p>a. Student-led Instruction b. Habits of mind: creating, imagining, and innovation. c. Thinking and communicating with clarity and precision.</p>	Principal, Assistant Principal, Master Teachers, Lead Teacher	Overall increase in student achievement as gauged by six-weeks report cards, district and state assessments.				
<p>2) VMT will ensure the faculty is well-equipped to teach with rigor and relevance across disciplines.</p> <p>a. Implement action plan "How to Teach with Rigor and Relevance": Int'l Center for Ed. Leadership. b. Lead teachers and administrators will analyze collaborative lesson plans to ensure that AP quality lessons are being developed and implemented. c. Feedback to teacher-groups will be ongoing. d. Walk-through focus on Socratic method of teaching.</p>	Principal, Assistant Principal, Master Teachers	Report cards will show that students are making academic gains every six-weeks in all their Pre-AP and AP courses.				
<p>3) Create a campus environment that encourages vocabulary development by having all departments create vocabulary activity displays (Word Walls, Frayer Model, Thinking Maps, Word Clouds, Word Art, Word Poems), specifically for ELLs.</p>	Principal, Assistant Principal, Master Teachers	Increased scores, overall and notable academic growth in student reading, writing and speaking abilities as evidenced in their report card grades.				

4) VMT teachers will continue implementing Jay McTighe's "Essential Questions" and questions will be developed during collaborative planning sessions. Master teachers will review department lesson plans. Lessons and questions will be approved by Master Teachers and Administration.	Principal, Assistant Principal, Master Teachers	Student-led discussions will show that students are understanding and verbally articulating their ideas at a higher level of comprehension				
5) VMT will utilize district/campus resources to inform and enhance instruction. A. DMAC B. Rigor and Relevance Strategies Binder C. Thinking Maps D. LEAD Curriculum E. Digital tools, Apps and Computer Hardware F. Exposure to renowned Artists and Master Performers who provide master clinics for performing arts students.	Lead Teachers, Master Teachers, Assistant Principal, Principal	Teachers lesson will show that they are teaching using the rigor and relevance strategies and student expectations for higher levels of understanding are being met.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$200.00, 482 - Dr. Hochman Grant Fund - \$9.00						
6) VMT will promote college readiness by coordinating with the three high school campuses to ensure that all students enrolled at VMT will meet DAP graduation requirements and will take and be successful in the AP, SAT and ACT exams.	Principal, Assistant Principal, Counselor	Counselor will monitor student transcripts in the fall and spring semester and will keep ongoing data of those students meeting DAP requirements and student participation in specialized exams. Student test results will show evidence of growth and increased participation.				
7) Focus on Success Yielding Strategies. A. Authentic-Learning Lessons B. Performance Based Assessments C. Integration of the Arts in academic projects D. Multi-disciplinary and multi-sensory learning E. Inclusion and modifications	Principal, Assistant Principal, Lead Teachers	Six-weeks report card grades and results on State Exams.				
8) VMT will implement vertical alignment in academic courses to ensure student success and to ensure adherence to LEAD Curriculum scope and sequence and timelines. In addition, lessons will include alignment with College Board Standards/AP Curriculum.	Principal, Assistant Principal, Master Teachers	Six-weeks report card grades and results on State Exams				

<p>9) VMT faculty and staff will continue to embrace the Superintendent's Super Eight initiatives in daily learning to increase academic achievement and to attain Level III Advanced in state exams.</p> <p>1. All teachers will post the students objectives and student expectations for learning.</p> <p>2. All VMT students will engage in journal writing everyday in every class.</p> <p>3. VMT teachers will have a common planning period and implement the LEAD curriculum with fidelity.</p> <p>4. Teachers will know and understand their students' backgrounds and educational records.</p> <p>5. Campus will provide a safe environment that focuses on determining what students need to know so that instruction is differentiated with fidelity.</p> <p>6. Teachers are required to have a Word Wall to support our district's initiative.</p> <p>7. Every employee will have high expectations for all VMT students.</p> <p>8. Teachers and students should have fun and enjoy teaching and learning everyday.</p>	<p>Administration, Faculty, Staff</p>	<p>Student performance levels and academic achievement will reflect the positive climate and culture that permeates this school as reflected in report cards and exam results.</p>				
<p>10) Students' instruction will be enhanced through the purchase of online websites to support and improve classroom instruction (Art School Network).</p>	<p>Administration, Instructional Technology Director, Teachers</p>	<p>Students will increase the integration of digital technology in all their classroom learning.</p> <p>Projects- based on grades will indicate the success of student performance.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$405.00</p>						
<p>11) Literary Magazine "Tapestry," will be published to disseminate to the community and for competition.</p>	<p>Administration, Tapestry Teacher</p>	<p>Students of the Tapestry Class will achieve a performance level of Superior at the state and national competition.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$4,500.00</p>						


12) VMT will provide teachers with access to copier machines in order to meet their instructional and curricular needs.	Administration, Director of Procurement, Chief Financial Officer	All instructional material and student academic needs will be met as evidenced by the monthly usage of the copiers.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$7,204.00					
13) Additional reading materials will be provided for all ELA and Social Studies classrooms.	Administration, Master Teachers, Teachers	Increase in students' reading grades are evidenced by report card grades, and scores on state assessment exams.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$600.00					
14) Senior Medallions will be awarded to students meeting the requirements and successfully completing three or four years of study at VMT.	Administration, Faculty "Seniors" Committee	99% of the VMT seniors will receive the VMT Completion Medallion.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,500.00					
15) Performing Arts staff will be provided with consultants who will provide clinics to improve their teaching skills. Principal will provide incentives and awards for participation.	Administration, Fine Arts Director, Music Lead Teacher	Student performances will show a marked improvement as evidenced by results in competitive events.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00, 199 - General Fund: Operating (PIC 99) - \$300.00					
16) VMT will have its second annual "Jazz Festival" to commemorate Black History Month and Master musicians will be invited to hold Jazz Master Clinics for advanced students.	Administration, Fine Arts Director, Music Lead Teacher	Students will have a deeper understanding of Black History and the significance of Jazz played in that era.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00					
						

Goal 1: The VMT Magnet School will create and implement an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic standards.

Performance Objective 3: VMT will provide integrated and differentiated instruction to meet the needs of all students to develop their competencies in knowledge and analytical skills needed to increase student achievement by 3% GT; 6% for Reg.; and 10% for Sp. Ed and LEP students.

Evaluation Data Source(s) 3: Student achievement in STAAR and AP student scores will reflect academic gains for all students.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) Teachers will be provided with student demographics data and individualized student data (IEPs) in order to address the academic needs of each student. DMAC will serve as a resource	Principal, Assistant Principal, Counselor	Student academic achievement data will be analyzed every six-weeks to ensure that the needs of all population groups are being met. All student groups will show academic gains.				
2) Multiple Intelligence learning strategies will be utilized in daily classroom instruction in order to meet the learning styles and learning needs of all students. Project based activities that integrate the arts will target Gardner's Multiple Intelligences.	Principal, Assistant Principal, Lead Teachers	Classroom observations will show the use of activities (projects) that engage the students in multimedia, multi-sensory activities that lead to success for all students as evidenced by six-weeks grades and district assessment results.				
3) Extra-duty pay will be provided for tutorial sessions to ensure that all students will be successful in State Exams. These sessions will address STAAR Academies for struggling students, AP and SAT tutorials for practice and preparation for the exam, and tutorials to support students who are at-risk of failing e.g.(LEP, Sp. Ed, At-Risk). Activities and learning materials will reflect the differentiated learning needs of the students.	Principal, Assistant Principal, Master Teachers	Tutorial sessions will be monitored and teachers will be held accountable for student academic growth.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,000.00						
4) Teachers will integrate project-based assignments to create student-centered classrooms and engage at-risk students and to motivate and provide opportunities for all students to think critically and express their creativity.	Principal, Assistant Principal, Master Teachers, Lead Teachers	Increased academic gains as evidenced by report card grades, and gains in district and state assessments.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00						
						

Goal 1: The VMT Magnet School will create and implement an innovative system of learning that empowers each student to develop and realize their unique talents in a way that meets or exceeds federal, state, and local academic standards.


Performance Objective 4: The VMT Magnet School will develop, implement, and monitor the communications and fine arts programs to increase performance at the Superior/Excellent ranking by 10% for all students.

Evaluation Data Source(s) 4: Increased Visual Arts and Performance rankings.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will promote an appreciation of the arts through the infusion of these disciplines in the daily instructional program. This will be accomplished by incorporating music, art, technology, communication and theater in academic instructional projects.	Principal, Assistant Principal, Fine Arts Lead Teachers	Collaborative planning between the academic and fine arts programs will indicate the infusion of the arts in all academic projects.				
2) VMT will afford students opportunities to perform an array of community settings to refine their performances, prepare them for competition and expose them to real world job experiences and opportunities.	Principal, Assistant Principal, Fine Arts Lead Teacher	Weekly/monthly calendar of events and activities. Documentation of Performance in UIL and other competitive events.				
3) VMT will prepare Fine Arts students for performance at high levels/quality in order to successfully compete at the local, district, regional, state and national levels.	Administration, Fine Arts Coordinator, Fine Arts Lead Teacher	Documentation of student placement in competitive events, student rankings in all other competitive events.				
4) VMT will continue to present the Summer Musical Production and the Jazz Festival (Black History Month) to showcase VMT students' talent.	Principal, Assistant Principal, Fine Arts Lead Teachers	Quality of student performance and level of performance will be gauged by competition results and overall student placement in the events.				
a. The Summer Musical Production b. The Jazz Festival - Black History Month	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,300.00, 199 - General Fund: Operating (PIC 99) - \$2,000.00					

<p>5) VMT will improve the quality of student performance in the following annual VMT performing and visual arts events (Purchase advertisement in local newspaper) :</p> <p>a. Hispanic Festival b. 16 de septiembre c. Christmas Concert d. VMT Youth Philharmonic Orchestra e. VMT Annual Showcase f. Art and Photography Exhibit g. Dance Recitals h. Literary Magazine, "Tapestry" i. SoundTown Galas j. Superior ranking in our digital newspaper, (Magnet Tribune) k. Theatrical Performances and all other student performances and exhibits. l. Summer Musical m. Jazz Festival</p> <p>Costs for Advertisement will be provided.</p>	Principal, Assistant Principal, Fine Arts Lead Teachers	Quality of student performance and level of performance will be gauged by competition results and overall results in these events.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$4,000.00, 199 - General Fund: Operating (PIC 99) - \$500.00						
6) CTE Communications Audio/Video Production Program will include a practicum course that will lead to student certification in this area by the end of this school year.	Principal, ITV Director, Lead Teacher	Report card grades and successful completion of the practicum course.				
7) Music teachers will attend the TMEA Music Teachers' Convention to acquire latest skills and approaches to improve VMT's music program.	Administration, Director of Fine Arts, Music Teacher Robert Lopez	Students' competitive performances will indicate that they are achieving high rankings in all their competitive participation at the local, area, regional, and state levels.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$3,000.00						
8) The Art Department teachers will have access to teaching supplies and technology peripheral resources in order to provide students with cutting edge art enrichment opportunities.	Administration, Director of Fine Arts, Art Department Lead Teacher	Students will receive superior ranking in their competitive performances.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$2,400.00						
9) CTE coursework will follow career pathways with fidelity to include a four-year course plan.	Administration, CTE Director, CTE Teacher	Report card grades and successful completion of required skills.				


10) Instructional student field trips will be an integral part of the learning experience at VMT. (Art museums; Literary Exhibits; Performance Clinics with TAMIU & LCC, San Antonio, Austin, Corpus Christi; Lecture Series; Theater Guild Productions; Laredo Center for the Arts; UIL Competition, etc.	Administration, Lead Teacher, Transportation Department	Increased student performance levels and superior rankings in all competitive activities.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$5,300.00, 199 - General Fund: Operating (PIC 99) - \$5,200.00					
11) The Communications Department teachers will be provided with teaching resources to enhance their instruction.	Administration, Lead Teacher, Communications Department Teachers	Students will receive recognition and superior ranking in their competitive activities.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00					
12) The Dance Department teachers will be provided with instructional resources to enhance the dance program.	Administration, Director of Fine Arts, Dance Department Teachers					
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00					
13) The Music Department teachers will be provided with instructional resources to enhance the Music program.	Administration, Director of Fine Arts, Music Lead Teacher	Students will excel in UIL competitions.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$900.00					
14) The theater arts department will be provided with instructional resources to enhance the theater arts program. A Sound & Lights Technical Assistant is needed in the Theater Dept.	Administration, Director of Fine Arts, Dean of Theater Arts	Students will be recognized and be judged at the superior ranking level.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$200.00					
15) The Art Dept. will design and create a parade float to highlight VMT's artistic program.	Administration, Director of Fine Arts	Students will be successful in designing and constructing their art float project.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00					
						

Goal 2: The VMT Magnet School will monitor curriculum and instruction, assessment and professional development in order to provide quality instruction and support to each VMT student to ensure that high academic standards in state and federal accountability requirements are met.

Performance Objective 1: The VMT Magnet School will monitor student achievement and artistic performances to ensure a success rate of 98%; and that every student receives individualized attention and intervention opportunities as needed.

Evaluation Data Source(s) 1: Student passing rates will increase to show a 99% passing rate and artistic and creative endeavors will be at high quality level as well.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) Every six-weeks At-Risk Committee will monitor student attendance, campus initiatives, student achievement, and failure rate and, if necessary, will create an intervention plan of action.	Principal, Assistant Principal, At- Risk Committee	Student academic achievement will be monitored through report card grades, attendance reports and overall success rates in all areas.				
2) Data analysis will be ongoing to determine those objectives that need to be retaught and to provide prescriptive intervention to struggling students throughout the year.	Principal, Assistant Principal, Master Teachers	Meeting agendas, sign-in sheets, and ongoing revision of intervention plans will be used to measure success.				
3) VMT will implement campus Ad-Hoc Committees to oversee and inform campus functions and events that support student achievement and encourage teacher leadership development. Community Advisory Teams will also be implemented to support the campus vision and goals.	Principal, Assistant Principal, CEIC Committee Chair	Meeting agendas, sign-in sheets, and successful year-long events will be used to measure the success of this strategy.				
4) SmartMusic and Finale software will be utilized by music teachers to teach, to access all genres of music, to have students create new musical pieces, and for student accountability.	Principal, Assistant Principal, Music Department Lead Teachers	Quality of students' performances will improve every six weeks. Report card grades, competition placement feedback reports.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,300.00						
5) Master teachers will submit department data analysis reports (DMAC) to administrators every six weeks.	Principal, Assistant Principal, Master Teachers	Six-weeks report card grades, DMAC analysis reports, State Assessment results.				
						

Goal 2: The VMT Magnet School will monitor curriculum and instruction, assessment and professional development in order to provide quality instruction and support to each VMT student to ensure that high academic standards in state and federal accountability requirements are met.


Performance Objective 2: The VMT Magnet School will provide faculty and staff with varied opportunities to grow professionally in order to increase student academic and artistic performances by 10%.

Evaluation Data Source(s) 2: An increase in the quality of instruction and implementation of new strategies will be observed in periodic walk-through evaluations and student improvement in their six-weeks grades.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
<p>1) VMT will ensure specialized professional development for teachers to meet the needs of the Advanced Placement students, LEP and Special Needs students.</p> <p>1. Rigor and Relevance strategies. 2. College Board Standards. 3. SIOP Model 4. Differentiated Instruction 5. RTI 6. AP Institutes 7. Character Education 8. Technology driven instruction</p>	Principal, Assistant Principal, Master Teachers	Success for all students will be determined by report card grades, passing reports, and assessment results.				
<p>2) VMT faculty will attend staff development provided by the district and Region One.</p> <p>1. Attend required Fine Arts conferences and Master Clinics. 2. Campus Teacher Leaders will train staff on specific strategies that focus on Rigor and Relevance.</p>	Principal, Assistant Principal, Master Teachers	Higher level of instruction and learning opportunities will be observed during walk-through evaluations and student achievement will be evidenced on student report card grades.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$800.00					
<p>3) VMT will provide targeted professional development to all faculty members to improve academic rigor.</p>	Principal, Assistant Principal, Master Teachers	Success for all students will be determined by report card grades, passing reports, and assessment results.				
<p>4) VMT will provide all teachers training in AP technology.</p> <p>a. Teacher leaders will become teacher trainers and will serve as mentors and support for new campus teachers and campus initiatives.</p>	Principal, Assistant Principal, Master Teachers	Success for all students will be determined by report card grades, passing reports, and assessments results.				

<p>5) Teacher leaders will become campus trainers in areas addressing the development of higher thinking skills and innovative teaching strategies.</p> <p>Fine Arts Teacher Leaders will train their colleagues on PhotoShop, SmartMusic, Finale, and other department specific digitals Apps.</p>	<p>Principal, Assistant Principal, Teacher Leaders</p>	<p>Sign-up sheets, observable behavior during walk-through evaluations and improved student achievement.</p>				
<p>6) VMT will provide program specific staff development to ensure quality performances in all Communications and Fine Arts programs.</p> <p>a. Outside master clinicians to evaluate student performances and provide feedback. b. Partnerships with LCC/TAMIU and other institutions of higher learning that make training sessions available for teachers and students. c. Online clinics.</p>	<p>Administration, Fine Arts Lead Teachers</p>	<p>Quality and level of student performances as measured by individual student performance.</p>				
<p>7) VMT teachers will be expected to extend and maximize the use of technology in their daily teaching and learning and will receive training on the use of the following programs: Edmodo, Atomic Learning, iPad Training, YouTube, LoTi framework, SkyWard, etc.</p> <p>Teacher leaders will provide training on the use of highly effective and proven teaching Apps: Project Trailers, GreenSpace, Kahoot, etc.</p>	<p>Administration, Technology Trainer, Lead Teachers, Master Teachers</p>	<p>Increase in technology and multi-media driven projects, as evidenced by monthly project presentations and documented increase in students' grades and fine arts performances.</p>				
<p>8) The VMT school counselor will attend Region I Training on HB5 requirements for College Readiness to ensure that students have every opportunity to prepare for college.</p>	<p>Administration, Counselor, Lead Teachers</p>	<p>Increase the number of students ready to enroll and succeed in college.</p> <p>Six-weeks grades, state assessments results, participation in Dual-Enrollment courses.</p>				
<p>Funding Sources: 199 - General Fund: Operating (PIC 99) - \$400.00</p>						
<p>9) AP and PreAP teachers will attend College Board required AP summer Institutes in order to enhance their knowledge and skills.</p>	<p>Administration, Master Teachers, AP Teachers</p>	<p>Students will see an increase in their AP scores during their practice activities and on the final AP Exam.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,500.00</p>						
<p>10) Campus Principal will attend Region I professional development to upgrade curriculum and leadership skills.</p>	<p>Executive Director for C&I, Director of Secondary Education, Campus Principal</p>	<p>Increase in Academic and Fine Arts student performance.</p>				

11) Campus Principal will attend Professional Development to acquire instructional skills.	Executive Director for C&I, Director of Secondary Education, Campus Principal	Increase in Academic and Fine Arts student performance.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$700.00						
12) Campus Principal will travel for staff development.	Executive Director for C&I, Director of Secondary Education, Campus Principal	Increase in Academic and Fine Arts student performance.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$500.00						
						

Goal 2: The VMT Magnet School will monitor curriculum and instruction, assessment and professional development in order to provide quality instruction and support to each VMT student to ensure that high academic standards in state and federal accountability requirements are met.

Performance Objective 3: VMT will maintain and increase partnerships with institutes of higher learning to enhance college readiness by 10%.

Evaluation Data Source(s) 3: Increased student participation in community endeavors, civic organizations, and institutes of higher learning that will lead to an increase in college enrollment.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will encourage student participation in dual enrollment courses. VMT will be adding a college music course in the Dual Enrollment Program. a. Comprehensive Recruitment Plan b. Parent Information/Awareness Night c. Targeted support for all students enrolled in the DE Program.	AP/GT Coordinator, Principal, Director of Guidance and Counseling	An increase in student participation in dual enrollment program will be noted in participation list.				
2) VMT will promote college readiness through Pre-AP and AP coursework. a. AP exams are promoted and expected from AP students. b. College Board approved coursework c. AP exam preparation tutorial session and Saturday AP academies will be provided. d. AP Supplementary materials will be provided for exam preparation.	Administration, AP/GT Coordinator, Master Teachers	Daily walk-through evaluations, six-week grades, District and State assessment results, EOC scores.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$500.00						
3) VMT will ensure all faculty is trained in college readiness standards. a. All instruction is focused on preparing students for college. b. Campus wide college-bound campaign will be initiated.	Administration, Master Teachers	Daily walk-through evaluations, six-week grades, District and State assessment results, EOC scores.				

Goal 3: The VMT Magnet School will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 1: The VMT Magnet School will provide education in the areas of character building and appreciation of the arts to foster emotional and social stability to achieve 100% graduation rates for all VMT students.

Evaluation Data Source(s) 1: Student feedback from counselor, nurse, teacher, students of character awards list, evaluation forms for students, and list of Medallion/graduation recipients.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT Principal will deliver daily character building motivational messages during morning and afternoon announcements and will continue with character building lessons presented by the counselor.	Administration	Observable student behavior.				
2) VMT will provide orientation to all freshmen students.	Administration, Counselor	Sign-In sheets				
3) VMT will promote an appreciation of the fine arts through the infusion of the arts in the instructional programs and the incorporation of music theory, art appreciation and school wide performances in all activities.	Administration, Master Teachers, Registrar	Class rosters and monthly integrated planning session sign-in sheets.				
4) VMT will coordinate with the three high school campuses to ensure that all students enrolled at VMT meet DAP graduation requirements and to encourage them to take the AP, SAT, and ACT exams. A second counselor is needed at VMT to attend to the 800+ students enrolled at the school.	Administration, Counselor, Registrar	Progress Reports, Report Cards, and AEIS Campus Date Reports (AP, SAT, ACT).				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$0.00					
5) The VMT Director/Principal will be provided with needed office supplies to ensure the smooth and safe operation of the school.	Administration, Bookkeeper, Finance Department	School will remain functional and operate efficiently every day.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$500.00					
6) The VMT At-Risk Committee will meet monthly to review attendance, grades and students' needs in order to support student behavior and provide interventions in a timely manner.	Administration, At-Risk Committee	Meeting sign-in sheets, observable student progress.				
7) Student success in all programs will be recognized and announced through P.R. system, electronically (VMT website, Magnet Tribune) and TV monitors.	Administration, Communications Department Teachers	Lists of Recognized students				

 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue


Goal 3: The VMT Magnet School will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 2: The VMT Magnet School will ensure efficient supervision and safety for all students and personnel 100% of the instructional day.

Evaluation Data Source(s) 2: 100% decrease in number of accident and incident reports and decrease the need for discipline intervention.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will focus on campus safety by using Raptor System (visitors) with fidelity and by providing safety training for all school personnel. A crisis flip-chart will be provided to all faculty and staff. All campus employees must wear ID badge at all times.	Administration, Campus Safety Officer	Sign-In sheets from campus and district training.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$300.00						
2) VMT will conduct routine fire drills, lock downs, reverse evacuations, and emergency mock drills.	Administration, Campus Safety Officer	Student rosters and Safety Officer documentation and evacuation plans will be visible in every room.				
3) VMT will implement a very comprehensive Safety and Security Management Plan that calls for 100% participation of all faculty and staff.	Administration, Faculty, Staff, Attendance Clerk	Monthly review of Safety & Security Management Plan, Weekly review of Dress Code compliance, on-going attendance and tardy reports.				
a. Safety and Security Awareness b. Dress-Code Adherence c. Campus Discipline Plan d. Tardies/Attendance	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$300.00					
Communication Radios will be replaced as needed to ensure that communication lines will always be accessible.						
4) VMT will implement a crisis management plan to address intruders, unwelcomed guests, and emergency situations through the use of two-way radios, alarms, school phones, cell phones and Link Program. A second security guard is needed to monitor students' safety.	Administration, School Safety Officer	Student rosters and Safety Officer documentation.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$0.00						
5) VMT will ensure that all faculty and staff receive updated training on the Campus Safety and Security Management Plan.	Administration	Meeting Sign-in rosters.				


6) VMT will maintain a very comprehensive anti-bullying program (to include cyberbullying) that will include teacher training and on-going interactive discussions and counselor-led video presentations with all students. VMT will have a plan for reporting, monitoring and intervening in reported incidents.	Administration, Counselor, District Support Staff	Minimal reporting of bullying cases at VMT. Agendas on teacher training and student discussion sessions.				
7) VMT will provide safety information to students through classroom teachers: Crisis Procedures and Fire Evacuation Plan.	Administration, Campus Safety Officer	Lesson Plans and Class Rosters.				
8) VMT will monitor building when in use by using camera/video monitors and lock buildings when not in use; this includes lunch time to ensure the safety of all students, faculty and staff during school day. Additional security cameras are needed to monitor campus.	Administration, Head Custodian	Incident Reports.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,000.00					
9) VMT will assign staff members to monitor the cafeteria during lunch time to ensure the safety of all students.	Administration, Campus Monitors	Dress Code Violator's Log.				
10) Teachers will stand at assigned "hot spots" to assure safe passing time between periods.	Administration, Safety Officer, Campus Monitors	Student Discipline Referral Reports, Incident Reports.				
11) VMT will provide awareness of date violence to all students, staff, parents, through presentations, discussions, and video presentations.	Counselor, Nurse	Sign-in logs, agendas, and handouts.				
12) VMT will provide security guards at all evening events and activities outside school grounds.	Administration, Bookkeeper, Chief of Police	Sign-in Log and payroll form.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$900.00					
						

Goal 3: The VMT Magnet School will provide all students with a safe and nurturing learning environment that promotes attendance, character building and high achievement.

Performance Objective 3: The VMT campus will maintain a clean and functioning facility in top form for the safety and welfare of all students, staff and faculty 100% of the time.

Evaluation Data Source(s) 3: The school will meet cleanliness and safety inspections throughout the year and will maintain a 100% success rate.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) All school buildings and campus grounds will be maintained clean and in excellent functional condition throughout the year.	Director of Division of Operations, Chief Financial Officer, Director of Custodians, Campus Administration	Weekly campus inspection checklists will indicate that the school is maintained in safe and clean conditions throughout the school year.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$208,656.00						
2) Head custodian will be responsible for the daily monitoring of all custodians on campus buildings and school grounds.	Administration, Head Custodian	Weekly campus inspection checklist will indicate that the school is maintained in safe and clean conditions throughout the school year.				
						


Goal 4: The VMT Magnet School will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 1: The VMT Magnet School will increase parental involvement by 12% to support student achievement.

Evaluation Data Source(s) 1: Parents will attend all campus-related functions, including performances, special meetings, open houses, conferences, volunteer activities, and report card nights, as evidenced by sign-in rosters.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will schedule "Meet the Teacher Night" to familiarize parents with Academic and Fine Arts programs, course and campus expectations.	Administration, Counselor, Core Area Master Teachers	Parent Sign-In Sheets.				
2) VMT will schedule Report Card Night to allow parents to monitor student progress and to build parent-teacher relationships.	Administration, Counselor	School calendar, Parent Sign-in Sheets				
3) VMT will schedule a Parent/Student Orientation night for incoming freshmen. Handouts and flyers will be disseminated. Refreshments will be provided.	Administration, Counselor, Technology Trainer	Invitations, Parent Sign-in sheets				
4) VMT will provide AP Parent Orientation Night to discuss courses, student expectations, and advantages of the program. Informational flyers will be disseminated.	Administration, Counselor	Invitations, Parent Sign-in sheets.				
5) VMT will meet every semester with Dual Enrollment parents to provide awareness, expectations, coursework information, and advantages. Informational packets will be provided.	Administration, Counselor	Invitations, Parent Sign-in sheets.				
6) VMT will encourage parent awareness of dual enrollment courses through: Recruitment plan begins in April and continues until August; Parent Information/Awareness Night; Targeted support for all students enrolled in DE program. Refreshments will be provided.	Administration, AP/GT Coordinator, College Level Coordinator	Master schedule, class enrollment, Parent sign-in sheets, college report card.				
7) VMT will inform parents and continue to promote college readiness through AP coursework. Taking AP exams is promoted/expected; College-Board approved coursework; AP Exam Preparation tutorials are provided on Saturdays. Handouts and other pertinent information will be provided.	Administration, AP/GT Coordinator	CBA results, STAAR level III Advanced levels, AP Exam results and class enrollment.				

8) Special student performances, School-wide events, and individual student recitals will be promoted, publicized and special invitations will go out to parents, central office, and board members.	Administration, Counselor, Lead Teachers	Flyers, posters, newspaper ads, and invitations.				
9) Parents will be invited and encouraged to volunteer and participate in campus-related decisions, assist with special events and be a chaperon on field trips.	Administration, Counselor, Parent Teacher Organization	Volunteer sign-in sheets, parent visibility in all school-related events and performances.				
10) VMT will promote and expect all students taking AP courses to participate in a rigorous curriculum, adhere to College-Board approved coursework, and take AP Exam. AP, SAT and ACT Exam preparation will be provided on Saturdays and informational flyers will be disseminated to parents.	Administration, Counselor, Lead Teachers	Flyers, CBA results, STAAR Level III Advanced Levels, AP Exam results.				
						


Goal 4: The VMT Magnet School will encourage and promote a climate that engages families in the education of their children and establish a process that cultivates open and timely communication with our public.

Performance Objective 2: The VMT Magnet School will maintain and increase community and business partnerships by 10% to promote student achievement.

Evaluation Data Source(s) 2: Increased student participation in community endeavors, civic organizations, institutes of higher learning and collaboration with outside support organizations.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will continue to utilize the communications department to disseminate information to the Community and Office of Communications.	Administration	News stories, Newspaper ads, Calendar and Club sign-in sheets.				
2) Project-Based learning activities will include the use of experts and guest speakers. Community will be invited to attend all exhibits and project presentations. Flyers and posters will be printed and distributed throughout the community.	Administration, Counselor, Master Teachers	Observable project presentations, Calendar of Events and community participation in all school events.				
3) Create liaisons to team with representatives of local art, music and theater groups so that students are aware of and participate in cultural opportunities locally.	Administration	Collaborative projects with community and Entities/College Professors.				
4) VMT will continue to collaborate with the local community college through its Dual-Enrollment Program.	Administration, GT Coordinator	College grade reports, Attendance reports and final grades.				




Goal 5: The VMT Magnet School shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 1: The VMT Magnet School will provide a safe and drug-free environment conducive to learning and will maintain a rate of less than 1% disciplinary and drug referrals per year.

Evaluation Data Source(s) 1: Six weeks and end-of-year discipline referral reports from counselor, nurse, teacher, committee feedback and evaluation forms for students, and list of medallions/graduation recipients.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will provide drug awareness education and will implement a zero tolerance for substance abuse: Reinforced with "Habits of Mind", Character Education Program, and Promoting good choices.	Administration, Counselor, Nurse	Counselor's Log and disciplinary referrals.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$450.00						
2) VMT will provide students with health information on proper eating habits, personal hygiene, first aid training, physical exercise, awareness of BMI and safe Teen Driving (promote Teens-in-the-Driver-Seat Campus organization), Provide healthy lifestyle presentations.	Administration, Counselor, Nurse	Student Sign-in agendas, and handouts.				
3) VMT will continue to promote and support the campus Crime Stoppers organization.	Administration, Crime Stoppers Sponsor	Student Sign-in agendas, handouts, and Crime Stoppers phone log.				
						

Goal 5: The VMT Magnet School shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 2: The VMT Magnet School will provide students learning activities that require physical engagement by 15%.

Evaluation Data Source(s) 2: Increased health assessment scores.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT faculty will incorporate physical activities into lessons when possible. Performance based and Authentic Learning activities will incorporate Fine Arts activities with academic learning and collaborative projects that require multi-sensory learning.	Administration, Fine Arts Director	Walk-through evaluations, Teacher planning sessions, and lesson plans.				
2) VMT will support all campus and district initiatives requiring physical activity. Departments will be encouraged to promote performance based learning and increase the number of community-driven performances.	Administration	Lesson plans, flyers, and invitations.				
						

Goal 5: The VMT Magnet School shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 3: VMT will integrate health education and promote healthy lifestyles through monthly health presentations that will increase student attendance by 12%.

Evaluation Data Source(s) 3: Students' daily attendance will increase.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT faculty will incorporate health presentations into curriculum	Administration, Nurse	Lesson plans, attendance weekly reports, and Teachers' feedback checklist.				
2) VMT's nurse will disseminate health information through all instructional classes, including Fine Arts classes. State required training will be provided by the nurse- Blood Pathogens, CPR, Emergencies, etc. Nurse will attend staff development to update knowledge and skills.	Administration, Nurse	Lesson plans and training sign-in sheet.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$500.00					
3) VMT will promote healthy lifestyles by increasing the number of health information posters that include: safe teen driving, through VMT Teens-in-the-Driver's-Seat Organization and Community-wide promotion of no-texting, cell phone use, or distracting behavior while driving.	Administration, Counselor, Nurse	Art department will create posters and Counselor/Nurse will post posters throughout campus. Posters will be visible throughout buildings.				
4) VMT will promote Safe Teen Dating by providing presentations of Date-Violence Prevention Training.	Administration, Counselor	Log of scheduled presentations and class sign-in sheets.				
5) VMT nurse will have safety and emergency supplies available to deal with minor emergencies.	Administration, Nurse	Emergencies log-in.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - \$400.00					
						

Goal 5: The VMT Magnet School shall implement a Health and Wellness Program designed to improve the general health of children and adults by promoting practices that lead to living healthy, active lifestyles.

Performance Objective 4: The VMT Magnet school will maintain four health practices to decrease illnesses that affect students and faculty and reduce absences by 15%.

Evaluation Data Source(s) 4: Increased daily student and teacher attendance.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) Online video will be shown to all classes on how to cover a sneeze or a cough, dispose of tissues and wash hands.	Administration, Video Production Teacher	Presentation Logs and Calendar of activity.				







Goal 6: The VMT Magnet School will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the VMT School will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for VMT students.

Performance Objective 1: The VMT Magnet School Faculty will be trained on the processes and procedures for all fiscal transactions in order to maintain a score of 100% in the annual campus financial audit.

Evaluation Data Source(s) 1: Sustained yearly financial audit that reflects and supports our comprehensive needs assessment.

Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT faculty and staff will be trained on procedures on fiscal transactions to ensure proper handling of funds. All sponsors will be held accountable for compliance and accountability. Focus will be on meeting procedural time lines.	Administration, Bookkeeper	Check requests, monthly bank reconciliation, student activities report, and internal auditor report.				
2) VMT will require club sponsors to deposit all club activity funds on a daily basis.	Administration, Bookkeeper	Receipts and Deposit slips.				
3) VMT will require faculty and club sponsors to request funds (checks) at least one week prior to scheduled activities. District policies and consequences will be upheld with no exceptions.	Administration, Bookkeeper	Check requisition forms, timely submission and accuracy of fundraising documentation.				

 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue


Goal 6: The VMT Magnet School will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the VMT School will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for VMT students.

Performance Objective 2: The campus resources will be prudently used and monitored to ensure that they support our needs assessment targets and attain a 10% increase in the acquisition of instructional equipment and supplies to support student achievement.

Evaluation Data Source(s) 2: Inventory report and purchase requests will show evidence that needed equipment and educational supplies have been procured to improve student achievement.

Summative Evaluation 2:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT faculty and staff will submit a Needs Assessment document annually. Every department will assess their department needs to include professional development needs, material and equipment needs. The Department Needs Assessment will include the department's initiatives, projects and events.	Administration, Department Lead Teachers	Needs Assessment document and Purchase Order Requisition Forms.				
2) VMT will ensure acquisition of instructional equipment and supplies to support the Needs Assessment targets and needs of Special Populations and all the programs and they will be monitored for proper use and accountability.	Administration	Needs Assessment document and Purchase orders.				



✔ = Accomplished
 ➔ = Continue/Modify
 ● = Considerable
 ● = Some Progress
 ● = No Progress
 ✘ = Discontinue

Goal 6: The VMT Magnet School will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the VMT School will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for VMT students.

Performance Objective 3: VMT will proactively engage in energy conservation to ensure a decrease in utility usage by 15%.

Evaluation Data Source(s) 3: A notable decrease in electricity and water consumption for the 2016-2017 school year will be attained.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will require all faculty and staff to turn off lights in all classrooms, workrooms, and offices when not in use.	Administration, Head Custodian	Custodian checklist, principal building checks, and monthly usage report.				
2) VMT will ensure all equipment is turned off when not in use.	Administration, Head Custodian	End of the day custodial walk-through checks and feedback.				
3) It is required that all equipment be treated with care and be given proper maintenance.	Administration, Head Custodian	Head Custodian daily feedback and Weekly equipment check.				







Goal 6: The VMT Magnet School will continue to seek all possible avenues to contain and/or reduce costs of all initiatives in order to best represent the financial interests of the taxpayers. In addition, the VMT School will effectively manage financial resources, and conduct program evaluations that will support providing quality educational experiences for VMT students.

Performance Objective 4: VMT Fixed Assets Inventory will reflect a 90% accuracy rate.

Evaluation Data Source(s) 4: The end-of-year fiscal inventory will show a notable increase in accuracy in all fixed assets assigned to VMT.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) An annual inventory of all academic classrooms to include furniture, instructional materials, supplies and equipment will be conducted to ensure accountability.	Administration, Teachers, Head Custodian	Completed Inventory Report				
2) An inventory of all Fine Arts and Communications equipment, instruments and supplies will be conducted to ensure accountability.	Administration, Fine Arts Staff, Communications Staff, Head Custodian	Completed Inventory Report				
3) Textbook inventory will be conducted to ensure proper care and accountability of all textbooks.	Administration, Library Clerk, Textbook Custodian	Teacher Textbook Inventory Report				


 = Accomplished
  = Continue/Modify
  = Considerable
  = Some Progress
  = No Progress
  = Discontinue

Goal 7: The VMT Magnet School will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 1: The campus will increase by 2% the number of TX-Bess trained teachers to serve as mentors to new teachers.

Evaluation Data Source(s) 1: Documentation of qualified teachers, mentor teachers, and teacher recruitment activities.

Summative Evaluation 1:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will require all new faculty be assigned a mentor teacher. Mentor Teacher will serve as a support and facilitator; assistance will be provided on all daily routines and computer driven accountability programs.	Administration, Mentor Teachers	List of mentor assignments.				
2) VMT will ensure all mentor teachers are TX-BESS trained.	Administration	Mentor teacher certificates				
3) In order to retain qualified, high-performing teachers, support, encouragement and opportunity for leader development will be provided to all teachers. An inviting working environment will permeate the climate and culture at VMT.	Administration, Master Teacher, Lead Teacher	Low to zero transfer requests and good working relationships among the staff.				
4) VMT will acquire in increments, iPads for instructional purposes for the Communications, Fine Arts and Academic department Teachers.	Administration	Low to zero transfer requests and good working relationships among staff.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,400.00						
						

Goal 7: The VMT Magnet School will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 2: The VMT Magnet School will participate in 100% of district job fairs to recruit highly qualified teachers and staff.

Evaluation Data Source(s) 2: Documentation of qualified teachers, mentor teachers, and teacher recruitment activities.

Summative Evaluation 2:


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will prepare recruitment materials for all job fairs. These include: a scrapbook, depicting campus highlights; copies of VMT Newspapers (Magnet Tribune); Award-winning literary magazine (Tapestry) and trophies and plaques will be displayed.	Administration	Purchase orders and sample materials.				
2) Campus will work diligently to acquire an additional counselor who will focus on character education program and at-risk student needs (GT, Regular, Sp. Ed., and LEP students).	Administration	Letter of Assignment to VMT.				
						

Goal 7: The VMT Magnet School will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 3: The VMT Magnet School will assign 100% of new teachers and staff a "Campus Buddy" to serve as additional support to new employees.

Evaluation Data Source(s) 3: Documentation of teacher support activities and list of new teacher assigned buddy.

Summative Evaluation 3:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT will require all new faculty to have a mentor teacher and a "Campus Buddy" assigned.	Administration	List of mentor assignments and list of "Campus Buddies."				
2) VMT will ensure that all mentors and "Campus Buddies" are well prepared and ready to assist the new teachers.	Administration	List of mentor assignments and list of "Campus Buddy" assignments.				
3) VMT administration will meet with all new faculty on a monthly basis and will provide the support, materials, and training that they need.	Administration	Meeting sign-in sheets and purchase requisitions work orders.				
4) VMT will ensure that all new employees have access to the campus resources they need. Supplies will be provided.	Administration	Requisitions forms.				
						

Goal 7: The VMT Magnet School will actively pursue and hire highly qualified personnel and provide support that encourages growth, improvement and increased student achievement.

Performance Objective 4: The VMT Magnet School will fill all teacher and staff FTE allotments with highly qualified teachers and staff.

Evaluation Data Source(s) 4: All faculty and staff at VMT School will meet NCLB requirements for 100% highly qualified staff.

Summative Evaluation 4:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	June
1) VMT school will fill all 45 teacher and support staff FTE's with personnel that can provide the best learning opportunities for our students, and include an additional counselor, an additional security guard, and an additional sound & Lights Technical Assistant.	Director of Human Resources, Chief Financial Officer, Administration	Review of teacher and staff certification will indicate that all campus personnel meet the NCLB requirements for highly qualified staff.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - \$1,963,850.00, 199 - General Fund: Operating (PIC 99) - \$530,107.00, 199 - General Fund: CTE (PIC 22) - \$127,616.00						
2) The VMT school will provide a Principal and Assistant Principal to provide leadership to the school and an office staff to ensure the daily functional needs of the school.	Director of Human Resources, VMT Director	Overall success of all academic and Fine Arts and Communication programs as evidenced by six-weeks reports, state assessment results, attendance reports, etc.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - \$159,006.00						
