

**Laredo Independent School District**  
**Vidal M. Trevino School of Communications & Fine Arts**  
**2018-2019 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 School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 1:** The VMT School curriculum and instruction initiatives will increase student achievement and artistic development for all students with expected increases of 2% for GT students, 8% for regular students and 6% for special needs and limited English speakers.

**Evaluation Data Source(s) 1:** TAPR, TELPAS, STAAR/EOC, PBMAS, UIL Performance Results, Artistic Assessment Reports.

### Summative Evaluation 1:

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) ) 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 assesment results				
2) Teachers will be provided with instructional supplies and teaching materials, specific to their content areas, to enhance student achievement.	Principal, Assistant Principal, Master Teachers, bookkeeper	Improved Academic Achievement: Report Card grades, district and state assesment results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 25204.00, 482 - Dr. Hochman Grant Fund - 9.00						
3) ) Teachers will create student-centered engaging classrooms that allow for digital learning and interactive teaching across all disciplines.	Principal, Assistant Principal, Master Teachers	Increase the Quality of Instruction				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00						
4) 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.	Administration, Library Clerk, Director of Library Services	Students log daily any research or supplementary reading materials checked out that will improve learning.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1690.00						
5) 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; grades will show improvement as evidenced in their report cards, and state assessment exams.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 600.00						
6) Library Media Center will be provided office supplies in order to have center run efficiently.	Administration, Library Clerk, Bookkeeper	Library report will indicate library efficiency.				

<p>7) Multiple Intelligence learning strategies will be utilized in daily classroom instruction to meet the learning styles and learning needs of all students. Project based activities that integrate the arts will target Gardner's Multiple Intelligences.</p>	<p>Principal, Assistant Principal, Master Teachers</p>	<p>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 nine-weeks grades and district assessment results.</p>				
<p>8) Tutorial sessions will be provided to ensure that all students are successful in state exams. Extra-duty pay will be provided for tutorial sessions that take place after school or on Saturdays. Tutorial 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.</p>	<p>Principal, Assistant Principal, Master Teachers</p>	<p>Tutorial sessions will be monitored and teachers will be held accountable for student academic growth.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1500.00</p>						
<p>9) For 2018-2019 VMT will continue with three initiatives that will serve as key "drivers" for academic improvement.</p> <p>a. Fidelity to Implementation of Fundamental Five b. FIT- Intentional Teaching Process c. Targeted PLCs -Focus on Quality Instruction</p>	<p>Principal, Assistant Principal, Master Teachers, Teachers</p>	<p>Overall increase in student achievement as gauged by six-weeks report cards, district and state assessments</p>				
<p>10) 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 the Fundamental Five teaching practices. e. Provide technology equipment to enhance instruction</p>	<p>Administration, Master Teachers,Lead Teachers</p>	<p>Report cards will show that students are making academic gains every six-weeks in all their Pre-AP and AP courses.</p>				
<p>Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 800.00</p>						

<p>11) Focus on Success Yielding Strategies.</p> <p>A. Essential Questions (used daily)  B. Authentic-Learning Lessons  C. Performance Based Assessments  D. Integration of the Arts in academic projects  E. Multi-disciplinary and multi-sensory learning  F. Inclusion and modifications  G. Critical Writing daily</p>	<p>Administration, Master Teachers</p>	<p>six-weeks grades, Report Card grades, and State Exam results</p>				
<p>12) VMT will utilize district/campus resources to inform and enhance instruction.</p> <p>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.</p>	<p>Administration, Master Teachers, Lead Teachers</p>	<p>Incremental academic growth as demonstrated by test scores and report card grades. Also, observable quality fine arts performances.</p>				
<p>13) 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.</p>	<p>Administration, Master Teachers, Lead Teachers</p>	<p>Incremental academic growth as demonstrated by test scores and report card grades. Also, observable quality fine arts performances.</p>				
<p>14) 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. Hand-outs and other pertinent information will be provided.</p>	<p>Administration, AP/GT Coordinator</p>	<p>CBA results, STAAR level III Advanced levels, AP Exam results and class enrollment.</p>				
<p>15) 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.</p>	<p>Administration, Counselor, Lead Teachers</p>	<p>Flyers, CBA results, STAAR Level III Advanced Levels, AP Exam results.</p>				
<p>16) For 2018-2019 VMT will follow a new initiative, the SLO process, which will also serve as key driver for academic improvement through the implementation of a VMT support team for all VMT teachers.</p>	<p>Principal, Assistant Principal, Master Teachers, Teachers</p>	<p>Overall increase in student achievement as gauged by six-weeks report cards, district and state assessments</p>				

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

**Goal 1:** The VMT School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 2:** The VMT School will develop, implement, and monitor the Communication and Fine Arts Programs to increase performance at the Superior/Excellent rankings by 10% for all students.


**Evaluation Data Source(s) 2:** UIL Performance Results; City, Area, Regional and State Competitions for all Fine Arts and Communications Programs.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 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, Fine Arts Teachers, Bookkeeper	Increase student performance levels and superior ranking in all competitive activities				
Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 4000.00, 199 - General Fund: Operating (PIC 99) - 1500.00, 199 - General Fund: Basic Instruction (PIC 11) - 3300.00						
2) 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.	Administration, Fine Arts Teachers, Support Staff	Collaborative planning between the Fine Arts and academic teachers will promote the infusion of the arts in all academic projects.				
3) 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.	Administration, Fine Arts Teachers, Support Staff	Weekly/Monthly Calendar of events and activities, Documentation of Performance in UIL and other competitive events				
4) 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 Teachers, Support Staff	Quality of student performance and level of performance will be gauged by competition results and overall student placement in the events				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00						
5) VMT will continue to present a Summer Musical Production and the Jazz Festival (Black History Month) to showcase VMT students' talent.	Administration, Fine Arts Teachers, Support Staff	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	Funding Sources: 199 - General Fund: Operating (PIC 99) - 2700.00					

<p>6) 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>	Administration, Fine Arts Teachers, Director of Fine Arts, & Lead Teacher, Mr. R. Lopez					
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4000.00, 199 - General Fund: Operating (PIC 99) - 500.00						
7) 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.	Administration, CTE Director, Communication Teachers	Report Card Grades, successful completion of certification				
8) Music teachers will attend the TMEA Music Teachers' Convention to acquire latest skills and approaches to improve VMT's music program.	Administration, Fine Arts Teachers, Director of Fine Arts, Bookkeeper	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) - 2500.00						
9) CTE coursework will follow career pathways with fidelity to include a four-year course plan.	Administration, CTE Director, CTE teachers	Report Card Grades, Internships, and completion of Certification				
10) The Fine Arts and Communications Departments will be provided with teaching resources to enhance the instructional needs of their specific departments.	Administration, Fine Arts Teachers, Director of Fine Arts, Bookkeeper	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) - 1900.00						



11) Literary Magazine "Tapestry," will be published to distribute to the community and for competition.	Administration, Tapestry Teacher, Bookkeeper	Students will produce a quality magazine that will attain a ranking of Superior in the Scholastic competition.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4500.00					
12) 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.	Administration, Music Teachers, Director of Fine Arts, Bookkeeper	Quality of student performances will improve every six-weeks. Report card grades, competition placement feedback reports.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2400.00					
13) 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, Fine Arts Teachers, Director of Fine Arts, Bookkeeper	Students will demonstrate high quality in their ART Projects and success in area Art competitions				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2400.00					
14) The VMT School promotes the artistic and creative programs offered by the school through its participation in the Christmas Youth Parade and the WBCA Grand Parade.  Students design, create and decorate a school float to promote the VMT School.						
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 500.00					
15) The VMT School will acquire membership to the Art School Network to provide additional resources to the Visual and Performing Arts Programs.	Administration, Bookkeeper	Innovation in teaching practices and enhanced student creative and artistic performances				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 410.00					
						


**Goal 1:** The VMT School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 3:** The VMT will monitor student achievement to attain a 98% passing rate and to ensure that students receive individualized attention and prescriptive intervention opportunities as needed.

**Evaluation Data Source(s) 3:** Benchmarks, CBA Scores, Report Card Grades, Progress Reports, STAAR/EOC Scores, Teacher-Designed Exams

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) Every month the At-Risk Committee will monitor student attendance, campus initiatives, student achievement, and failure rate and, if necessary, will create an intervention plan of action	Administration, 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.	Administration, Master Teachers	Meeting agendas, sign-in sheets, and ongoing revision of intervention plans will be used to measure success.				
3) 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.	Administration, Master Teachers	Incremental increase seen every six-weeks on academic grades, district and state assessments				
4) 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.	Administration, Master Teachers	Students grouped for prescriptive instruction and for intervention will show incremental growth in their periodic and state assessments.				
5) 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.	Administration, Master Teachers	Students assigned to tutorial sessions will show incremental growth in their on-going assessments				
6) VMT will provide teachers with access to copier machines in order to meet their instructional and curricular needs.	Administration, Chief Financial Officer	All instructional materials and academic needs will be met as evidenced by the monthly usage copier reports				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 4093.00						
7) Senior Medallions will be awarded to students meeting the requirements and successfully completing three or four years of study at VMT	Administration, Seniors' Medallion Committee, Seniors' teachers	99% of the VMT Seniors will receive the VMT Completion Medallion.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						

8) 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: (Interactive technology, Individualized support and supplementary software, Aps), tutorials, and supplemental materials will be purchased to increase their success rate and help prevent students from dropping out or giving up.	Administration, Master Teachers, Counselors	Incremental increases seen every six-weeks on report card grades and progress monitoring reports.				
9) 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.				
						

**Goal 1:** The VMT School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.


**Performance Objective 4:** The VMT School will provide faculty and staff with varied opportunities to grow professionally to support and increase quality instruction to achieve a 10% growth in students achieving master level in State exams.

**Evaluation Data Source(s) 4:** T-TESS Appraisal System, Implementation of new strategies as observed in periodic teacher walkthroughs, AP Exam Scores

**Summative Evaluation 4:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
<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/AP Institutes                      3. SLO's                      4. Differentiated Instruction                      5. RTI                      6. Fundamental Five                      7. FIT - Intentional Teaching                      8. Technology driven instruction</p>	Administration, District Support Staff, Master Teachers, Technology Trainer	Success for all students will be determined by report card grades, passing reports, and assessment results.				
Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 4100.00						
<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>	Administration, District Support Staff, Master Teachers, Technology Trainer	Higher level of instruction and learning opportunities will be observed during walk throughs and evaluations and student achievement will be evidenced on students' report cards.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2000.00						
<p>3) VMT will provide targeted professional development to all faculty members to improve academic rigor.</p>	Administration, Master Teachers, Technology Trainer	Success for all students will be determined by report card grades, passing reports, and assessment results				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00						

<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>	<p>Administration, Master Teachers, Technology Trainer</p>	<p>Success for all students will be determined by report card grades, passing reports, and assessment results</p>				
<p>5) In addition to all required district and state required professional development, the Instructional Team will provide continued training and support on campus initiatives.</p> <p>a. The Fundamental Five Model b. Development of rigorous lesson plans c. FIT- Intentional Teaching Process d. SLO (Student Learning Objectives) f. T-TESS</p>	<p>Administration and Master Teachers</p>	<p>Higher level of instruction and learning opportunities will be observed during walkthroughs and evaluations and student achievement will be evidenced on students' report cards.</p>				
<p>6) 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 digital Apps.</p>	<p>Administration , Master Teachers and Fine Arts Lead Teachers</p>	<p>Sign-up sheets, observable behavior during walk-through evaluations and improved student achievement.</p>				
<p>7) 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 , Master Teachers and Fine Arts Lead Teachers</p>	<p>Quality and level of student performances as measured by individual student performance.</p>				
<p>8) 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, Edivate, DMAC, Thrive, 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, Master Teachers and Lead 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>				

9) The VMT school counselors will attend Region I Training on HB5 requirements for College Readiness to ensure that students have every opportunity to prepare for college.	Administration and counselors	Increase the number of students ready to enroll and succeed in college				
	Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 400.00					
10) AP and PreAP teachers will attend College Board required AP summer Institutes in order to enhance their knowledge and skills.	Administrators, Master Teachers, and AP Teachers	Students will see an increase in their AP scores during their practice activities and on the final AP Exam.				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 1000.00					
11) Campus Administration will attend Region I professional development to upgrade curriculum and leadership skills.	Asst. Superintendent for C&I Administrators	Increase in academic student achievement and Fine Arts student performances.				
	Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 700.00					
12) Campus Administration will travel for staff development as needed.	Asst. Supt. for CIA, Administration	Increase in Academic and Fine Arts student performance.				
	Funding Sources: 199 - General Fund: Operating (PIC 99) - 500.00					
						


**Goal 1:** The VMT School establishes and pursues expectations of excellence and equity to achieve college, career, and military readiness.

**Performance Objective 5:** The VMT School will maintain and increase partnerships with institutes of higher learning and military service branches to reflect a 10% increase in the number of students that are college, career and military ready.

**Evaluation Data Source(s) 5:** Shared Projects with institutes of higher-learning; increased student participation in college-level courses (Dual-Enrollment); CTE career and technology courses certification; Representation of Armed Services Branches at school events.

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) 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.	Administration, Counselor, Master Teachers	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.				
2) MT 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 Coordinator, Administration, Director of Guidance, Counselors	An increase in students enrolled in the dual-enrollment program will be noted in the participation lists.				
3) 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.	AP Coordinator, Administration, Director of Guidance, Counselors, Master Teachers	Daily walkthrough visits, six-week grades, district and state assessments, EOC scores.				
4) 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, Counselor, Master Teachers	Daily walkthrough visits, six-week grades, district and state assessments, EOC scores.				

5) 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 was assigned to VMT to attend to the 800+ students enrolled at the school.	Administration, Counselor, Master Teachers, Registrar	Progress Reports, Report Cards, AEIS, and Campus Data Reports (AP,SAT,ACT)				
6) VMT students will take fieldtrips to Colleges and Universities and listen to guest presenters and recruiters from TAMIU, Texas Tech University Texas A & M in Corpus Christi, University of Texas, FullSail University in Florida, etc. etc.	Administration, Counselors, Master Teachers, and Fine Arts Lead teachers	Students will fill out college application, Financial aide packages, take College entrance exams (TSI, AP, SAT, Etc.)				
7) Students will be exposed to different Career and Technology Pathways and will participate in internships and visit different job sites of interest to them	Administration, CTE Director, Counselors, Master Teachers.	Students will show interest in signing up for job internships, and enrolling in CTE programs for full certification.				
8) Representatives from the different armed services are invited to present the benefits and educational opportunities that they have to offer. These representatives are invited to participates in many of the school's events: Patriot's Day, Veteran's Day, Constitution Day and many other events open to the community.	Administration, Fine Arts Lead Teachers, Master Teachers	Students will verbalize their interest in exploring different career paths that include the armed services.				
						









**Goal 2: The VMT School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.**

**Performance Objective 1:** The VMT School will provide education in the areas of Character Building and appreciation of the arts to foster emotional and social stability to attain a 100% graduation rate for all students.

**Evaluation Data Source(s) 1:** Feedback from counselors, nurse, teacher, students of Character Award's 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	Aug
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.	Principal	Observable student behavior				
	Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 420.00					
2) VMT will provide orientation to all freshmen students.	Administration, Counselors	Sign-In Rosters				
3) VMT will promote a culture that promotes 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, Counselors, Teachers	Class rosters and monthly integrated planning sessions (sign-in sheets.)				
4) Student success in all programs will be recognized and announced through P.R. system, electronically (VMT website, Magnet Tribune) and TV monitors.	Administration, Communication Dept Teachers	List of recognized students				
	Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 300.00					
5) 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 Agendas and sign-in sheets				
6) 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 Variable (PIC 99) - 500.00					

<p>7) The VMT counseling department provides individual and group counseling to students who require academic, social or emotional support. In addition they provide:</p> <ul style="list-style-type: none"> <li>* Academic guidance</li> <li>* Assist with Scholarship information</li> <li>* Assistance with College Entrance Exams</li> <li>* Provide presentations on Character Building, Date Violence, Career Awareness, Financial Aide information</li> <li>* Offer support and work with students who are failing or have attendance issues.</li> </ul>	Administration, Counselors, Director of Counseling	Monthly Counselor's Report, Student Sign-in Rosters that reflect that student's are getting the support needed to succeed in school. Attendance and Discipline reports				
<p>8) 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.</p>	Administration, Counselor, Nurse	Counselor's Log and disciplinary referrals.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 950.00						
<p>9) VMT nurse will have safety and emergency supplies available to deal with minor emergencies.</p>	Administration, Health Services Director, Campus Nurse	Emergency Supply Inventory and Monthly usage report.				
Funding Sources: 199 - General Fund: Operating (PIC 99) - 500.00						
<p style="text-align: center;">  = Accomplished    = Continue/Modify    = Considerable    = Some Progress    = No Progress    = Discontinue </p>						







**Goal 2:** The VMT School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 2:** The VMT School will provide efficient Supervision, a Safety Plan, and a Discipline Management Plan to ensure the well-being of all students and school employees 100% of the instructional day.

**Evaluation Data Source(s) 2:** Accident and Incidents Report, Discipline Reports, Safety Inspection Reports, and Teacher Campus Monitoring Schedule.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
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, Security Guard	Training sign-in rosters				
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, Faculty and Staff, Safety Officer, Security Guard	Student rosters and Safety Officer documentation log				
3) VMT will implement a very comprehensive Safety and Security Management Plan that calls for 100% participation of all faculty and staff.	Administration, Faculty and Staff, Safety Officer, Security Guard	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 Variable (PIC 99) - 600.00					
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, un-welcomed 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, Faculty and Staff, Safety Officer, Security Guard	Student Rosters and Safety Officer documentation				
5) VMT will ensure that all faculty and staff receive updated training on the Campus Safety and Security Management Plan.	Administration, School Safety Officer and Security Guard	Documentation Log				
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, Counselors, Teachers, Security Guard	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, 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, Campus safety officer	Incident Reports				
9) VMT will assign staff members to monitor the cafeteria during lunch time to ensure the safety of all students.	Administrators, Support Staff	Student Behavior Log				
10) Teachers will stand at assigned "hot spots" to assure safe passing time between periods.	Administration, Campus safety officer, teachers	Student Discipline Referrals				
11) VMT will provide awareness of date violence to all students, staff, parents, through presentations, discussions, and video presentations.	Counselors, Nurse	Sign-in logs, Agendas and Discussions				
12) VMT will provide security guards at all evening events and activities outside school grounds.	Administration, Security Guard, Bookkeeper	Incident free school events. Sign-in logs and payroll forms				
	Funding Sources: 199 - General Fund: Operating Variable (PIC 99) - 1300.00					
13) 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					
 = Accomplished  = Continue/Modify  = Considerable  = Some Progress  = No Progress  = Discontinue						

**Goal 2:** The VMT School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

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

**Evaluation Data Source(s) 3:** Custodial Performance Surveys, Cleanliness and Maintenance District Reports, Safety Inspection Reports

**Summative Evaluation 3:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
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 Variable (PIC 99) - 183435.00						
2) Head custodian will be responsible for the daily monitoring of all custodians on campus buildings and school grounds.	Administration and Head Custodian	Weekly campus inspection checklist will indicate that the school is maintained in safe and clean conditions throughout the school year.				
3) All needed repairs are reported in a timely manner and persistent follow-up is routine. The workFlow system is utilized to report any building maintenance concerns.	Administration and Head Custodian	All school buildings and equipment can be observed to be in very clean, and well-functioning condition.				
						

**Goal 2:** The VMT School provides a safe, secure and healthy learning environment designed to nurture positive academic, social, and life skills development.

**Performance Objective 4:** The VMT School will develop civically-engaged students by increasing the-Driver Seat, Quinta Essentia, Girls-Up Club, and other organizations that are civic-oriented)

**Evaluation Data Source(s) 4:** Membership reports; Program Activities, Community Volunteer Hours

**Summative Evaluation 4:**

**Goal 3: The VMT School cultivates and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives**


**Performance Objective 1:** .

The VMT School will increase parental involvement by 10% to support student achievement and to maximize parent involvement in student artistic endeavors.

**Evaluation Data Source(s) 1:** Parent Sign-in Rosters; Lists of parents involved in Campus Booster Clubs, Lists of Parent Volunteers

**Summative Evaluation 1:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) VMT will schedule "Meet the Teacher Night" to familiarize parents with Academic and Fine Arts programs, course and campus expectations.	Administration, Counselor, Master Teachers	Parent Sign-In Sheets. Promote a culture of friendliness and support for all school attendees.				
2) 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,  Promote a welcoming culture of friendliness and support for all school visitors.  Parent Sign-in sheets				
3) 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				

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	Promote a welcoming culture of friendliness and support for all school visitors.  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	Promote a welcoming culture of friendliness and support for all school visitors.  Invitations, Parent Sign-in sheets				
6) VMT will encourage parent awareness of dual enrollment courses through: Recruitment plan starts 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) 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.				
8) 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.				
9) 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				
						

**Goal 3:** The VMT School cultivates and maintains meaningful student-centered relationships with parents, businesses, and community leaders in support of campus and district initiatives

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

**Evaluation Data Source(s) 2:** Increased Student Participation in Community Events, 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	Aug
1) The VMT School will continue to promote the Jazz Festival, "Jazz-In-The-Heights" to strengthen partnerships with all area-wide high schools, TAMIU, LCC and school Alumni. Jazz musicians from these institutions come together and perform for the community and offer Master clinics to our students during this Annual event.	Administration, Music Department, Mr. Ric Cortez and Robert Lopez.	Exposure to this type of cultural experience will help recruit more students to our Performing Arts School and will create positive community support,				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 500.00						
2) 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.				
3) 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.				
4) 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.				
5) 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.				
6) VMT will continue it's strong partnerships with City and Webb County Officials, the Veteran's Coalition, the Women's City Club, the Rotary Club, The Laredo Theater Guild, The Laredo Philharmonic Orchestra, PILLAR, TAMIU, LCC, Laredo Center for the Arts, Laredo Little Theater, and many other city entities and organizations who actively support and partner with VMT on school events	Administration, Fine Arts Teachers	City-wide support and participation in all VMT Events.				





= Accomplished



= Continue/Modify



= Considerable



= Some Progress



= No Progress




= Discontinue

**Goal 4: The VMT School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.**

**Performance Objective 1:** The VMT School Faculty and Staff will be knowledgeable of the processes and procedures for all fiscal transactions in order to maintain a score of 100% in the Annual Campus Financial Report.

**Evaluation Data Source(s) 1:** Sustained yearly financial audit report 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	Aug
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 district policies, accountability procedures and meeting 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.				
						

**Goal 4:** The VMT School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 2:** The VMT School resources will be monitored to ensure that they are acquired in a timely manner and prudently used in support of the needs assessment targets to attain the 10% targeted increase in student achievement.

**Evaluation Data Source(s) 2:** Purchase Requests, Invoices of equipment received, Monthly Principal's Report, Classroom Walkthroughs, and End-Of-Year Textbook Inventory Report.

**Summative Evaluation 2:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative		Summative	
			Nov	Mar	June	Aug
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 4:** The VMT School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 3:** The VMT School will pro-actively engage in energy conservation to ensure a decrease in utility usage by 10%

**Evaluation Data Source(s) 3:** A notable yearly decrease in electricity and water consumption for the 2017-2018 year will be attained.

**Summative Evaluation 3:**


Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
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) 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.				
3) ) 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.				
						

**Goal 4:** The VMT School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

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

**Evaluation Data Source(s) 4:** The End-Of-Year Fiscal Inventory Report will indicate 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	Aug
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				
						

**Goal 4:** The VMT School establishes and maintains efficient organizational support structures that promote positive performance outcomes and comply with financial accountability standards.

**Performance Objective 5:** The VMT School provides a highly qualified administrative team, highly trained professional staff, professional support staff and trained Para-professional personnel to provide an education that encourages growth and increased student achievement.

**Evaluation Data Source(s) 5:**

**Summative Evaluation 5:**

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Mar	June	Aug
1) All school personnel meet and exceed the NCLB requirements and provide a rigorous and focused education for all.	School Board of Directors. Superintendent, Asst. Superintendent for Human Resources	The VMT School performance results reflect a highly successful academic and fine arts program.				
Funding Sources: 199 - General Fund: Basic Instruction (PIC 11) - 2049916.00, 199 - General Fund: Operating Variable (PIC 99) - 734773.00, 199 - General Fund: CTE (PIC 22) - 126765.00						