

Mount Vernon Independent School District
Mount Vernon High School
2018-2019 Campus Improvement Plan

Table of Contents

Comprehensive Needs Assessment	3
Demographics	3
Student Academic Achievement	5
School Processes & Programs	9
Perceptions	10
Comprehensive Needs Assessment Data Documentation	11
Goals	12
Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.	11
Goal 2: Mount Vernon ISD will actively involve parents as partners in the education of our students through planning, information sharing, and program designing to provide a safe and productive learning environment.	20
Goal 3: Mount Vernon ISD will actively involve members of the community as partners to ensure the physical, emotional, social and cultural well-being of every student through programs of mentoring, tutoring, and parenting.	22
Goal 4: The district will provide planning for effective and efficient facilities that are conducive to a safe and secure learning environment that is related to each student's learning abilities and guarantees the resources necessary to fulfill this mission.	24
Goal 5: MVHS will achieve an attendance rate of at least 97% for the 2018-2019 School year.	25
2018-2019 Campus Site-Based Committee	26

Comprehensive Needs Assessment

Demographics

Demographics Summary

School Profile

The Vision of Mt. Vernon High School is “Together We Can Achieve Excellence.” The Mission of Mt. Vernon ISD is The Mount Vernon Independent School District, in its Commitment to uncompromising academic excellence, and in partnership with parents, community, faculty, and staff, will secure for every student an exceptional academic program that helps each student:

- 1) Become a lifelong learner
- 2) Be committed to responsible citizenship, provide service to others and practice ethical attitudes, beliefs, and behaviors.
- 3) Maximize his/her learning potential
- 4) Develop intellectually, emotionally, socially, and physically
- 5) Become productive and cooperative members of the world through technology

Mt. Vernon High School student body is comprised of approximately 495 students, which is considered a large district within the AAA UIL classification. Each year, each of our four grades will average approximately 115 students per class. We are a diverse high school with the following demographics; African American-7.4%, Hispanic-23.7%, White-64.1%, Asian-1.5%, two or more races-2.8%, American Indian-0.2% and Economically Disadvantaged-51%. We believe that our strength lies in the cultural and socio-economic diversity of our students. We have highly qualified staff who care about our students and work to ensure the success of each child. Mt. Vernon ISD works to ensure we have the best teachers and staff for our students by actively recruiting and retaining teachers/staff of high quality who love kids. This year, there are 15 new teachers at MVHS which is supported by a strong teacher mentor program. Mt. Vernon High School has numerous extracurricular and co-curricular activities in addition to UIL Academics, Theater, Student Council, Leadership, Clubs and Organizations for students to be a part of. We encourage our students to be active and involved. By doing so, research has shown that being involved in a club or activity helps student stay in school and become more determined to achieve their goals. By keeping our students actively engaged in the various activities our graduation rate last school year was 100% which is an increase from the previous year of 97.1%. The mobility rate for

the previous year at MVHS was 13.2%. Mt. Vernon High School offers over 120 courses with approximately 10 dual credit and 11 PAP/AP courses so students have the opportunity to receive college credit while still in high school. We have a challenging and rigorous curriculum but one that helps prepare our students for postsecondary education whether it is college or career focused. Mt. Vernon High School believes in making sure our students have the best opportunities available. Students at Mt. Vernon High School are encouraged to utilize the Counselor and other administrators to help them with planning of classes and career pathways.

Student Academic Achievement

Student Academic Achievement Summary

Academic Achievement

A comparison of EOC scores at approaches grade level for 2017 and 2018. MVHS showed growth in 3 of the 5 areas but saw a significant decrease in the area of English 2.

STAAR EOC		
	2017	2018
English 1	62	65
English 2	77	69
Algebra 1	83	85
US History	90	92
Biology	90	87

The 2018 STAAR scores include the performance levels of Masters, Meets, Approaches and Did Not Meet Grade Level Performance. The Approaches, Meets, and Masters levels are all considered passing. The Approaches category indicates that students are likely to succeed in the next grade or course with targeted academic intervention. The Meets category indicates that students have a high likelihood of success in the next grade or course but may still need some short-term, targeted academic intervention. The Approaches category indicates that students are likely to succeed in the next grade or course with targeted academic intervention.

2018 STAAR ALL STUDENTS	DID NOT MEET Grade Level Performance	APPROACHES Grade Level Performance	MEETS Grade Level Performance	MASTERS Grade Level Performance
English 1	35	65	49	9
English 2	31	69	52	8
Algebra 1	15	85	46	15
Biology	13	87	59	18

US History	8	92	73	41

ELA

Looking deeper, STAAR 2016 READING Met Standard scores and 2017 Approaches Grade Level Performance (which also contains Meets and Masters) are as follows:

STAAR READING		
	2016	2017
English 1	79	62
English 2	74	77

An analysis of scores for each student group at each grade level in READING revealed the following:

- English 1 scores dropped by 17 points from 2016 to 2017 but remained only 2 points below the state average.
- English 2 scores rose 3 points to 77% in 2017 which was 11 points higher than the state average.
- Economically Disadvantaged (ECD) scores are significantly lower than non-ECD scores. ECD students in English 1 saw a drop of 18 percent between 2016 and 2017.
- Only 7% of ELA students achieved Masters grade level in 2017.
- English Language Learner (ELL) scores are consistently low at all three grade levels. Only 40% scored Approaches as compared with 70% of the non-ELL students scoring Approaches on reading.

The most significant finding(s) during the analysis of all READING academic achievement data is the significant drop in ELA 1 approaches grade level scores during the 2016 – 2017 school year

Algebra 1

STAAR 2016 MATH Met Standard scores and 2017 Approaches Grade Level Performance (which also contains Meets and Masters) are as follows:

STAAR MATH		
	2016	2017
Algebra 1	83	83

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An analysis of scores for each student group at each grade level in MATH revealed the following:

- Hispanic students had the highest passing percentage in Algebra 1 at 89%.
- African American students saw their passing rate increase from 64% to 86% between 2016 and 2017.
- Special Ed students scored 35% and saw a decrease of 15% from the previous school year.
- 38% of Algebra 1 students were at meets grade level as opposed to a state average of 50%.

The most significant finding(s) during the analysis of all MATH academic achievement data is Eco Dis students were able to meet approaches grade level at a rate of 83% which is the same as the state average for all students.

US History

STAAR 2016 US History Met Standard scores and 2017 Approaches Grade Level Performance (which also contains Meets and Masters) are as follows:

STAAR History		
	2016	2017
US History	87	90

An analysis of scores for each student group at each grade level in History revealed the following:

- White students reached approaches with a rate of 97%, African American 80%, and Hispanic 78%.
- ECD scored 84% approaches which was an increase of 3% from the previous year.
- 50% of sped students reached approaching in History, this was the highest mark for SPED in any of the 5 tested subjects.

The most significant finding(s) during the analysis of all WRITING academic achievement data is MVHS had 61% students reach “meets grade level” in US History which is 10 points higher than state average.

Biology

STAAR 2016 SCIENCE Met Standard scores and 2017 Approaches Grade Level Performance (which also contains Meets and Masters) are as follows:

STAAR SCIENCE		
	2016	2017
Biology	91	90

An analysis of scores for each student group at each grade level in SCIENCE revealed the following:

- African American students scored highest at 92%, White 91% and Hispanic 90%.
- 88 % of ECD students met approaches grade level in Biology. This was the highest subject area for ECD students at MVHS.
- 67% of White students reached meets grade level, 11% higher than state average.
- SpEd students scored 48% approaches grade level in Biology.
- 17% of students reached Masters grade level, highest for MVHS in the tested areas.

School Processes & Programs

School Processes & Programs Summary

For 2018, our district and individual campus has chosen to focus on utilizing data to analyze student performance and drive instruction. With this implementation, teachers at MVHS are utilizing eduphoria to create and administer frequent assessments to monitor student performance. They are to utilize the data from the assessments to highlight areas that need reteaching and to plan subsequent lessons. This process is still being implemented as there is a steep learning curve for many teachers on proper utilization of the program.

Working off a need identified during the 17-18 school year, MVHS has changed the way that Special Education students are serviced for the current 18-19 school year. Our special education students are now served within the regular classroom via an inclusion model of instruction. Special ed teachers and classroom aides work within the mainstream classroom with students and the gen ed teachers. Some students will receive further support via a weekly time of one-on-one content mastery with his or her special education teacher. For 18/19, MVHS had added back resource classes in Math and English to better serve those Special Education students that need modified curriculum.

MVHS continues to develop all of its Career and Technical Education programs. 2017-18 has seen the addition of a Health Science program which has been very successful thus far. Students will also be able to obtain a certification in Pharmacy Tech before graduation if they choose to do so. Currently, some of the programs in CTE offered at MVHS are Cosmetology, Health and Human Services, Audio Video applications, Agriculture, Career Prep, etc. MVHS will continue to expand its CTE programs and further develop current ones in order to better prepare students for success after high school.

Perceptions

Perceptions Summary

Based on teacher/student feedback from the 17/18 school year, the goal of MVHS for the current year was to positively influence the culture and climate of the school. Staff and student morale will be a focal point for the upcoming 18-19 school year. By working collaboratively with teachers, MVHS administration will set a culture where teachers feel valued and respected. Several recognition programs will be implemented to highlight successful teachers and students.

MVHS strongly believes that each and every student can be successful when given the proper resources and support.

Teachers will work collaboratively with one another and with administration to achieve excellence for our students in both academics and any other avenue in which the student pursues.

Comprehensive Needs Assessment Data Documentation

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

Goals



Revised/Approved: November 15, 2018







Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 1: MVHS will increase the percentage of students at masters grade level by 3-5% in all content areas during the 2018 - 2019 school year.

Evaluation Data Source(s) 1: STAAR EOC Results

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>1) MVHS will administer regular interim assessments that are aligned to the standards to monitor progress of all students during the 18/19 school year.</p>	2.4, 2.6	Department Heads, Administrators Teachers	Increase student achievement.				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) MVHS teachers will use data from interim assessments and benchmarking to create enrichment groups aimed at extending instruction to high achieving students.</p>	2.5	Department Heads Administrators Teachers	More students will reach masters grade level on EOC.				





<p>Targeted Support Strategy Critical Success Factors CSF 1</p> <p>3) MVHS teachers will work with campus Administration during month data meetings/PLC to identify student weaknesses within the standards and plan interventions.</p>	2.4, 2.6	Department Heads Administrators Teachers	Higher achievement on STAAR EOC.				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>4) MVHS will offer extended learning opportunities outside of regular school time to high achieving students identified through benchmarking and regular interim assessments.</p>	2.5	Department Heads Teachers Administrators	More students will reach Masters grade level on EOC.				
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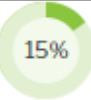




Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 2: MVHS will increase the percentage of students at meets grade level by 5-7% in all content areas during the 2018 - 2019 school year.

Evaluation Data Source(s) 2: STAAR EOC Results

Summative Evaluation 2:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2 CSF 3</p> <p>1) MVHS will administer regular interim assessments that are aligned to the standards to monitor progress of all students during the 18/19 school year.</p>	2.4, 2.6	Department Heads, Administrators Teachers	Increase student achievement.				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>2) MVHS teachers will use data from interim assessments and benchmarking to create enrichment groups aimed at extending instruction to high achieving students.</p>	2.5	Department Heads Administrators Teachers	More students will reach meets grade level on EOC.				
<p>Critical Success Factors CSF 1</p> <p>3) MVHS teachers will work with campus Administration during month data meetings/PLC to identify student weaknesses within the standards and plan interventions.</p>	2.4, 2.6	Department Heads Administrators Teachers	Higher achievement on STAAR EOC.				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>4) MVHS will offer extended learning opportunities outside of regular school time to high achieving students identified through benchmarking and regular interim assessments.</p>	2.5	Department Heads Teachers Administrators	More students will reach meets grade level on EOC.				

<p>Critical Success Factors CSF 1</p> <p>5) MVHS will offer after school tutorials in the EOC tested areas in an effort to help all students meet the challenging state academic standards.</p>	2.4	Teachers, Admin	Higher academic Achievement				
<p>Critical Success Factors CSF 1</p> <p>6) ELA and Math teachers will utilize the online software "IXL" to provide targeted practice over specific standards. The program will be used to track students progress toward achieving at Meets grade level standard on EOC.</p>	2.4, 2.6	Teachers, Lead Teachers, Admin	Increased EOC performance.				
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Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 3: MVHS will increase the % of students meeting the STAAR growth measure by 10% in ELA and 15% in Algebra 1.

Evaluation Data Source(s) 3:

Summative Evaluation 3:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 2</p> <p>1) Teachers will collaborate with departments to analyze last years EOC data to create a goal for each individual student for the 18/19 school year.</p> <p>Teachers will meet with individual students to discuss the targeted EOC goal for the current school year.</p>	2.4, 2.6	Department Heads Teachers Administrators	Higher percentage of students meeting STAAR growth measure.				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>2) Using data from interim assessments and benchmarking, students will track his/her progress toward their own personal EOC goal 3-4 times during the 18-19 school year.</p>	2.4, 2.6	Teacher Students Admin	Higher percentage of students meet the STAAR growth measure.				
<p>Critical Success Factors CSF 1 CSF 2</p> <p>3) Teachers will utilize data from benchmarking to plan instruction and drive reinforcement of specific standards in areas of weakness.</p>	2.4, 2.5						

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 = No Progress
 = Discontinue

Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 4: MVHS will work to close performance gaps among student sub-populations, ensuring that these groups meet their Domain 3 targets by the end of the 18/19 according to new accountability standards.

Evaluation Data Source(s) 4: EOC Results

Interim Assessments
 Benchmark Exams

Summative Evaluation 4:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 1 CSF 5</p> <p>1) A comprehensive needs assessment will be conducted by the campus site-based committee to identify educational strengths and weaknesses in the 4 areas of multiple measures of data.</p>	2.4, 2.6	Campus Principal	Areas of strengths and weaknesses will be highlighted and thus addressed.				
<p>2) To strengthen core academic programs and provide opportunities for all students to meet the challenging State academic standards, MVHS will utilize aligned curriculum utilizing resources from TEKS resource and Region 8 training resources.</p>	2.4, 2.6	Principals Department Leaders Teachers	Improved Academic Achievement				
<p>Critical Success Factors CSF 1 CSF 4</p> <p>3) Extended year services (summer school) will be utilized for at risk students or those in need of credit recovery. A+ software will be utilized.</p>	2.4, 2.6	Principals Counselor	Keep students on track for graduation. Intervention for EOC preparation.				
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Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 5: MVHS will support English Learners and increase the percentage of these students at meets grade level on EOC to at least 30% in ELA.

Evaluation Data Source(s) 5: EOC Exam

Summative Evaluation 5:







Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 1) MVHS will increase the number of teachers who obtain an ESL certification and develop the necessary skills to effectively educate these students.	2.4, 2.6	Principals	A higher percentage of EL students will achieve Meets grade level on EOC.				
Targeted Support Strategy Critical Success Factors CSF 1 CSF 7 2) MVHS will provide ELA teachers with professional development opportunities that will provide necessary skills and best practices to effectively deliver the standards to EL learners.	2.4, 2.6	Principals Teachers	A higher percentage of EL students will achieve Meets grade level on EOC.				
= Accomplished = Continue/Modify = No Progress = Discontinue							

Goal 1: Mount Vernon ISD will create an innovative system of learning with collaboration from staff, parents, and community that allows each and every student to realize his or her own unique abilities.

Performance Objective 6: MVHS will support Special Education students and work to ensure that these students meet Domain 3 targets by the end of the 18/19 school year.

Evaluation Data Source(s) 6: EOC Results
Formative Assessments
Benchmarks

Summative Evaluation 6:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
Targeted Support Strategy Critical Success Factors CSF 1 1) MVHS will re-implement resource classes in Math and Reading for the 18/19 school year to meet the needs of students not prepared for full inclusion.	2.4	SPED Teachers Administrators					
Targeted Support Strategy Critical Success Factors CSF 1 CSF 2 2) MVHS will provide an Special Education teacher in the English 1, English 2, and Algebra 1 classroom to further support the learning opportunities of Special Education students.	2.4	Special Education Teachers Administrators	Higher achievement and additional support for SPED students.				
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Goal 2: Mount Vernon ISD will actively involve parents as partners in the education of our students through planning, information sharing, and program designing to provide a safe and productive learning environment.

Performance Objective 1: MVHS will incorporate parents and invite them to be a part of their child's academic experience by creating multiple opportunities for collaboration.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
1) MVHS will host an Open House for parents at the beginning of the school year. Parents are encouraged to meet administrators, counselors and teachers.							
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> 2) Parents are encouraged to complete multiple online surveys. Data will be used in the campus CNA (comprehensive needs assessment).	2.6	Administration	Areas of concern and strengths will be highlighted and thus easier to address.				
<p>Critical Success Factors CSF 5 CSF 6</p> 3) MVHS will host an 8th grade parent night in an effort to help students/parents understand all the processes that go along with the transition to high school, graduation requirements, and academic opportunities.	3.2	Counselor Admin Teachers	Freshman students and parents enter high school more prepared to be successful.				
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> 4) MVHS will host a Title 1 informational meeting where the Family Engagement Policy will be developed and/or revised and discussed.	3.1, 3.2	Administrators					
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Goal 2: Mount Vernon ISD will actively involve parents as partners in the education of our students through planning, information sharing, and program designing to provide a safe and productive learning environment.

Performance Objective 2: MVHS will strive to effectively communicate with parents of all students.

Evaluation Data Source(s) 2:

Summative Evaluation 2:




Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 5 CSF 6</p> <p>1) MVHS will utilize ECAMPUS USA to keep parents informed of students tardiness and discipline referrals.</p>	2.6	Secretaries, Assistant Principal	Parents are notified immediately when their student has a tardy or is issued a discipline referral.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) MVHS will keep pertinent information posed on social media sites, school website, and utilize the school reach system to deliver news.</p>		District Media Specialist, Administrators	All school announcements and information is easily accessible and available for viewing.				
<p>Critical Success Factors CSF 5 CSF 6</p> <p>3) MVHS teachers will communicate regularly with parents of students who are not being successful in the classroom. Parent meetings/conferences will be held and documented.</p>	2.6	Teachers	Higher level of parental involvement in students academics and thus higher achievement.				
= Accomplished = Continue/Modify = No Progress = Discontinue							






Goal 3: Mount Vernon ISD will actively involve members of the community as partners to ensure the physical, emotional, social and cultural well-being of every student through programs of mentoring, tutoring, and parenting.

Performance Objective 1: MVHS will partner with service organizations and community members to help ensure the success of all students.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 3 CSF 6</p> <p>1) MVHS will continue to partner with community agencies, such as the Rotary Club, to host the academic banquet to honor MVHS academic achievement.</p> <p>Two MVHS students will also be honored as Rotary student of the month.</p>	2.6	Counselor Administrators					
<p>Critical Success Factors CSF 5 CSF 6</p> <p>2) MVHS Junior students will participate with community members in the Leaders of Tomorrow program. (Target Group: 11th)</p>	2.5	CIS coordinator Lead Teachers Community Representatives	Develop leaders for MVHS and produce well rounded students upon graduation.				
<p>Critical Success Factors CSF 1 CSF 5 CSF 6</p> <p>3) MVHS students will be paired with adult, community members in a mentoring relationship through Mt. Vernon Cares program. (Target Group: At Risk)</p>	2.5, 2.6	Community Members, CIS coordinator Administrators	Support At-Risk students with Academic and Social Expecations.				

<p>Critical Success Factors CSF 5 CSF 6</p> <p>4) MVHS will contract with NTCC to host a Communities in School Specialist who will assist students with a variety of both non-academic and academic needs. The mission of CIS is to empower students to stay in school and achieve in life.</p>	2.5	CIS coordinator Campus Admin	Provide At-Risk students additional support needed to be successful during their time in High School.				
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Goal 4: The district will provide planning for effective and efficient facilities that are conducive to a safe and secure learning environment that is related to each student's learning abilities and guarantees the resources necessary to fulfill this mission.

Performance Objective 1: MVHS will work to make safety and security of the school a top priority.

Evaluation Data Source(s) 1:

Summative Evaluation 1:

Strategy Description	ELEMENTS	Monitor	Strategy's Expected Result/Impact	Reviews			
				Formative			Summative
				Nov	Jan	Mar	June
<p>Critical Success Factors CSF 6</p> <p>1) MVHS will work closely with the district SRO to identify and correct problems within the schools infrastructure that could pose security concerns. Mainly, points of access/doors that need to be assessed or repaired.</p>		SRO Campus Admin	Safe learning environment.				
<p>2) MVHS will hold regularly scheduled safety drills including Fire Drills, Tornado Drills, Lockdown, Shelter in Place and Reverse Evac drills. These will be reviewed and monitored by the school SRO.</p>		Campus Admin SRO	Students and Staff are prepared for emergency situations.				

Goal 5: MVHS will achieve an attendance rate of at least 97% for the 2018-2019 School year.

2018-2019 Campus Site-Based Committee

Committee Role	Name	Position
Administrator	Jason Glover	High School Principal
Administrator	Michael Hammonds	High School Asst. Principal
Non-classroom Professional	Lacey Stephens	Counselor
District-level Professional	Jennifer Sumrow	Central Admin
Classroom Teacher	Olivia Juarez	Math Teacher
Classroom Teacher	Denise Givney	Technology Teacher
Classroom Teacher	Courtney Wilkins	Math Teacher
Classroom Teacher	Shelly Brown	ELA Teacher
Classroom Teacher	Sisi Aguilar	Spanish Teacher
Classroom Teacher	Rogelio Solorzano	Special Ed Math Teacher
Paraprofessional	Kristin St Clair	Special Ed. Paraprofessional
Business Representative	Pablo DeSantiago	First National Bank
Business Representative	Keres Fite	Edward Jones Insurance
Community Representative	Neil Scott	Community Member
Community Representative	Kim Huffstetler	Community Member
Parent	Scott Sewell	Parent
Parent	Crystal Copeland	Parent