

San Benito Consolidated Independent School District

Veterans Memorial Academy

2022-2023 Campus Improvement Plan



Mission Statement

The mission of San Benito Veterans Memorial Academy is to provide a premiere education for all students, through a positive and safe learning environment, so that its graduates are college, career, and workforce ready.

Vision

The vision of San Benito Veterans Memorial Academy is to be the gold standard in all areas of public education.

Campus Motto

“Think gold and strive for excellence!

Challenge yourself and achieve all your goals.”

Our task is Graduating Every Student ... College and Career Ready!

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Comprehensive Needs Assessment

Needs Assessment Overview

Needs Assessment Overview Summary

SBCISD VMA Needs Assessment

During numerous needs assessment planning meetings, the San Benito Veterans Memorial Academy's site-based, campus improvement committee cited the numerous prioritized campus needs for the 2022-2023 school year.

Among various prioritized campus needs are: improved scientific, research-based programs at VMA for Reading, Writing, Math, Social Studies, Science, Foreign Language, Professional Development, Counseling and Post-secondary Educational Opportunities and Careers.

We shall continue to implement and employ reading programs and initiatives to help close performance and assessment gaps so that students read at or beyond grade level.

We shall continue to develop and implement practical writing programs across the curriculum and staff development activities structured to improve student achievement in all STAAR EOC components. These efforts will provide for professional development activities and training for all instructional staff targeting Special Populations success.

Technology updates and initiatives shall provide for greater computer access and use for all students and updates for software.

To provide for and address safety concerns, we shall continue to bolster security measures with staff and staff development as needed.

To address staff recruitment, we will participate in job fairs.

Evaluation Note:

Summative evaluations for all academic program objectives as well as attendance and dropout rate objectives are provided for and addressed Academic Excellence Indicator System (AEIS) reports.

Demographics

Demographics Summary

San Benito Veterans Memorial Academy, VMA, addresses the population of the three middle schools within the San Benito Consolidated School District. According to the Texas Academic Performance Report (TAPR) of 2020-2021, VMA had an enrollment of 730 registered students, 99.2% of which are Hispanic descent and 0.5% White. 86.3% of the population is classified as economically disadvantaged, 18.8% are Emergent Bilingual, 8.8 % Special Needs, and 58.8% At-Risk and a increase in dropout rate from 0.9 % to 1%; has over 500 Career Technology students and 33 Gifted and Talented students.

First and second year Emergent Bilingual students are provided a sheltered instructional class in the three core areas, in order to help transition them more effectively in to the English Language. Furthermore, the teachers are provided trainings to equip them to deliver instruction appropriately addressing the population diversity.

VMA has a (2020-2021) 15.3% mobility rate among the student population with 58 (2020-2021) migrant students. The campus utilizes its migrant teacher to assist the students gain credits through PLATO for credit recovery. Our migrant students also receive 1:1 laptops for instructional purposes.

First and second year Emergent Bilingual students are provided a sheltered instructional class in the three core areas in order to help transition them more effectively into the English Language. Furthermore, the teachers are provided trainings to show them how to deliver instruction adequately.

VMA currently has a population of 8 Homeless students. Additional resources are provided to ensure student achievement, such as the Communities in Schools Outreach program, Response to Intervention teacher, Content Mastery Support, Inclusion Services for Special Needs students, and tutorials for all students. Communities in Schools provides assistance in the form of food, clothing, supplies and access to local shelters and other resources.

Further information can be accessed on the Texas Academic Performance Report, <https://rptsrv1.tea.texas.gov/perfreport/tapr/2020index.html> and the Veterans Memorial Academy website at <https://vma.sbcisd.net/>.

Demographics Strengths

VMA has experienced staff. At our campus, 13.3% of our teachers have six to ten years experience and 15.6% of our teachers have 11-20 years of experience.

VMA has auxiliary staff (Migrant Teacher, Response to Intervention Teacher, Inclusion Teachers, ESOL Teacher) that supports our at-risk subgroups.

Problem Statements Identifying Demographics Needs

Problem Statement 1 (Prioritized): VMA continues to lose students to surrounding public, charter, and private schools. **Root Cause:** The recruitment by local middle schools, outside our district, that offer advanced academic courses and a smaller student population. The COVID-19 pandemic has also affected our enrollment negatively.

Problem Statement 2 (Prioritized): A significant number of our students are part of subgroups that lack foundational knowledge which interferes with their academic progress. **Root Cause:** Academic foundational gaps coupled with at-risk conditions. The COVID-19 pandemic has increased foundational gaps due to lack of face-to-face instruction and intervention.

Student Learning

Student Learning Summary

All schools in Texas must meet standards set in three state accountability areas. For the 2021-2022 school year, San Benito Veterans Memorial Academy met all three targets:

San Benito Veterans Memorial Academy scored an 72 out of 100 and met standard.

Domain 1 - Student Achievement: San Benito Veterans Memorial Academy achieved a score of 67 out of 100 and met standard.

Domain 2 - Student Progress: San Benito Veterans Memorial Academy achieved a score of 76 out of 100 and met standard.

Domain 3 - Closing the Gaps: San Benito Veterans Memorial Academy achieved a score of 62 out of 100 and met standard.

San Benito Veterans Memorial Academy receiving a "C" from TEA.

The 2022 STAAR EOC performance results, the following scores for all grades show the percentage at Approaching Grade Level or Above:

- **Algebra I - 69%**
- **Biology I - 82%**
- **English I - 66%**

While the campus is showing overall growth, the amount of growth among student groups is not equal. When looking at this data, it is important to remember that the student groups vary in size. To address the differences, this campus has analyzed scores for each individual student and by each standard. Individual students will be identified for intervention and acceleration as needed.

The goal of this campus is to close the gaps between all student groups with emphasis on the Special Education and EB student group. Note the 2022 STAAR scores listed below:

STAAR End-of-Course tests results for special populations that scored approaches are listed below:

- The Special Education students at San Benito Veterans Memorial Academy earned a 42% in Algebra I.
- The Special Education students at San Benito Veterans Memorial Academy earned a 51% in Biology.
- The Special Education students at San Benito Veterans Memorial Academy earned a 26% in English I.
- The EL students at San Benito Veterans Memorial Academy earned a 55% in Algebra I.
- The EL students at San Benito Veterans Memorial Academy earned a 70% in Biology.
- The EL students at San Benito Veterans Memorial Academy earned a 35% in English.

Student Learning Strengths

San Benito Veterans Memorial Academy is a campus with exemplary teachers and high achieving students. Veterans Memorial Academy is utilizing various support strategies to help the special populations be successful. These include math intervention pull-outs, tutorials weekly and on Saturdays for all subjects, and pull-outs with Summit-K12.

Problem Statements Identifying Student Learning Needs

Problem Statement 1 (Prioritized): Our special education students earned a 26% on the English I STAAR End-of-Course Exam. **Root Cause:** Students have large foundational gaps which makes it challenging for them to progress with grade level content.

Problem Statement 2 (Prioritized): The Sheltered Strategic Plan for English Learners has deterred students from consistently meeting the state standards in all tested areas. **Root Cause:** Current scheduling limits English Learners from broadening their exposure to the English language and social acquisition.

School Processes & Programs

School Processes & Programs Summary

Curriculum, Instruction, and Assessment

Assessment plays a major role in decision-making and takes on many different forms at VMA. The academy is committed to moving away from lower level assessments and further toward authentic assessments that allow students to demonstrate their learning through performance, products, and presentations. VMA is committed to assessing the curriculum being taught and is doing its due-diligence in providing the professional staff development necessary to achieve this goal. All instructional decisions are based on the analysis of scores and these decisions are on best practice.

Released STAAR End of Course exams and district constructed common formative assessments are administered throughout the year in order to monitor student progress. Students in special programs, such as special education, dyslexia, and bilingual, use the same instruments as required by law. The course curriculum is currently aligned with the State ELPS, TEKS, and CCRS; therefore, the student population determines the rigor in each class.

VMA administration allots a planning period for all core subjects in the master schedule to allow teachers to review the Year at a Glance to accommodate for the Block scheduling on campus. Through Eduphoria, the dean and departments have the capability to retrieve and analyze assessment data.

Additional resources can be found on:

www.teksresourcesystem.net/module/content/search/tmpcbrowse

School Context and Organization

At San Benito Veterans Memorial Academy our primary goal is to provide a premier education for all students through a positive and safe learning environment so that our graduates are college, career, and workforce ready. There is a strong emphasis on ensuring all students have the academic preparedness to undertake any endeavor successfully, as well as developing the soft skills needed in order to accomplish their goals.

When our students struggle with mastering the TEKS, we make instructional and school context adjustments. Through these modifications, which include academic support, our students are given the necessary tools to succeed. We work zealously to assert our instructional time is protected. Our staff and students are not pulled out of class unnecessarily. Professional Learning Communities (PLCs) are a cornerstone of our instructional foundation. Time is allotted for teachers so that planning, data disaggregation, and professional development are continual, and most importantly, a priority. Our strong focus on instruction and student mastery drives the VMA staff to provide the best educational opportunities for all students.

Technology

Technology enhances learner/teacher roles and relationships, resulting in improvement of the learning process. At San Benito Veterans Memorial Academy, our 21st century learners take responsibility for their education, while teachers become purveyor and facilitators through the use of technology. Our campus has an ample array of tools to assist in this process. These tools, when used with collaborative learning methods and strong leadership, impact achievement in content area learning, promote higher-order thinking and problem solving skills, and prepare students for post-secondary education and the workforce.

Technology acquisitions for the campus and training on these will support teachers' use of evolving technology for planning, collaboration, inquiry, analysis, creativity, and content presentation. Participation in staff development that addresses the needs to integrate academic foundation and career and technology education knowledge and skills is vital to the fidelity of the technology plan.

School Processes & Programs Strengths

Curriculum, Instruction, and Assessment

1. In the area of assessment, during the 2021-2022 school year, Biology scores remain our highest scores in the mid-to-high 80s.
 2. VMA teachers and staff dedicate time to ensure student success by providing before, during, and after school tutorial support.
 3. In the area of curriculum, VMA practices curriculum alignment through core content areas to improve and strengthen student achievement and success.
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School Context and Organization

1. All campus administrators have been fully trained on Professional Learning Community (PLC).
2. One hundred percent of campus departments, core and elective, conduct regular PLC meetings. An agenda is set and sent to pertaining staff prior to all PLC meetings.
3. Interim assessments are administered during each accelerated semester. Data reviews will solicit information that determine student academic weaknesses, which will be addressed through intervention and tutorials.
4. The campus master schedule and district-wide calendar have, in fact, allotted the amount of time spent on instruction, ensuring that special programs times are addressed.
5. Interruptions to the instructional day are kept to a minimum. Safety drills are performed as efficiently as possible at different times of the day throughout the school year.

Technology

1. Campus Tech Rep is available to provide teachers and students assistance with Educational Technology software applications.
2. Campus Tech Rep is available to assist teachers with the integration of technology into the curriculum.
3. All classrooms are equipped with projectors, document cameras, and teacher laptops.
4. All classes have access to student desktop computers and/or class sets of laptop computers/and or Chromebooks and/or iPads.
5. All core classrooms are equipped with EPSON Interactive Projectors which has resulted in increased student engagement during instruction.
6. Staff professional development opportunities are delivered throughout the school year to all staff.
7. Technology hardware has enabled teachers to be more mobile in the classroom during delivery of instruction.
8. Collaboration and communication is ongoing using social media and other sources (website, Remind, School Messenger, Facebook, Instagram, and Twitter) for staff, teachers, parents, students, and the community.
9. Teachers are implementing G Suite applications for instruction, including Google Classroom.

Problem Statements Identifying School Processes & Programs Needs

Problem Statement 1 (Prioritized): Emergent Bilingual resources predominantly target recent immigrants only resulting in minimal gains with this population. **Root Cause:** Lack of fidelity in implementation of EB resources.

Problem Statement 2 (Prioritized): Ineffective use of Technology in the Classroom. **Root Cause:** Sporadic training and lack of follow up/fidelity in using technology resources.

Perceptions

Perceptions Summary

Veterans Memorial Academy is committed to creating life-long learning opportunities for students, families and the community. One of our top priorities at Veterans Memorial Academy is to engage and increase the involvement of families and the community as partners in education. This combined partnership will help to ensure that our students will be college, career and workforce ready.

The Family and Community Engagement department determined that life-long learning opportunities for students, family and the community are provided at VMA through the following ways:

1. High School Education Services provided to all Veterans Memorial Academy Students:
 - Counseling (Academic and Individual)
 - Referral Services (Communities in Schools, Texas Tropical, Buckner Services, etc.)
 - Special Education/504 Services
 - Gifted and Talented Services
 - Migrant Services
 - EL Services
 - ESOL Services
 - RTI Services
 - Tutorials
 - After School Centers on Education
 - [Career and Technical Education Services/Career Pathways](#)
 - [House Bill 5 Graduation Requirements](#) (Foundation Plan w/endorsement, Distinguished Achievement Plan)
2. Post-Secondary Education Services that provide awareness of college, universities, technical/trade schools and military service options.
 - Career Pathways/Personal Graduation Plans
 - TSI Review and Testing
 - NJROTC
 - Presentations regarding Post-Secondary Services
 - College and Career Go Center
3. Parental Involvement Center located at Veterans Memorial Academy and communication through
 - [School Messenger](#)
 - Remind
 - School Website
 - Facebook
 - Instagram
 - Twitter
 - Skyward

Veterans Memorial Academy maintains facilities that are conducive to an effective learning environment in order to support ongoing academic programs.

Veterans Memorial Academy will ensure that facilities provide a safe and healthy environment and construct facilities that are conducive to effective learning. Veterans Memorial Academy will adhere to procedures and protocols that ensure a healthy, safe, orderly and friendly school environment for all students, parents, and employees. Some additions to the facility is our new fencing project for added safety and support.

San Benito CISD has a formal mentoring program for all teaching staff new to the district as well as on-going support during their first year. Professional development through the use of academies is available for all aspiring administrators along with a mentoring program.

Perceptions Strengths

1. Campus parent center at VMA utilizes a dedicated group of parent community volunteers.
 2. Family and Community Engagement Department District Events – Parent Conference, Special Events, Meet the Teacher Night, etc. via Virtual means
 3. Community Partnerships with local businesses, outreach service providers and non-profit agencies.
 4. District Community Relations Department – KSBG-TV, Live Stream Application
 5. Mobile Phone Applications such as Remind
 6. Career and Technical Education Department course offerings
 7. Advance Academic Opportunities at VMA
 - Honors courses
 - Dual Enrollment classes in HS
 - TSI Test
 - PSAT Test
-

Through the use procedures and process, discipline referrals have decreased. Veterans Memorial Academy, students have the capability to report any bullying and other incidents anonymously through the STOP IT App. in addition to reporting to our police officers, security, administration, or counselors.

1. The district initiatives such as: Fundamental 5, Learning Walks, and Lead4ward strategies have been implemented on our campus.
2. Capturing Kids Hearts and Instructional walk-throughs in addition to evaluative walk-throughs have also been utilized and assist with our discipline.

Problem Statements Identifying Perceptions Needs

Problem Statement 1 (Prioritized): Parent School Volunteers are needed. **Root Cause:** Recruitment of parents is needed at Veterans Memorial Academy by Family and Community Engagement Department.

Problem Statement 2 (Prioritized): Transitioning from each class during rainy days is difficult without students getting wet. **Root Cause:** The canopies leak and there is poor drainage of accumulating rainwater.

Priority Problem Statements

Problem Statement 1: VMA continues to lose students to surrounding public, charter, and private schools.

Root Cause 1: The recruitment by local middle schools, outside our district, that offer advanced academic courses and a smaller student population. The COVID-19 pandemic has also affected our enrollment negatively.

Problem Statement 1 Areas: Demographics

Problem Statement 2: A significant number of our students are part of subgroups that lack foundational knowledge which interferes with their academic progress.

Root Cause 2: Academic foundational gaps coupled with at-risk conditions. The COVID-19 pandemic has increased foundational gaps due to lack of face-to-face instruction and intervention.

Problem Statement 2 Areas: Demographics

Problem Statement 3: Our special education students earned a 26% on the English I STAAR End-of-Course Exam.

Root Cause 3: Students have large foundational gaps which makes it challenging for them to progress with grade level content.

Problem Statement 3 Areas: Student Learning

Problem Statement 4: The Sheltered Strategic Plan for English Learners has deterred students from consistently meeting the state standards in all tested areas.

Root Cause 4: Current scheduling limits English Learners from broadening their exposure to the English language and social acquisition.

Problem Statement 4 Areas: Student Learning

Problem Statement 5: Emergent Bilingual resources predominantly target recent immigrants only resulting in minimal gains with this population.

Root Cause 5: Lack of fidelity in implementation of EB resources.

Problem Statement 5 Areas: School Processes & Programs

Problem Statement 6: Ineffective use of Technology in the Classroom.

Root Cause 6: Sporadic training and lack of follow up/fidelity in using technology resources.

Problem Statement 6 Areas: School Processes & Programs

Problem Statement 7: Parent School Volunteers are needed.

Root Cause 7: Recruitment of parents is needed at Veterans Memorial Academy by Family and Community Engagement Department.

Problem Statement 7 Areas: Perceptions

Problem Statement 8: Transitioning from each class during rainy days is difficult without students getting wet.

Root Cause 8: The canopies leak and there is poor drainage of accumulating rainwater.

Problem Statement 8 Areas: Perceptions

Comprehensive Needs Assessment Data Documentation

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

Improvement Planning Data

- District goals

Goals

Revised/Approved: November 15, 2022

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 1: By June 2023, 80% of VMA students, with a concentrated effort on all special populations, will meet established standards on the state assessments.

Evaluation Data Sources: STAAR Reports for grade 9-EOC

Strategy 1 Details	Reviews			
Strategy 1: Veterans Memorial Academy will maintain 100% highly effective staff and faculty. Strategy's Expected Result/Impact: Improve student scores in order to meet state standards. Staff Responsible for Monitoring: Principal, Site Based Committee, Dean of Instruction Title I: 2.4, 2.5, 2.6	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 2: By June 2023, 80% of all students and 80% of each subgroup will meet Level II: Satisfactory performance on STAAR Algebra 1, English 1, and Biology.

Evaluation Data Sources: STAAR Reports for grade 9-EOC

Strategy 1 Details	Reviews			
<p>Strategy 1: 1. Implement state scientific, research-based programs at VMA to achieve rigor for reading, writing, math, social studies, science, foreign language, professional development, counseling and vocational careers. (Title I SW: 1,2,3) (Target Group: All)</p> <p>Strategy's Expected Result/Impact: Summative - TAPR Report; STAAR Summary Report</p> <p>Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$2,500, - 212 - Title I, Part C, Migrant - \$500, - 255 - Title II, Part A, TPTR - \$1,000, - 263 - Title III, LEP - \$500</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement intentional, focused, and comprehensive tutoring before school, during lunch, after school, on Saturdays, and during Academic Team Planning Period. (Title I SW: 2,8,10) (Target Group: Migrant, LEP, SPED, At Risk)</p> <p>Strategy's Expected Result/Impact: Summative - STAAR results</p> <p>Staff Responsible for Monitoring: Assistant Principal(s), Core Subject Teachers, Counselor(s), Dean of Instruction, Department Heads, Migrant Teachers, Principal, Special- Ed Teachers, Teacher Assistants</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$25,000, - 212 - Title I, Part C, Migrant - \$10,000, - 199 - General Fund - \$7,000</p>	Formative			Summative
	Dec	Mar	May	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Administer and analyze CFA diagnostic tests in order to provide instruction in target areas. (Title I SW: 1,2,8) (Target Group: All)</p> <p>Strategy's Expected Result/Impact: Summative - Diagnostic tests & STAAR results</p> <p>Staff Responsible for Monitoring: Deans of Instruction, Department Heads, Principal, Special Ed Teachers, Teacher (s), Testing Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$1,000</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 4 Details	Reviews			
<p>Strategy 4: Provide additional training opportunities for teachers to address students with special needs.</p> <p>Strategy's Expected Result/Impact: Improve scores for Special Education students</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Dean of Instruction, Special Education Director, Special Education Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 255 - Title II, Part A, TPTR - \$5,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 3: Select, provide, and support short-term instructional strategies and interventions for students needing academic assistance as evident by assessment data. (Target Group: Migrant, LEP, SPED, At Risk, 504) (ESSA)

High Priority

Evaluation Data Sources: Weekly formative assessments, Interim Assessments, and MAPP

Strategy 1 Details	Reviews			
<p>Strategy 1: Use data to drive instructional decisions and target academic deficiencies for special populations.</p> <p>Strategy's Expected Result/Impact: Students will increase their performance and passing rates on CFAs, district benchmark exams, and state assessments such as STAAR EOC and TELPAS.</p> <p>Staff Responsible for Monitoring: Dean of Instruction, District Directors, Principal, teacher(s)</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide summer school for student groups being retained and/or failing courses and will retest STAAR End-of-Course Exams.</p> <p>Strategy's Expected Result/Impact: Students will be successful in earning their credits. There will be a reduction in retention rates and an increase in STAAR End-of-Course rates.</p> <p>Staff Responsible for Monitoring: Deans of Instruction, Federal Programs Director, Principal</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$25,000, - 224 - IDEA B, Formula SpEd - \$10,000</p>	Formative			Summative
	Dec	Mar	May	June
				

Strategy 3 Details	Reviews			
<p>Strategy 3: Be proactive in ensuring that all student groups and subpopulations are following the student code of conduct to reduce the number of special education students placed in ISS and at PRC.</p> <p>Strategy's Expected Result/Impact: A reduction of students within subpopulation groups being assigned alternative discipline.</p> <p>Staff Responsible for Monitoring: Assistant Principals, Dean of Instruction, Principals, SBCISD Police officer, Teacher(s)</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 4: Write across the curriculum by incorporating a writing rubric and APES for support with teacher implementation in all subjects, including practical writing classes, to improve achievement in all STAAR EOC components. Continue to implement Thinking Maps Writing for the Future. (Title I SW: 1,2,3) (Target Group: Migrant, LEP, SPED, AtRisk, Dys) (ESSA)

High Priority

Evaluation Data Sources: Summative- TAPR Report; STAAR Summary Report

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement effective instruction for academic language to better prepare students in sub-populations. Students focusing on vocabulary attainment for reaching personal success across all content areas.</p> <p>Strategy's Expected Result/Impact: Attain an increase in overall success in relation to state assessments.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Create, administer, and analyze assessments administered to special populations and RTI students which are aligned to the TEKS Resource curricular timelines. Use data to drive instruction for all accountability populations, to identify performance gaps to meet state standards.</p> <p>Strategy's Expected Result/Impact: Instruction will be more data driven and targeted to ensure success on state assessments for all subpopulations.</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 5: By June 2023, 80% of VMA students participating in a reading program will show an improvement in over all literacy skills. (Title 1 SW: 1,2,3) (Target Group: ESL, Migrant, LEP, SPED, AtRisk, Dys) (Title 1TA: 1,3) (Target Group: All, ESL, LEP, SPED)

Evaluation Data Sources: Summative- ELA Quarter Test Results; program usage reports

Strategy 1 Details	Reviews			
<p>Strategy 1: Continue to implement a reading program to improve achievement in all State STAAR EOC components using, Language Live , My Perspective -(See Savvas), Edgenuity, CommonLit, No Red Ink, EdPuzzle (Title 1 SW: 1,2,3) (Target Group: ESL, Migrant, LEP, SPED, AtRisk, Dys) (Title 1TA: 1,3) (Target Group: All, ESL, LEP, SPED)</p> <p>Strategy's Expected Result/Impact: Over all improvement of literacy skills</p> <p>Staff Responsible for Monitoring: Dean of Instruction Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$4,000, - 212 - Title I, Part C, Migrant - \$500, - 224 - IDEA B, Formula SpEd - \$1,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 6: By June 2023, 80% of EL students will earn their credits and pass EOC exams. (Title I SW: 1,2,9,10) (Target Group: ESL, LEP)

High Priority

Evaluation Data Sources: Summative-STAAR EOC Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Coordinate program options for credit accrual, credit recovery and STAAR EOC Prep classes to ensure that EL students are accessing opportunities available to earn needed credits and pass the all STAAR EOC exams. (Title I SW: 1,2,9,10) (Target Group: EL, LEP)</p> <p>Strategy's Expected Result/Impact: Success on earning credits and passing EOC exams</p> <p>Staff Responsible for Monitoring: Administration Dean of Instruction Counselors Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 7: By June 2023, 80% of subgroups will meet standards on all areas of the STAAR EOC assessments.

High Priority

Evaluation Data Sources: Formative assessments, Interim assessments, and STAAR EOC Results

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement Best Practices for acquiring academic language to better prepare the subgroups: At-Risk, ELs, Special Education, Section 504, and migrant students-focusing on vocabulary attainment for reaching personal success including the use of DynaNotes, word walls, graphic organizers, Thinking Maps, S3Strategies, Texas Coach, The Write Source, and Sheltered Instruction. (Target Group 9th)</p> <p>Strategy's Expected Result/Impact: Improvement in student academic vocabulary and usage</p> <p>Staff Responsible for Monitoring: Administration Dean of Instruction Classroom Teachers</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 8: By June 2023, VMA will increase EB scores in both TELPAS and STAAR EOC through the implementation of Summit K-12 (Biology and Reading).

High Priority

Evaluation Data Sources: STAAR EOC/TELPAS results

Strategy 1 Details	Reviews			
<p>Strategy 1: Implement staff development across the core subjects through PLCs, ICLE, and TELPAS trainings to ensure best practices for all students, focusing on ELs.</p> <p>Strategy's Expected Result/Impact: Improvement in EOC and TELPAS scores</p> <p>Staff Responsible for Monitoring: Administration Dean of instruction</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 263 - Title III, LEP - \$5,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 1: SBCISD/Veterans Memorial Academy will increase student academic achievement for all student populations thereby closing academic and social emotional gaps created by multiple factors to include COVID-19 by the conclusion of the 2021-2023 school year.

Performance Objective 9: By the end of the academic school year, Veterans Memorial Academy will differentiate instruction by providing rigorous curriculum and instruction for Gifted and Talented learners.

Evaluation Data Sources: STAAR EOC results/Campus Masters Level percentages

Strategy 1 Details	Reviews			
<p>Strategy 1: Veterans Memorial Academy will provide opportunities for teachers to attend virtual training/conferences focused on differentiated, rigorous instruction and curriculum.</p> <p>Strategy's Expected Result/Impact: Challenge gifted learners in the classroom.</p> <p>Staff Responsible for Monitoring: District G/T Coordinator, Campus G/T Coordinator</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$3,000</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: All teachers of Gifted and Talented (G/T) students will receive the required 30 hours of G/T and 6 hour update.</p> <p>Strategy's Expected Result/Impact: Improve percentage of students achieving Masters Grade Level on the STAAR EOC exams</p> <p>Staff Responsible for Monitoring: Campus G/T Coordinator</p> <p>Title I: 2.4, 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: SBCISD/Veterans Memorial Academy will recruit, develop, and support effective teachers, principals and other instructional staff through leadership preparatory training, ongoing coaching and mentoring supports and competitive pay structures to increase our retention rate and reduce our turnover rate by 5% for the 2021-2023 school year.

Performance Objective 1: Veterans Memorial Academy will recruit, retain, and empower highly qualified faculty and staff. Post positions and interview to fill vacancies.

Evaluation Data Sources: State Board of Education Official Record of Educator Certificates

Strategy 1 Details	Reviews			
<p>Strategy 1: VMA staff will attend job fair recruitment events in order to recruit new employees. Provide professional development to enhance instruction on an ongoing basis and opportunities for networking.</p> <p>Strategy's Expected Result/Impact: Improve instruction and test scores</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Dean of Instruction</p> <p>Title I: 2.5</p> <p>Funding Sources: - 255 - Title II, Part A, TPTR - \$5,000</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Veterans Memorial Academy will provide notice to parents of students who are taught for four or more consecutive weeks by a teacher who is not highly qualified.</p> <p>Strategy's Expected Result/Impact: Open communication with parents</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Dean of Instruction</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide adequate training and follow-up for programs such as Edgenuity and Language Live and PLATO.</p> <p>Strategy's Expected Result/Impact: Less retention, improve student scores</p> <p>Staff Responsible for Monitoring: Secondary Curriculum Director, Dean of Instruction</p> <p>Title I: 2.4, 2.5, 2.6</p> <p>Funding Sources: - 211 - Title I, Part A - \$7,100</p>	Formative			Summative
	Dec	Mar	May	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Provide a campus mentor program for first and second year teachers and provide support for those new to the campus.</p> <p>Strategy's Expected Result/Impact: Create collaboration, retain teachers, and improve campus climate</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 2: SBCISD/Veterans Memorial Academy will recruit, develop, and support effective teachers, principals and other instructional staff through leadership preparatory training, ongoing coaching and mentoring supports and competitive pay structures to increase our retention rate and reduce our turnover rate by 5% for the 2021-2023 school year.

Performance Objective 2: Quality professional development will be provided to 100% of instructional staff, thus ensuring student success.

High Priority

Evaluation Data Sources: Staff development attendance, surveys, and feedback

Strategy 1 Details	Reviews			
<p>Strategy 1: VMA will implement professional development trainings to target all core areas, special education, counseling, and EL.</p> <p>Strategy's Expected Result/Impact: VMA faculty and staff will be highly qualified and effective in all areas.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.4, 2.5, 2.6</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 2: SBCISD/Veterans Memorial Academy will recruit, develop, and support effective teachers, principals and other instructional staff through leadership preparatory training, ongoing coaching and mentoring supports and competitive pay structures to increase our retention rate and reduce our turnover rate by 5% for the 2021-2023 school year.

Performance Objective 3: VMA teachers will be trained in the fundamental five and use it as a foundation for academic success.

Evaluation Data Sources: Learning Walks, Instructional walk-throughs, and evaluative walk-throughs.

Goal 3: SBCISD/Veterans Memorial Academy will provide engaging academic, CTE and extracurricular programs to prepare 100% of its students to graduate college, career, or military ready.

Performance Objective 1: By June 2023, 100% of all VMA freshmen students will be placed into an appropriate Career Cluster that will help meet college-ready requirements.

High Priority

Evaluation Data Sources: TSIA2 scores, PSAT 8/9 scores, and CTE coherent sequence completion

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide tutoring sessions to prepare students to be successful on TSIA2 ELAR MC/Writing and Math tests. Strategy's Expected Result/Impact: TSIA2 test results Staff Responsible for Monitoring: Assistant Principal/Dean</p> <p>Title I: 2.5 Funding Sources: - \$3,000</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Provide a College & Career Go Center on Campus and virtually. Strategy's Expected Result/Impact: The College and Career Go Center will create a school -wide college-bound culture and promote college awareness for students. Staff Responsible for Monitoring: Higher Education Coordinator</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Provide availability for TSIA2 testing Strategy's Expected Result/Impact: Students will test to enroll in dual enrollment courses Staff Responsible for Monitoring: Higher Education Coordinator</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				

Strategy 4 Details	Reviews			
<p>Strategy 4: Offer Dual Enrollment courses during the spring semester.</p> <p>Strategy's Expected Result/Impact: Students will complete their dual enrollment courses. Dual enrollment courses were cancelled due to COVID-19 issues.</p> <p>Staff Responsible for Monitoring: Administration Higher Education Coordinator</p> <p>Title I: 2.5</p> <p>Funding Sources:</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: SBCISD/Veterans Memorial Academy will provide engaging academic, CTE and extracurricular programs to prepare 100% of its students to graduate college, career, or military ready.

Performance Objective 2: Campus will coordinate an annual college day in order to promote a college-going culture among the student body.

Evaluation Data Sources: Determine effectiveness based on attendance and change in campus culture.

Strategy 1 Details	Reviews			
<p>Strategy 1: Contact universities, colleges, technical associations, and military branches to provide representatives and/or information regarding secondary education and/or opportunities.</p> <p>Strategy's Expected Result/Impact: College awareness and expectations, improvement of campus culture with a focus on post-secondary</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principals, Community in Schools Representative, RTI teacher, After-school program coordinator, Higher Education Coordinator</p> <p>Title I: 2.5</p> <p>Funding Sources: (L) Activity Funds, (S) Local Funds, (F) CTE Funds - 199 - State Career & Technical Education (State CT - \$500</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 3: SBCISD/Veterans Memorial Academy will provide engaging academic, CTE and extracurricular programs to prepare 100% of its students to graduate college, career, or military ready.

Performance Objective 3: Provide opportunities for students to participate in after-school work and Career and Technical student organizations as an integral component of a quality program promoting leadership, problem-solving, communication, and teamwork skills. Ex: UIL, BPA, HOSA, SkillsUSA, TSA, Law Enforcement, Engineering, Media Tech

Evaluation Data Sources: Attendance and performance of students at district and state level competitions.

Strategy 1 Details	Reviews			
<p>Strategy 1: Teachers will create and maintain clubs pertaining to their subject, that will allow students the opportunity to compete in their respective club association. Motivate students to stay within SBCISD.</p> <p>Strategy's Expected Result/Impact: Students participating and competing at the district, state and national levels thus increasing the student retention rate on campus</p> <p>Staff Responsible for Monitoring: Principal, Assistant Principal, Career and Technical Education Director/Coordinator, After-school Program Coordinator, Teachers</p> <p>Title I: 2.5</p> <p>Funding Sources: Internet, Registrations Local and National Fee/Dues, Conference Fees, Competition Fees, Transportation, Meals, Competition Uniforms, Technology, Teacher Stipend - 199 - State Career & Technical Education (State CT - Pending student enrollment)</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 3: SBCISD/Veterans Memorial Academy will provide engaging academic, CTE and extracurricular programs to prepare 100% of its students to graduate college, career, or military ready.

Performance Objective 4: 90% of CTE organization members will compete at the Regional Leadership Conference by Spring Semester.

Evaluation Data Sources: CTE courses will establish a student run organization (BPA, HOSA, SkillsUSA, etc.).

Strategy 1 Details	Reviews			
<p>Strategy 1: Students pursuing careers in CTE courses have the opportunity to compete in Regional, State, and National Leadership Conferences.</p> <p>Strategy's Expected Result/Impact: CTE courses will be required to establish student run organizations (BPA, HOSA, SkillsUSA, etc.) which will allow students to explore, apply critical thinking skills, collaborate, and engage in competitions that will allow them to apply real world career applications and experiences.</p> <p>Staff Responsible for Monitoring: Principal, CTE Director, Club Sponsors.</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 3: SBCISD/Veterans Memorial Academy will provide engaging academic, CTE and extracurricular programs to prepare 100% of its students to graduate college, career, or military ready.

Performance Objective 5: 50% of CTE students will be certified in one or more areas of Microsoft Office Specialist (MOS) by the end of the school year.

Evaluation Data Sources: CTE students will be certified through MOS certifications

Strategy 1 Details	Reviews			
<p>Strategy 1: CTE will offer MOS certifications to support student pathways with project based learning. Strategy's Expected Result/Impact: 75% of CTE students will be certified through MOS certifications. Staff Responsible for Monitoring: Principal, CTE Director, Teachers</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 4: SBCISD/Veterans Memorial Academy will continually provide all students and staff a safe and drug-free environment that is conducive to learning in person and/or virtually when needed.

Performance Objective 1: Increase security with additional surveillance equipment, personnel, and needed school safety training for all staff.

High Priority

Evaluation Data Sources: For equipment - purchase order, installation records, and inventory such as Halo vape detectors. For personnel - incident reports/referrals and logging system updates.

Strategy 1 Details	Reviews			
<p>Strategy 1: Install 360 degree security cameras in areas of need. Implement periodic maintenance of cameras bi-annually. Strategy's Expected Result/Impact: Reduction in the numbers of incident reports/referrals. Staff Responsible for Monitoring: Principal, SRO Officer, 2 SBCISD Police officers, Site Based Committee</p> <p>Title I: 2.4, 2.5</p> <p>Funding Sources: Pending Bids - Fence and Cameras - 199 - General Fund - \$4,000</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
<p>Strategy 2: Implement Fire Extinguisher training to at least one person per pod to ensure preparedness in case of a fire on campus. Strategy's Expected Result/Impact: Teachers will be prepared to handle a fire with a fire extinguisher. Due to COVID-19 protocols, limited staff interaction was in place. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5</p> <p>Funding Sources: The SBCISD provided the training free of charge from the San Benito Fire Department. - 199 - State Compensatory Education (SCE) - \$0</p>	Formative			Summative
	Dec	Mar	May	June
				
Strategy 3 Details	Reviews			
<p>Strategy 3: Increase our security staff to provide added vigilance and safety on our campus. Strategy's Expected Result/Impact: Increase safety for everyone on campus. Staff Responsible for Monitoring: Principal</p> <p>Title I: 2.4, 2.5</p>	Formative			Summative
	Dec	Mar	May	June
				

Strategy 4 Details	Reviews			
Strategy 4: Security will use the K-9 sporadically to reduce the number of illegal substances on campus. Strategy's Expected Result/Impact: Decrease the number of illegal substances on campus. Staff Responsible for Monitoring: Principal Title I: 2.4, 2.5	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 4: SBCISD/Veterans Memorial Academy will continually provide all students and staff a safe and drug-free environment that is conducive to learning in person and/or virtually when needed.

Performance Objective 2: Provide trainings and implement activities and strategies to teach students alternatives to negative behavior.

Evaluation Data Sources: Reduction in discipline referrals by 10% with the use of Skyward.

Strategy 1 Details	Reviews			
<p>Strategy 1: Communicate student code of conduct, utilize canine services, provide staff classroom management training, conflict resolution and emergency response. Create protocol for "under the influence" students and create a standardization of discipline referral time frame.</p> <p>Strategy's Expected Result/Impact: Reduction in the number of behavior referrals by 10% with the use of an electronic discipline referral software.</p> <p>Staff Responsible for Monitoring: Assistant Principal, Principal, Deans of Instruction, RTI Teacher, counselors</p> <p>Title I: 2.5, 2.6</p> <p>Funding Sources: Pending Bids - Electronic Referral Software - 199 - General Fund - \$1,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: SBCISD/Veterans Memorial Academy will continually provide all students and staff a safe and drug-free environment that is conducive to learning in person and/or virtually when needed.

Performance Objective 3: Provide high quality staff development to all San Benito VMA employees and students regarding the Bullying Prevention and Interventions plan, a comprehensive approach to addressing bullying and cyberbullying.

High Priority

Evaluation Data Sources: Sign-in sheets- Use of documentation forms; Use of STOPIT app. to report incidents.

Strategy 1 Details	Reviews			
<p>Strategy 1: All students will have access to QR codes to report bullying using the STOPIT app. All students will be trained in David's law SB 179.</p> <p>Strategy's Expected Result/Impact: Disciplinary referrals will be reduced by 10% from previous year and attendance will be at 95% or higher</p> <p>Staff Responsible for Monitoring: Counselors, Teachers, Assistant Principal(s), Principal, Deans of Instruction</p> <p>Title I: 2.5</p> <p>Funding Sources: Trainings - Pending Bids - 199 - General Fund</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 4: SBCISD/Veterans Memorial Academy will continually provide all students and staff a safe and drug-free environment that is conducive to learning in person and/or virtually when needed.

Performance Objective 4: By June 2023, the number of incidents involving violence (to include dating violence), tobacco, alcohol and other drug use, will be reduced by 15% increments annually as measured by PEIMS.

High Priority

Evaluation Data Sources: Disciplinary Referrals, Disciplinary PEIMS Reports, Halo vape detectors.

Strategy 1 Details	Reviews			
<p>Strategy 1: VMA will implement positive behavior supports and the Student Code of Conduct, including campus-based consequences (ISS), to address student behavior, attendance, and school climate to ensure that students can experience academic success. VMA will implement a 24-48 turnaround timeframe per referral.</p> <p>Strategy's Expected Result/Impact: Annual five percent reduction in student discipline reports coupled with an increase in student attendance</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5</p>	Formative			Summative
	Dec	Mar	May	June
Strategy 2 Details	Reviews			
<p>Strategy 2: VMA will train students through Counseling Google Classroom on the use of the STOPIT app to report bullying and any other incidents or situations of concern to our school community's safety.</p> <p>Strategy's Expected Result/Impact: 100% of VMA students will know how to use the STOPIT app.</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 2.5</p> <p>- ESF Levers: Lever 3: Positive School Culture</p>	Formative			Summative
	Dec	Mar	May	June
<div style="display: flex; justify-content: space-around; align-items: center;"> No Progress Accomplished Continue/Modify Discontinue </div>				

Goal 5: SBCISD/Veterans Memorial Academy will increase collaboration and engagement with parents, families, and the community to ensure all students receive a gold standard education by the end of the 2021-2023 school year.

Performance Objective 1: Parents, student, and counselors will develop a personal graduation plan that will allow student to maintain focus and clarity on the road to graduation.

Evaluation Data Sources: 100% of students will have a parent signed graduation plan in their student file.

Strategy 1 Details	Reviews			
<p>Strategy 1: Counselors and staff will meet with students every semester on a one-to-one basis as needed to discuss career pathways/graduation plans.</p> <p>Strategy's Expected Result/Impact: Students will have clarity and goal oriented to maintain direction towards graduation.</p> <p>Staff Responsible for Monitoring: Counselors and Staff</p> <p>Title I: 2.5</p> <p>Funding Sources: updated career pathways/graduation plans - 199 - General Fund</p>	Formative			Summative
	Dec	Mar	May	June
				
 No Progress  Accomplished  Continue/Modify  Discontinue				

Goal 5: SBCISD/Veterans Memorial Academy will increase collaboration and engagement with parents, families, and the community to ensure all students receive a gold standard education by the end of the 2021-2023 school year.

Performance Objective 2: Create Advertisements of school accomplishments by promoting at different public affairs, such as and not limited to, television, movie theaters, banners, public transportation, and etc.

Evaluation Data Sources: By increasing the number of advertisements, there should be an increase, or maintain current, in student population at SBCISD.

Strategy 1 Details	Reviews			
<p>Strategy 1: Provide communication with the community via social media, campus website, Remind app, School Messenger, Fish Camp and on-site tours to promote advertisement and school information.</p> <p>Strategy's Expected Result/Impact: Provide mass communication with staff, students, and parents</p> <p>Staff Responsible for Monitoring: Principal and campus webmaster</p> <p>Title I: 2.5</p> <p>Funding Sources: - 199 - General Fund - \$50,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  No Progress </div> <div style="text-align: center;">  Accomplished </div> <div style="text-align: center;">  Continue/Modify </div> <div style="text-align: center;">  Discontinue </div> </div>				

Goal 5: SBCISD/Veterans Memorial Academy will increase collaboration and engagement with parents, families, and the community to ensure all students receive a gold standard education by the end of the 2021-2023 school year.

Performance Objective 3: By June 2023, 70% of all students/parents/guardians/families will participate in at least one school sponsored activity.

Evaluation Data Sources: Virtual participation attendance or Face to face.

Strategy 1 Details	Reviews			
<p>Strategy 1: VMA will host family events virtually (until deemed safe to meet face-to-face), including a Fish Camp; Meet the Teacher Night; TSIA2 Parent Information Sessions; Dual Enrollment Information Sessions; Spring Open House; Band, Conjunto, and Choir performances; annual quinceanera; and other extra-curricular family activities.</p> <p>Strategy's Expected Result/Impact: Improved academic performance and campus climate</p> <p>Staff Responsible for Monitoring: Administration</p> <p>Title I: 4.1, 4.2</p> <p>Funding Sources: - 199 - General Fund - \$10,000</p>	Formative			Summative
	Dec	Mar	May	June
				
<p style="text-align: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </p>				

Goal 6: SBCISD/Veterans Memorial Academy will provide a safe, clean environment for all employees, students and visitors conducive to learning with a continuum of educational services.

Performance Objective 1: All students, staff, and community members will feel and see a clean and safe campus.

Evaluation Data Sources: Administration walk-throughs of various ssections of campus.

Strategy 1 Details	Reviews			
Strategy 1: One hundred percent of ESSER funds will be used to purchase all COVID -19 related needs.	Formative			Summative
	Dec	Mar	May	June
				
Strategy 2 Details	Reviews			
Strategy 2: Veterans Memorial Academy will make available face masks and sanitizer to all students, staff, and visitors. We will continue to encourage social distancing to keep all stakeholders safe.	Formative			Summative
	Dec	Mar	May	June
				
<div style="display: flex; justify-content: space-around; align-items: center;">  No Progress  Accomplished  Continue/Modify  Discontinue </div>				

Goal 6: SBCISD/Veterans Memorial Academy will provide a safe, clean environment for all employees, students and visitors conducive to learning with a continuum of educational services.

Performance Objective 2: VMA will maintain a safe and germ free learning environment by providing masks, hand sanitizer, and disinfecting wipes for students and staff.

Evaluation Data Sources: Low covid and flu cases with students and staff.

Plan Notes

Quality, Recruitment, and Retention

46. Need to look up all professional certifications--who has what
47. Calculate percentages of returning professional/paraprofessional staff. Need systems in place to support for new/new-to-campus teachers. Assign mentors? Meetings with an assistant principal once every 3 weeks?
48. Look into bringing JROTC (VMA/HS) to our campus--dance, Spanish, Theater Arts or some other elective. Master schedule helps "balance" classes, Odyssey or any other changes classes for second semester need to not throw off "balance"
49. According to testing data--more ELL/ESL, Special Education trainings for all professional staff. If the district does not offer to pay for teachers to add ESL certifications, perhaps the campus could?
50. Most staff development is "one and done"--no real follow up is done. Exception is Write for the Future (Melba Johnson) who comes in periodically to offer support/teach strategies to students/teachers. Teachers suggest TEKS Resource System training with follow-up from Region One.
51. District initiative of Teachers Teaching Teacher (TTTs) will continue--would like to include more teachers modeling effective practices (i.e. elective, Special Education teachers could also present.) Teachers could also go to cross-curricular TTTs or to other campuses to collaborate (secondary level). PLC can also be used for teachers to share valuable information/strategies from trainings.
52. Write for the Future (Melba Johnson) comes in periodically to offer support/teach strategies to students/teachers.
53. Would like to offer trainings for teachers after benchmark/other classroom testing indicates student performance needs (i.e. low objectives/TEKS, special populations, etc.)

Campus Funding Summary

199 - State Compensatory Education (SCE)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
4	1	2	The SBCISD provided the training free of charge from the San Benito Fire Department.		\$0.00
Sub-Total					\$0.00
199 - General Fund					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	2			\$7,000.00
4	1	1	Pending Bids - Fence and Cameras		\$4,000.00
4	2	1	Pending Bids - Electronic Referral Software		\$1,000.00
4	3	1	Trainings - Pending Bids		\$0.00
5	1	1	updated career pathways/graduation plans		\$0.00
5	2	1			\$50,000.00
5	3	1			\$10,000.00
Sub-Total					\$72,000.00
199 - State Career & Technical Education (State CT)					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
3	2	1	(L) Activity Funds, (S) Local Funds, (F) CTE Funds		\$500.00
3	3	1	Internet, Registrations Local and National Fee/Dues, Conference Fees, Competition Fees, Transportation, Meals, Competition Uniforms, Technology, Teacher Stipend	Pending student enrollment	\$0.00
Sub-Total					\$500.00
211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$2,500.00
1	2	2			\$25,000.00
1	2	3			\$1,000.00
1	3	2			\$25,000.00
1	5	1			\$4,000.00
1	9	1			\$3,000.00

211 - Title I, Part A					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
2	1	3			\$7,100.00
Sub-Total					\$67,600.00
212 - Title I, Part C, Migrant					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$500.00
1	2	2			\$10,000.00
1	5	1			\$500.00
Sub-Total					\$11,000.00
224 - IDEA B, Formula SpEd					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	3	2			\$10,000.00
1	5	1			\$1,000.00
Sub-Total					\$11,000.00
255 - Title II, Part A, TPTR					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$1,000.00
1	2	4			\$5,000.00
2	1	1			\$5,000.00
Sub-Total					\$11,000.00
263 - Title III, LEP					
Goal	Objective	Strategy	Resources Needed	Account Code	Amount
1	2	1			\$500.00
1	8	1			\$5,000.00
Sub-Total					\$5,500.00