

Campus Improvement Plan



2015-2016

Robert Johansen, M.Ed., Campus Director

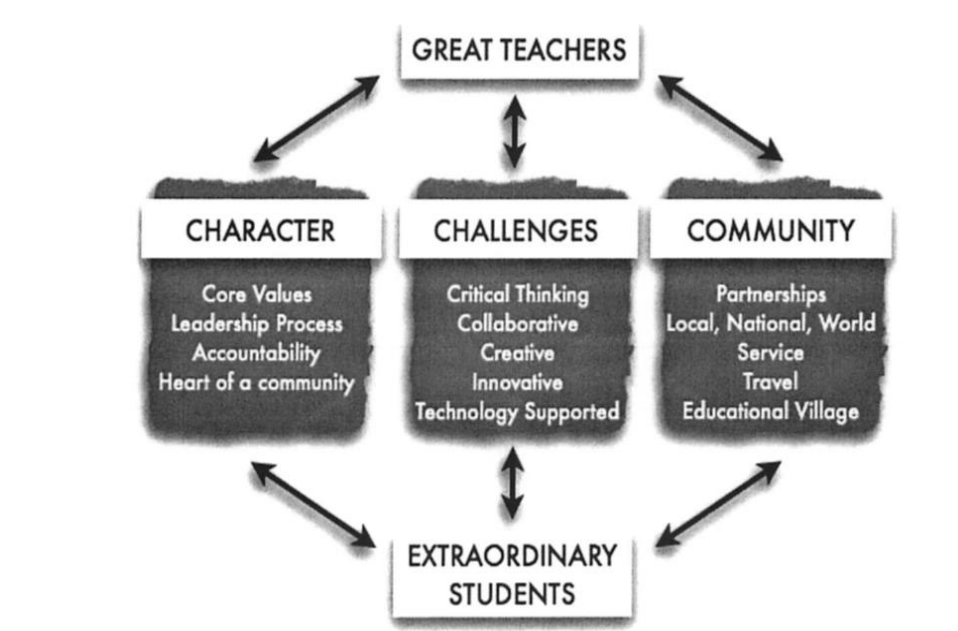
Number of Classroom Teachers	1	Number of Parents	1
Number of School-based Staff	1	Number of Community Members	1
Number of Non-Instructional Staff	1	Number of Business Members	1
Dan Price		Business Member	
Brandi Olmstead		Classroom Teacher	
Amber Robinson		Community Member	
Kristina Quinn		Non-Instructional Staff	
Justin Robinson		Parent	
Robert Johansen		Campus Director	
Jeremy Jameson		School-Based Staff	

Vision

Igniting our communities to demand innovation in education.

Mission

We believe that in order to best serve students, we must provide them with great teachers who collaborate to cultivate character, design new challenges, and establish authentic community. Village Tech Schools' educational philosophy revolves around our core values: the "3 C's" of character, challenge, and community.



Core Values

CORE VALUE 1: CHARACTER

The first step to developing character is to see it modeled. Teachers set the standard for the norms of the school. They are models of excellence demonstrating honesty, zest, kindness, self-control, gratitude, grit, and love. This leads to an environment saturated with character.

Each lesson provides an opportunity to teach academic content and values. Students immersed in this environment take ownership, allowing them to self-correct and become leaders in our school community, college, and future organizations. Besides the sheer enjoyment students and employees alike possess in a character-driven atmosphere, the natural consequence is greater amounts of time spent on instruction, not correction.

CORE VALUE 2: CHALLENGE

The pedagogy of our system hinges on design thinking. Teachers design challenges that drive students to ask questions, make connections, work in teams, reflect on the learning process, implement solutions, and publish their results. A well-designed challenge results in student initiative to master their own learning. The teacher, as instructional designer, facilitates, instructs, coaches, mentors, mediates, and directs. The end goal is students who possess creativity, wisdom, curiosity, and academic knowledge, as well as the ability to work in teams, think critically, and communicate effectively.

CORE VALUE 3: COMMUNITY

Students who lead lives of character and develop solutions to real world challenges are equipped to serve their communities. Also, our doors are open to the community. There are four levels of community: the school, the local, the national, and the international. At the school level, students are placed in houses that cross grade boundaries in order to mentor and model behavior for other students. These houses give children a sense of home away from home. Within this context, students learn they are responsible for their actions and will be held accountable for them by their houses. At the local level, students engage in direct service through the instructional challenges and clubs created. Finally, students develop a sense of citizenship that reflects the values espoused in our founding documents. As citizens, our students recognize their responsibility to themselves as well as their neighbors domestically and internationally.

Core Beliefs

Integrity and empathy are at the heart of design *(Prioritize character and compassion)*

In a world of increasing complexity, we should create opportunities for students to exhibit virtue in how they do their work. Virtue is displayed through wise choices and a listening ear. Adults model this in their interaction with peers, students, and parents. There are social, economic, political, and environmental implications for how we conduct our work. Integrity and empathy are essential in building trust, and trust is a necessary human element for any transaction - be it emotional or economic.

Teachers design meaningful work *(Support the teacher as designer, inquirer and artisan)*

Teachers are creators and innovators of curriculum design for the school. They are trained in identifying how to connect standards with passions, interests, and relevant problems. In order to do this, they are provided time to design and collaborate. Meaningful designates work that speaks to a broader audience than a backpack, notebook, or even home refrigerator.

All students have something to contribute *(Provide opportunities for students to develop their strengths & produce work of depth & quality)*

We are at our best when we work from our strengths. Today, visual learners are prized while kinesthetic learners are often forgotten. When placed in mixed ability classrooms, students gain a broader perspective on the learning process. They not only identify other ways to learn, but also develop empathy for those around them. By eliminating the segregation of the minds, students create work of greater depth, complexity, and quality.

Integrate subjects, skills, and the world *(Make learning rich by connecting subjects, skills and students to the world beyond school)*

The brain is a forest of connections. Learning happens when we are able to integrate new information into our existing knowledge. Subjects are perspectives that allow us to examine situations from multiple angles. There are foundational skills that transfer across the disciplines. Finally, there is always a context for learning. Knowledge is retained when it is applied to a situation. We recognize that one of the fundamental purposes for education is to prepare students for the next phase of life.

Build genuine relationships with students *(Create settings where teachers and students can know each other well)*

Adults make significant contributions to the identity development of children. When students are known by adults, they are able to define passion and purpose in their lives as well as find their strengths. Student voice matters in design, exhibition, and review of learning. By providing a supportive environment, students feel free to take the intellectual risks necessary to learn challenging material.

THE STATE OF TEXAS PUBLIC EDUCATION MISSION AND ACADEMIC GOALS

The mission of the public education system of this state is to ensure that all Texas children have access to a quality education that enables them to achieve their potential and fully participate now and the future in the social, economic, and education opportunities of our state and nation. That mission is grounded on the conviction that a general diffusion of knowledge is essential for the welfare of this state and for the preservation of the liberties and rights of citizens. It is further grounded on the conviction that a successful public education system is directly related to a strong, dedicated, and supportive family; and that parental involvement in the school is essential for the maximum educational achievement of a child.

THE STATE OF TEXAS PUBLIC EDUCATION GOALS

- GOAL #1: The student in the public education system will demonstrate exemplary performance in the reading and writing of the English language.
- GOAL #2: The students in the public education system will demonstrate exemplary performance in the understanding of mathematics.
- GOAL #3: The students in the public education system will demonstrate exemplary performance in the understanding of science.
- GOAL #4: The students in the public education system will demonstrate exemplary performance in the understanding of social studies.

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective #1: Parents will be full partners with educators in the education of their children.
- Objective #2: Students will be encouraged and challenged to meet their full educational potential.
- Objective #3: Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
- Objective #4: A well-balanced and appropriate curriculum will be provided to all students.
- Objective #5: Qualified and highly effective personnel will be recruited, developed, and retained.
- Objective #6: The state's students will demonstrate exemplary performance in the comparison to national and international standards.
- Objective #7: School campuses will maintain a safe and disciplined environment conducive to student learning.
- Objective #8: Educators will keep abreast of the development of creative and innovative techniques as appropriate to improve student learning.
- Objective #9: Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration.

2015-2016 DISTRICT GOALS

EXPERT TEACHERS

100% STAFF MASTER VTU LEVEL 1

CCULTURE OF EXCELLENCE

ACHIEVE LIGHTHOUSE STATUS

HHECHO EN FORGE

100% VT STAFF/ STUDENTS CREATE PORTFOLIOS OF WORK

OOPEN NEW DOORS

BREAK GROUND ON 14.2 ACRES

COMPREHENSIVE NEEDS ASSESSMENT SUMMARY
SCHOOL YEAR: 2015-2016

Area Reviewed	Summary of Strengths What were the identified strengths?	Summary of Needs What were the identified needs?	Data Sources	Priorities What are the priorities for the campus, including how federal and state program funds will be used?
Demographics	Design Thinking Mastery Grading Attendance Rate Leader in Me - Leadership Program Student/ Teacher Ratio Extended School Hours for students Interest Classes Increase in Student Attendance Special Services expansion	Highly Qualified Teachers Teacher Retention Teacher Attendance Rate increase Higher Attendance Rate for Students Student Tardies	WebSmart Enrollment Lottery Data	Increase in Student and Teacher Attendance Increase rate of Highly Qualified teachers Increase student/ teacher retention rate Special Services expanded Decrease number of student arrival tardies
Student Achievement	Disaggregated data is analyzed to identify student growth measures and inform instructional practices. Increased instructional focus on math processing skills including professional	Increase all state testing to meet or exceed state percentages/scores Curriculum and instruction lacked focus on the depth and rigor of math processing standards.	Eduphoria (AWARE) Campus Improvement Plan Surveys Design Thinking Framework Rubrics V-Math Live Leadership Notebooks	Math personnel to assist with low achieving math students Reading personnel to assist with low achieving reading students Increased rubric usage in classrooms Increased professional development with Math teachers Administrator training for IR status

	<p>development for teachers.</p> <p>Exhibition of student work</p> <p>Students understanding of their learning targets.</p> <p>Increased application of rubrics.</p>	Lack of vertical communications	<p>Mastery Based Report Card</p> <p>Courseware progress</p> <p>Attendance/Discipline Data</p> <p>Team Huddles/PLCs/RTI and STAT Meeting notes</p> <p>Reading Eggs</p>	<p>Increase Behavior Management Training</p> <p>Increased understanding of Mastery Based Grading</p>
School Culture and Climate	<p>Minimal discipline issues as well as level of infraction is minimal on campus.</p> <p>Many students value the culture of the school and want to see it valued by all students.</p> <p>Students take ownership in their work as reflected in their Exhibition of Learning in May.</p> <p>5 beliefs are current and relevant to our students and staff.</p> <p>Students are known well.</p>	<p>Staff needs a way to integrate the 4 tenets of the school: Building rapport with students using Leader in Me, Love and Logic, Design Thinking, Mastery Grading, Forge (hands on)</p> <p>Increase Goal setting for the campus that cascades down to teams, classrooms, and the individual student.</p> <p>Increase Students tracking their academic and personal goals and celebrate them on an on-going basis.</p> <p>A consistent way for staff to interact with students to give them feedback about their choices by teaching and</p>	<p>Eduphoria</p> <p>CIP</p> <p>Surveys</p> <p>Student/ Teacher Interviews</p> <p>Training evaluations</p> <p>Leadership Notebooks</p> <p>Office referrals</p> <p>Leader in Me resources</p>	<p>In order to build on the culture and climate of the school we can better utilize our systems on campus with some strategic implementation for success and accountability. Within the process of Leader in Me our campus and individuals adults and students will enhance their effectiveness through goals that align for themselves and the school.</p> <p>In order to demonstrate students and staff value and worth the messaging around the school can increase in visibility. Signage promoting 7 Habits and Beliefs.</p> <p>Our adults can develop more effective tools for student interactions that result in the student owning their choices and learning from them. This supports the value and worth in the students ability to redirect themselves and allows the adult to continue to maintain the culture of the school and the climate of the learning environment.</p> <p>Students ownership of their own choices will impact the culture of the school</p>

		<p>allowing for growth in behaviors and outcomes as well as support positive aspects of student decisions.</p> <p>Staff training on Love and Logic methodology and application</p> <p>Ongoing and consistent training of 7 Habits for staff</p> <p>Increased signage for the VT - environment</p>		<p>environment physically, the climate of the mindsets in the students and staff, and the culture of established values and worth among staff.</p>
Staff Quality/ Professional Development	<p>20:1 Student Teacher ratio Elementary</p> <p>25:1 Student to Teacher Ratio in High School</p> <p>1/2 Day Wednesdays</p> <p>96% Attendance Rate</p> <p>Required Gifted and Talented training</p>	<p>Higher Teacher attendance rate</p> <p>Higher Teacher Retention rate</p> <p>Higher percentage HQ</p> <p>Ongoing and consistent training of 7 Habits for staff</p> <p>Increase in the number of teachers undergoing Gifted and Talented training</p> <p>Increase in local, state, and independent professional development in core areas, behavior management</p>	<p>SBEC Records</p> <p>Employee files</p> <p>PDAS evaluations</p> <p>Exhibition of Learning</p> <p>92% Highly Qualified Staff</p> <p>Attendance Records</p> <p>TAPR</p>	<p>Campus needs a higher teacher attendance rate</p> <p>Higher teacher retention rate</p> <p>Increase in local, state, and independent professional development in core areas, behavior management, 7 Habits, Design Thinking</p> <p>Increase number of teachers who are Highly Qualified</p>

<p>Curriculum, Instruction, Assessment</p>	<p>Rubric Usage 1/2 Day Wednesday Professional Development Access to meet frequently with Director of Curriculum and Innovation Colloboration with team Capable of creating scope/sequence Challenge based learning Completed Year 1 and 2 of the Covey Implementation</p>	<p>Content specific teacher training Increase Professional Development on Mastery Grading. Content Mentorship Increase Professional Development on Design Thinking Increase Professional Development on Rubric usage in content Increase Professional Development on Content Integration Increase student led conferences Year 3 Implementation: Increase Professional Development on The Leader in Me/ Integration of the 7 Habits in the classroom learning Increase Forge Teacher training to equip them with skills to utilize software, technonolgy as well as tools and equipment.</p>	<p>Eduphoria CIP Surveys Design Thinking Framework Rubrics PLATO Student led conference Leadership Notebooks Mastery Based Report Card Courseware progress Attendance/Discipline Data Team Huddles/PLCs/RTI and STAT Meeting notes Study Island/ Think Through Math Drop everything and lead (schedule)</p>	<p>Teachers need more content specific training on how to create a logical scope and sequence of TEKS Professional development in content integration across specific contents and Forge (CTE) integration Mentorship program for new and developing teachers Professional development in continuing education for new and developing teachers in Design Thinking Professional development in VT specific rubrics for usage in content Leader in Me integrated in classroom learning Teachers need to be trained in Forge equipment usage Identification of "push in" services for students to ensure LRE for students receiving support services</p>
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		Teachers need Forge instruction integration in core and challenges. Increase student training to equip them with skills to utilize software, technology as well as tools and equipment to act as student mentors. Student Portfolio tools		
Family and Community Involvement	Small learning communities Parents are willing to assist Direct lines of communication Variety of family activities When Parents/families attend they attend in high numbers Half-day Wednesday Community Partners Fundraising through Community Partners (In-N-Out Burger, Pink Pig, etc.)	Increase parent participation Small percentage involved Increased family involvement More parent trainings (Once/quarter) Increase family communications Professional Resource portfolio Stronger community involvement in Student exhibition of learning 100% involvement for parents at student-led conferences	Parent Connect Meetings Family Surveys 1/2 Day Wednesday Community Partners Community Event feedback Professional Resource Portfolio	We need a way to get parents increasingly involved Identify a direct communication method to connect with commuters Allow for opportunities for parents to attend Covey Training Allow for opportunities for parents to attend Love and Logic Training Allow for opportunities for parents to attend Forge Day with a student
School Context and Organization	Rtl committees meets monthly	Documented pull-out schedule	Teacher Surveys Leadership Notebooks	A teacher mentor program that will assist with all tenets of the school: Design

	<p>Duty Roster Teacher Leadership Opportunities Campus Leadership Meetings Scheduled 1/2 Day Wednesday professional development Flexible Course Schedule Ad Design strategic/tactical meetings</p>	<p>Teacher Mentor Program Identifying "push in" services for students to ensure LRE for students receiving support services Consistent high school course schedule Focus on Tenets of the school: Design Thinking, Mastery Grading, Leader in Me/ Love and Logic, Forge, Facility Maintenance Supervisor Clear communication tools, Increased tools /methods for communication Clarity on job descriptions/ roles Collaborative hierarchy</p>	<p>Duty Rosters Master Schedule horizontal/ vertical team planning minutes Program support activities Minutes from Ad. Design meetings School Board minutes 1/2 Day Wednesday meetings High School planning meeting</p>	<p>Thinking, Mastery Grading, Leader in Me/ Love and Logic, Forge A consistent documented schedule for pull out services Identification of "push in" services for students to ensure LRE for students receiving support services Facility Maintenance Supervisor Clear communication tools including Handbooks and Procedural Manuals Increased tools /methods for communication Clarity on job descriptions/ roles Collaborative hierarchy Year 3 Implementation of the Leader in Me Lighthouse Process</p>
Technology	<p>Access to Adobe Suites Access to Projectors (All Teachers) Robotics Program Google Classroom Robotics Program Student Devices Forge Activities for Technology</p>	<p>3D Printer INFRASTRUCTURE Ardiuno Computers at home Skyward School Management System Campus Plan for Student Devices</p>	<p>Technology Plan Surveys Stemscopes Usage Data</p>	<p>Student access to wifi from BYO devices 3D Printer INFRASTRUCTURE Ardiuno Computers at home Skyward School Management System Campus Plan for Student Devices Student Portfolio Tools</p>

	Inventory Tracking System	Student Portfolio Tools		
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Title I, Part A

Schoolwide Components:

1. A comprehensive needs assessment of the entire school(including taking into account the needs of migratory children as defined in section 1309(2)) that is based on information which includes the achievement of children in relation to the State academic content standards and the State student academic achievement standards described in section 1111(b)(1).
2. School-wide reform strategies that provide opportunities for all children to meet the State’s proficient and advanced levels of student academic achievement, use effective methods and instructional strategies that are based on scientifically based research, and that include strategies to address the needs of all children in the school, but particularly the needs of low-achieving children and those at risk of not meeting the State student academic achievement standards who are members of the target population of any program that is included in the school-wide program.
3. Instruction by highly qualified teachers.
4. In accordance with section 1119 and subsection (a)(4), high-quality and ongoing professional development for teachers, principals, and paraprofessionals and, if appropriate, pupil services personnel, parents, and other staff to enable all children in the school to meet the State’s student academic achievement standards.
5. Strategies to attract high-quality teachers to high-need schools.
6. Strategies to increase parental involvement in accordance with section 1118, such as family literary services.
7. Plans for assisting preschool children in the transition from early childhood programs, such as Head Start, Even Start, Early Reading First, or a State-run preschool program, to local elementary school programs.
8. Measures to include teachers in the decisions regarding the use of academic assessments described in section 1111(b)(3) in order to provide information on, and to improve, the achievement of individual students and the overall instructional program.
9. Activities to ensure that students who experience difficulty mastering the proficient or advanced levels of academic achievement standards required by section 1111(b) (1) shall be provided with effective, timely additional assistance which shall include measures to ensure that student difficulties are identified on a timely basis and to provide sufficient information on which to base effective assistance.
10. Coordination and integration of Federal, State, and local services and programs, including programs supported under this Act, violence prevention programs, nutrition programs, housing programs, Head Start, adult education, vocational and technical education, and job training.

Ideal State: Innovation is a vital part of Village Tech Schools. Our Vision focuses on innovation as essential for students creating Beautiful Work. Village Tech Schools will increase the opportunities to use innovation in the classroom to increase student achievement.							
Objective(s): The key tenets for our school are based in innovation. Village Tech Schools will increase training and participation in Design Thinking, Mastery Grading, The Leader in Me (Covey)/ Love and Logic, and the Forge to challenge students in unique ways of learning.							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation/ Initiated	Evidence of Impact	Date Started Formative/ Date Completed Summative	Title I School-wide Components (Code by #)
Design Thinking							2
Summer Training for all teachers	Director of Curriculum & Innovation	Operating (420)	June, July, August 2015	Class/ Attendance	Confidence in Teaching in the Classroom		3,4
Continued Training throughout the school year	Director of Curriculum & Innovation	Operating (420)	August 2015 - June 2016; Quarterly Check	Class/ Attendance	Confidence in Design Thinking implementation in the classroom		3,4
Rubric Lesson with Design Thinking and Mastery Grading	Campus Director and Director of Curriculum & Innovation	No Funds	July 6, 7.	Post to PD Calendar/Sign in Sheet and Rubrics	Rubrics with Innovation as well as practicality to Grading/ Systemize the three processes	Completed	3,4
Mastery Grading							2

Leaders of Their Own Learning Book Study for ADesign Team	CEO	Operating (420)	March 18 - Sept. 8	Administrative Design Meetings/Faculty/Parent Grading Guide	Progress toward creating assessments that actually reflect student learning		3,4
Create Faculty Grading Guide for all teachers	Campus Director	Operating (420)	March 18-Sept. 8	Post to Web Ink Week Training/ Rubrics and Report Cards	Guide for Teachers to follow in grading procedures		3,4
Create Parent Grading Guide for parents and students.	Campus Director	Operating (420)	March 18-Sept. 8	Post to web Start of school information packet/ Student Led Conferences	Guide for Parents to follow and evaluate their student's learning in VT grading		6
Rubric Lesson with Design Thinking and Mastery Grading	Campus Director	No Funds Needed	July 6, 7.	Post to PD Calendar/ Sign in Sheet and Rubrics	Rubrics with Innovation as well as practicality to Grading/ Systemize the three processes.	Completed	3,4, 8
Leader In Me (Covey)/ Love and Logic							2
Covey's 7 Habits Training for All New Staff - Signature training	Counselor/Campus Director	Covey Corporate Training and Manuals Operating (420)	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled trainings/ Completed Training/ Certification	Continue VT Culture in the classroom		3,4, 8
Train 7 Habits for Families	Counselor/Campus Director	Operating (420) and Title 1	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled parent trainings/Sign in	Create Leadership habits in the home of students.		6

Covey's 7 Habits trainings for all staff- ongoing	Counselor	Operating (420)	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled trainings /Sign in	Support culture of leadership for VT		3,4
Leadership Notebook implementation training	Counselor	Operating (420)	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled trainings	100% of students using LN for goal setting and celebrations.		3,4
Love and Logic training for staff	Counselor/Campus Director	Corporate Training and Manuals Operating (420)		Scheduled trainings	Office referrals reduced		2
Love and Logic training for parents	Counselor/Campus Director	Operating (420) and Title 1	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled parent trainings/ Sign-in	Train parents in behavior management of their students		2,6
Leagues and Crews -							
Social Emotional Learning curriculum developed	Counselor	Operating (420)	Aug 24 2015 - June 3 2016; Quarterly Check	Weekly meetings/ Student Attendance	Provide classroom support for Social learning of students		2
Social Emotional Learning introduction for parents	Counselor	Operating (420)	Aug 24 2015 - June 3 2016; Quarterly Check	Scheduled parent meeting/ Sign-in	Provide support for Social learning for parents		2,6
Forge							2

Implement DT Tools, Integrate Skills into rubrics	Forge Director, Director of Curriculum and Innovation	No Funds Needed	June 2015 - May 2016; Quarterly Check	Teachers receive Design Thinking Toolkit/ Rubrics created utilizing design thinking skills	Support student learning in the Forge		2
Create Student Skills Tracking System to measure student skill for project implementation in the Forge	Forge Director, Director of Curriculum and Innovation	Operating (420)	August 2015 - May 2016; Quarterly Check	Created skills tracking system	Students are equipped with skills for success in the Forge		2
Launch teacher training resources for all areas of Forge.	Forge Director	Operating (420)	June 2015 - May 2016	Teacher Training	Forge utilization		2
Implement Student / Teacher Portfolios/ leadership notebooks	Forge Director/ Counselor/ Campus Director	Operating (\$1,000)	June 2015 - May 2016	Design / Create Leadership Notebooks	Students and teachers can track their progress		2
Create an advisory committee and have meetings	Forge Director	Operating (\$1,000)	June 2015 - May 2016	List of community partners	Keep up with industry trends and needs		2
Create a Forge Training program for teachers	Forge Director/ Asst. Forge Director	Operating (420)	July 2015 - May 2016	Teacher Training	Provide teachers with the skills necessary to assist students in Forge Challenges with create innovative content		2
Create a Forge Training program for students.	Forge Director/ Asst. Forge Director	Operating (420)	July 2015 - May 2016	Student Training	Provide students with the skills to create innovative solutions to their Forge challenges.		2

Create a FORGE CAMP for kids to attend in the summer	Forge Director	Operating (420)	June 2016 - July 2016	Camps in session	Invite community to become involved in VT's innovative process.		2

Ideal State: The first tenet Village Tech believes will increase student achievement is having Great Teachers (E) in the classroom. They are essential to increasing student achievement. Our goal is to have in every classroom a leader that can develop students and challenge them to perform higher than previous levels of achievement.

Objective(s): To reach our goal of Great Teachers in each classroom, Village Tech Schools will place emphasis on recruiting and developing qualified teachers. Village Tech plans to retain those teachers and equip them with skills through professional development which includes using the latest equipment and skills in technology.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Recruitment							1
Attend regional job fairs including Tarleton State and Region X charter school job fair	CEO/ Campus Director/ Curriculum and Innovation/ Forge Director	Operating (420)	Spring 2016	Attendance/ % of staff recruited	Find Quality Teachers for VT		5
Develop new networks for recruiting non-traditional teachers to the profession, especially in the Forge	CEO Forge Director	Operating (420)	Aug. 24-Spring 2016; Quarterly Check	Attendance at regional events (Chamber meetings, tradeshow, etc.)	Find Quality Forge staff		5
Develop new networks for recruiting teachers.	CEO	Operating (420)	Aug. 24-Spring 2016 Quarterly Check	Meeting w/ college teacher prep programs	Find Quality Teachers for VT		5
Clarify hiring procedures to include input from hiring team, teachers and especially students	Business Manager	Operating (420)	October 2015	Hiring Procedures Document/	Find Quality Teachers for VT		5

				Hiring Process Feedback surveys			
Qualified							
Hire Certified Teachers or teachers in progress with Alternative Certification	Campus Director	Operating (420)	May 2015 through April 2016	Certification Reports	Qualified Classroom Teachers	May 2015	5, 3
Monitor Certification Process	Campus Director	Operating (420)	June 2015 through May 2016; Quarterly Check	Alternative Certification Evaluations	Qualified Classroom Teachers	June 2015	5
Assign Mentor Teachers for New Teachers	Campus Director	Operating (420)	August 2015 - May 2016	Mentor Evaluations	Qualified Classroom Teachers	Aug 2015	5, 3
PDAS Evaluation Process for All Teachers	Campus Director	Operating (420)	August 2015 through June 2016; Quarterly Check	PDAS Evaluation Process	Qualified Classroom Teachers	Aug 2015	
Retained							
Develop a VT staff journey map to identify specific areas of improvement for induction	Curriculum/Innovation Director	Operating (420)	July 2015	Journey Map/ Staff Induction Survey	Retain Quality Teachers		8
Assign Mentor Teachers for new to school teachers	Campus Director/ Curriculum/ Innovation Director/ Forge Director	Operating (420); Title II (\$500)	August 2015 through May 2016; Quarterly Check	Mentor Teacher Evaluation	Retain Classroom Teachers from 75% (2015) to 85% (2016)	August 2015	3, 5
Professional Development							

Elementary and Secondary classroom Management	Director of Curriculum and Innovation/ Counselor/ Campus Director	Operating (420)	June and July 2015	Region X Certificate	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		4
New Teacher Academy	Director of Curriculum and Innovation	Operating (420)/ Title II (\$2,000)	June and July 2015	Region X Certificate	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	Completed	3,4, 8
Strategies for Testing	Director of Curriculum and Innovation	Operating (420)	August 2015 November 2015 March 2016	Posted on PD Calendar/ Sign in Sheets	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4,8
TEKese Syllabus Writing	Director of Curriculum and Innovation	Operating (420)	June 2015 - March 2016 August 2015	Posted on PD Calendar/ Sign in Sheets	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4,8
Team Based Unit Planning	Director of Curriculum and Innovation	Operating (420)	June 2015 - July 2016 Check in _August, October, January, March	Posted on PD Calendar/ Sign in Sheets	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4

TEKS trading cards	Director of Curriculum and Innovation	Operating (420)	June 2015 - Sept 2015 Check in August and January	Posted on PD Calendar/ Sign in Sheets/ Cards	Teachers Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4, 8
Region X CIA Conference	Director of Curriculum and Innovation	Operating (420)	June 2015	Posted on PD Calendar Emails/ Certificates	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	Completed	3,4
Half Day Team Huddle	Director of Curriculum and Innovation, Campus Directors	Operating (420)	August 2015 October 2015 December 2015 February 2016 April 2016	Posted on PD Calendar/ Sign in Sheets	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4, 8
Half Day Workshop Wednesday/ Assessment, develop trainings and assessments	Director of Curriculum and Innovation	Operating (420)	September 2015 November 2015 February 2016	Posted on PD Calendar/ Sign in Sheets	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4, 8
Ink Week	Director of Curriculum and Innovation, Counselor, Campus Director, Forge Director, CEO,	Operating (420); Title II (\$1000)	August 2015	Posted on PD Calendar/ Sign in Sheets Certificates in Eduphoria Region X Certs	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4, 8

	CTO, Business Manager						
VTU Intro and Tracking	Director of Curriculum and Innovation	Operating (420)/ Title II (\$3000)	August 2015 - July 2016 Check in August, October, Jan, March, May, July,	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4
Lesson Planning	Director of Curriculum and Innovation	Operating (420)/ Title II (\$200)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	Completed	3,4,8
Strategies for Testing	Academic Advisor/ Counselor	Operating (420)/ Title II (\$200)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4
Study Skills	Academic Advisor/ Counselor	Operating (420)/ Title II (\$200)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		9

College Awareness	Academic Advisor/Counselor	Operating (420)/ Title II (\$200)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	10
College Planning- Parent info Session	Academic Advisor/Counselor	Operating (420)/ Title II (\$200)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	6
Career Awareness- Parent Involvement	Academic Advisor/Counselor	Operating (420)/ Title I (\$500)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	6
Love & Logic Pt. 1 (Gain Control)	Campus Director/Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers	3,4,9
Love & Logic Pt. 2	Campus Director/Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills	3,4,9

					in veteran teachers		
Love & Logic Pt. 3	Campus Director/Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4,9
Love & Logic Pt. 4	Campus Director/Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4,9
Covey Classroom (Yr. 1, Yr. 2 teachers)	Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4
Covey Advanced (Yr 3 teachers)	Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4

Intro. to the 5 Social Emotional Competencies to teach the Whole Child	Counselor	Operating (420)	June 2015 - August 2015	Posted on PD Calendar	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4
Leadership Notebook/ E Notebook Training for all teachers	Counselor/ Campus Director	Operating (420)	August 2015 - May 2016	Campus Expectation	Develop Quality Teachers with New skills or continue developing skills in veteran teachers		3,4
Technology							
Network Bandwidth	CTO		Quarterly Check	On demand access at speed for all students and staff	Contract/ Computer performance		
Computers	CTO	Operating (420) \$30,000	Quarterly Check	Ratios: 1:4 (K8) 1:1(9-12)	Purchase of new computers to supplement existing equipment		
Classroom Technology Accessories	CTO/Curriculum Dir.	Operating (420) \$30,000	Quarterly Check	Document Camera, Apple TV, Projector, some smart capability	Available and supplement with additional purchase		
Student Devices	CTO	Operating (420)	Quarterly Check	BYOD/ Device Restrictions	Available		

Ideal State: Character (C) is essential to optimal learning. Students can excel in achievement if they have the decision power to make good choices. Our staff will model those characteristics that bring about good choices. This will create a safe environment for innovative learning. Village Tech Schools will also create a safe physical space so that each member of the school will focus on learning in our environment.

Objective(s): To create this safe space on our campus, Village Tech will focus on Leader in Me (Covey)/ Love and Logic processes to bring about positive classroom behaviors. The staff and students will be trained in Social Emotional Learning to create a personal safe place for everyone. Teachers will focus on Behavioral Management in the classroom so optimal learning can take place. Village Tech will also provide training to maintain safety in the school environment.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components (Code by #)
Leader in Me (Covey)							2
Leadership Notebooks/ E Notebooks	Campus Director/ Counselor	Training/ Operating Budget (420)	August 2015 through June 2016; Quarterly Check	Training/ Campus Expectations/ Covey Year 3 Expectations/ Records of entry in Notebooks/ E Notebooks/ PDAS Evaluation/ Survey	Creating a personal assessment of work for staff and students	Training/ Aug 2015	2,9
DEAL- Master schedule (Drop Everything and Lead) Leadership Notebook	Campus Director	TLIM Online	June 2015 - August 2015	Master Schedule/ Goal tracking display in room	Practice developing Student Leadership		2,9

Leagues and Crews	Campus Director/ Counselor	Operating (420)	New Schedule for Year	Master Schedule/ Lesson Planning/ Increasing interest in personal growth as indicated in Survey	Development of Personal Growth and Leadership Skills	Weekly/ Monthly Meeting starting in Sept 2015	2,9
Score boards on campus (data)	Campus Director/ Counselor	Operating (420)	June 2015 - August 2015	Displays	Increased awareness of campus growth as indicated in Survey		9
Covey principles posted in classrooms and campus	Counselor	TLIM Online	June 2015 - August 2015	Displays	Students and staff use/ language/ Increasing interest in personal growth as indicated in Survey		9
7 mins of 7 Habits at staff meetings (Team Huddles)	Campus Director/Counsel or	TLIM Online	June 2015 - August 2015	Scheduled meetings	Staff Using Covey Principals and Strategies/ Increasing interest in personal growth as indicated in Survey		8,9
Score boards posted online	CTO	Operating (420)	August 2015 through June 2016; Quarterly Check	Webpage Allocation	Increasing interest in personal growth as indicated in Survey		9

Love and Logic Behavior Management Training for teachers	Campus Director/ Counselor	Operating (420)	July 2015 through May 2016	Classes, implementation in the classroom	Create student ownership of behaviors, less classroom disruptions.		
CPI Training for Special Services Coordinator	Campus Director/ Special Services Coordinator	Operating (420)	Sept 2015 through December 2015	Send staff for classes	Prevention Plan for Behavior management		
Leader in Me Training for Behavior Management Tier I	Counselor/ Campus Director	Operating (420)	Aug 2015 through May 2016; Quarterly Check	Implementation by teachers in the classrooms	Leadership Training for students, Behavior management for productive students		
Social Emotional Learning							2
SEL Curriculum framework developed	Counselor	Operating (420) CASEL, Expeditionary Learning, RAK	June 2015 - August 2015	Training/ Sign in	Integration of Social Emotional Skills in School Learning Environment		9
SE Lesson planning (Crew Advisors)	Counselor	Operating (420) CASEL, Expeditionary Learning, RAK	June 2015 - August 2015	Training/ Sign In/ Implementation	Integration of Social Emotional Skills in School Learning Environment		9
Behavioral Management- Love and Logic							2
Love & Logic Pt. 1 (Gain Control)	Counselor/Campus Director	Operating (420)	June 2015 - August 2015	Posted on PD Calendar/ Sign in	Behavior Management Skills/ Reductions of office referrals		3,4,9

Love & Logic Pt. 2	Counselor/Campus Director	Operating (420)	June 2015 - August 2015	Posted on PD Calendar/ Sign in	Behavior Management Skills/ Reductions of office referrals		3,4,9
Love & Logic Pt. 3	Counselor/Campus Director	Operating (420)	June 2015 - August 2015	Posted on PD Calendar/ Sign in	Behavior Management Skills/ Reductions of office referrals		3,4,9
Love & Logic Pt. 4	Counselor/Campus Director	Operating (420)	June 2015 - August 2015	Posted on PD Calendar/ Sign in	Behavior Management Skills/ Reductions of office referrals		3,4,9
Social/ Emotional Training Behavior Management Tier I Rtl	Counselor/ Campus Director	Operating (420)	Aug 2015 through May 2016; Quarterly Check	Implementation by teachers in the classrooms	Leadership Training for students, Behavior management for productive students		
Training and Implementation of Recovery Process for Love and Logic (TAPE) Tier I Rtl	Counselor/ Campus Director	Operating (420)	Aug 2015 through May 2016; Quarterly Check	Staff training and implementing Social/ Emotional Processes in class	Producing confident students in communications, leadership, and learning.		
Love and Logic Recovery Process for Tier II and III Rti Behavior Management	Counselor/ Campus Director	Operating (420)	Aug 2015 through May 2016; Quarterly Check	Staff Training and implementing Behavior Management Process in the classroom	Deescalating behavioral issues in the classroom, increasing instruction time in the classroom.		

Behavior Implementation Plan (BIP) for RtI Tier III	Counselor/ Campus Director	Operating (420)	Aug 2015 through May 2016	Staff Training and implementation of Behavior Plan	Control disruptive student behavior for increased instruction time.		
Safety/Environment							
Conduct 2 campus beautification events per year	Teacher	Local (420)	November 2015 April 2016	Volunteer Sign in Sheets/ Photos	Keep Campus Presentable		
Designate storage areas and inventory of materials	Building Manager	Local (420)	July 2015- September 2015	Materials Inventory	Keep Campus Presentable		
Update Campus Emergency Plan	Campus Director	Local (420)	July 2015 - August 2015	Campus Plan Publicized in Student Handbook/ Emergency Drill Plan Handbook	Safety Drills Implemented safely and organized.		
Additional Perimeter Security	CTO-Building Manager/ Campus Director	Local (420)	August 2015 - December 2015	Increased Gate/ Fence Security/ Increased Perimeter Cameras	Increased Security for Campus		
Fire Drill Practices	Campus Director	No Funds Needed	August 2015 - May 2016; Quarterly Check	Drills: August 27 Sept 7 Oct 13 Nov 10 Dec 10 Jan 12 Feb 11 Mar 24 April 12	Increased Safety Awareness/ Best Practices in Emergency Situations		

				May 10			
Inclement Weather Drills	Campus Director	No Funds Needed	Sept 2015 - Feb 2016	Drills: Sept 17 Dec 15 Feb 23	Increased Safety Awareness/ Best Practices in Emergency Situations		
Active Shooter Drills	Campus Director	No Funds Needed	Oct 2015 through April 2016	Drills: Oct 22 Jan 21 April 21	Increased Safety Awareness/ Best Practices in Emergency Situations		

Ideal State: Another tenet that Village Tech believes will create an ideal learning environment is when teachers provide students with Challenges (H) in the academic and career classes. With using researched-based, innovative learning/ teaching strategies in the classroom, students will increase their knowledge and skills in their subjects.

Objective(s): Village Tech believes that Meaningful Work can be found in Portfolios, the Forge Work, Integrated Courses, a Balanced Curriculum, Travel through EF Tours, Exhibition of Learning (EOL)/ Presentation of Learning (POL), Testing, Technology, Gifted and Talented Challenges, and Credit Recovery.

Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components
Math							
Singapore Math	Director of Curriculum and Innovation	Operating (420)/ Title I (\$4,000)	June 2015 September 2015 January 2016	Posted on PD Calendar/ Using strategies and materials	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9
Three Day Math Academy	Director of Curriculum and Innovation	Operating (420)/ Title I (\$2,000)	July 2016	Posted on PD Calendar/ Certificate	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9
Geometry New TEKS	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9
Alg 2 NEW TEKS	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Math Skills/ Increase Math Scores on	Completed	3,4,9

					Tests including State Testing		
Alg 1 NEW TEKS	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9
Scheduling and Planning for Math	Director of Curriculum and Innovation	Operating (420)	June 2015	Posted on PD Calendar/ Schedules and Sign in	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,8,9
4 Day Math CAMP	Director of Curriculum and Innovation	Operating (420)/ Title II (\$3,000)	July 2015	Creative Mathematics/ Certificates	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9
PAP Math Alg Emphasis	Director of Curriculum and Innovation	Operating (420)/ Title I (\$500)	July 2015	TCU/ Certificates	Increase Math Skills/ Increase Math Scores on Tests including State Testing	Completed	3,4,9, 10
Special Services Personnel/ Instructional Coaches	Campus Director	Title I Funding/ 2 Personnel (\$18,000)	August 2015- May 2016; Quarterly Check	Hire Personnel	Provide Support for low performing Students		9, 10
Special Services Personnel/ Instructional Coaches	Campus Director	Special Education IDEA Funds/ (\$18,000)	August 2015 - May 2016; Quarterly Check	Personnel in place	Provide Support for Special Education Students		9, 10
Implement Understand, Plan and Draw (UPD) for all students	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Training and implementing Math Plan UPD	Provide a math system for students to increase		9

					understanding of math objectives		
IXL Math Program for All Students	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Implementing math program in classrooms	Increase math skills of students.		9
Math Seeds for Instruction and RtI for grades K-2.	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Implementation in Class	Increase math skills of students in grades K-2		9
Study Island Program for grades 3-10 for RtI Tier III	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Tier III Intervention for Grades 3-10	Increase math skills of students who are in Tier II intervention		9
Plato Online Learning for RtI/ Excelleration/ ELL learners	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	RtI Interventions, excelleration for students and ELL learners	Increase math skills of students for intervention (RtI), excelleration (GT), and ELL Learners		9
English/Writing							
Book Whisperer Book Study	Reading Specialist and Director of Curriculum and Innovation	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Book Review or POL	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4,9
Guided Reading	Reading Specialist and Director of Curriculum and Innovation	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4,9

Bill Martin Jr Symposium	Reading Specialist and Director of Curriculum and Innovation	Operating (420)/ Title II (\$500)	April 2016	Posted on PD calendar/ Certificate	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4, 9
National Reading Conference	Director of Curriculum and Innovation, Reading Specialist	Operating (420)/ Title II (\$1,000)	March 2016	Posted on PD calendar/ Certificate	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4, 9, 10
Literacy Centers	Director of Curriculum and Innovation, Reading Specialist, Elementary Forge Director	Operating (420)/ Title I (\$2,000)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Teachers will utilize centers in class to Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing; Students will participate on an ongoing basis.		3,4,9, 10
PAP English	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4
AP English Lang	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4
DRA/TPRI Training	Director of Curriculum and Innovation, Reading	Operating (420)	July 2015 - July 2016 check in	Posted on PD calendar/ Sign in Sheets Eduphoria	Increase ELAR Skills/ Increase ELAR Scores on		3,4,9

	Specialist, Elementary Forge Director		TPRI - Oct, Jan, May DRA - 9 week check in	Classroom implementation	Tests including State Testing		
Phonics K - 2	Director of Curriculum and Innovation, Reading Specialist, Elementary Forge Director	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4,9
Graphic Organizers, Mentor Texts	Director of Curriculum and Innovation	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing	Completed	3,4,9
Crunch Time Writing	Director of Curriculum and Innovation, Reading Specialist, Elementary Forge Director,	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Increase ELAR Skills/ Increase ELAR Scores on Tests including State Testing		3,4
Special Services Personnel/ Instructional Coaches	Campus Director	Title I Funding/ Title I (\$18,000)	August 2015- May 2016; Quarterly Check	Hire Personnel	Provide Support for low performing Students		9, 10
Special Services Personnel/ Instructional Coaches	Campus Director	Special Education IDEA Funds (\$18,000)	August 2015 - May 2016; Quarterly Check	Personnel in place	Provide Support for Special Education Students		9, 10
Reading A to Z Program for all students	Curriculum Director/ Campus Director	Operating (420)	August 2015 - May 2016; Quarterly Check	Systemic Reading Program for Classroom use	Increase Reading skills		

IStation ELAR Diagnostic Tool	Curriculum Director/ Campus Director	Operating (420)	Aug 2015- May 2016; Quarterly Check	Implemented for student evaluation in ELAR	Diagnose student skill level in ELAR		
TPRI/ DRA Diagnostic Reading Tool	Curriculum Director/ Campus Director	Operating (420)	August 2015 - May 2016; Quarterly Check	Implemented for student evaluation in Reading	Diagnose student skill level in Reading		
Guided Reading K- 2 Program, Grades 3-7 Rtl	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Program for K-2, Rtl Program for Grades 3-7	Increased Reading skills for students grades K-7.		
Increased Guided Reading Time for K-2 Rtl Tier II	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Program implemented for Rtl for students K-2	Increase reading skills in low performing readers		
Reading Eggs Program for K-2 Rtl Tier II and III Readers	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Program implemented for Rtl for students K-2 Rtl Tier II and Tier III	Increase reading skills in low performing readers		
RAZ Reading Program for Pull-out Students Grade 1 - 10 on Rtl Tier II and Tier III	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Program implemented for Rtl for Pullout students Rtl Tier II and Tier III	Increase reading skills in low performing readers		
Reading Inclusion Support for All Students on Rtl Tier II	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Inclusion Program implemented for Rtl Tier II	Increase reading skills in low performing readers		
Reading Inclusion Support for All Students on Rtl Tier II	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Inclusion Program implemented for Rtl Tier II	Increase reading skills in low performing readers		

Read Naturally for All Students on Rtl Tier III	Curriculum Director/ Campus Director	Operating (420)	August 2015- May 2016; Quarterly Check	Reading Program implemented for students on Rtl Tier III	Increase reading skills in low performing readers		
Crunchtime Writing System	Curriculum Director/ Campus Director	Operating (420)	August 2015 - May 2016; Quarterly Check	Writing System implemented in classroom	Increase Writing skills of all students.		
CUPS/Writing Expositree System for Writing	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Implement plans in classrooms	Using organizational systems to Increase Writing skills for all students.		
Science							
CAST	Director of Curriculum and Innovation	Operating (420)	November 2015	Posted on PD calendar/ Sign in Sheets Certificate	Involve Teachers in an organization for Science Support/ Increase Science Scores		3,4
Stemscopes K - 10 for Class and Rtl	Director of Curriculum and Innovation	Operating (420)	July 2015 - July 2016	Posted on PD calendar/ Sign in Sheets Eduphoria Classroom implementation	Increase Science Skills and Scores including on State Testing		3,4,9
BrainPop Program for Rtl and Acceleration	Director of Curriculum and Innovation/ Campus Director	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Classroom Resource	Increase Science Skills and Scores including on State Testing		
Plato Program for Rtl and Acceleration	Director of Curriculum and Innovation	Operating (420)	Aug 2015 - May 2016; Quarterly Check	Classroom Resource	Increase Science Skills and Scores		

	Innovation/ Campus Director				including on State Testing		
Science Safety	Director of Curriculum and Innovation	Operating (420)	August 2015	Posted on PD calendar	Increase Science Skills and Scores on testing including State Testing		3,4
AP Biology	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
8th Grade Circuits	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing	Note: Cancelled by TCU	3,4
AP Physics	Director of Curriculum and Innovation	Operating (420)	July 2015	UT/ Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
AP Physics Labs	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
Life and Physical Science	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing		3,4

Social Studies							
Ap Psychology	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
Texas History PAP	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
8th Grade Consultant	Director of Curriculum and Innovation	Operating (420)	July 2015	Mrs. Maddox/ Sign in and in class implementation	Increase Science Skills and Scores on testing including State Testing		3,4
6th Grade World Geo Conf	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4,8
Texas History Day	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4
8th Grade Conference	Director of Curriculum and Innovation	Operating (420)	July 2015	Region X Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4,8

AP World History	Director of Curriculum and Innovation	Operating (420)	July 2016	TCU Certificate	Increase Science Skills and Scores on testing including State Testing	Completed	3,4,8
Interactive Journalling resource for all students	Campus Director	Operating (420)	Aug 2015 - May 2016	Activity for students to broaden their learning in Social Studies	Increase learning in Social Studies and Increase scores on tests.		
BrainPop Program for Rtl and Acceleration	Director of Curriculum and Innovation/ Campus Director	Operating (420)	Aug 2015 - May 2016	Classroom Resource	Increase Social Studies Skills and Scores including on State Testing		
Plato Program for Rtl and Acceleration	Director of Curriculum and Innovation/ Campus Director	Operating (420)	Aug 2015 - May 2016	Classroom Resource	Increase Social Studies Skills and Scores including on State Testing		
Discover Streaming Program for Rtl and Acceleration	Director of Curriculum and Innovation/ Campus Director	Operating (420)	Aug 2015 - May 2016	Classroom Resource	Increase Social Studies Skills and Scores including on State Testing		

Integration							
TEKS Analysis and Scope and Sequence Creation by team	Director of Curriculum and Innovation	Operating (420)	July 2015 August 2015 September 2015	Posted on PD Calendar/ Scope and Sequence Doc	Increase Teacher effectiveness in instruction		3,4,8
Edmentum	Campus Director, Tech Officer, Academic Advisor, Director of Curriculum and Innovation	Operating (420)	June 2015 - July 2016	Posted on PD Calendar/ Log ins	Increase Teacher effectiveness in instruction		3,4
EF Tours							
Provide a Travel Coordinator stipend to a teacher	CEO	Operating (420)	August 2015	Travel Coordinator Description of Duties/ # of students traveling # of POL's from travel Scholarships awarded	Increase teacher involvement in community/ Increase Teacher interest in VT Travel Culture		

Rti/ Credit Recovery/ Transitions							
Quality Tools	Director of Curriculum and Innovation	Operating (420)	August 2015 - July 2016	Program to train students to systemize their learning	Increase Student Mastery of Skills and Content		
STAT/ Rti Meetings	Campus Director	No Funds Needed	Sept 2015 through May 2016	Scheduled Meetings/ Logs	Remediation plans for low performing students		3,4,9
Edmentum	Director of Curriculum and Innovation	Operating (420)	August 2015 - July 2016	Posted on PD Calendar/ Log in History	Increase Student Mastery of Skills and Content		3,4,9
Summer School	Campus Director	Operating (420)	June 2016 - August 2016	Scheduled classes/ enrolled students	3rd Grade through 7th Grade extended learning time to recover/ add to content mastery		9,10
Summer Credit Recovery	Campus Director/ HS PGP	Operating (420) Title I (\$1,000)	June / July 2016	Attendance	8th Grade and High School Students recovering from Failing subjects in Math and Engl		9, 1-0
Summer Credit Transitional Acceleration	Campus Director/ HS PGP	Operating (420)	June/ July 2016	Attendance	High School Transfer Students to Village Tech complete credits		9,10

					to decrease credit deficit		
PreK Meet the teacher	Pre K teacher Campus Director	Title I, Operating	August 2015	Enrollment	Parents and teachers will collaborate on components of the preschool program.		7, 10
PreK Transitional Placement	Campus Director	Operating (420)	June 2015 - May 2016	Enrollment	Transitional Placement for School Success for Identified At Risk Learners in the 4 year old class		7,9,10
Summer Testing Recovery	Campus Director/ Academic Advisor, HS PGP	Operating (420)	June/ July 2016	Attendance	Students receiving class credit recovers from failed state testing		9
GT							
All teachers completed the GT 30 hour training modules or PreAP/AP institute	Director of Curriculum and Innovation	Operating (420)	June 2015 - July 2016 Aug, Dec, July	Online and in person meetings/ Certificates	Students receive advanced instruction challenges		3,4,9
Design Thinking Classrooms	Director of Curriculum and Innovation, Forge Director, Elementary Forge Director, Campus Director	Operating (420)	Aug 2015 - May 2016	Rubrics	Students receive advanced instruction challenges		3,4,9

Rubrics Based Planning	Director of Curriculum and Innovation, Campus Director, Forge Director, Elementary Forge Director	Operating (420)	Aug 2015 - May 2016	Rubrics Matrices	Challenge Student Achievement through Higher level Thinking Skills/ Increased content difficulty		3,4,9
Integrated Classroom Core and Career Content	Campus Director, Director of Curriculum and Innovation, Forge Director, Counselor, Elementary Forge Director, Staff	Operating (420)	Aug 2015 - May 2016	Rubrics/ Classroom Observation	Students are challenged to Integrate content/ skills with other subjects to increase complexity of their learning		3,4,9
Forge Integration in Subjects	Forge Director, Director of Curriculum and Innovation, Elementary Forge Director, Staff	Operating (420)	Aug 2015 - May 2016	Rubrics/ Classroom Integration/ Forge Schedule	Students use multiple senses and skills to increase achievement of classroom content.		3,4
PAP Spanish	Director of Curriculum and Innovation	Operating (420)	July 2015	TCU/ Certificate	Students receive advanced instruction challenges	Completed	3,4
Plato Online Learning for RtI/ Excelleration/ ELL learners	Curriculum Director/ Campus Director	Operating (420)	Aug 2015 - May 2016	RtI Interventions, excelleration for students and ELL learners	Increase skills of students in core subject areas for intervention (RtI), excelleration (GT), and ELL Learners		

<p>Ideal State: The Community (O) is essential for increased student achievement. The goal is for students to recognize their involvement in the community around them is part of their education. Bringing the community in and sending the students out to the community will help teach students the importance and value of being connected with others.</p>							
<p>Objective(s): Student Contribution allows the students to see how they are a part of a bigger community beyond the school walls. Village Tech Schools encourages them to build Connections and Relationships with others. Parents, and the community, are encouraged to be more involved in the educational process either as a participant or a contributor here at Village Tech. As the school continues to grow, opportunities for involvement by students, parents and the community increases.</p>							
Strategies and Action Steps	Person(s) Responsible	Resources	Timelines	Evidence of Implementation	Evidence of Impact	Formative/ Summative	Title I Schoolwide Components (Code by #)
Student Contribution							
Leagues and Crews- campus level community and support	Counselor		September 2015- May 2016	Master schedule/ Attendance	Increase Student involvement in the community		6
Leagues and Crews- service learning in the local community	Counselor		September 2015- May 2016	Campus director approval / Promotion, Advertising	Increase Student involvement in the community		6
Student Service hours (tracked in PGP)	Academic Advisor/Counselor		September 2015- May 2016	Scheduled conferences/ PGP	Increase Student involvement in the community		6,10
Student Presentation of Learning Event	Campus Director, Staff	Operating (420)	May 2016	Scheduled Event/ Attendance/ Involvement of Students, Parents,	Increase Student involvement in the community		6,10

				Community with Village Tech Student Achievement			
College / Career Fairs	Academic Advising		Fall/Spring	Scheduled Event/ Attendance/ Involvement of Students, Parents, Community with Village Tech Student Achievement	Increase Student involvement in the educational community		6,10
Relationships							
Compile a list of organizations to serve as locations for junior internships	Academic Advisor Forge Director	Operating (420)	September 2015- May 2016	Monthly Reports/ 75% of sophomores identify prospective internship locations	Increase Community Involvement in VT		6,10
Build connections with community programs (non-profits) to support VT families.	Counselor	Operating (420)	September 2015- May 2016	Database/ Document created	Increase Community Involvement in VT		6,10
Maintain list and connections with mental health professionals and organizations	Counselor	Operating (420)	September 2015- May 2016	List of Organizations	Increase Community Involvement in VT		6,10
Parents/Community							

Parent Connect Meetings	Campus Director/ Grants Coordinator	Operating (420)/ Title I(\$500)	August 2015 - May 2016	Scheduled Meetings/ Attendance Sheet/ Program	Increased Parent involvement in Village Tech		6, 10
Title I Campus Report Meeting	Campus Director	Operating (420)	Sept 2015	Scheduled Meeting Sept 8th / Attendance/ Returned Parent- Teacher-Student Compact/ Attendance	Increased Parent involvement and Knowledge of student achievement/ Required Title I Meeting		6,10
Train 7 Habits for Families class	Counselor	Operating (420) Title 1 (\$1,000)	Jan 2016	Scheduled Meetings/ Sign In	Increased Parent involvement in Leadership Culture		6, 10
Facilitate Love and Logic training for parents	Counselor	Operating (420) Title 1 (\$1,000)	September 2015 - May 2016	Scheduled Meetings/ Sign In	Increased Parent involvement in Behavior Management Skills		6, 10
SEL 5 components trainings for parents	Counselor	Operating (420) Title 1 (\$500)	September 2015 - May 2016	Scheduled Meetings/ Sign In	Increased Parent Knowledge and Skills in Social Emotional Growth for Students		6, 10
Behavior Management workshop for parents	Counselor	Operating (420) Title 1 (\$500)	September 2015 - May 2016	Scheduled Meetings/ Sign In	Increase Parent involvement in Behavior Management Techniques		6, 10
Boy Scouts							

Cub Scout Meetings	Boy Scout Commander	No Funds Needed	Aug 2015 - May 2016	Scheduled Meetings/ School and Community Boys Attend Monday Meetings	Increased Community involvement in Village Tech		6,10
Boy Scout Meetings	Boy Scout Commander	No Funds Needed	Aug 2015 - May 2016	Scheduled Meetings/ School and Community Boys Attend Monday Meetings	Increased Community involvement in Village Tech		6,10
Growth							
Move Early Childhood Center (ECC) (PreK - 2nd Grades) to off-campus site	CEO, CTO	Operating (420)	June 2015 - August 2015	Lease/ Building placement	Provide room on main campus for High School expansion.		
ECC Technology	CTO	Capital \$70,000	July 2015 - August 2015	Installation	Provide classrooms with technology capabilities		
Break ground on 14.2 acres for permanent PreK - 12th Grade School	CTO/Business Manager	Financing	Spring 2016	Master Plan	Construction		