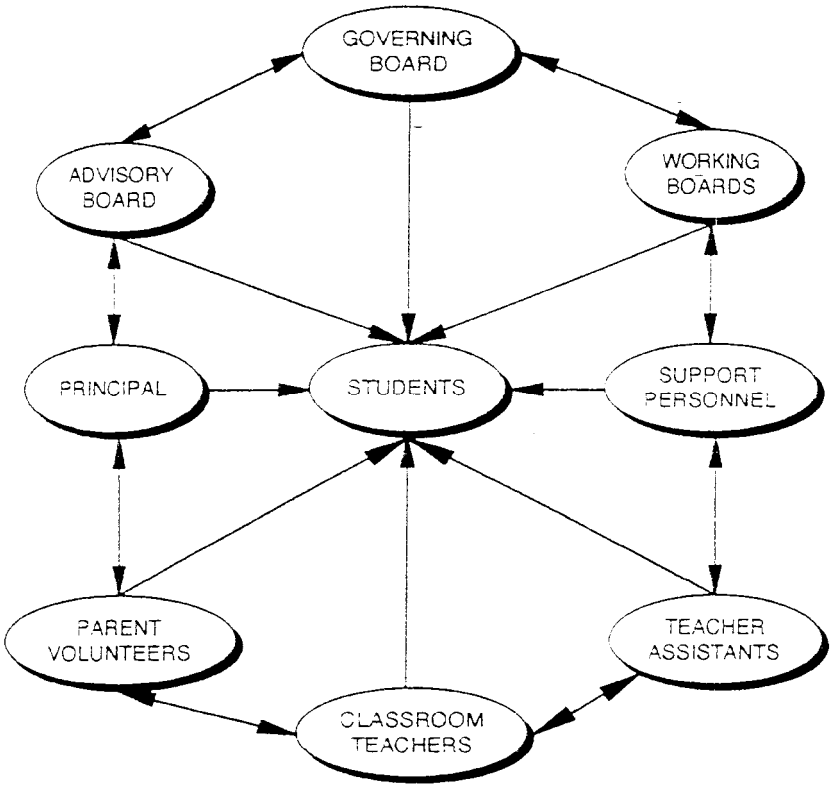
Victory High School

Renewal Application

B. Business Plan

Business Plan – Organizational Chart **Pages 2-4**

I. Organizational Chart



The organizational structure of Victory High School simulates the concept of a site based management public school in that its organizational structure includes parents, students, and the faculty as stakeholders. All have input into the decision-making processes.

Parents and Volunteers

Parents will serve in three, but not limited to, categories: (1) advocates, (2) decision-making partners, and (3) instructional facilitators. As advocates, they will participate in activities designed to influence policies-directives that will enhance the school's policies and procedures. As decision-makers, they will serve on policy boards, working boards and the advisory' board. And as instructional facilitators, they will function in activities, either at home or school, which contribute to the school's efforts in instruction and the students' efforts in academic and personal achievement. Such activities include the following: at-home tutoring programs; parent-teacher communication; parent education designed to understand the school's curriculum and methods of teaching and their children's progress: and the possibilities of volunteer activities and classroom instructional aides.

There will be parent training sessions and parent-student enrichment seminars and activities on designated evenings during the regular school sessions, during the Intersession times, and on Saturdays. There are many topics under consideration, such as, parenting classes, establishing successful relationships, how to be a teen parent, homemaking and social skills, father-son classes, and mother-daughter classes.

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Community

Victory High School's main objective is to form collaboration with educational and social agencies in the South Mountain Village community to provide required and supplementary resources for its students.

- **South Mountain Community College** to provide courses simultaneously with Victory High School to acquire high school and college credits.
- **Herbert Kieckhefer Branch Boys and Girls Club** to provide physical education, leisure and recreational activities.
- **City of Phoenix Ocotillo Library** to provide additional literary and media resources

Staffing Requirements

Faculty and Staff

Responsibilities for all teaching staff is based on Arizona Department of Education Teacher Standards. Staffing requirements (A.R.S. i5-183 (F)) for all staff members employed by Victory High School include the submission of a resume with at least two reference letters substantiating personal qualifications, educational background, job-related experiences, and credentials to qualify for the position being sought. The resume and letters of reference should list the responsibilities and qualifications in the job description. General qualifications for all staff include, in accordance with the Department of Education, a background and fingerprint check to assure the safety of the students

All employees must submit:

- Drivers License
- Social Security Card
- Fingerprint Card
- Arizona Department of Education appropriate certification
- Transcripts
- References

Form I-9; Employment Eligibility Verification provided by Department of Homeland Security will be completed by Victory for each employee. The purpose of this form is to document that each new employee (both citizen and non-citizen) hired after November 6, 1986 is authorized to work in the United States.

Under the Federal No Child Left Behind (NCLB) ACT of 2001, Title I schools are required to provide parent notification when a teacher does not meet the requirements of a highly qualified professional as outlined in NCLB legislation. **Teacher records** are available for review. All parents are welcome to view teachers' resume, credentials, and etc. upon request.