

**HORIZON MONTESSORI II
CAMPUS IMPROVEMENT PLAN
2015/2016**

CAMPUS IMPROVEMENT ADVISORY TEAM

Valerie Rojas– Principal

Anna Barrillas-Assistant Principal

Michelle Villapando– Counselor

Maria Trevino– 2nd Grade Teacher

Elizabeth Guajardo – 3rd/4th ELA

Alex Rivera-Technology Teacher

Andie Figueroa- Community Liaison

Arnold Chavez-Special Education Teacher

Vision Statement

The vision of Horizon Montessori II is to empower students to elevate their confidence, productivity and responsibility as young adults; so that students will succeed as productive members of society.

Mission Statement

Our mission at Horizon Montessori II is to maximize the education potential and the experience of continuous learning for every student within the school and community environment. Horizon Montessori II assumes the responsibility for providing a well-organized, flexible and varied program of classroom and out-of-classroom activities.

COMPREHENSIVE NEEDS ASSESMENTS

AREAS OF CONCERN	DATA SOURCE
Teacher Retention	Recruitment
Academic Performance	State Accountability (TAPR)
Ongoing Staff Development	Teacher Survey
Extra Curricular Opportunities	Recruitment
Overall Campus Attendance Rate	State Accountability (TAPR)
Parental/Community Involvement	Events and Logs

State Compensatory Education

State of Texas Student Eligibility Criteria

A student under 21 years of age and who:

1. Is in prekindergarten – grade 3 and did not perform satisfactorily on a readiness test/assessment given during the current school year.
2. Is in grades 7-12 and did not maintain a 70 average in two or more subjects in the foundation curriculum during a semester in the preceding or current school year or is not maintaining a 70 average in two or more foundation subjects in the current semester.
3. Was not advanced from one grade to the next for one or more school years
4. Did not perform satisfactorily on a state assessment instrument, and has not in the previous or current school year performed on that instrument or another appropriate instrument at a level equal to at least 110 percent of the level of satisfactory performance on that instrument.
5. Is pregnant or is a parent
6. Has been placed in and AEP during the preceding or current school year
7. Has been expelled during the preceding or current school year
8. Is currently on parole, probation, deferred prosecution, or other conditional release
9. Was previously reported through PEIMS to have dropped out of school
10. Is a student of limited English proficiency
11. Is in the custody or care of DPRS or has, during the current school year, been referred to DPRS
12. Is homeless
13. Resided in the previous school year or resides in the current school year in a residential placement facility in the district, including a detention facility, substance abuse treatment facility, emergency shelter, psychiatric hospital, halfway house, or foster group home.

Personnel/Human Capital Goals

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	To retain our current certified teachers.			
Performance Objective:	95% of our teachers will remain employed in our district.			
Summative Evaluation	Teachers will resume employment on the scheduled date.			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Continue to implement our SBDM Committee and create subcommittees as needed.</p> <p>Ensure the committee is meeting and provide ongoing information to the Staff.</p> <p>Strategy 2: Implement and provide teachers with materials needed to increase performance and productivity.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Provide teachers with a clear budget. <p>Strategy 3: Increase Teacher Quality</p> <ul style="list-style-type: none"> • Provide Professional development aligned with Campus Goals(Technology, Curriculum) • Implement New Textbooks for Social Studies • Increase Collaboration with HMI and HM111 Teachers • Implement Online Lesson Planning (Teacher Resource System) 	Administration	August 3, 2015- June 1, 2016	Activity funds, federal funds, or state funds	Teacher retention rate

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Recruit all teaching staff by June.			
Performance Objective:	The campus will recruit 95% of the teaching staff by June.			
Summative Evaluation:	Review teaching positions needed			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Continue working with HR department and Marketing Initiatives: <ul style="list-style-type: none"> Publicize positions on the STET and region one website (oneapp). Continue to utilize local billboard to market our school. 	Administration and Central Office	August 3, 2015- June1, 2016	Activity funds, federal funds, or state funds	
Horizon Montessori II Campus Improvement Plan 2015/2016				
	Teachers will be fully certified and highly qualified.			
Campus Goal:				
Performance Objective:	100% of the teachers will be fully certified and highly qualified.			
Summative Evaluation:	Teacher certifications			
Strategies and Initiatives:	Person Responsible	Timeline Start/End	Resource	Formative Evaluation
Strategy 1: Require newly hired teachers to be fully certified and highly qualified. Initiatives: <ul style="list-style-type: none"> Provide district-wide training Promote outsourced trainings Promote higher education 	Administration and Central Office	August 3, 2015- June1, 2016	App one (region one) and TEA certification status	Staff Observation

Academic Performance

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Improve Academic Performance in the Core Areas			
Performance Objective:	90% of the student population will achieve mastery on all STAAR tests.			
Summative Evaluation	STAAR results and TAPR performance.			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Revise current curriculum for the district</p> <p>Strategy 2: Increase Data Driven Instruction-Data Meetings with Teachers</p> <p>Strategy 3: Implement Spiraling of Curriculum Alignment</p> <p>Strategy 4: Implement Mini Assessments for grades 1st-8th</p> <p>Initiatives:</p> <ul style="list-style-type: none"> Continue tutoring program to support struggling students Provide additional benchmark assessment and/or end of year assessments to ensure early intervention. Contact parents immediately after first benchmark for Parent/Student/Teacher conference to reflect on results. Implement Compass Learning K-8 computer software product that allows for ongoing and individualized assessment. <p>Strategy 5: Develop and support exemplary preschool program to ensure every child who enters kindergarten is ready to learn and has a solid foundation for literacy.</p>	Administration, Teachers, Parents and Students	August 3, 2015- June 1, 2016	Federal funds or state funds	<p>Benchmark Tests</p> <p>Mini Assessments</p> <p>Data Tracking Folders</p>

<p>Initiatives:</p> <ul style="list-style-type: none"> • Complete an assessment of the district's existing preschool program. • Implement "Creative Curriculum" (state approved) within all current preschool classes to ensure learning content standards are delivered. <p>Strategy 6: Strengthen teacher's expertise through the district's internal Professional Development Program and external opportunities.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Establish a learning community within the campus to share ideas and teaching methods. • Provide professional development programs within the district based on teacher input. • Afford the opportunity for teachers to attend professional development programs outside the district. • Provide professional development programs in technology that will assist teachers with integrating technology into their classrooms and instruction. • Enhance the internal Professional Development Program for the district's certified teachers and paraprofessionals in order to update current knowledge and skills in the teaching field. 				
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Strategy 7: Increase student learning through high quality and varied instruction.				
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Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Ensuring that every student has access to outstanding classroom instruction, creating multiple pathways to successful graduation while expanding opportunities for challenging coursework.			
Performance Objective:	Student grade promotion rate will be 98% or higher.			
Summative Evaluation:	End of year student promotion rate.			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: High expectations and academic rigor.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • High expectations for all students. • Review course offering and schedules at all levels to ensure academic rigor and the appropriate utilization of technology. • Examine educational programs that expand students' understanding of different cultures, international issues, and the global economy for success in post-secondary educational opportunities and the global marketplace. • Implement a student information system that provides demographic and assessment data for use in individual educational program decision making. 	Principal, Counselor, and Teachers	August 3, 2015- June 1, 2016	State Funds	Student Report cards
<p>Strategy 2: Strong student supports and services.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Build a Comprehensive System of Services for All Students which provide: <ol style="list-style-type: none"> 1. Academic and personal advising. 2. Career Development Services 3. Career Week and Field Trips 	Principal, Counselor, and Teachers	August 3, 2015- June 1, 2016	State Funds	Student Report cards

<p>Strategy 3: Increase student learning through high quality and varied instruction.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Implement instruction that uses a variety of best practices with focus on math and literacy. 				
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Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Continue to provide extra curriculum classes Art, Music and Computers			
Performance Objective:	The student population will be provided with a variety of electives.			
Summative Evaluation:	Staff End of the Year Survey			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Provide opportunities for elective teachers to attend Professional Development Initiatives: <ul style="list-style-type: none"> Review our current elective program Determine which electives will be assigned to each grade level. Provide the opportunity for students to showcase their skills. 	Principal & Staff	August 3, 2015- June 1, 2016	State Funds	Staff Feedback
Strategy 2: Increase student learning through high quality instruction. Initiative: <ul style="list-style-type: none"> Provide professional development opportunities in the teacher's specific elective. 	Principal & Staff	August 3, 2015- June 1, 2016	State Funds	Staff Feedback

Enrollment/Attendance Goals

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Increase student retention by 10%			
Performance Objective:				
Summative Evaluation:	PEIMS Data			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Build positive parent-school relationships.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Implement Class Dojo communication with Parents • Communicate weekly by Email with parents • Establish newsletters • Welcome parent input • Coffee/Tea with Principal • STAAR Information • Title One Meetings • National Choice Week 	Administration, Teachers, Community Liaison	August 3, 2015- June 1, 2016	Campus Activity funds, Title One funds	Parent Logs Meeting Agendas
<p>Strategy 2: Positive student-teacher relationships.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Increase communication with individual students • Provide opportunities for students to be heard 	Administration, Teachers, Community Liaison	August 3, 2015- June 1, 2016	Campus Activity funds, Title One funds	Campus Activity funds, Title One funds
<p>Strategy 3: Offer opportunities for students to make the school theirs</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • Continue to Implement Student Council for Middle School Students • Implement Student Ambassadors Club for 3rd and 4th grade • Continue with our Library Club • Continue to provide opportunities for students to participate in 				

<ul style="list-style-type: none"> Dance or Chess Classes Track Program Spelling Bee Competitions Destination Imagination Competitions 				
Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Increase student enrollment to 400 students.			
Performance Objective:	Increase enrollment by 20% to 30%			
Summative Evaluation:	PEIMS Data			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Promotion of campus Initiatives: Continue to work with Marketing Department Strategy 2: Referrals of students Initiatives: <ul style="list-style-type: none"> Referral system 	Administration Marketing representative, Teachers, Community Liaison	Ongoing	State or Local Funds	School Admin Enrollment Reports

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	Increase school attendance			
Performance Objective:	The campus will maintain a 97% overall attendance or better.			
Summative Evaluation:	TAPR			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Increase the PreK-8th attendance rate to meet or exceed state requirement for AYP.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> Implement a student information program to analyze and monitor student attendance data. Increase parent awareness and involvement to improve student attendance. Identify attendance patterns to design strategies for improvement. Be able to identify the whereabouts of every student for safety purposes. Promote a sense of responsibility on the part of students, parents and staff to ensure maximum attendance by students. <p>Strategy 2: Develop and implement programs and plans to encourage improved attendance.</p> <p>Initiative:</p> <ul style="list-style-type: none"> Provide incentives for students 	Administration, Teachers, Office Staff/PEIMS and Truancy Committee	August 3, 2015- June 1, 2016	State Funds	PEIMS Report Teacher Feedback

<p>with good attendance.</p> <ul style="list-style-type: none"> • Positive comment to child from teacher about their good attendance • Certificate/award at student assembly. <p>Strategy 3: Refer students with frequent absences to a counselor and administrator</p> <p>Initiatives:</p> <ul style="list-style-type: none"> • A student's parent/guardian or custodial parent must be notified of excessive absences, • Meeting with Community Liaison/Administration to review Attendance Policy • In order to ensure maximum parental participation, letters and notices sent to students' homes are to be written in the language of the parents. 				
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Parental/Community Involvement Goals

Horizon Montessori II Campus Improvement Plan 2015/2016				
Campus Goal:	To encourage and provide opportunities for parental and community involvement.			
Performance Objective:	All parents will be encouraged to become involved in the education of their child.			
Summative Evaluation:				
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Parent Orientation	Principal, Teachers, Parents, and Counselor	August 2015	Allocated funds for refreshments, Handbook, and Teacher –Created Information	Attendance/Sign-In Sheet and Parent Feedback
Strategy 2: Progress reports sent mid-grading period.	Principal, Teachers, Parents, Staff/PEIMS	August 2015- June 2016	Teacher Gradebook, Progress Report, and Student Work	Progress Report signed by the parent(s)
Strategy 3: Parent/Teacher conferences will be held at the end of the first six-week grading period or as needed.	Principal, Teachers, and Parents	Ongoing	Teacher Gradebook, Report Card, and Student Work	Sign-In Sheet and Report Card signed by parent(s)
Strategy 4: Parent/Teacher conferences will be held after the results of the benchmark exams for students who receive after-school and/or Saturday instruction.	Principal, Teachers, and Parents	Ongoing	Teacher Gradebook, Report Card, Student Work, and Benchmark Exam	Sign-In Sheet
Strategy 5: Opportunities for parents to volunteer will be provided.	Principal, Teachers, Parents, Staff, and	Beginning in September	List of opportunities	Sign-In Sheet

Strategy 6: Open lines of communication between home and school.	Principal, Teachers, Parents, Staff and Community Liaison		(monthly activity calendar, newsletter, phone call, note, etc.)	
Strategy 7: Plan for Open House.	Principal, Teachers, Parents, and Staff Administration		Notes to parents, Email to parents, Phone Log, Correspondence Log, Planners, and Survey	Parents Feedback (Verbal and Written)
Strategy 8: Coffee with the Principal			Allocate funds for refreshments.	Sign-In Sheet
Strategy 9: Opportunities for parents and students to attend events throughout the school year.	All Staff		Allocate funds for refreshments and snacks.	Sign-In Sheet
			Allocate funds for refreshments, snacks, and events.	Sign-In Sheet

