

# HORIZON MONTESSORI I CAMPUS IMPROVEMENT PLAN 2015/2016

## CAMPUS IMPROVEMENT ADVISORY TEAM

Joseph Mendoza– Interim Principal

Stanley Leshner-Instructional Officer

Ginger Brasher– Counselor

Elizabeth Hinojosa– 7<sup>th</sup>/8<sup>th</sup> Grade ELA Teacher

Matthew Leffler – 6<sup>th</sup>-8<sup>th</sup> Math

Mike Lopez-Technology Teacher

Jason Hernandez- Community Liaison

Elizabeth Solis-Special Education Teacher

## Vision Statement

The vision of Horizon Montessori I 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 I is to maximize the education potential and the experience of continuous learning for every student within the school and community environment. Horizon Montessori I 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 I Campus Improvement Plan 2015/2016  |   |                              |   |                        |
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| 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"> <li>Provide teachers with a clear budget.</li> </ul> <p>Strategy 3: Increase Teacher Quality</p> <ul style="list-style-type: none"> <li>Provide Professional development aligned with Campus Goals(Technology, Curriculum)</li> <li>Implement New Textbooks for Social Studies</li> <li>Increase Collaboration with HMII and HM111 Teachers</li> <li>Implement Online Lesson Planning (Teacher Resource System)</li> <li>Increase cross-grade collaboration by content</li> </ul> | Administration  | August 1, 2015- June 1, 2016 | Activity funds, federal funds, or state funds | Teacher retention rate |

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| Horizon Montessori I 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"> <li>Publicize positions on the STET and region one website (one app).</li> <li>Continue to utilize local billboard to market our school.</li> </ul> | Administration and Central Office                                  | August 3, 2015- June1, 2016 | Activity funds, federal funds, or state funds     |                      |
| Horizon Montessori I 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"> <li>Provide district-wide training</li> <li>Promote outsourced trainings</li> <li>Promote higher education</li> </ul>        | Administration and Central Office                                  | August 3, 2015- June1, 2016 | App one (region one) and TEA certification status | Staff Observation    |



## Academic Performance

| Horizon Montessori I Campus Improvement Plan 2015/2016  |  |                              |                              |   |
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| 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 1<sup>st</sup>-8<sup>th</sup></p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Continue tutoring program to support struggling students</li> <li>• Provide additional benchmark assessment and/or end of year assessments to ensure early intervention.</li> <li>• Contact parents immediately after first benchmark for Parent/Student/Teacher conference to reflect on results.</li> <li>• Implement Compass Learning K-8 computer software product that allows for ongoing and individualized assessment.</li> </ul> <p>Strategy 5: Develop and support exemplary preschool program to ensure every child</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> |

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| <p>who enters kindergarten is ready to learn and has a solid foundation for literacy.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Complete an assessment of the district's existing preschool program.</li> <li>• Implement "Creative Curriculum" (state approved) within all current preschool classes to ensure learning content standards are delivered.</li> </ul> <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"> <li>• Establish a learning community within the campus to share ideas and teaching methods.</li> <li>• Provide professional development programs within the district based on teacher input.</li> <li>• Afford the opportunity for teachers to attend professional development programs outside the district.</li> <li>• Provide professional development programs in technology that will assist teachers with integrating technology into their classrooms and instruction.</li> <li>• Enhance the internal Professional Development Program for the district's certified teachers and paraprofessionals in order to</li> </ul> |  |  |  |  |
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| <p>update current knowledge and skills in the teaching field.</p> <p>Strategy 7: Increase student learning through high quality and varied instruction.</p> |  |  |  |  |
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| Horizon Montessori I 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"> <li>• High expectations for all students.</li> <li>• Review course offering and schedules at all levels to ensure academic rigor and the appropriate utilization of technology.</li> <li>• 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.</li> <li>• Implement a student information system that provides demographic and assessment data for use in individual educational program decision making.</li> </ul> <p>Strategy 2: Strong student supports and services.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Build a Comprehensive System of Services for All Students which provide:</li> </ul> <ol style="list-style-type: none"> <li>1. Academic and personal advising.</li> </ol> | Principal, Counselor, Teachers, Support Staff, and Parents   | August 3, 2015- June 1, 2016 | State Funds | Student Report cards |

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| <p>2. Career Development Services</p> <p>3. Career Week and Field Trips</p> <p>Strategy 3: Increase student learning through high quality and varied instruction.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Implement instruction that uses a variety of best practices with focus on math and literacy.</li> </ul> |  |  |  |  |
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| Horizon Montessori I 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 |
| <p>Strategy 1: Provide opportunities for elective teachers to attend Professional Development</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Review our current elective program</li> <li>Determine which electives will be assigned to each grade level.</li> <li>Provide the opportunity for students to showcase their skills.</li> </ul> <p>Strategy 2: Increase student learning through high quality instruction.</p> <p>Initiative:</p> <ul style="list-style-type: none"> <li>Provide professional development opportunities in the teacher's specific elective.</li> </ul> | Principal & Staff   | August 3, 2015- June 1, 2016 | State Funds | Staff Feedback       |

## Enrollment/Attendance Goals

| Horizon Montessori I 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"> <li>• Implement Class Dojo communication with Parents</li> <li>• Communicate weekly by Email with parents</li> <li>• Establish newsletters</li> <li>• Welcome parent input</li> <li>• Coffee/Tea with Principal</li> <li>• STAAR Information</li> <li>• Title One Meetings</li> <li>• National Choice Week</li> </ul> <p>Strategy 2: Positive student-teacher relationships.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Increase communication with individual students</li> <li>• Provide opportunities for students to be heard</li> </ul> <p>Strategy 3: Offer opportunities for students to make the school theirs</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Continue to Implement Student Council for Middle School Students</li> <li>• Implement Student Ambassadors Club for 3<sup>rd</sup> and 4<sup>th</sup> grade</li> <li>• Continue with our Library Club</li> </ul> | Administration, Teachers, Community Liaison | August 3, 2015- June 1, 2016 | Campus Activity funds, Title One funds | Parent Logs<br>Meeting Agendas |

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| Horizon Montessori I Campus Improvement Plan 2015/2016  |  |                    |                      |                                    |
| Campus Goal:  | Increase student enrollment to 840 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<br><br>Initiatives: Continue to work with Marketing Department<br><br>Strategy 2: Referrals of students<br><br>Initiatives: <ul style="list-style-type: none"> <li>Referral system</li> </ul> | Administration<br>Marketing representative,<br>Teachers, Community Liaison | Ongoing            | State or Local Funds | School Admin<br>Enrollment Reports |



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| Horizon Montessori I 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-8<sup>th</sup> attendance rate to meet or exceed state requirement for AYP.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Implement a student information program to analyze and monitor student attendance data.</li> <li>• Increase parent awareness and involvement to improve student attendance.</li> <li>• Identify attendance patterns to design strategies for improvement.</li> <li>• Be able to identify the whereabouts of every student for safety purposes.</li> <li>• Promote a sense of responsibility on the part of students, parents and staff to ensure maximum attendance by students.</li> </ul> <p>Strategy 2: Develop and implement programs and plans to encourage improved attendance.</p> <p>Initiative:</p> <ul style="list-style-type: none"> <li>• Provide incentives for students with good attendance.</li> <li>• Positive comment to child from teacher about their good attendance</li> <li>• Certificate/award at student</li> </ul> | Administration, Teachers, Office Staff/PEIMS and Truancy Committee | August 3, 2015- June 1, 2016 | State Funds | PEIMS Report<br>Teacher Feedback |

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

| Horizon Montessori I Campus Improvement Plan 2015/2016  |  |                        |   |   |
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| 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 Rising Stars Staff                        | Beginning in September | List of opportunities (monthly activity calendar, newsletter, phone call, note, etc.) | Sign-In Sheet                                     |
| Strategy 6: Open lines of communication between home and school.  | Principal, Teachers, Parents, Staff and  |                        | Notes to parents, Email   | Parents Feedback (Verbal and Written)             |

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| <p>Strategy 7: Plan for Open House.</p> <p>Strategy 8: Coffee with the Principal</p> <p>Strategy 9: Opportunities for parents and students to events throughout the school year.</p> | <p>Community Liaison</p> <p>Principal, Teachers, Parents, and Staff Administration</p> <p>All Staff</p> |  | <p>to parents, Phone Log, Correspondence Log, Planners, and Survey</p> <p>Allocate funds for refreshments.</p> <p>Allocate funds for refreshments and snacks.</p> <p>Allocate funds for refreshments, snacks, and events.</p> | <p>Sign-In Sheet</p> <p>Sign-In Sheet</p> <p>Sign-In Sheet</p> |
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