

HORIZONMONTESSORI II

CAMPUS IMPROVEMENT PLAN

2019-2020



CAMPUS IMPROVEMENT ADVISORY TEAM

Position	Name
Principal	Janis De Luna
Assistant Principal	Alexis Bocanegra
PK-KN	Gloria Tamez
1 st Grade	April De Leon
2 nd Grade	Martina Zuniga
3 rd Grade	Maria Izquierdo
4 th /5 th Grade	Laura Flores
6 th , 7 th , 8 th Grade	Joe Villegas
Community Liaison	Jessica Hernandez
Special Education Teacher	JoAnn Rosel



Vision Statement

Horizon Montessori will prepare and inspire all students to be pioneers in leadership, knowledge, language, and technology in order to compete in a global economy, serve as successful citizens in their community, and excel in the university and career of their choice.

Mission Statement

Horizon Montessori ensures a quality and equitable education for our community of learners by providing the necessary academic, social, emotional, and technological knowledge and skills to become successful lifelong learners, productive citizens, and innovative leaders.

COMPREHENSIVE NEEDS ASSESSMENTS		
AREAS OF CONCERN	DATA SOURCE	PAGE #
Teacher Retention	Recruitment	7-8
Ongoing Staff Development	Teacher Survey/Certificates	9
Academic Performance	State Accountability	10-12
Extra Curricular Opportunities	Recruitment	13
Enrollment and Student Retention	Recruitment and Retention	14-15
Overall Campus Attendance Rate	State Accountability (TAPR)	16-17
Parental/Community Involvement	Events and Logs	18-20

State Compensatory Education

State of Texas Student Eligibility Criteria (At-Risk)

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/Teacher Retention

Horizon Montessori II Campus Improvement Plan 2019/2020

Campus Goal:	To retain our current certified teachers.			
Performance Objective:	90% 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 at least once a month and provide ongoing information to the Staff through weekly calendars, DOJO messaging, staff meetings, grade level meetings, and teacher-principal conferences</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 All course subjects Increase Collaboration with HMI and HM III Teachers Continue using Online Lesson Planning Resources (Teacher Resource System) 	<p>Janis De Luna, Principal</p> <p>Alexis Bocanegra, Assistant Principal</p> <p>Jessica Hernandez, Parent Liaison</p> <p>Administration and District Coordinators</p>	<p>August 13, 2019- June 2020</p>	<p>Activity funds, federal funds, or state funds</p>	<p>Teacher retention rate</p> <p>We currently have 21 teachers. We would need to retain 19 out of our 21 teachers at the end of the year to meet our goal.</p>

Horizon Montessori II Campus Improvement Plan 2019/2020				
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 www.hmps.net and Region One website (oneapp). Continue to attend job fairs and have all materials ready to conduct interviews on the spot Publicize positions in local newspapers 	Administration and Central Office	August 2019- June 2020	Activity funds, federal funds, or state funds	All vacant positions must have potential candidates lined up for interviews upon leaving job fairs
Strategy 2: Provide Stipends to Middle School Core Teachers for Three Preps or more	Administration, Central Office, Board Members	August 2019-June 2020	Activity funds, federal funds, or state funds	

Ongoing Staff Development

Horizon Montessori II Campus Improvement Plan 2019/2020

Campus Goal:	Teachers will be fully certified, and highly qualified. Teachers will be Bilingual certified or pending a Bilingual exam for the year in order to comply with the needed Bilingual certification.			
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 trainings • Promote outsourced trainings • Promote higher education *Allow teachers to take ownership of their higher education opportunities and train teachers within the campus to promote leadership	Administration and Central Office	August 2019- June 2020	App one (region one) and TEA certification status	Staff Observation Staff must meet 12 hours per semester of professional development
	Administration and Central Office	August 2019- June 2020	App one (Region One) and TEA certification status	Certificate of Trainings and Monitoring of Implementation
	Teachers/ (TOT) Trainer-of-Trainers	August 2019-May 2020	Staff Development	Peer/Colleague/Staff Evaluations
Strategy 2: Provide GT training to all Teachers				
Strategy 3: All teachers must “flip-back” a training they attended to the rest of the campus in order to promote leadership and curriculum cohesiveness within the year they are employed				

Academic Performance

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: Revised current curriculum for the district</p> <ul style="list-style-type: none"> Combined PK3, PK4, and Kinder Create a new Instructional Officer Position or Trainer-of-Trainers within the campus family <p>Strategy 2: Increase Data Driven Instruction-Data Meetings with Teachers</p> <p>Strategy 3: Continue implementing Spiraling of Curriculum Alignment through Bell Ringers and Intervention</p> <p>Strategy 4: Continue to implement Mini Assessments for grades 1st-8th</p> <p>Initiatives:</p> <ul style="list-style-type: none"> AR Reading Continue intervention program to support struggling students Provide end of year assessments to ensure early intervention. Contact parents immediately after first benchmark for Parent/Student/Teacher conference to reflect on results. 	<ul style="list-style-type: none"> Administration, Teachers, Parents and Students, Computer Tech, Math, Social Studies, Science and ELA Coordinators 	August 2019- June 2020	Federal funds or state funds	<p>Benchmark Assessments</p> <p>Mini Assessments</p> <p>Data Tracking Folders</p> <p>DMAC Tracking</p> <p>Data Portfolios</p> <p>Campus initiated benchmark given Sept. 25-26 for reading and math</p>

<p>Initiatives:</p> <ul style="list-style-type: none"> 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, specifically outside of the RGV in order to obtain new ideas and strategies Provide Chromebooks for the students 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 				
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skills in the teaching field.

Strategy 7: Increase student learning through high quality and varied instruction.

Initiatives:

- Implement writing across the curriculum for all grade levels
- Implement Writing Camp
- Implement incentive program for performance on Benchmark Assessments
- Implement meetings with students to discuss performance and improvement strategies
- Continue Implementation of Study Island and RTI interventions
- Become familiar with Montessori methodologies by conducting book studies and implementing these Montessori practices in the classroom (from Pk 3-1)
- Provide K-2 teachers a stipend if they demonstrate 90% mastery

Strategy 8: Continue with DMAC training and Data Deconstruction

Extracurricular Opportunities

Horizon Montessori II Campus Improvement Plan 2019/2020

Campus Goal:	Continue to provide extracurricular clubs and classes.			
Performance Objective:	To create a positive environment that promotes academic, athletic, and artistic growth.			
Summative Evaluation:	Staff End of the Year Survey			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: After School Athletics Program <ul style="list-style-type: none"> Basketball, volleyball, flag football Track and Field A stipend per sport shall be at least \$1,000 per coach 	Principal & Athletic Coaches, Sponsors, Central Office	September 2019 – May 2020	Campus activity funds Practice time	Staff / Parent / Student Feedback Student Attendance/ Participation
Strategy 2: Offer extracurricular courses to specific grade levels <ul style="list-style-type: none"> Art Music Theater Chess French TV Production 	Administration / Staff Art and Music Teacher Theater Sponsor	August 2019 – June 2020	Online applications, After school practice time	
Strategy 3: Third Party After School Programs <ul style="list-style-type: none"> Track and Field 	Community Liaison/ Third Party Instructors	September 2019 – June 2020	Facility, Assisting with registration, online communication with parents	Parent/ Student Feedback

Enrollment and Student Retention

Horizon Montessori II Campus Improvement Plan 2019/2020

Campus Goal:	Increase student retention by 10%			
Performance Objective:				
Summative Evaluation:	PEIMS Data			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Build positive parent-school relationships. Initiatives: <ul style="list-style-type: none"> • Implement Class Dojo communication with Parents • Communicate weekly by Email with parents, campus event calendar • Establish Campus newsletters • Welcome parent input • Grandparent's Day • Donuts with Dad • STAAR Information • Title One Meetings 	Administration, Teachers, Community Liaison	August 2019- June 2020	Campus Activity funds, Title One funds	Parent Logs Meeting Agendas
<ul style="list-style-type: none"> • Strategy 2: Positive student-teacher relationships. Initiatives: <ul style="list-style-type: none"> • Increase communication with individual students • Provide opportunities for students to be heard 	Administration, Teachers, Community Liaison	August 2019- June 2020	Campus Activity funds, Title One funds	Campus Activity funds, Title One funds
Strategy 3: Offer students opportunities to				

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| <ul style="list-style-type: none">• Continue with our Library Club• Continue to provide opportunities for students to participate in Chess Classes• Athletic Club• Spelling Bee Competitions• French Club• Theater Club• TV Production | | | | |
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Overall Campus Attendance

Horizon Montessori II Campus Improvement Plan 2019/2020

Increase school attendance

The campus will maintain a 97% overall attendance or better.

TAPR

Strategies and Initiative	Person Responsible	Timeline Start/End	Resources
<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 • Attendance incentives at the end of each six weeks to boost attendance counts • Increase parent awareness and involvement to improve student attendance (flyer for bikes) • 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 (Sundaes) Popcorn & Pickle, or Cotton Candy for students with good attendance 	<p>Administration, Teachers, Office Staff/PEIMS and Truancy Committee</p> <p>PEIMS Clerk</p> <p>PEIMS Clerk</p> <p>Paraprofessionals</p> <p>Parent Liaison</p>	<p>August 2019- June 2020</p>	<p>Campus Activity Funds</p>

<ul style="list-style-type: none"> • Trophy at student assembly at the end of each semester <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 • Implement and enforce Attendance contract • In order to ensure maximum parental participation, letters and notices sent to students' homes are to be written in the language of the parents. • Students with 10 unexcused absences will be informed that they may lose their seat. 	PEIMS clerk, Parent Liaison		
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Parental/Community Involvement Goals

Horizon Montessori II Campus Improvement Plan 2019/2020				
Campus Goal:	To encourage and provide opportunities for parental and community involvement.			
Performance Objective:	Achieve a positive and improved quality of life for parents and students.			
Summative Evaluation:				
Strategies and Initiative	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation

<p>Strategy 1: Build positive parent-school relationships. Initiatives:</p> <ul style="list-style-type: none"> • Use multiple options for parental communication: Class Dojo, Remind 101, www.hmps.net, and HMII Facebook profile, email • Communicate upcoming events and campus information weekly through email • Appoint parent members of SBDM Committee. • Coffee/Tea with Principal Meetings • STAAR Information/Title One Meetings • National School Choice Week • National Honor Society • Community Events: Renaissance Fair, Spring Campus Festival, and Spelling Bee Competition • Instructional aides will provide direct one-to-one or small group, after school supplemental instructional support to transition students identified most at-risk • Guys in Ties and Girls in Pearls: honorary groups selected for students in 7th and 8th grade in which they learn social etiquette and behaviors <p>Strategy 2: Host outreach events for parents. Initiatives:</p> <ul style="list-style-type: none"> • After School Trainings (Child care, local non-profit initiatives for educationally disadvantaged, craft 	Principal, Teachers, Parents, and Counselor, Parent Liaison	August 2019 – August 2020	State resources, online applications, Non-profit resources, and funds allocated for specific programs.	Attendance/Sign-In Sheet and Parent Feedback
	<p>Parent, admin, counselor, paraprofessional, 1 teacher per grade level, elective</p> <p>Principal, Teachers, Parents, Staff and Community Liaison</p> <p>Instructional aides, counselor, and middle school teachers, Principal, outside guests (speakers/authors)</p>	October 2019 – May 2020	Local non-profit organizations, Region One resources, online applications and onsite resources.	Attendance/ Sign-In Parent Feedback

<p>classes, and language classes)</p> <ul style="list-style-type: none"> • Spelling Bee • Meetings with Community Liaison <p>Strategy 3: Opportunities for parents to volunteer will be provided</p> <ul style="list-style-type: none"> • Provide activities for parents to encourage parental involvement in our schools such as volunteering in the Parent Center, joining PTA, and attending PTA sponsored events • Involve parents in the creation of a new campus improvement plan 	<p>Principal/ Community Liaison, Parents</p> <p>Office Staff/ Community Liaison, paraprofessionals, teachers, admin</p> <p>Parents and campus staff members</p>	<p>Ongoing</p> <p>Beginning September 2019</p>	<p>Scheduled interview time</p> <p>Background Checks through Central Office/ Campus documentation</p>	<p>Parent Logs/ Reports</p> <p>Parent Logs</p>
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