

HORIZON MONTESSORI I

CAMPUS IMPROVEMENT PLAN

2019-2020



Accountability Rating: Met Standard

Site-Based Decision Making Committee

Patricia Masso—Principal

Emmy Diaz—Instructional Officer

Edna Serna—Academic Counselor

Christina Guerrero—Parental Liaison

Sarah Sarinana—PreK—1st Teacher Representative

Mirtha Salinas—2nd-3rd Teacher Representative

Luis Guel—4th -5th Teacher Representative

Ronnie Soria—6th—8th Teacher Representative

Dalila Garza—Elective Teacher Representative

Mark Garza—IT Representative

Daniela Velarde—Parent /Community Member

Harlan D. Garrett—Parent /Community Member

Mission Statement

The mission of Horizon Montessori I is to provide the highest quality education possible to all students. To the full extent of their individual abilities, students will be provided the opportunity to develop the ability to think logically, independently and creatively and to communicate effectively. The school will promote the worth and dignity of all students and encourage them to become productive and responsible members of society.

Vision

Everyone Matters. Everyone Counts.

HMPS Motto

“Where Leaders Are Made”

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Teacher Retention

Horizon Montessori I

Campus Improvement Plan 2019/2020

Campus Goal:1	Develop and retain Highly Qualified Staff			
Performance Objective:1	Horizon Montessori I will ensure that 100% of its teachers are Highly Qualified			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Adhere to Highly Qualified requirements to ensure qualified personnel are recruited, hired and retained.	Principal HR Director	August 2019- June 2020	Title I Funds Local Funds	100% of classrooms will have certified and highly qualified teachers.
Strategy 2: Participate in district job fairs.	Principal HR Director	August 2019-June 2020		Participation in Job Fairs
Strategy 3: Maintain 100% qualified teachers on campus. *Retention Stipends *Title I funds for Professional Development *Recognitions- Teacher of the Year Grade level Celebrations by Month Teacher Appreciation Week Faculty Meeting/ Incentives	Principal Instructional Officer Counselor SBDM Committee	Sept 2019-May 2020	Provide different types of recognition with small gift items, certificates and celebrations.	

Horizon Montessori I Campus Improvement Plan 2019/2020				
Campus Goal:1	Develop and retain Highly Qualified Staff			
Performance Objective:2	The campus will develop, implement and monitor all professional learning to ensure quality and effectiveness.			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Participate in professional development programs to ensure quality and fidelity for student success. *Needs Assessment *Teacher Evaluations *Professional Development Calendar (incorporating PD before the school year and during each 6 week period.)	Central Office/Dean Principal Instructional Officer Curriculum Coordinators	August 2019- June 2020	Federal funds or local funds	Retention of teachers of teachers at the end of the year.

Academic Performance
Horizon Montessori I
Campus Improvement Plan 2019/2020

Campus Goal:2	Students will be encouraged and challenged to meet their full educational potential by utilizing a well-balanced and appropriate curriculum.			
Performance Objective:1	The campus will supplement the instructional programs to meet the special needs of all special populations.			
Strategies and Initiatives:	Person Responsible	Timeline Start/End	Resource	Formative Evaluation
Strategy 1: Ensure the implementation of ELPS, Sheltered Instruction and Academic Vocabulary in all content areas through PD, PLC's and CBA's.	Central Office Principal Instructional Officer	August 2019- May 2020		Walk-throughs Sign-ins Lesson Plans Scope and Sequence
Strategy 2: Monitor ELL students every 6 weeks to review data including attendance, grades, benchmark scores—to recommend interventions.	Instructional Officer Counselor	August 2019-May 2020		PLC's Data reports
Strategy 3: Monitor implementation of district curriculum to ensure fidelity. *Scope and Sequence *Montessori Guidelines *ELPS *DMAC	Central Office Principal Instructional Officer	August 2019- May 2020		Benchmark for STAAR DMAC reports TEKS Lead4ward reports
Strategy 4: Meet with parents of parental denials to address the benefits of the bilingual/ESL program and document conference.	Principal Instructional Officer Counselor	August 2019-May 2020		Parent Denial Forms Meeting documentation
Strategy 5: Monitor implementation of IEP's and the ARD process to ensure that students are participating in the appropriate assessments that are aligned to instruction with allowable accommodations.	Principal Instructional Officer	August 2019-May 2020		Grade level meetings Agendas, Sign-ins Participation in ARD's

Academic Performance

Horizon Montessori I Campus Improvement Plan 2019/2020

Campus Goal: 2	Improve Academic Performance in the Core Areas			
Performance Objective:2	Students will show an increase (a 10-15% improvement) on all STAAR tests			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Implement a challenging and rigorous curriculum that addresses the state standards meets the state and federal mandates under the ESSA.</p> <p>Strategy 2: Utilize high quality instructional resources that support the curriculum *I-station/TPRI *Montessori Guidelines *Accelerated Reader *Study Island *Khan Academy *Mentoring Minds—Think UP Workbooks *STAAR Master</p> <p>Strategy 3:Utilize updated district’s curriculum/scope and sequence to maintain alignment with state standards and assessments. *TEKS Resource *DMAC *Lead4ward</p> <p>Strategy 4: Monitor student progress every 6 weeks through walkthroughs and six weeks tests/CBA’s.</p>	Principal Instructional Officer Teachers	August 2019- May 2020	Federal or local funds	Benchmark Assessments Mini Assessments Data Tracking Folders DMAC Tracking
	Principal Instructional Officer Teachers	August 2019- May 2020	Federal or local funds	Data Portfolios
	Principal Instructional Officer Teachers	August 2019- May 2020	Federal or local funds	Benchmark Assessments Mini Assessments Data Tracking Folders DMAC Tracking
	Principal Instructional Officer Teachers	August 2019- May 2020		Benchmark Assessments Mini Assessments Data Tracking Folders DMAC Tracking

<p>Strategy 5: Identify and address the areas of critical need noted in the STAAR 2019 results. Provide for interventions for all categories scoring below the STATE .</p>	<p>Principal Instructional Officer Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p>Benchmark Assessments Mini Assessments Data Tracking Folders DMAC Tracking</p>
<p>Strategy 6: Utilize research-based practices in all content areas to improve student performances such as building academic vocabulary, using graphic organizers, teaching critical and creative thinking, and engaging students in the learning through hands-on activities.</p>	<p>Principal Instructional Officer Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p>Agendas</p>
<p>Strategy 7: Meet with teachers to review student data for all subject areas and to address action plans to provide interventions. *Weekly PLC's *Instructional Team meetings *Professional Development</p>	<p>Principal Instructional Officer Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p>Sign-Ins</p>
<p>Strategy 8: Provide a rigorous, in depth preK-8th English Language Arts program that prepares all students for success in reading and on all State exams.</p>	<p>Principal Instructional Officer Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p></p>
<p>Strategy 9: Provide literature, instructional materials and other resources to facilitate teacher implementation of research based reading and writing strategies . *I-Station/AR</p>	<p>Principal Instructional Officer Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p>Library Resources</p>
<p>Strategy 10: Provide GT services to identified students.</p>	<p>Instructional Officer Counselor Teachers</p>	<p>August 2019- May 2020</p>	<p>Federal or local funds</p>	<p>Identification of GT Students Teachers –GT trainings</p>

<p>Strategy 11: Establish a College/Career Readiness Culture *Career Day (K-8th) March *Career Expo *Aptitude Exam *College T-Shirt day—Thursdays *Hall banners of different colleges</p>	Principal Instructional Officer Teachers Counselor	August 2019- May 2020	Federal or local funds	Benchmark Assessments Mini Assessments Data Tracking Folders DMAC Tracking
<p>Strategy 12: Utilize STAR Early Literacy assessments to provide interventions to students in Kinder -3rd grades.</p>	Instructional Officer Teachers	August 2019- May 2020	Federal or local funds	
<p>Strategy 13: Implement reading and writing across the curriculum/all grade levels. *DEAR *AR/incentives *Writing in every subject daily *I-station</p>	Principal Instructional Officer Teachers Librarian	August 2019- May 2020	Federal or local funds	
<p>Strategy 14: Conduct classroom walkthroughs weekly to ensure that progress monitoring procedures are in place and that lesson plans are being implemented.</p>	Principal Instructional Officer	August 2019- May 2020		Walkthroughs Assessments Mini Assessments Data Tracking Folders
<p>Strategy 15: Assess all classroom environments to ensure they are conducive to small group and whole group instruction.</p>	Principal Instructional Officer	August 2019- May 2020		

Community and Parental Involvement

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Campus Goal:3	Increase parental and community involvement			
Performance Objective:1	To involve all parents and families with opportunities to be partners in their children's education.			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Campus Instructional leaders will fulfill Title I and parental involvement requirements.</p>	Principal Instructional Officer Parental Liaison	September 2019 – May 2020	Title I or local funds	Agendas Sign-Ins
<p>Strategy 2: Recruit and coordinate efforts to increase parent/ community participation in campus-wide meetings /activities.</p>	Principal Instructional Officer Parental Liaison	August 2019 – May 2020		Log of Partners in Education
<p>Strategy 3: Host parent meetings /or provide information on various programs:</p> <ul style="list-style-type: none"> *College /Career Readiness *Guidance and Counseling *STAAR Expectations *Meet the Teacher Night *Open House *School Performances *International Fest *Muffins w/Mom & Donuts w/ Dad *Literacy Night/AR Nights *Mcallen Holiday Parade 	Principal Instructional Officer Parental Liaison Teachers	September 2019 – May 2020		Agendas Sign-Ins
<p>Strategy 4: Provide different means to communicate with parents:</p> <ul style="list-style-type: none"> *Teacher webpage *Facebook/Class Dojo *Remind 101 *Newsletters *Monthly meetings/Title I Meetings *Student Planners *Parent –Teacher conferences 	Principal Instructional Officer Parental Liaison Teachers	September 2019 – May 2020		Database of communication sent out to parents. Sign-ins Agendas

Safe Learning Environment

Horizon Montessori I Campus Improvement Plan 2019/2020

Campus Goal:4	Maintain a safe and secure and disciplined environment conducive to student learning.			
Performance Objective:1	Provide on going training, support programs and instructional strategies for students and staff.			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
Strategy 1: Use a character-building curriculum to improve social-emotional competencies, promote positive behavior and improve academic performance.	Counselor Instructional Officer Principal Teachers	August 2019- June 2020	Local Funds	Curriculum Guide Reduce number of office referrals.
Strategy 2: Emphasize positive character traits by presenting in various modes on a daily basis/PA system.	Principal Counselor Students	August 2019- June 2020		Daily Announcements Improved Classroom Management Walkthroughs
Strategy 3: Provide guidance and counseling to all student population. *Different topics by month/by grade levels.	Principal Counselor	August 2019- June 2020		Counselor's Lesson Plans/Timelines
Strategy 4: Provide staff /students with guidance and awareness on following: *Anti-bullying *Suicide Prevention *Character Education *Drug Awareness *Sexual Harassment	Principal Counselor	August 2019- June 2020	Local Funds	Counselor's Lesson Plans/Timelines
Strategy 5: Participate in Red Ribbon Week and Drug Awareness.	Principal Counselor Teachers Students	October, 2019	Local Funds	School-wide initiatives

Strategy 6: Follow HMPS Student Code of Conduct to ensure fair and consistent implementation of school-wide discipline management.	Principal	August 2019-May 2020	Local Funds	Decrease in referrals.
	Instructional Officer			
Strategy 7: Display anti-bullying banners to promote awareness and distribute brochures to help prevent bullying.	Counselor	August 2019-May 2020	Local Funds	Display Banners and distribute brochures.
	Teachers			
Strategy 8: Engage students in exercise physical activity during Physical Education. *Fitness Gram	Coaches	August 2019-May 2020	Local Funds	Fitness Gram Report
Strategy 9: Provide training and fulfill practices for fire drills and lock-downs to ensure proper procedures are in place to ensure safety for all students and staff.	Principal	August 2019-May 2020	Local Funds	Agendas
	Instructional Officer			Sign-Ins
	Counselor			Scheduled Drills
	Teachers			
Strategy 10: Continue to implement the Raptor System and badge identification system. Screen all visitors at the door and use access control.	Principal			Badges
	Instructional Officer	August 2019- May 2020	Local Funds	Office Clearance
Strategy 11: Recognize students for perfect attendance, A and A/B Honor Roll, and Students of the Month with certificates and decals during an awards ceremony.	Counselor	Every Six Weeks		
	Teachers			

Technology

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Campus Goal: 5

Performance Objective: 1

Strategies and Initiative	Person Responsible	Timeline Start/End	Resources
Strategy 1: Utilize the DMAC Program and provide regular training for staff.	Principal Instructional Officer Teachers	August 2019- May 2020	Local Funds
Strategy 2: Utilize school-wide databases for decision-making purposes.	Principal Instructional Officer Teachers	August 2019- May 2020	
Strategy 3: Continue to develop teacher pages on website.	Principal Instructional Officer Teachers	August 2019- May 2020	
Strategy 4: Continue to utilize STAR Reading/Accelerated Reader program.	Teachers and Librarian	August 2019- May 2020	
Strategy 5: Utilize computer labs for online programs to target Reading, Math, and Science to improve STAAR performance and academic skills .	Principal Instructional Officer Teachers	August 2019- May 2020	
Strategy 6: Continue to utilize document cameras and chrome books as well as student computers for daily instruction .	Principal Instructional Officer Teachers	August 2019- May 2020	
Strategy 7: Continue to update older computers and purchase more technology for instructional use.	Principal and IT Tech	August 2019- May 2020	Local Funds