

HORIZON MONTESSORI III  
CAMPUS IMPROVEMENT  
PLAN  
2019-20



**Horizon Montessori Public Schools**

TEL (956)423-8200 ♦

*Where Leaders are Made...*

2802 77 Sunshine Strip ♦ Harlingen, TX 78550

## **CAMPUS IMPROVEMENT ADVISORY TEAM**

**Dr. Gabriela Rodriguez – Principal**

**Mrs. Ana Smith – Asst. Principal**

**Mrs. Melissa Dimmick – 1<sup>st</sup> Grade Teacher**

**Ms. Anika Lozano – 3<sup>rd</sup> Grade Teacher**

**Mr. Rogelio Guerra – Middle School Teacher**

**Mr. Alberto Paredes – Middle School Teacher**

**Diana Uribe – Parent Representative SBDM**

**Joe Garcia – Business Representative SBDM**



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## Vision Statement

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



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## Mission Statement

“The academic community at Horizon Montessori III will provide the most effective instructional environment for our students.”



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### COMPREHENSIVE NEEDS ASSESMENTS

AREAS OF CONCERN	DATA SOURCE
Overall Campus Attendance Rate	State Accountability (TAPR)
Academic Performance	State Accountability (TAPR)
Parental/Community Involvement	Events and Logs
Teacher Retention	Recruitment
Montessori Training	Teacher Surveys
Professional Development	Master/ Mentor Teachers
Technology Improvements	Teacher Surveys



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### 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.



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Campus Goal:	Increase attendance			
Performance Objective:	To increase attendance to 98%			
Summative Evaluation	PEIMS data			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Increase attendance rate</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Increase parent awareness and involvement by active monitoring through use of Attendance Committee.</li> <li>• Promote a sense of responsibility on the parts of students, parents and staff to ensure maximum attendance by students through parent letters and conferences</li> <li>• Increasing school safety by hiring security to help direct traffic afterschool.</li> </ul> <p>Strategy 2: Develop and implement programs and plans to encourage improved attendance.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Provide perfect attendance awards every six weeks and popcorn.</li> <li>• Raffles for Perfect Attendance</li> </ul>	Principal Asst. Principal Counselor Attendance Committee Teachers	August- June 2019-2020	Federal, Title I, Part A (211) State and Local Funds	PEIMS Reports STAAR Results Formative Evaluation



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Campus Goal:	To increase Academic Performance			
Performance Objective:	95% passing rate on STAAR			
Summative Evaluation	STAAR Results			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Provide TEKS Resource System for PreK- 8<sup>th</sup> in all core subject areas.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Expand Montessori Program to 1<sup>st</sup> grade.</li> <li>Attend more Professional Development</li> <li>Implementation of Master/ Mentor Teachers</li> </ul> <p>Strategy 2: Support Students academically</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>RTIs</li> <li>Added enrichment/ RTI time to daily schedule.</li> <li>Accelerated Reader Program</li> <li>Study Island Program</li> <li>Istation</li> <li>Summer Reading Lists</li> </ul>	<p>Principal Asst. Principal Counselor Teachers Teacher Aides</p>	<p>August- June 2019-2020</p>	<p>Federal, State and Local Funds Title I Part A (211) Title II Part A</p>	<p>Benchmarks STAAR Results WSAR</p>





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<p>Strategy 3: Increase Academic Performance for ELL's.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Bilingual Strategies</li> <li>• Sheltered Instruction</li> <li>• ELPS</li> <li>• Bilingual Resources</li> <li>• Dictionaries</li> </ul> <p>Strategy 4: Instructional Aides will provide one to one or small group, after school supplemental instructional support to transition students identified most at-risk based on progress reports and STAAR assessment results.</p> <p>Strategy 5: Monitor “Bubble” students after Campus Based Assessments (CBAs) / Benchmarks.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Data Analysis</li> <li>• Interventions</li> <li>• Plan of Actions</li> <li>• Tutoring</li> <li>• Saturday Academies</li> </ul>			Title III (Part A, ELA)	
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Campus Goal:	To increase Parent/Community Involvement			
Performance Objective:	To increase percentage of parent survey to 90-100%			
Summative Evaluation	Surveys			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Meet the Teacher Initiatives:</p> <ul style="list-style-type: none"> <li>Beginning Open House</li> </ul> <p>Strategy 2: Committee Members Initiatives</p> <ul style="list-style-type: none"> <li>Site Based Management team</li> <li>Campus Comprehensive Needs Improvement Team</li> <li>Campus Performance Rating Team</li> <li>Attendance Committee</li> </ul> <p>Strategy 3: Be a Volunteer Initiatives</p> <ul style="list-style-type: none"> <li>Computer assistant</li> <li>Fund Raising Assistant</li> <li>Library Assistant</li> <li>Reading Volunteer</li> <li>Playground supervisor</li> <li>Tutor</li> </ul> <p>Strategy 4: Parent Survey Feedback Initiatives</p> <ul style="list-style-type: none"> <li>GT survey</li> <li>Fine Arts Survey</li> </ul>	Principal Asst. Principal Counselor Teachers Parent Liaison	August 2019-2020	Federal, State and Local Funds Title I Part A (211)	Survey Results



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<ul style="list-style-type: none"><li>• Montessori Survey</li><li>• General survey</li></ul> <p>Strategy 6: Open Communications Initiatives:</p> <ul style="list-style-type: none"><li>• Newsletters</li><li>• Facebook</li><li>• Emails</li><li>• Coffee with the Principal</li><li>• Movie Night</li><li>• Monthly Parent Meetings</li><li>• STAAR Results</li><li>• Benchmark Results</li><li>• Parent Liaison will be hired</li></ul>				
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Campus Goal:	To increase Teacher Retention			
Performance Objective:	!00% of our employees will remain employed			
Summative Evaluation	Teachers will remain employed			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Need to retain teachers</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• More professional development from Project Rise</li> <li>• Three day weekends celebrating National Holidays</li> <li>• Raffle Perfect Attendance Incentives every six weeks</li> <li>• Limit working on Saturdays</li> <li>• Create a positive and courteous environment</li> </ul> <p>Strategy 2: Hire Counselor</p> <p>Strategy 3: Attempt to Keep Elementary student/ teacher ratio no greater than 1/18</p> <p>Strategy 4: Provide PD for teachers.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Content Based PD</li> <li>• SPED Training</li> <li>• Bilingual/ESL Training</li> </ul>	<p>Principal Asst. Principal Counselor Teachers</p>	<p>August- June 2019-20</p>	<p>Federal, State and Local Funds Title II Part A</p>	<p>Percentage of Teachers still employed</p>



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<ul style="list-style-type: none"><li>• GT Training</li><li>• Sheltered Instruction</li></ul> <p>Strategy 5: Reimburse staff who acquire BiL/ESL Certification</p>				
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Campus Goal:	Montessori Training for Teachers			
Performance Objective:	Have all teachers who use Montessori Materials trained to use them.			
Summative Evaluation	Certification of Teachers			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Expand Montessori Program to 1<sup>st</sup> grade</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Order two classrooms of Montessori Materials for two 1<sup>st</sup> grade classes</li> </ul> <p>Strategy 2: Teacher will attend Montessori Training</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Take on line training through North American Montessori Center</li> </ul>	Principal Asst. Principal Counselor Teachers	July- June 2019-2020	Federal, State and Local Funds Project Rise Grant	Certification



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Campus Goal:	Increase use of Technology by students and teachers			
Performance Objective:	Maximize technology use			
Summative Evaluation	Student performance			
Strategies and Initiatives	Persons Responsible	Timeline Start/End	Resources	Formative Evaluation
<p>Strategy 1: Provide training for teachers</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Professional development</li> </ul> <p>Strategy 2: Hire an Informational Technician (IT)</p> <p>Strategy 3: Hire a Technology teacher</p> <p>Strategy 4: Robotics Club</p> <p>Strategy 5: Training for Robotics</p> <p>Strategy 6: Provide Professional Development in the use of technology to enable staff to increase student achievement in the area(s) of engineering but not limited to.</p>	Principal Asst. Principal Counselor Teachers	August – May 2020	Federal, State and Local Funds Title II, (Part A) Title IV (Part A) SSAEP	<p>Computer Performance</p> <p>STAAR Results</p>