

Horizon Montessori Public Schools



District Improvement Plan

2015-2016

Developed by, Horizon Montessori Public Schools in collaboration with School Board,
Superintendent, Administrators, Teachers, Parents, Business Representatives and Community
Representatives.

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2015-2016**

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**Horizon Montessori Public Schools
Central Office Administration**

Alim Ansari	Superintendent of Schools
Angela Gonzalez	Senior Accountant
Lauren Arce	Dean of Instruction
Tana Armitage	Secondary Education Coordinator
Rolinda Park, Ed.D	Elementary Education Coordinator
Joseph Aquiningoc	Special Populations/PEIMS Coordinator
Yolanda Espinoza	Assistant Business Manager
Norma Torres	Human Resources Coordinator
Tammy Garza	PEIMS Coordinator
Aubrey Nielsen	Administrative Assistant

2015-2016 District Planning Committee (DPC)

School Board			H1-McAllen:	
Chairman	Alim U. Ansari		Professional Staff	Stanley Leshner
Member				
			Non-Teaching Staff	Margret Green
Superintendent	Alim U. Ansari			
			H2-Weslaco	
Principals:			Professional Staff	Ana Barillas
H1-McAllen	Mr. Joseph Mendoza			
H2-Weslaco	Mrs. Valerie Rojas		Non-Teaching Staff	Andrielle Figueroa
H3-Harlingen	Mr. Richard Atkinson			
			H3-Harlingen	
Parents:			Professional Staff	Lorena Valdez
H1-McAllen	Patty Saavedra			
H2-Weslaco	Nidia Lopez Valenciano		Non-Teaching Staff	Aracely Medina
H3-Harlingen	Edna Gloria			
			Chairperson:	Angela Gonzalez
Community Representatives	Davis Reality, Randy Summers International Bank, Ofelia Tafoya		Central Office Staff	
Business Representatives	New York Life, Aurora Saenz			

Ten (10) Components of a School-Wide Program

Comprehensive Needs Assessment	Increase Parental Involvement
School-Wide Reform Strategies	Transition of Pre-School Children
Highly Qualified Teachers	Teacher Decisions Regarding Assessment
Professional Development	Assistance to AT-RISK Students
Recruitment and Retention of Highly Qualified Teachers	Coordination & Integration of Services & Programs

District Improvement Plan-2015-2016

HMPS Vision Statement

The vision of Horizon Montessori Public Schools is to maximize the education potential and the experience of continuous learning by every student within the school and community environment. It includes instruction in all forms of human potential: aesthetic, ethical, intellectual, physical and technological. With this concept of education in mind, HMPS assumes the responsibility for providing a well-organized, flexible and varied program of classroom and out-of-classroom activities. Since students differ in interests, attitudes and abilities and parents have various aspirations for their children; the learning process needs to allow for the personal growth of individuals and families.

HMPS Mission Statement

The mission of Horizon Montessori Public Schools 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 capability to think logically, independently, and creatively, and to communicate effectively.

HMPS Motto

"Where Leaders Are Made"

Montessori Philosophy

The Montessori Academy acknowledges the impact of critical learning periods in early childhood on developing social, emotional, intellectual, physical, and moral competencies. The influence of a Montessori-based education respects the uniqueness of each person and preserves and nurtures an innate capacity to reach full potential as contributing world citizens. This is accomplished through individually paced academic instruction and activities directed by Montessori certified professionals working in concert with students and their families. Our curriculum provides for concept development and skill acquisitions in prepared classrooms with a focus on learning-by-doing. Our methods enable students to develop respect for individual differences as they engage in purposeful, collaborative learning. Our students use inner discipline, concentration, and task completion for lifelong critical thinking and discovery.

Planning Procedures

The purpose of planning is to provide direction for school personnel in the implementation of quality programs for all students. Planning at HMPS is a collaborative process. The district planning cycle defines the process of planning:

April-June	Collect and Compile Data	August	Campus/District Planning
June	Evaluation and Assessment	September	Approval of the Campus/District Improvement Plans
June	Goal Setting	Aug.-May	Implementation of DIP and CIPs
June	District Planning	January	Mid-Year Evaluation
July	Approval of the District Improvement Plan	April-June	Collect and Compile Data

Areas of Concern/Areas in Need of Improvement

Mathematics (2014-2015)	Reading (2014-2015)	Science (2014-2015)	Social Studies (2014-2015)	Writing (2014-2015)
3 rd -76%	3 rd -65%	5 th -73%	8 th -45%	4 th -73%
4 th -72%	4 th -72%	8 th -53%		7 th -79%
5 th -83%	5 th -74%			
6 th -67%	6 th -78%			
7 th -70%	7 th -71%			
8 th -82%	8 th -95%			

**Horizon Montessori Public Schools
Areas of Concern**

Math

- 6th Grade math is the weakest for the district based on STAAR Performance
- STAAR Math performance for students in special education is below the PBMAS standard
- Federal safeguards were missed in all the student and Hispanic Area

ELA

3rd Grade Reading is the weakest for the district based on STAAR Performance

4th Grade Writing is the weakest based on STAAR Performance

STAAR Reading performance for students in Special Ed. is below the PBMAS standard

STAAR Reading and writing performance for students in Bil/ESL programs is below the PBMAS standard

Federal safeguards were missed in the all student and Hispanic area

Minimal students scoring at the advance level

3rd Grade Reading performance is 12 points below the state average

Science

8th Grade Science is the weakest for the district based on STAAR performance

District Science performance is 12 points below the state average

8th Grade Science performance is 17 points below the state average

Social Studies

Is the weakest content area based on student performance (45%)

District social studies performance is 32 points below the state average

STAAR social studies performance for all students is below the PBMAS standard

State system safeguards were missed

Minimal students scoring at the advance level

8th grade social studies performance is 19 points below the state average

Goal 1: By 2018, 90% of all students and each student group, including Special Education and English Language Learners, will pass the reading, writing, math, science and social studies portions of the STAAR state assessment.

Objective 1: The district will help campuses to review data, compile and analyze a disaggregated report of all assessment results.

Activity	Persons Responsible	Resources/Fund(s)	Timelines	Formative Evaluation	Summative Evaluation
Activity 1. The district will require principals to disaggregate the STAAR, ISIP, District Benchmark scores to include a breakdown of scores by objective, teacher, and by any other method that will demonstrate strengths and needs. This information is to be discussed with the teachers to ensure that appropriate strategies are being implemented to reach the stated goal and objective.	Principals, Assistant Principals, Instructional Officer, Lead Teachers, District Coordinators	STAAR, ISIP, Benchmark Scores, DMAC		Improved Six Weeks Grades Reduced Failure Rate	Assessment Report Disseminated to Teachers

Activity	Persons Responsible	Resources/Fund(s)	Timelines	Formative Evaluation	Summative Evaluation
Activity 2. Principals and teachers will identify all “bubble students” that scored 5 percentage points above satisfactory and 5 percentage points below satisfactory. The teachers and principals will monitor the progress of the identified “bubble” students on District Benchmark scores throughout the year.	Principals, Assistant Principal, Instructional Officer, Lead Teachers	DMAC,			District Benchmark Scores, Strategies Listed on Campus CIPs
Activity 3. The District and Campuses will monitor the advanced academic performance to determine if the district and campuses are at or above the state averages in grades 3-8 in all tested subject areas.	Principals, Assistant Principal, Instructional Officer, Lead Teachers, District Coordinators,	Curriculum Developed Commended List		State/Local Comparison Scores	STAAR Results
Activity 4. The GPC will develop an AIP for each student that did not meet the standard on the 5 th or 8 th grade reading and/or math STAAR assessment.	GPC Committee, Principals, ARD Committee, LPAC	Staff, AIP		Committee Minutes	AIP

Objective 2: The district will help campuses to implement STAAR strategies to increase scores at all grade levels and subject areas.

Activity	Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Activity 1. District Coordinators will meet with Principals at the beginning of every six weeks to plan and discuss curriculum goals and instruction.	District Coordinators, Dean of Instruction Principals	Time, Staff, Place		Meeting Agendas, Sign-In Sheets	
Activity 2. A total of two District Benchmarks in all subject areas will be created by District Coordinators and will be given to students in grades 1-8 three times per year.	District Coordinators, Principals, Assistant Principal, Instructional Officer	DMAC, STAAR I		Completed Assessments	Assessment Results
Activity 3. District Curriculum Coordinators and Principals will disaggregate the results of the District Benchmarks and share with the teachers.	District Coordinators, Principals, Assistant Principal, Instructional Officer	DMAC, Time, Place, Staff	After Each Assessment	Disaggregated District Benchmark Results	STAAR Results

Activity	Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Activity 4. The campuses will provide tutoring for all “bubble” students as per STAAR assessment results, District Benchmark Results, and TPRI/Tejas LEE results.	Principals, Assistant Principal, Instructional Officer Teachers	Time, Place, Staff	Weekly		STAAR Results
Activity 5. Principals will review STAAR Blueprints with their teachers to identify any changes in structure or content that may affect student performance for the 2014-2015 school year.	Principals, Assistant Principal, Instructional Officer, Lead Teachers	Time, Place, Staff		Meeting Agendas, Sign-In Sheets	Meeting Agendas, Sign-In Sheets, STAAR Results
Activity 6. A Principal’s Report will be completed and returned to the District Central Office every six weeks. The report will detail areas of the District Improvement Plan for each six weeks.	Dean of Instruction, District Coordinators, Principals, Assistant Principal, Instructional Officer	Principal’s Report	End of Each Six Weeks	Principal’s Report	Comprehensive Needs and Evaluation Report

Activity	Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Activity 7. The district will require that principals have collaborative meetings with their staff to discuss STAAR assessments during the school year. At least one meeting will be held with the grade level above and on meeting with the grade level below.	Principals, Assistant Principal, Instructional Officer	Time, Staff, Place	Twice a Year	Meeting Agendas, Sign-In Sheets	Plan of Action
Activity 8. All campuses will implement Saturday Academies throughout the year.	Principals, Teachers	Time, Staff	Fall 2015, Spring 2016	Student Rosters	STAAR Results
Activity 9. Freedom Week will be observed September 2015.	Principals, Staff	Time, Staff		Lesson Plans	Principal's Reports
Activity 10. District Coordinators will attend Region Meetings to bring back to the campuses the latest updates from TEA regarding all aspects of	Dean of Instruction District Coordinators	Time, Staff	Fall 2015, Spring 2016	Meeting Agendas	Summary Reports

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Objective 3: The district will plan and implement a staff development program that is based on campus and district needs and that is developed by the Campus Planning Committees and approved by the District and Campus Planning Committees.

Activity	Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Activity 1.The district will distribute surveys to all campuses to establish in-service needs of teachers based on the results.	Dean of Instruction, District Coordinators, Principals, Campus Personnel	Surveys, Time	April 2016	Staff Development Survey	Staff Development Survey Results
Activity 2. A professional development schedule will be developed and implemented that is based on the review of the staff development survey.	Dean of Instruction, District Coordinators, Principals	Surveys, Time		Staff Development Priority List	Staff Development Schedule
Activity 3. The district will implement the CSCOPE curriculum in the areas of reading, ELA, math, science and social studies.	Dean of Instruction, District Coordinators, Principals, Lead Teachers	Time, Staff	Daily	Region I Contract	Curriculum Frameworks, Lesson Plans, STAAR Results

Objective 4: The district will monitor students' reading, math, writing, science and social studies progress utilizing District benchmarks and grades.

Activity	Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Activity 1. The district will monitor students' reading ability and fluency rates in grades K-2 using the TPRI/Tejas LEE assessments. A report of the results will be sent to parents three times annually. Principals will monitor the student results to ensure at least 90% passing rate on each task.	District Coordinators, Principals, Assistant Principal, Instructional Officer, Teachers	Time, Staff, ISIP	BOY MOY EOY	Progress Reports	Principal's Reports
Activity 2. Accelerated instruction will be provided to any student who is in danger of failing any portion of the STAAR assessment.	Principals, Assistant Principal, Instructional Officer, Teachers	Time, Staff		Student Rosters	Accelerated Instruction Plans
Activity 3. The campuses will share with parents the results of the District Benchmark Results.	Principals, Assistant Principal, Instructional Officer, Teachers	Time, Staff	After Each Assessment	Parent Notification Letter	District Benchmark Results

Objective 5: The district will implement supplementary programs using State Compensatory Funds to help At-Risk students improve their academic performance at all grade levels.

Activity	Persons Responsible	Resources/Fund(s)	Timelines	Formative Evaluation	Summative Evaluation
Activity 1. State Compensatory Funds will be used for salaries to supplement the regular educational program through the use of tutoring programs.	Senior Accountant, Principals, Teachers	Materials, Time	Daily	Lesson Plans, Sign-In Sheets, Tutoring Schedules	STAAR Results
Activity 2. State Compensatory funds will be used for salaries to supplement the regular instructional program for at-risk students by providing supplemental instruction by teacher aids in the classrooms.	Senior Accountant, Principals, Teacher Assistants	Time, Staff	Daily	Class Schedule	STAAR Scores, ISIP, ITBS
Activity 3. State Compensatory Funds will be used for counselors' salaries to provide for supplementary counseling services to at-risk students.	Senior Accountant, Principals, Counselors	Time, Staff	Daily	Counselors' Logs	Schedules

Objective 6: The district will help campuses improve Special Education student's performance and to ensure that they receive appropriate instruction.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Special Education Teachers	Local	Aug-May	Benchmarks Mini-Assessments	STAAR STAAR A STAAR ALT

Objective 7: The district will monitor the Bilingual/ESL Program to help campuses improve English Language Learners' performance and to ensure that they receive appropriate instruction.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Bilingual/ESL Teachers	Local	Aug-May	Benchmarks Mini-Assessments	STAAR STAAR Spanish STAAR L TELPAS

Objective 8: The district will conduct research to facilitate the implementation of a Gifted and Talented Program for the 2015-2016 school year.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration	Local	Aug-May	GT Projects Educational	

G/T Teachers			Program for G/T Students	
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Goal II: HMPS will implement a technology program that will prepare students to succeed in today's technological society including developing clear goals and objectives in the technology plan, staff development and budgeting strategies.

Objective 1: The district will identify and apply strategies for supporting the use and integration of technology in learning.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Technology Teacher	Local	Aug-May	Teacher Survey Parent Survey	

Objective 2: The district will identify and apply strategies for supporting technology integration by all teachers.

Persons Responsible	Resources/Fund	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Technology Teacher	Local	Aug-May	Teacher Survey Teacher Input	

Objective 3: The district will provide training for administrators, teachers, and staff in educational technology.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Central Office Administration	Local	Aug/Staff Development Days	Evaluation Forms Staff Development	

Objective 4: The district will provide all principals their allocated budget for staff development for technology.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Senior Accountant	Local	Aug Staff Development Days	Principal Meetings and Planning Time	

Goal III: HMPS, 100% of core academic classes will be taught by highly qualified teachers and 100% highly qualified staff will be maintained as per NCLB requirements.

Objective 1: The district will utilize strategies to attract highly qualified professional staff.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Human Resources Coordinator	Local	Aug-May	Social Media District Website Region I ESC	

Objective 2: The district will utilize strategies to retain highly qualified professional staff.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Human Resources Coordinator Campus Administration	Local	Aug-May	Longevity pay Stipend Opportunities Staff Development Opportunities	

Goal IV: HMPS will maintain or improve a positive school climate for students, teachers, and parent and all students will be educated in a learning environment that is safe, drug free and conducive to learning. Facilities will be up to date and all safety requirements will be in place.

Objective 1: The district will promote programs that communicate with students, parents and staff in a positive way.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Parent Liaisons	Local	Aug-May	Survey February	

Objective 2: The percentage of attendance for each six weeks at each campus will be at 96% or above.

Persons	Resources/Funds	Timelines	Formative	Summative
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Responsible			Evaluation	Evaluation
Campus Administration PEIMS Coordinator	Local	Aug-May	Six Weeks Reports Fall Submission	End of Year Summer Submission

Objective 3: The district will continue to provide for a building program to improve the physical plant so that HMPS students can have a comfortable and safe learning environment.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Central Office	Local	Aug-May	Formal Campus Inspections WSAR's	

Objective 4: The district will promote a safe and disciplined environment at each campus. Campus principals will ensure that students, parents, and staff have and understand the Discipline Management Plan, Campus Discipline Management Plans and all rules and procedures.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Central Office	Local	Aug-May	Student/Parent Handbook	

Objective 5: The district will help campuses to promote a comprehensive program of health education that is designed to promote healthful living and discourage health-risk behaviors.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Nursing Staff	Local	Aug-May	Yearly Screenings	

Goal V: HMPS will continue to support and increase parental and community school involvement.

Objective 1: The district will support the Parental Volunteers and Parental Support at the campuses.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Campus Liaisons	Local	Aug-May	Performance Rating Summer Submission District and Campus	

Objective 2: The district will support the volunteer programs at the campuses.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Parent Liaisons	Local	Aug-May	Performance Rating Summer Submission District and Campus	

Objective 3: The district will continue all parental involvement programs and strive for higher participation levels.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Parent Liaisons	Local	Aug- May	Performance Rating Summer Submission District and Campus	

Goal VI: HMPS will implement programs that will make students college ready.

Objective 1: The district will ensure that instructional strategies being implemented are promoting college readiness.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Counselors Teachers Central Office	Local	Aug-May	Benchmarks Mini-Assessments	STAAR Data

Objective 2: The district will promote programs that make HMPS students college ready.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Counselors Teachers Central Office	Local	Aug-May	BYU Enrollment Students may earn high school credit	

Objective 3: The district will establish staff/counselor intervention strategies to further promote student achievement to ensure college readiness.

Persons Responsible	Resources/Funds	Timelines	Formative Evaluation	Summative Evaluation
Campus Administration Counselors	Local	Aug-May	Aptitude Tests College Tours	