

# **HORIZONMONTESSORI II**

## CAMPUS IMPROVEMENT PLAN

2020-2021



## CAMPUS IMPROVEMENT ADVISORY TEAM

Position	Name
Principal	Jaime Garcia
Assistant Principal	Michelle Gutierrez
PK-KN	Gloria Tamez
1 <sup>st</sup> Grade	April De Leon
2 <sup>nd</sup> Grade	Martina Zuniga
3 <sup>rd</sup> Grade	Melissa Rodriguez
4 <sup>th</sup> /5 <sup>th</sup> Grade	Laura Flores
6 <sup>th</sup> , 7 <sup>th</sup> , 8 <sup>th</sup> Grade	Adan Gonzalez
Community Liaison	Lima Guzman
Special Education Teacher	Margarita Cantu
Parent	



## **Vision**

Horizon Montessori II aspires to empower students to elevate their confidence, productivity, and responsibility as young adults; it aims to inspire academically, nurture emotionally, and breed competence so that they will succeed as productive contributors of society.

## **Mission**

Horizon Montessori strives to maximize the educational potential and the experience of continuous learning for every student within the school and community environment. Horizon Montessori Weslaco assumes responsibility for providing a well-organized, flexible and varied program of in- and out-of-classroom experiences.

COMPREHENSIVE NEEDS ASSESSMENTS		
AREAS OF CONCERN	DATA SOURCE	PAGE #
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Overall Campus Attendance Rate	State Accountability (TAPR)	15-16
Parental/Community Involvement	Events and Logs	17-19
School Safety	SBDM	20-21
Technology	Technology Assistant	22-23

## 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 2020-2021

Campus Goal:1	To retain our current certified teachers.			
Performance Objective:1	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><b>Strategy 1: Continue to implement our SBDM Committee and create subcommittees as needed.</b></p> <ul style="list-style-type: none"> <li>Ensure the committee is meeting at least once a month and provide ongoing information to the Staff through our school webpage, weekly calendars, DOJO messaging, staff meetings, grade level meetings, and teacher-principal conferences</li> </ul> <p><b>Strategy 2: Implement and provide teachers with materials needed to increase performance and productivity.</b></p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>Provide teachers with a clear budget</li> </ul> <p><b>Strategy 3: Increase Teacher Quality</b></p> <ul style="list-style-type: none"> <li>Provide Professional development aligned with Campus Goals(Technology, Curriculum)</li> <li>Implement New Textbooks for All course subjects</li> <li>Increase Collaboration with HMI and HM III Teachers using ZOOM technology</li> </ul>	<p>Jaime Garcia, Principal</p> <p>Michelle Gutierrez, Assistant Principal</p> <p>Lima Guzman, Parent Liaison</p> <p>Administration and District Coordinators</p>	<p>August 10, 2020 -June 2021</p>	<p>Activity funds, federal funds, or state funds</p>	<p>Teacher retention rate</p> <p>We currently have 25 teachers. We would need to retain <b>22 out of our 25</b> teachers at the end of the year to meet our goal.</p>

Horizon Montessori II Campus Improvement Plan 2020-2021				
Campus Goal:2	Recruit all teaching staff by June.			
Performance Objective:1	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
<b>Strategy 1: Continue working with HR department and Marketing</b> Initiatives: <ul style="list-style-type: none"> <li>Publicize positions on the www.hmps.net and Region One website (oneapp).</li> <li>Continue to attend job fairs and have all materials ready to conduct interviews on the spot</li> <li>Publicize positions in local newspapers</li> </ul>	Administration and Central Office	August 2020- June 2021	Federal funds, or state funds	All vacant positions must have potential candidates lined up for interviews upon leaving job fairs
<b>Strategy 2: Provide Stipends to Middle School Core Teachers for Three Preps or more and for teaching AP courses</b>	Administration, Central Office, Board Members	August 2020-June 2021	Federal funds, or state funds	

## Ongoing Staff Development

Horizon Montessori II Campus Improvement Plan 2020/2021

Campus Goal:3	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:1	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
<b>Strategy 1: Require newly hired teachers to be fully certified and highly qualified.</b> Initiatives: <ul style="list-style-type: none"> <li>• Provide district-wide trainings</li> <li>• Promote outsourced trainings</li> <li>• Promote higher education</li> <li>• Allow teachers to take ownership of their higher education opportunities and train teachers within the campus to promote leadership</li> </ul>	Administration and Central Office	August 2020- June 2021	OneApp (region one) and TEA certification status	Staff Observation Staff must meet 12 hours per semester of professional development
<b>Strategy 2: Provide GT training to all Teachers</b>	Administration and Central Office	August 2020- June 2021	Region One and TEA certification status	Certificate of Trainings and Monitoring of Implementation
<b>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</b>	Teachers/ (TOT) Trainer-of-Trainers	August 2020-May 2021	Staff Development	Peer/Colleague/Staff Evaluations

Academic Performance				
Horizon Montessori II Campus Improvement Plan 2020/2021				
Campus Goal:4	Improve Academic Performance in the Core Areas			
Performance Objective:1	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><b>Strategy 1:</b> Revised current curriculum for the district</p> <ul style="list-style-type: none"> <li>Look at Combined PK3, PK4, and Kinder classes.</li> <li>Purchase supplemental resources and supplies for core area subjects in all grade levels.</li> </ul> <p><b>Strategy 2:</b> Increase Data Driven Instruction-Data Meetings with Teachers</p> <p><b>Strategy 3:</b> Continue implementing Spiraling of Curriculum Alignment through Bell Ringers and Intervention</p> <p><b>Strategy 4:</b> Continue to implement Mini Assessments for grades 1<sup>st</sup>-8<sup>th</sup></p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>AR Reading</li> <li>Continue intervention program to support struggling students</li> <li>Provide end of year assessments to ensure early intervention.</li> <li>Contact parents immediately after first benchmark for Parent/Student/Teacher</li> </ul>	<ul style="list-style-type: none"> <li>Administration,</li> <li>Teachers,</li> <li>Parents and</li> <li>Students,</li> <li>Computer Tech,</li> <li>Math, Social Studies, Science and ELA Coordinators</li> </ul>	August 2020- June 2021	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 the first week of October for reading and math</p>

<p>Initiatives:</p> <ul style="list-style-type: none"> <li>Implement “Creative Curriculum” (state approved) within all current preschool classes to ensure learning content standards are delivered.</li> </ul> <p><b>Strategy 6 : Strengthen teacher’s expertise through the district’s internal Professional Development Program and external opportunities.</b></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 <b>outside</b> the district, specifically outside of the RGV in order to obtain new ideas and strategies</li> <li>Provide professional development programs in technology that will assist teachers with integrating technology into their classrooms and instruction such as ZOOM and ScreenCastify</li> <li>Enhance the internal Professional Development Program for the district’s certified teachers and paraprofessionals in order to date current knowledge and skills in the teaching field.</li> </ul>				
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**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
- Provide Chromebooks for the students
- Continue Implementation of RTI interventions
- Become familiar with Montessori methodologies by conducting book studies and implementing these Montessori practices in the classroom  
(from PK 3-1)

**Strategy 8:** Continue with DMAC training and Data Deconstruction

## Extracurricular Opportunities

Horizon Montessori II Campus Improvement Plan 2020/2021

Campus Goal:5	Continue to provide extracurricular clubs and classes.			
Performance Objective:1	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
<b>Strategy 1: After School Athletics Program</b> <ul style="list-style-type: none"> <li>Basketball, volleyball, flag football</li> <li>Track and Field</li> </ul>	Principal & Athletic Coaches, Sponsors, Central Office	September 2020 – May 2021	Campus activity funds Practice time	Staff / Parent / Student Feedback Student Attendance/ Participation
<b>Strategy 2: Offer extracurricular courses to specific grade levels</b> <ul style="list-style-type: none"> <li>Art</li> <li>Music</li> <li>Theater</li> <li>Chess</li> <li>French</li> <li>TV Production</li> </ul>	Administration / Staff Art and Music Teacher Theater Sponsor	August 2020 – June 2021	Online applications, After school practice time	Parent/ Student Feedback
<b>Strategy 3: Third Party After School Programs</b> <ul style="list-style-type: none"> <li>Track and Field</li> </ul>	Community Liaison/ Third Party Instructors	September 2020 – June 2021	Facility, Assisting with registration, online communication with parents	

## Enrollment and Student Retention

Horizon Montessori II Campus Improvement Plan 2020/2021

Campus Goal:6	Increase student enrollment retention by 10%			
Performance Objective:				
Summative Evaluation:	PEIMS Data			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
<b>Strategy 1: Build positive parent-school relationships.</b> Initiatives: <ul style="list-style-type: none"> <li>Implement Class Dojo communication with Parents</li> <li>Communicate weekly by Email with parents, campus event calendar</li> <li>Establish Campus newsletters</li> <li>Welcome parent input</li> <li>Grandparent's Day</li> <li>Donuts with Dad</li> <li>STAAR Information</li> <li>Title One Meetings</li> </ul>	Administration, Teachers, Community Liaison	August 2020- June 2021	Campus Activity funds, Title One funds	Parent Logs Meeting Agendas
	Administration, Teachers, Community Liaison	August 2020- June 2021	Campus Activity funds, Title One funds	Campus Activity funds, Title One funds
<ul style="list-style-type: none"> <li><b>Strategy 2: Positive student-teacher relationships.</b></li> </ul> Initiatives: <ul style="list-style-type: none"> <li>Increase communication with individual students</li> <li>Provide opportunities for students to be heard</li> <li>Daily parent logs</li> </ul>				

**Strategy 3:** Offer students opportunities to become leaders.

- Continue to Implement Student Council for Middle School Students
- 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

[illegible]

<ul style="list-style-type: none"> <li>• Award Assemblies every six weeks to recognize perfect attendance and academic certificates.</li> <li>• Perfect Attendance Trophies for students at end of year awards assembly</li> </ul> <p><b>Strategy 3:</b> 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>• Implement and enforce Attendance contract</li> <li>• In order to ensure maximum parental participation, letters and notices sent to students' homes are to be written in the language</li> </ul>	PEIMS clerk, Parent Liaison		
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## Parental/Community Involvement Goals

Horizon Montessori II Campus Improvement Plan 2020-2021				
Campus Goal: 8	To encourage and provide opportunities for parental and community involvement.			
Performance Objective: 1	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.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• Use multiple options for parental communication: Class Dojo, Remind 101, <a href="http://www.hmps.net">www.hmps.net</a>, and HMII Facebook profile, email</li> <li>• Communicate upcoming events and campus information weekly through email</li> <li>• Appoint parent members of SBDM Committee.</li> <li>• Coffee/Tea with Principal Meetings</li> <li>• STAAR Information/Title One Meetings</li> <li>• National School Choice Week</li> <li>• National Honor Society</li> <li>• Community Events: Renaissance Fair, Spring Campus Festival, Spelling Bee Competition and other similar events.</li> <li>• Instructional aides will provide direct one-to-one or small group, after school supplemental instructional support to transition students identified most at-risk</li> <li>• 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</li> </ul>	Principal, Teachers, Parents, and Counselor, Parent Liaison	August 2020 – June 2021	State resources, online applications, Non-profit resources, and funds allocated for specific programs.	Attendance/Sign-In Sheet and Parent Feedback
	Parent, admin, counselor, paraprofessional, 1 teacher per grade level, elective	October 2020 – May 2021	Local non-profit organizations, Region One resources, online applications and onsite resources.	Attendance/ Sign-In Parent Feedback
<p>Strategy 2: Host outreach events for parents.</p> <p>Initiatives:</p> <ul style="list-style-type: none"> <li>• After School Trainings (Child care, local non-profit initiatives for educationally disadvantaged, craft</li> </ul>	Instructional aides, counselor, and middle school teachers, Principal, outside guests (speakers/authors)			

<p>classes, and language classes)</p> <ul style="list-style-type: none"> <li>• Spelling Bee</li> <li>• Meetings with Community Liaison</li> </ul> <p><b>Strategy 3: Opportunities for parents to volunteer will be provided</b></p> <ul style="list-style-type: none"> <li>• 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</li> <li>• Involve parents in the creation of a new campus improvement plan</li> </ul>	<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 2020</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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## Safe Learning Environment

Horizon Montessori Public Schools  
District Improvement Plan 2020-2021

<b>Campus Goal: 1</b>	The District will maintain a safe and secure and disciplined environment conducive to student learning.			
Performance Objective:1	The District will provide ongoing training, support programs and instructional strategies for students and staff.			
Strategies and Initiative	Person Responsible	Timeline Start/End	Resources	Formative Evaluation
<b>Strategy 1:</b> The District will provide each campus a Certified School Counselor that will implement a character-building curriculum to improve social-emotional competencies, promote positive behavior and improve academic performance.  *Different topics by month/by grade levels.	Superintendent District Dean Senior Accountant Principal Counselor	August 2020- June 2021	Local Funds	Curriculum Guide Reduce number of office referrals.
<b>Strategy 2:</b> The District will provide each campus with a Certified School Counselor that will emphasize positive character traits by presenting in various modes on a daily basis/radio system.  Counselor will announce Character Kids of the Month the second to last Fri. of the month	Superintendent District Dean Senior Accountant Principal Counselor	August 2020- June 2021	Local Funds	Curriculum Guide Reduce number of office referrals.
<b>Strategy 3:</b> The District will provide each campus with a Certified School Counselor that will provide guidance and counseling to all student populations as needed (Special Education, RTIs, 504s programs)	Superintendent District Dean Senior Accountant Principal Counselor	August 2020- June 2021	Local Funds	Curriculum Guide Reduce number of office referrals.

<b>Strategy 4:</b> The District will provide each campus with a Certified School Counselor that will provide staff /students with guidance and awareness in assemblies as needed on the following : *Anti-bullying *Suicide Prevention *Character Education *Drug Awareness *Sexual Harassment * Red Ribbon	Superintendent District Dean Senior Accountant Principal/AP Counselor	August 2020- June 2021	Local Funds	Curriculum Guide Reduce number of office referrals.
<b>Strategy 5:</b> The District will assure that school administration follows HMPS Student Code of Conduct to ensure fair and consistent implementation of school-wide discipline management.	Superintendent District Dean Senior Accountant Principal/AP	August 2020- June 2021	Local Funds	Curriculum Guide Reduce number of office referrals.
<b>Strategy 6:</b> The District will assure that school administration provides 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	Superintendent District Dean Senior Accountant Operations Manager Principal/AP	August 2020- June 2021	Local Funds	Fire Drills and LockDowns Guidelines Fire Drill and LockDowns Practice Drills Documentation
<b>Strategy 7:</b> The District will continue to implement the Raptor System and badge identification system. Screen all visitors at the door and use access control.	Superintendent District Dean Senior Accountant Principal/AP	August 2020- June 2021	Local Funds	

## Technology

Horizon Montessori Public Schools  
District Improvement Plan 2020-2021

**Campus Goal: 5**

The District will make sure that all students have the best technology resources to be able to have access to all educational programs.

**Performance Objective: 1**

Students will have the opportunity to enhance their learning by using technology tools during their daily lessons.

Strategies and Initiative	Person Responsible	Timeline Start/End	Resources
<b>Strategy 1:</b> The District will provide training of all online programs being implemented to students and to teachers.	Superintendent District Dean  Senior Accountant Principal	August 2020- June 2021	Local Funds
<b>Strategy 2:</b> The District will provide a ratio 1:1 chrome book to each student by the end of the school year to ensure that all students have the technology tools necessary to continue their educational learning.	Superintendent District Dean Senior Accountant Principal	August 2020- June 2021	Local Funds
<b>Strategy 3:</b> The District will ensure the use of the Google Classroom platform, Google Hangouts and Meets in every grade level with access to ZOOM open communication when interventions need to be provided.	Superintendent District Dean Senior Accountant  Principal	August 2020- June 2021	Local Funds

<b>Strategy 4:</b> The District will provide each school with an Instructional Technology Support Staff to manage district/school webpage, technology support to all teachers, WiFi wiring, computer maintenance and any technology support needed.	Superintendent District Dean Senior Accountant Principal	August 2020- June 2021	Local Funds
<b>Strategy 5:</b> The District will provide teachers with new laptops and new document cameras to plan and deliver instruction.	Superintendent District Dean  Senior Accountant Principal	August 2020- June 2021	Local Funds
<b>Strategy 6:</b> The District will provide each campus with a recording room where administration, teachers and students will be able to record announcements, lessons, events and presentations.	Superintendent District Dean Senior Accountant Principal	August 2020- June 2021	Local Funds
<b>Strategy 7:</b> The District will provide campuses with Smart Tv to enhance students' education with technology tools.	Superintendent District Dean Senior Accountant Principal	August 2020- June 2021	Local Funds