

Harmony
School of Excellence

Campus Improvement Plan
Stakeholders' Meeting

April 16, 2020

6:00 pm

Via Zoom

Agenda

- ▶ *Welcome: Our Vision and Mission- Mrs. Teaff*
- ▶ *Overview of Budget - Mrs. Teaff*
- ▶ *Presentation of Campus Improvement Plan - Mrs. Teaff*
- ▶ *Open Discussion - via Zoom*
- ▶ *Meeting adjourned*

Improvement Plan

Vision

The vision is to enable students to succeed in school, in the workplace, and to provide options for students to enter math, science, and engineering careers. This will lead to students becoming productive and responsible citizens and even Nobel laureates.

Mission

Harmony's mission is to prepare each student for higher education by providing a safe, caring, and collaborative atmosphere featuring a quality, student-centered educational program with a strong emphasis on science, technology, engineering, and math (STEM).

2020-21 Federal and State Programs Budget

Program/Service	Budget Amount	FTEs	Program/Service	Budget Amount	FTEs
Title I Part A (Fund Code: 211; Intent Code: 30)			Bilingual Education (Fund Code: 420; Intent Code: 25)		
Title IV A*** (Fund Code: 289; Intent Code: 24)					
Title II Part A (Fund Code: 255; Intent Code: 24)					
Payroll - Instructional Support	183,170	3.3			
Instructional Contract Services			Instructional Contract Services	0	
Instructional Supplies	3953		Instructional Supplies	0	
Total	187,133		Total	0	
Title III Part A (Fund Code: 263; Intent Code: 25)			Compensatory Education (Fund Code: 420; Intent Code: 30)		
Payroll - Instructional Support	8154	.15	Payroll - Instructional Support	369,305	9
Instructional Contract Services			Instructional Contract Services	3,000	
Instructional Supplies			Instructional Supplies	96,500	
Total	8154		Total	468,805	
IDEA B (Fund Code: 224; Intent Code: 23)			Early Childhood Education (Fund Code: 420; Intent Code: 36)		
Payroll - Instructional Support	77,177	1.05	Payroll - Instructional Support	223,271	9
Instructional Contract Services			Instructional Contract Services	16,115	
Instructional Supplies	769		Instructional Supplies	0	
Total	77,946		Total	239,386	
Carer & Technology (CTE) (Fund Code: 420; Intent Code: 22)			Dyslexia (Fund Code: 420; Intent Code: 37)		
Payroll - Instructional Support	0	0	Payroll - Instructional Support	0	0
	0				
Instructional Contract Services	0		Instructional Contract Services	0	
Instructional Supplies	0		Instructional Supplies	0	
Total	0		Total	0	
Special Education (Fund Code: 420; Intent Code: 23)			College Career Military Readiness (Fund Code: 420; Intent Code: 38)		
Payroll - Instructional Support	244,167	4	Payroll - Instructional Support	0	0
Instructional Contract Services	68,027		Instructional Contract Services	0	
Instructional Supplies	3,500		Instructional Supplies	0	
Total	315,694		Total	0	

*** 100% of Title II and Title IV fund will be transferred to Title I fund



Campus Improvement Plan
(based on Campus Needs Assessment)

2020-2021

Need #

DEMOGRAPHICS

1.1

Increase enrollment to meet our goal.

1.2

Conduct home visits for all students and more often for students with excessive tardiness and absences.

1.3

Train Staff for a more positive and professional approach to parents.

1.4

Encourage all classroom teachers to get ESL certified for better exiting of students from special programs.

Need #

STUDENT ACHIEVEMENT

2.1

Increase the achievement level of Meets Grade Level or above grade level for STAAR in ESL and Monitored Students

2.2

Increase the achievement level of Meets Grade Level or above grade level for STAAR in Special Education Students

2.3

Interventionist and tutors are needed in core subjects

2.4

Special Education teachers and ESL support staff are needed to maximize the learning of all students

Need #

SCHOOL CULTURE & CLIMATE

3.1

Showcase the interactive hands-on learning taking place throughout the classrooms to have all staff, parents, and community members understand the high level of educational standards being taught.

3.2

Increase parent involvement/participation throughout the school year at annual campus events, open forum discussion meetings, parent-teacher organization (PTO), etc.

3.3

Implement an “Employee of the Month” program with clear measurable criteria consistent with individual traits needed to achieve the ideal school culture and climate.

3.4

Continue to grow the Sunshine/Social Committee with a goal of 80% staff participation.

3.5

*Trainings and workshops are needed to minimize discipline and classroom management issues *

3.6

There is a need to increase the number of students participating in physical activities to maintain physical well-being

Need #

STAFF QUALITY, RECRUITMENT AND RETENTION

4.1

Professional development, mentoring, or related services will be provided to support and grow effective teachers

4.2

We need mentor teachers and Admin to better support new teachers on our campus

4.3

We need to fully implement a new hire onboarding process with a checklist/accountability system in place that ensures the process is completed with all new to Harmony staff members

4.4

We need to designate paid training days for all new to Harmony staff members and provide thorough, professional training in all campus systems

4.5

We need to build teacher stamina and job satisfaction through continuing with a system for recognition, affirmation and public and/or private rewards

4.6

We need Admin to consistently implement a system of accountability when campus/district policies are violated

Need #

CURRICULUM, INSTRUCTION, AND ASSESSMENT

5.1 * Coaches are needed to guide/train teachers for curriculum implementation and effective teaching*

5.2 * Testing and other instructional materials are needed to support curriculum*

5.3 Implement a systematic approach to study data at both the macro and micro level to further vertical alignment (for skills and strategies) and collaboration.

5.4 Identify and implement research-based intervention programs to address the needs of Rtl students as part of an organized, well-scheduled and structured intervention program that occurs OUTSIDE the general education program. (pull out, not push in)

5.5 Select Specific research-based programs/ resources to support the curriculum and implement them campus-wide with FIDELITY (including structured staff development, coaching, support and monitoring of the implementation. (LIMIT the number of programs per subject-don't just add a bunch of different ones)

5.6 Provide a comprehensive program with pull out GT services for ALL GT students

Need #

FAMILY AND COMMUNITY INVOLVEMENT

6.1

* School parental involvement policy and parent compact must be evaluated and revised with parents*

6.2

Provide activity calendar/newsletter to parents so they can plan in advance of events around the school. Post lobby monthly event calendar.

6.3

Continue academic or parent academies implemented during open houses. Implement core course nights i.e., math night, etc. to assist parents with what their students are learning

6.4

Implement accountability for clubs, i.e., after clubs are finished, they should present a showcase, play, musical, etc.

Need #

SCHOOL CONTEXT AND ORGANIZATION

7.1

*Extra learning time is needed for at risk and low performing students *

7.2

Activities and events are needed to increase motivation of staff, parents and students.

7.3

We need counselors (full-time).

Need #

TECHNOLOGY

8.1

Educational software and hardware are needed for students and staff along with training to utilize them effectively

8.2

Technology PD on how to extend and enhance the use of technology during instruction.

8.3

Technology PD on how to better use the Chromebooks effectively.

8.4

Technology PD on how to better integrate technology into instructional programs.

Open Discussion

Via Zoom (chat)

Meeting Adjourned

A heartfelt thank you to everyone who participated in today's Zoom meeting. Our Harmony family wishes you safety and good health, until we come together again!