



**CAMPUS
CONTINUOUS IMPROVEMENT PLAN**

Harmony Science Academy- El Paso

Campus Number: 071806-001

2019-2020

9405 Betel Dr. El Paso, TX. 79907

915-859-4620

The summary of the outcome of the Comprehensive Needs Assessment

<i>Need #</i>	<i>DEMOGRAPHICS</i>
1.1	We need to improve ways for student retention.
1.2	We need to address and identify homeless and migrant students.
1.3	We need to work on drop out prevention strategies
1.4	We need to bring more ESL students to 1 st year monitor status.

<i>Need #</i>	<i>STUDENT ACHIEVEMENT</i>
2.1	We need Interventionists and tutors in core subjects.
2.2	Special Education teachers and ESL support staff are needed to maximize the learning of all students.
2.3	We need more training on best practices for afterschool programs and initiatives for all students.
2.4	We need to maintain consistent training for EL and SPED strategies.

<i>Need #</i>	<i>SCHOOL CULTURE & CLIMATE</i>
3.1	*Trainings and workshops are needed to minimize discipline and classroom management issues *
3.2	*There is a need to increase the number of students participating in physical activities to maintain physical wellbeing*
3.3	We need to keep and maintain extra-curricular activities, clubs, after school programs and competition opportunities.
3.4	We need to develop an emergency plan during dismissal and notify parents on the procedures.

<i>Need #</i>	<i>STAFF QUALITY, RECRUITMENT AND RETENTION</i>
4.1	*Staff will be provided professional development programs or related services to meet HQ requirements or to better serve students*
4.2	Mentor teachers are needed to support new teachers
4.3	We need more professional development support for Social Studies, LOTE, Science, Engineering, and Technology so that students can be ready for post-secondary education.
4.4	We need to increase the amount of substitute teachers, for emergences and so that teachers are not using planning time to sub for other classes.

Need #	<i>CURRICULUM, INSTRUCTION, AND ASSESSMENT</i>
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	We need a comprehensive technology plan for online testing, ie STAAR, TELPAS, NWEA and TSI.
5.4	We need Social Studies, LOTE and Science to be provided with chrome books and/or easier access to laptops for technology integration.

Need #	<i>FAMILY AND COMMUNITY INVOLVEMENT</i>
6.1	* School parental involvement policy and parent compact must be evaluated and revised with parents*
6.2	To increase parental involvement, we need to provide more incentives, implement meetings at during the day, and give a longer notification to parents about events.
6.3	We need to provide specific details about parental involvement opportunities on campus, and information about what parents can do, and how they are needed, and have a one person contact for all event advertising.
6.4	We need to increase the amount of advertisements, banners and signs for the home and businesses.

Need #	<i>SCHOOL CONTEXT AND ORGANIZATION</i>
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 the data on our G.T., SPED and EL population to be updated and shared with teachers in a timely manner for planning and providing accommodations.
7.4	We need to ensure that teachers are receiving accommodations for students who change their schedule in a timely manner.

Need #	<i>TECHNOLOGY</i>
8.1	*Educational software and hardware are needed for students and staff along with training to utilize them effectively*
8.2	We need more professional development on the use and implementation of technology in the classroom
8.3	We need constant and available access to IT support.
8.4	We need a student space so that they are able to access technology for research, homework and printing.

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).

Harmony Core Values:

- High Expectations: Every student will learn and grow into a successful and productive citizen.
- Dedicated Staff: We do whatever it takes to help our students reach their goals.
- Working Together: Our students, parents, and staff work in harmony to create a strong community of success.
- Character Matters: We guide our students to value integrity, show respect, and be responsible.
- STEM for All: Every student will graduate with a strong understanding and appreciation of STEM and how it connects to the real world.

Per federal statute, the CIP must be

“developed with the involvement of parents and other members of the community to be served and individuals who will carry out such plan, including teachers, principals, and administrators (including administrators of programs described in other parts of this title), and, if appropriate, pupil services personnel, technical assistance providers, school staff, and, if the plan relates to a secondary school, students from such school” ([Elementary and Secondary Education Act](#), Section 1114[b][2][B][ii]).

School Profile

DEMOGRAPICS	# of Students in 2017-18	% of Students in 2017-18	# of Students in 2016-17	% of Students in 2016-17	# of Students in 2015-16	% of Students in 2015-16
Total	789	100%	708	100%	1000	100%
Econ. Disadvantaged	714	71%	512	51.2%	755	75.5%
LEP	169	16.9%	150	15%	232	23.2%
SPED	81	8.1%	63	6.3%	56	5.6%
GT	181	18.1%	113	11.3%	46	4.5%
MALE			376	37.6%		
FEMALE			332	33.2%		
NATIVE			2	.2%	3	.3%
ASIAN			7	.7%	6	.6%
BLACK			4	.4%	14	1.4%
WHITE			23	2.3%	28	2.8%
HISPANIC			672	67%	947	94.7%

HARMONY PUBLIC SCHOOLS GOALS

Goal #1 Student Achievement and Post–Secondary Success: HPS-District will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Goal #2 Recruitment, Development, and Retention of Highly Qualified Staff: HPS-District will employ, develop and retain highly qualified staff to maximize learning for all students.

Goal #3 Parent and Community: HPS-District will work jointly with parents and the community to maximize learning for all students through two-way communication, collaborative partnerships and unity of purpose.

Goal #4 Safe Schools: HPS-District strives to ensure a safe, healthy, and orderly environment conducive to learning for all students and staff.

Goal #5 Technology: HPS-District will utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Goal #6 Extracurricular Programs: HPS-District will give students the opportunity to expand their knowledge in the subject of their interest beyond curriculum level.

REQUIRED PROGRAM COMPONENTS BY ELEMENTARY AND SECONDARY EDUCATION ACT (ESEA)

1. The summary of the outcome of the CNA. (*CNA Summary*)
2. Schoolwide reform strategies. (*Strategies and Action Steps*)
3. Instruction by highly qualified teachers. (*HPS-GOAL #2*)
4. High-quality and ongoing professional development program. (*HPS-GOAL #2*)
5. Strategies to attract highly qualified teachers to high-need schools. (*HPS-GOAL #2*)
6. Strategies to increase parental involvement. (*HPS-GOAL #3*)
7. Plans for assisting preschool students in the successful transition from early childhood programs to local elementary schoolwide programs
(*Not Applicable*)
8. Measures to include teachers in decisions regarding the use of academic assessments. (*HPS-GOAL #1*)
9. Activities to ensure that students who experience difficulty attaining proficiency receive effective and timely additional assistance. (*HPS-GOAL #1*)
10. Coordination and integration of federal, state, and local services and programs. (*HPS-GOAL #1 & GOAL #4*)

[Reference:](https://tea.texas.gov/Finance_and_Grants/Grants/Federal_Flexibility_Initiative/Schoolwide_Programs/Schoolwide_Programs__Campus_Improvement_Plan) https://tea.texas.gov/Finance_and_Grants/Grants/Federal_Flexibility_Initiative/Schoolwide_Programs/Schoolwide_Programs__Campus_Improvement_Plan

THE STATE OF TEXAS PUBLIC EDUCATION OBJECTIVES

- Objective 1:** Parents will be full partners with educators in the education of their children. (*HPS-GOAL #3*)
- Objective 2:** Students will be encouraged and challenged to meet their full educational potential. (*HPS-GOAL #1*)
- Objective 3:** Through enhanced dropout prevention efforts, all students will remain in school until they obtain a high school diploma.
(*HPS-GOAL #1*)
- Objective 4:** A well-balanced and appropriate curriculum will be provided to all students. (*HPS-GOAL #1*)

- Objective 5:** Educators will prepare students to be thoughtful, active citizens who have an appreciation for the basic values of our state and national heritage and who can understand and productively function in a free enterprise society. (HPS-GOAL #6)
- Objective 6:** Qualified and highly effective personnel will be recruited, developed, and retained. (HPS-GOAL #2)
- Objective 7:** The state's students will demonstrate exemplary performance in comparison to national and international standards. (HPS-GOAL #1)
- Objective 8:** School campuses will maintain a safe and disciplined environment conducive to student learning. (HPS-GOAL #4)
- Objective 9:** Educators will keep abreast of the development of creative and innovative techniques in instruction and administration using those techniques as appropriate to improve student learning. (HPS-GOAL #2)
- Objective 10:** Technology will be implemented and used to increase the effectiveness of student learning, instructional management, staff development, and administration. (HPS-GOAL #5)
- Objective 11:** The State Board of Education, the agency, and the commissioner shall assist school districts and charter schools in providing career and technology education to students. (HPS-GOALS #1 & #5)

TEA'S STRATEGIC PRIORITIES

- Goal #1:** Recruit, Support, and Retain Teachers and Principals. (HPS-GOAL #2)
- Goal #2:** Building A Foundation of Reading and Math. (HPS-GOAL #1)
- Goal #3:** Connect High School to Career and College. (HPS-GOAL #1)
- Goal #4:** Improve Low-Performing Schools. (HPS-GOAL #1)

STRATEGIC PLANNING GOALS, OBJECTIVES and ACTION STEPS

Goal 1: The School will maintain rigorous standards of achievement to prepare all students for graduation and post-secondary success.

Objective 1.1: Increase the achievement level at Approaches Grade Level or above in the following subjects (check all that apply) in STAAR:

All Students:

Reading by 3% Math by 3% Writing by 2% Science by 2% Social Studies by 3%

African-American, Hispanic and Economically Disadvantaged Populations:

Reading by 2% Math by 3% Writing by 2% Science by 2% Social Studies by 3%

LEP students:

Reading by 2% Math by 2% Writing by 1% Science by 1% Social Studies by 2%

Special Education programs

Reading by 2% Math by 1% Writing by 1% Science by 1% Social Studies by 1%

Objective 1.2: Provide a rigorous high school program to achieve post-secondary success by offering Advanced Placement (AP), CTE, and dual credit courses.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	* Utilize Tutors, Interventionists, Instructional Contract Services and other support personnel to provide consistent assistance to all students in need with push in, pull out, during, after, before school, or Saturdays including Accelerated Instruction*	1, 2, 8, 9	Principal, Asst. Princ.,	Title I, SCE, General Fund, Title IV	Yearly	Test scores, Mock Test results, Benchmark results, Intervention Binders	Benchmark Results, STAAR/EOC, TELPAS results	2.1, 7.1, 7.4, 8.1
B	*Purchase testing materials, educational software and supplemental instructional materials for STAAR Remediation and improving student performance including Special Education, ESL and at-risk students*	1, 2, 8, 9	Principal, Asst. Princ., Teachers	Title I, Title III, Title IV, IDEA B, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results	STAAR Test	5.2, 1.5, 4.4, 8.3, 8.1
C	*Utilize Special Education teachers and related Instructional Contract Services to maximize the learning of students with special needs.*	1, 2, 8, 9	Principal, Asst. Princ., SPED Coordinator	IDEA B, SCE, General Fund	Yearly	Test scores, Mock Test results, Benchmark results	Reports	2.2, 7.3, 1.5, 2.1, 2.4

HSA- El Paso

D	*Utilize Title III interventionists and related Instructional Contract Services to enhance LEP students' performance.*	1, 2, 8, 9	Principal, Asst. Princ., ESL Coordinator	Title III, General Fund, SCE	Yearly	Test scores, Mock Test results, Benchmark results	Benchmark Results, STAAR Test	2.2, 2.4, 1.5, 7.3, 8.3
E	Enroll students in AP, CTE and dual credit courses to attain post-secondary success.	1, 2, 8, 9,11	Principal, Asst. Princ., College Counselor	CTE, High School Allotment, SCE, General Fund,	Yearly	College Readiness Benchmarks, Course Enrollment	College Readiness	4.3, 8.1, 8.4
F	Establish and operate a Program Advisory Committee and conduct CTE Program Evaluation.	1, 2, 8, 9,11	Commity Members, Administrators, CTE Teachers	CTE, High School Allotment, SCE, General Fund,	Yearly	Parent, Teacher and Admin Surveys	CTE Program Evaluation	6.3, 6.1, 6.2
G								

Goal 2: The School will employ, develop and retain highly qualified staff to maximize learning for all students.

Objective 2.1: Provide professional development opportunities for teachers and staff.

Objective 2.2: Recruit and retain highly qualified teachers and staff for all students.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Provide professional development opportunities to teachers and staff using contracted services*	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	Certificate of completion, attendance logs	Teacher evaluation	4.1, 4.2, 4.3, 5.1, 8.1, 2.3
B	*Utilize cluster coaches for mentoring, supporting and training teachers*	1, 2, 3, 4, 5	Principal, Asst. Princ.,	Title II, General Fund	Yearly	TES,	Evaluation,	5.1, 4.2, 4.3, 5.1, 8.2
C	Train administrators on job interview skills and organize job fairs	1, 2, 3, 4, 5	Principal	Title II, SCE, General Fund	Yearly	Activity calendar, attendance logs	Evaluation	4.1
D	Utilize mentor teachers and department chairs for onboarding new teachers and teachers in need of assistance	1, 2, 3, 4, 5	Principal, Asst. Princ.	Title II, General Fund, SCE	Yearly	Mentor assignment lists, meeting schedules	Evaluation	4.2,4.1, 4.3, 5.1

HSA- El Paso

E	Hold meetings, social events and team building activities with faculty to increase moral and improve school environment	1, 2, 3, 4, 5	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Events, activities, activity calendar	Surveys	7.2, 3.1, 4.1, 4.2
F		1, 2, 3, 4, 5		SCE, General Fund				

Goal 3: The School will work jointly with parents and the community to maximize learning for all students through two-way communication, collaborative partnerships and unity of purpose.

Objective 3.1: Provide volunteer opportunities for students and parents at school and in the community.

Objective 3.2: Enhance communication, collaboration, and involvement among the staff, parents, and community to support the students.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Provide opportunities at school for parents to participate in academic and social events with their children*	1, 2, 6	Principal, Asst. Princ.,	Title I, III, SCE, General Fund	Quarterly	Activity calendar	Survey	6.1, 6.2, 6.3, 6.4
B	Use Wednesday mail, website, newsletters, email, harmony voly platform to increase communication and involvement	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Newsletters	Surveys, Volunteer Leader Board	6.1, 6.2, 6.3, 6.4, 8.3
C	Encourage teachers to schedule home visits to all, especially economically disadvantaged students.	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Home visit logs	Activity Report	6.1, 6.2, 6.3, 6.4
D	Provide other programs to parents such as Homeroom parents, Hundred community service hours, MOUs with Businesses and Colleges	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Activity calendar	Activity Report	6.1, 6.2, 6.3
E		1, 2, 6		SCE, General Fund				

Goal 4: The School strives to ensure a safe, healthy and orderly environment conducive to learning for all students and staff.

Objective 4.1: Provide staff development regarding discipline and classroom management issues.

Objective 4.2: Provide a coordinated health program to encourage students to participate physical activities.

Objective 4.3: Provide a safe school environment for all students and staff.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Provide staff development in safe schools and enforce a school safety program that addresses conflict management, bullying, suicide prevention, discipline management, violence prevention and intervention methods.*	1, 2, 10	Principal, Asst. Princ., Teachers	Title I, Title II, SCE, General Fund	Yearly	Activity calendar	Reports	3.1, 6.2, 3.2, 3.3, 3.4
B	*Help students track and evaluate their fitness assessment data and ensure that they participate in moderate to vigorous physical activity *	1, 2, 10	Physical Education Staff	SCE, General Fund	Yearly	Participation rate of physical activities	Fitness assessment data	3.2, 3.3
C	Enroll students in Character Education classes that provide awareness of sexual abuse and dangers of drugs, alcohol, and tobacco.	1, 2, 10	Principal, Asst. Princ.,	SCE, General Fund	Yearly	Course schedule	Reports	3.1, 3.2
D		1, 2		General Fund				

Goal 5: The School will utilize technology to maximize learning for all students and to enhance the educational practices of teachers.

Objective 5.1: Ensure that all students and staff utilize technology as a tool for learning.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	*Purchase technology devices (document camera, laptop, chromebook, etc.) and educational software to maximize learning and teaching.*	1, 2, 4, 9	Principal, Asst. Princ., Teachers	Title I, SCE, General Fund	Yearly	Inventory, Invoices	STAAR Results, Benchmarks	8.1, 8.2, 8.3, 8.4, 5.4, 5.2

HSA- El Paso

B	*Provide staff development on integration of technology in instructional and administrative programs*	1, 2, 4, 9	Principal	Title I, II, SCE, General Fund	Yearly	Annual PD Plan	Attendance Roster,	8.1, 8.2, 8.3, 5.2, 5.4
C								

Goal 6: The School will give students the opportunity to expand their knowledge in the subject of their interest beyond curriculum level.

Objective 6.1: Increase number of student enrolled in extracurricular programs offered by the school.

Objective 6.2: Have students complete projects and join competitions and contests.

	Strategies and Action Steps	ESSA Comp.	Person(s) Responsible	Resources	Timeline	Evidence of Implementation	Evidence of Impact	Needs # Addressed
A	Ask teachers to offer variety of clubs and contract with organizations to offer programs at school	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets		3.3, 3.2, 3.1
B	Encourage students to participate in various competitions. Math Counts, Math League, Science Fairs, I-SWEEEP, Science Olympiad, Robotics etc.	1, 2, 8	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Schedule, sign-in sheets	Awards	3.3, 3.1, 1.1
C								

2019-2020 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) Title IV A*** (Fund Code: 289; Intent Code: 24)			Carer & Technology (CTE) (Fund Code: 420; Intent Code: 22)		
Payroll – Instructional Support	\$313,009	5.39	Payroll – Instructional Support	\$204,814	3.2
Instructional Contract Services	\$6,429		Instructional Contract Services	\$21,000	
Instructional Supplies	\$0		Instructional Supplies	\$86,000	
Total	\$319,438		Total	\$311,814	
Title II Part A (Fund Code: 255; Intent Code: 24)			Special Education (Fund Code: 420; Intent Code: 23)		
Payroll – Instructional Support	\$40,732	0.7	Payroll – Instructional Support	\$150,015	2.5
Instructional Contract Services	\$0		Instructional Contract Services	\$79,260	
Instructional Supplies	-		Instructional Supplies	\$23,600	
Total	\$40,732		Total	\$252,875	
Title III Part A (Fund Code: 263; Intent Code: 25)			Bilingual Education (Fund Code: 420; Intent Code: 25)		
Payroll – Instructional Support	\$18,615	0.3	Payroll – Instructional Support	\$68,155	2
Instructional Contract Services	\$0		Instructional Contract Services	\$250	
Instructional Supplies	\$0		Instructional Supplies	\$10,000	
Total	\$18,615		Total	\$78,405	
IDEA B (Fund Code: 224; Intent Code: 23)			Compensatory Education (Fund Code: 420; Intent Code: 30)		
Payroll – Instructional Support	\$88,764	1.5	Payroll – Instructional Support	\$415,915	10.70
Instructional Contract Services	\$979		Instructional Contract Services	\$0	
Instructional Supplies	\$0		Instructional Supplies	\$20,000	

HSA- El Paso

Total	\$89,744		Total	\$435,915	
Gifted & Talented (GT) (Fund Code: 420; Intent Code: 21)			High School Allotment (Fund Code: 420; Intent Code: 31)		
Payroll – Instructional Support	\$20,373	0.3	Payroll – Instructional Support	\$201,783	3
Instructional Contract Services	\$0		Instructional Contract Services	\$0	
Instructional Supplies	\$10,000		Instructional Supplies	\$28,000	
Total	\$30,373		Total	\$229,783	
*** 100% of Title IV fund will be transferred to Title I fund.					