



**CAMPUS
CONTINUOUS IMPROVEMENT PLAN**

Harmony School of Achievement

Campus Number: 101858007

2020-2021

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The summary of the outcome of the Comprehensive Needs Assessment

Need #	DEMOGRAPHICS
1.1	Need to increase our student enrollment

Need #	STUDENT ACHIEVEMENT
2.1	*Interventionist and tutors are needed in core subjects*
2.2	*Special Education teachers and ESL support staff are needed to maximize the learning of all students*
2.3	Formulating strategies to help them with making sure to effectively intervene on all students in different Tier grouping and content to help with overall growth of the campus. While heavily pushing a Math 3 rd – 5 th work on closing the Gap in all demographics.

Need #	SCHOOL CULTURE & CLIMATE
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 well-being*
3.3	Extra-curricular activities, clubs, after school programs and contest opportunities are needed.

Need #	STAFF QUALITY, RECRUITMENT AND RETENTION
4.1	*Professional development, mentoring, or related services will be provided to support and grow effective teachers*

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	Skill based focus opportunities in math and reading to help strengthen students' understanding of content.

Need #	FAMILY AND COMMUNITY INVOLVEMENT
6.1	* School parental involvement policy and parent compact must be evaluated and revised with parents*
6.2	We need to add more activities that are directed at our special populations (SPED, ESL, GT, RTI) to help in aiding in academic growth
6.3	We need to have parent surveys post events to get more parent input on changes or items parents would like addressed

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.

Need #	TECHNOLOGY
8.1	*Educational software and hardware are needed for students and staff along with training to utilize them effectively*
8.2	We need trainings about how to utilize technology effectively (specifically core programs, Skyward and Eduphoria)
8.3	We need to have stronger bandwidth to increase internet speed

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.

HARMONY SCHOOL OF ACHIEVEMENT

- 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][iii]).

School Profile

Harmony School of Achievement - Houston is a K-5th public charter school providing a high-quality education option for students in the surrounding areas. Our school is a part of the state-wide Harmony Public Schools system. Achievement is a school that serves 600 students with 60 plus educators. Our class ratio ranges from 1 to 25 to 1 to 30. We currently have 55% of our student population on free and reduced lunch participation

DEMOGRAPHICS	# of Students in 2019-20	% of Students in 2019-20	# of Students in 2018-19	% of Students in 2018-19	# of Students in 2017-18	% of Students in 2017-18
Total	605	605	630	630	641	641
Male	310	51.24%	315	50%	340	52.04%
Female	295	48.76%	315	50%	301	46.96%
Hispanic-Latino	227	37.52%	249	39.52%	203	31.67%
American Indian – Alaskan Native	2	0.33%	1	0.16%	1	0.15%
Asian	127	20.99%	122	19.37%	99	15.44%
African American	163	26.94%	182	28.89%	162	25.27%
Native Hawaiian – Pacific Islander	1	0.17%	0	0%	0	0%
White	75	12.40%	64	10.16%	162	25.27%
Two-or-More	10	1.65%	7	1.11%	7	1.09%

HARMONY SCHOOL OF ACHIEVEMENT

At-risk	220	36.36%	0	0%	0	0%
Econ. Disadvantaged	360	59.50%	346	54.92%	333	51.95%
LEP	206	34.05%	217	34.44%	194	30.27%
SPED	34	5.61%	32	5.08%	41	6.40%
G/T	76	12.56%	86	13.65%	72	11.23%
Homeless	1	0.17%	0	0%	0	0%
Immigrant	0	0%	0	0%	0	0%
Migrant	0	0%	0	0%	0	0%
OTHER	0	0%	0	0%	0	0%

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 Effective Teachers and Staff: HPS-District will employ, develop and retain effective teachers and 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*)

HARMONY SCHOOL OF ACHIEVEMENT

2. Schoolwide reform strategies. (*Strategies and Action Steps*)
3. Instruction by effective and well supported teachers. (*HPS-GOAL #2*)
4. High-quality and ongoing professional development program. (*HPS-GOAL #2*)
5. Strategies to attract effective teachers to high-need schools. (*HPS-GOAL #2*)
6. Strategies to increase parental engagement. (*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

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*)

HARMONY SCHOOL OF ACHIEVEMENT

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 in STAAR:

All Students:

Reading by 1% Math by 0.5% Writing by 1% Science by 1% Social Studies by __%

African-American, Hispanic and Economically Disadvantaged Populations:

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

LEP students:

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

Special Education programs

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

Objective 1.2: Provide a rigorous additional intervention and power hour (enrichment/GT/RTI) to our routine schedule.

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 Results	2.1, 2.3, 7.1
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
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,	Reports	2.2, 2.3

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						Benchmark results		
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, Mock STAAR, STAAR Test	2.2, 2.3
E	Conduct Lab time interventions that are skill focused (Math and Reading) and help in closing the gap in learning	1, 2, 8, 9	Principal, Asst. Princ., Teachers	SCE, General Fund	Weekly	Skill Focused Logs, Test Scores	Benchmark Results, Mock STAAR, STAAR Tests	5.3

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	Timelin e	Evidence of Implementation	Evidence of Impact	Needs # Addresse d
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	2.3, 4.1, 8.2
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 ,	2.3, 5.1
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	4.1

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E	Hold meetings, social events and team building activities with faculty to increase morale and improve school environment	1, 2, 3, 4, 5	Principal, Asst. Princ., Teachers	SCE, General Fund	Monthly	Events, activities, activity calendar	Surveys	7.2
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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	1.1, 6.1, 6.3
B	Use Wednesday mail, website, newsletters, email, Dojo, 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
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	1.1, 6.1
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	3.3, 6.1
E	Provide opportunities for community to school involvement for special population on and off campus (ESL, SPED, GT and RTI)	1, 2, 6	Principal, Asst. Princ., Teachers	SCE, General Fund	Yearly	Activity Calendar	Activity Report, Surveys	3.3, 6.1, 6.2, 6.3

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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 in 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
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
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
D								

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
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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, 8.3
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

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 students 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	CO Spreadsheet Attendance Record	3.3
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

HARMONY SCHOOL OF ACHIEVEMENT

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) Title IV A*** (Fund Code: 289; Intent Code: 24) Title II Part A (Fund Code: 255; Intent Code: 24)			Bilingual Education (Fund Code: 420; Intent Code: 25)		
Payroll – Instructional Support	\$168,213	4.73	Payroll – Instructional Support	\$76,994	2.2
Instructional Contract Services	\$3,500		Instructional Contract Services	\$10,000	
Instructional Supplies	\$841		Instructional Supplies	\$27,778	
Total	\$172,554		Total	\$114,772	
Title III Part A (Fund Code: 263; Intent Code: 25)			Compensatory Education (Fund Code: 420; Intent Code: 30)		
Payroll – Instructional Support	\$17,110	.29	Payroll – Instructional Support	\$440,394	0
Instructional Contract Services	\$2,000		Instructional Contract Services	\$0	
Instructional Supplies	\$483		Instructional Supplies	\$86,255	
Total	\$19,593		Total	\$526,649	
IDEA B (Fund Code: 224; Intent Code: 23)			Early Childhood Education (Fund Code: 420; Intent Code: 36)		
Payroll – Instructional Support	\$60,875	1.20	Payroll – Instructional Support	\$203,580	0
Instructional Contract Services	\$8,000		Instructional Contract Services	\$0	
Instructional Supplies	\$833		Instructional Supplies	\$0	
Total	\$69,708		Total	\$203,580	
Career & Technology (CTE) (Fund Code: 420; Intent Code: 22)			Dyslexia (Fund Code: 420; Intent Code: 37)		
Payroll – Instructional Support	\$0	0	Payroll – Instructional Support	\$5,009	.08
Instructional Contract Services	\$0		Instructional Contract Services	\$0	
Instructional Supplies	\$0		Instructional Supplies	\$0	
Total	\$0		Total	\$5,009	
Special Education (Fund Code: 420; Intent Code: 23)			College Career Military Readiness (Fund Code: 420; Intent Code: 38)		
Payroll – Instructional Support	\$128,034	2	Payroll – Instructional Support	\$0	0
Instructional Contract Services	\$52,712		Instructional Contract Services	\$0	

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Instructional Supplies	\$0		Instructional Supplies	\$0	
Total	\$180,746		Total	\$0	
*** 100% of Title II and Title IV fund will be transferred to Title I fund.					