



**California Department of Education
School Accountability Report Card
California Montessori Project – San Juan Campuses
Reported Using Data from the 2017-2018 School Year**

Every school in California is required by state law to publish a School Accountability Report Card (SARC). The SARC contains information about the condition and performance of each California public school. Under the Local Control Funding Formula (LCFF) all local educational agencies (LEAs) are required to prepare a Local Control Accountability Plan (LCAP), which describes how they intend to meet annual school-specific goals for all pupils, with specific activities to address state and local priorities. Additionally, data reported in an LCAP is to be consistent with data reported in the SARC.

- For more information about SARC requirements, see the California Department of Education (CDE) SARC Web page at <http://www.cde.ca.gov/ta/ac/sa/>.
- For more information about the LCFF or LCAP, see the CDE LCFF Web page at <http://www.cde.ca.gov/fg/aa/lc/>.
- For additional information about the school, parents/guardians and community members should contact the school principal or the district office.

DataQuest

DataQuest is an online data tool located on the CDE DataQuest Web page at <http://dq.cde.ca.gov/dataquest/> that contains additional information about this school and comparisons of the school to the district, the county, and the state. Specifically, DataQuest is a dynamic system that provides reports for accountability (e.g., test data, enrollment, high school graduates, dropouts, course enrollments, staffing, and data regarding English learners).

About This School



Julie Miller, Principal
CMP – San Juan @ American River



Laurien Spiller, Principal
CMP – San Juan @ Carmichael



Kim Aldridge
CMP – San Juan @ Orangevale

The California Montessori Project-San Juan Charter School consists of three campuses: CMP-American River in Fair Oaks at the Leighton Little John School, CMP-Carmichael at La Sierra Community Center, and CMP-Orangevale located in the Thomas Coleman School. The school's charter is authorized through San Juan Unified School District. As a Montessori charter, the philosophical and curriculum approach is based on the Montessori method, developed over 100 years ago by Dr. Maria Montessori. Emphasis is placed on student development as independent, lifelong learners. Regular assessments allow students to be challenged academically at their own pace. Concepts are introduced utilizing hands on materials and reinforced thorough individual and project based work. Small group collaborative learning strengthens academic and social skills within the classroom community. In addition to specialized Montessori and support materials, the classrooms are equipped with computers allowing students to work on self-paced technical and foreign language skills. Teachers are Montessori certified and state credentialed. Ongoing staff development supports the goal of lifelong learning and builds upon a strong academic program. CMP-San Juan campuses have been accredited through the Western Association of Schools and Colleges (WASC) and the American Montessori Society (AMS).

Gary Bowman, CMP Network Superintendent/Executive Director



The current Executive Director/Superintendent of California Montessori Project is Gary S. Bowman, an educator with 30 years of extensive experience as teacher, administrator, school board member and consultant within the domains of traditional, charter and private schools. Mr. Bowman received his Masters of Science in Education Degree in Curriculum and Instruction from Dominican College of San Rafael, CA, and Administrative Services Credential (Levels One and Two) in association with coursework completed at St. Mary's College (Moraga, CA) and Chico State University.

Mr. Bowman has earned statewide recognition for his work with Native-American students and families, receiving awards at the Governor's Mansion and at the Lawrence Livermore National Lab. He has presented numerous workshops for CSDC (Charter School Development Center), CCSA (California Charter Schools Association) and AMS (American Montessori Society).

In addition to an extensive teaching career, he has served as a site and/or District administrator in Mendocino, Humboldt and Nevada Counties, as well as Yuba County, where he served as District Superintendent for Camptonville USD. Mr. Bowman was recently elected to serve as a Board Member for the American Montessori Society.

Contact Information (School Year 2018-2019)

California Montessori Project (CMP) is a charter public school network in the greater Sacramento area. CMP-San Juan continues to thrive as part of the CMP network, but also as three unique campuses within the San Juan Unified School District.

Central Administration Office
5330-A Gibbons Drive, Carmichael, CA 95608
Superintendent/Executive Director - Gary Bowman

Charter School Contact Information	
School Name:	California Montessori Project – San Juan Campuses
American River Campus:	6838 Kermit Lane, Fair Oaks, CA 95628 916-714-9699 Principal: Julie Miller Email: aroffice@cacmp.org
Carmichael Campus:	5325 Engle Road, Ste 200, Carmichael, CA 95608 916-971-2430 Principal: Laurien Spiller Email: jmiller@cacmp.org
Orangevale Campus:	6545 Beech Avenue, Orangevale, CA 95662 916-673-9389 Principal: Kim Aldridge Email: kaldridge@cacmp.org
Website:	www.cacmp.org
County-District-School (CDS) Code:	34-67447-0112169

Authorizing District Contact Information	
District Name:	San Juan Unified School District
Phone Number:	(916) 971-7700
Superintendent:	Kent Kern
Email Address:	info@sanjuan.edu
Website:	www.sanjuan.edu

School Description and Mission Statement (School Year 2018-2019)

The Mission of the California Montessori Project is to offer a quality, tuition-free Montessori Education that challenges our students to reach their full potential

California Montessori Project (CMP) is a public charter school network (K-8) serving over 2500 students on seven campuses located throughout the greater Sacramento area. Previously sponsored by the Wheatland School District from 2001 through 2006. CMP currently operates under four charter authorizers: Buckeye Union Elementary, Elk Grove Unified, Sacramento City Unified and San Juan Unified School Districts. CMP campuses are located in Shingle Springs, Elk Grove, Sacramento, Fair Oaks, Orangevale and Carmichael.

The Vision of California Montessori Project is to provide a comprehensive education that supports the academics and social-emotional development of every child, and facilitates a relationship with the community and the environment, while empowering every child to be an agent of change for life.

California Montessori Project (CMP) offers an internationally-recognized education program which provides the program and resources to support the academic, social, and emotional development of every child. CMP offers an environment that is focused on student

achievement, while promoting each child’s growth as an individual, family member, worker, and contributor to a better society and a peaceful world. This is achieved through a commitment from the community: parents, teachers, community groups, and, most importantly, the individual child.

The California Montessori Project provides a Montessori curriculum, integrated with the California state standards, for students ranging from Kindergarten through eighth grade. ***The California Montessori Project is committed to serving the best interest of the student.*** Parental participation is highly valued in terms of the contribution it makes to the child's education and the school community.

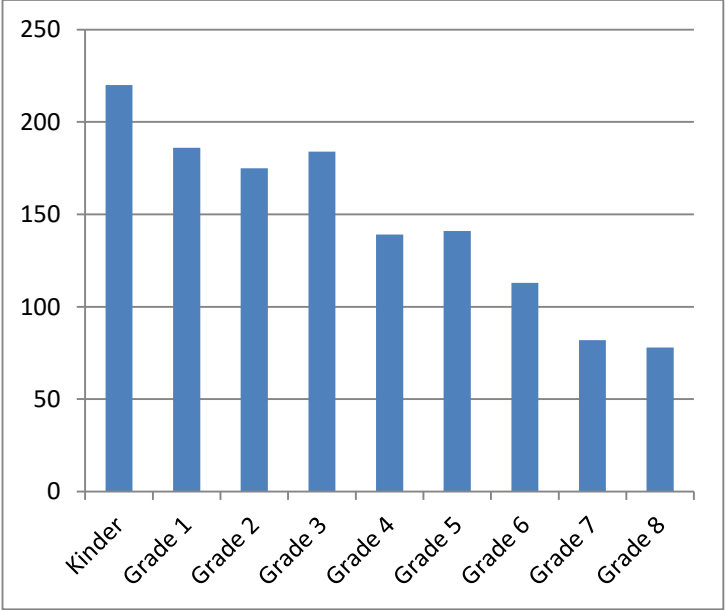
The Montessori philosophy states that a child has an innate desire to learn and produce purposeful, meaningful work. Dr. Maria Montessori believed that the role of an adult in a child’s education is to provide an appropriate environment, complete with tools and methods, to facilitate the child’s own discovery of knowledge and skills at the time when it has the most impact for him/her as an individual. This system has a foundation based on trust and respect of the individual, and a belief that children will soar beyond traditional expectations.

California Montessori Project offers an environment which has the tools, programs, resources and support to enable students to become educated to high academic standards, and to develop themselves to their fullest capacity as competent, happy, productive individuals, family members, employers/employees and contributors to a better society and a peaceful world. This is achieved through a strong commitment from the parents, teachers, school leaders, community groups, legislators and, most importantly, the individual child. CMP is grounded in a philosophy of trust in individuals to seek their greatest potential.

CMP holds that an educated person is well-rounded and balanced. The CMP student shall become a collaborative member of a community, motivated to set and achieve high goals. CMP encourages students to demonstrate empathy towards others through respectful and productive communications. The student is guided to view him/herself as a global citizen who is empowered, and responsible, for making positive changes in the world within the immediate environment. The CMP student develops personal habits leading to a healthy lifestyle which includes leisure, work, family, exercise, nutrition and community.

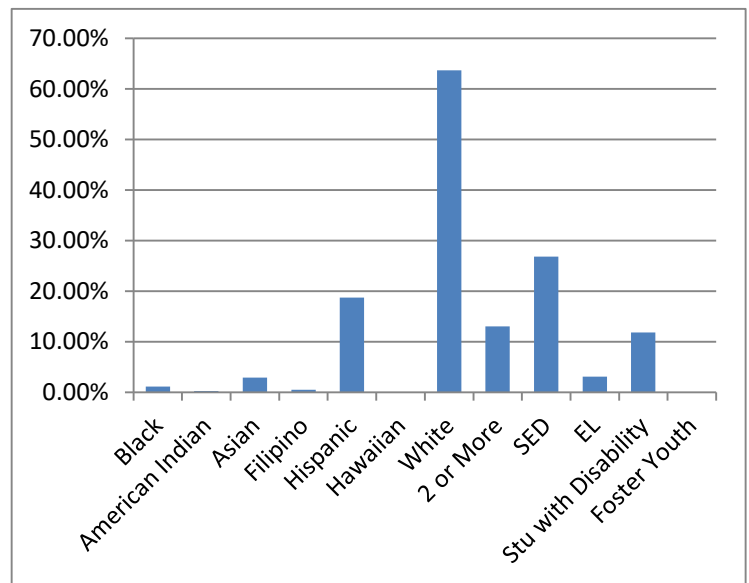
Student Enrollment by Grade Level (School Year 2017-2018)

Grade Level	Number of Students
Kindergarten	220
Grade 1	186
Grade 2	175
Grade 3	184
Grade 4	139
Grade 5	141
Grade 6	113
Grade 7	82
Grade 8	78
Total Enrollment	1,318



Student Enrollment by Student Group (School Year 2017-2018)

Student Group	Percent of Total Enrollment
Black or African American	1.1%
American Indian or Alaska Native	0.2%
Asian	2.9%
Filipino	0.5%
Hispanic or Latino	18.7%
Native Hawaiian or Pacific Islander	0%
White	63.7%
Two or More Races	13%
Socioeconomically Disadvantaged	26.8%
English Learners	3.1%
Students with Disabilities	11.8%
Foster Youth	0%



A. Conditions of Learning

State Priority: Basic

The SARC provides the following information relevant to the State priority: Basic (Priority 1):

- Degree to which teachers are appropriately assigned and fully credentialed in the subject area and for the pupils they are teaching;
- Pupils have access to standards-aligned instructional materials; and
- School facilities are maintained in good repair

Teacher Credentials

Teachers	Charter School			Authorizing District
	2016-17	2017-18	2018-19	2018-19
With Full Credential	64	63	75	1968
Without Full Credential	0	0	0	50
Teachers Teaching Outside Subject Area of Competence (with full credential)	0	0	0	0

Teacher Misassignments and Vacant Teacher Positions

Indicator	2016-17	2017-18	2018-19
Misassignments of Teachers of English Learners	0	0	0
Total Teacher Misassignments*	0	0	0
Vacant Teacher Positions	0	0	0

* Note: 'Misassignments' refers to the number of positions filled by teachers who lack legal authorization to teach that grade level, subject area, student group, etc.

* Total Teacher Misassignments includes the number of Misassignments of Teachers of English Learners.

Quality, Currency, Availability of Textbooks and Instructional Materials (School Year 2018-2019)

CMP utilizes the American Montessori Society's recommended materials list when selecting Montessori instructional materials. For all other curricular and supplemental materials and programs, the process is to gather input from a variety of stakeholders to present to the administrative leadership team for determining implementation. All students are provided with copies of textbooks and instructional materials.

Subject	Textbooks and Instructional Materials/year of Adoption
Reading/Language Arts	Kindergarten - 3rd Grade Montessori Word Building Montessori Albanesi Language Arts Curriculum Superstar Readers Explode the Code/Primary Phonics Houghton Mifflin Accelerated Reader 360 SRA Handwriting without Tears 4th Grade - 6th Grade Montessori Albanesi Language Arts Curriculum Historic Literature Novels Literature Circles Novels Accelerated Reader SRA Spelling Program: Worldly Wise 7th Grade - 8th Grade Houston Montessori Reproducible Materials Historic Literature Novels Literature Circles Novels Accelerated Reader
Mathematics	Kindergarten - 3rd Grade Montessori Albanesi Math & Geometry Curriculum Ten Marks, Math in a Flash, Renaissance Place STAR Math 4th Grade - 6th Grade Montessori Albanesi Math & Geometry Curriculum Accelerated Math Key To Workbook Series 7th Grade - 8th Grade CGP: Mathematics I & II, General Math HMH Go Math Ten Marks
Science	4th Grade - 5th Grade Montessori Science Curriculum Social Studies Weekly 6th Grade - 8th Grade Pearson Prentice Hall: Science Explorer: Physical Science Pearson Prentice Hall: Science Explorer: Life Science
History-Social Science	4th Grade Houghton-Mifflin: Oh California! 5th Grade - 8th Grade Teacher's Curriculum Institute: History Alive!
Foreign Language	Kindergarten - 8th Grade Rosetta Stone

School Facility Conditions and Planned Improvements

CMP - American River Campus

The CMP-American River Campus is housed at the Leighton Littlejohn Campus, which resides in a residential neighborhood. The facility is leased from the San Juan Unified School District (SJUSD). This facility features 20 classrooms, a library, multi-purpose room with stage, Learning Center, two resource rooms and cafeteria operation and hot lunch program through the district. There are also two playgrounds, large asphalt play areas including basketball courts and tetherball, and extensive play/sports fields. SJUSD maintenance and custodial staff maintain the campus and provide janitorial service. The campus currently has approximately 307 students.

CMP - Carmichael Campus

The CMP-Carmichael Campus has been located at the La Sierra Community Center since July 2011 in leased space from the Carmichael Recreation and Parks Department (CRPD). The large facility, built in 1958, was originally La Sierra High School, and since 1984 has been used by CRPD as a community center. The campus now has 29 classrooms, a library, science lab, art room, music room, and a large room for the before & after school program. The campus has two multi-purpose rooms, use of a gymnasium, special education resource rooms, and administrative offices. A large field and play structure meet the needs of the TK through 8th grade students. Restrooms are available for student use on three of the wings. The facility is maintained by CRPD, with nightly cleaning completed by an outsourced janitorial service. Planned facility improvements include resurfacing/re-striping of blacktop (spring 2019). CRPD has committed to roof and gutter repairs for the facility. Daily school maintenance and security is provided by CMP staff. The site safety plan is reviewed and updated annually. The long-term lease will allow the Carmichael Campus to continue to develop the campus to best support students, staff and families, providing a quality, tuition-free Montessori education.

CMP - Orangevale Campus

The CMP-Orangevale Campus opened in August of 2010 at the Thomas Coleman Campus, which resides in a residential neighborhood. The facility is currently leased from the SJUSD. The campus is shared with SJUSD Child Development Programs. Currently CMP-Orangevale occupies 12 classrooms, which include three Kindergarten/1st grade classrooms, three lower elementary classrooms, four upper elementary classrooms and two middle school classrooms. There is also space for Special Education and Speech. CMP-Orangevale students have access to expansive fields with soccer and baseball diamonds, two play structures and a large asphalt area with basketball, four-square, two sets of swings and a ball wall. CMP-Orangevale has access to the Multi-purpose room which is shared with SJUSD Child Development Programs. In the future, CMP-Orangevale would like to add a portable for library and before/after school care program. The SJUSD maintenance and custodial staff maintain the campus and provide janitorial service throughout the day for cleaning and immediate maintenance needs. For safety purposes, fencing surrounds the lower level classrooms, requiring visitors to check into the office before entering the campus.

B. PupilOutcomes

State Priority: Pupil Achievement

The SARC provides the following information relevant to the State priority: Pupil Achievement (Priority 4):

Statewide assessments (i.e., California Assessment of Student Performance and Progress [CAASPP] System, which includes the Smarter Balanced Summative Assessments for students in the general education population and the California Alternate Assessments [CAAs] for English language arts/literacy [ELA] and mathematics given in grades three through eight and grade eleven. The CAAs have replaced the California Alternate Performance Assessment [CAPA] for ELA and mathematics, which were eliminated in 2015. Only eligible students may participate in the administration of the CAAs. CAA items are aligned with alternate achievement standards, which are linked with the Common Core State Standards [CCSS] for students with significant cognitive disabilities).

CAASPP Test Results in English Language Arts/Literacy (ELA) and Mathematics for All Students

Subject	Percent of Students Meeting or Exceeding the State Standards					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
English Language Arts / Literacy (grades 3-8)	50%	51%	44%	45%	48%	50%
Mathematics (grades 3-8)	35%	33%	33%	34%	37%	38%

Note: Percentages are not calculated when the number of students tested is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

CAASPP Test Results in English Language Arts/Literacy (ELA) by Student Group
Grades Three through Eight (School Year 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	734	729	99%	51%
Male	358	356	99%	46%
Female	376	373	99%	55%
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	20	20	100%	65%
Filipino	--	--	--	--
Hispanic or Latino	143	141	99%	43%
White	468	465	99%	53%
Two or More Races	86	86	100%	54%
Socioeconomically Disadvantaged	205	204	100%	35%
English Learners	27	27	100%	19%
Students with Disabilities	133	132	99%	21%

CAASPP Test Results in Mathematics by Student Group

Grades Three through Eight (School Year 2017-18)

Student Group	Total Enrollment	Number Tested	Percent Tested	Percent Met or Exceeded
All Students	734	729	99%	33%
Male	358	356	99%	36%
Female	376	373	99%	31%
Black or African American	--	--	--	--
American Indian or Alaska Native	--	--	--	--
Asian	20	20	100%	50%
Filipino	--	--	--	--
Hispanic or Latino	143	141	99%	24%
White	468	465	99%	38%
Two or More Races	86	86	100%	27%
Socioeconomically Disadvantaged	205	204	100%	19%
English Learners	27	27	100%	19%
Students with Disabilities	133	132	99%	15%

Note: Test results include the Smarter Balanced Summative Assessment and the CAA. The “Percent Met or Exceeded” is calculated by taking the total number of students who met or exceeded the standard on the Smarter Balanced Summative Assessment plus the total number of students who met the standard (i.e., achieved Level 3–Alternate) on the CAAs divided by the total number of students who participated in both assessments.

Note: Double dashes (--) appear in the table when the number of students is ten or less, either because the number of students in this category is too small for statistical accuracy or to protect student privacy.

Note: The number of students tested includes all students who participated in the test whether they received a score or not; however, the number of students tested is not the number that was used to calculate the achievement level percentages. The achievement level percentages are calculated using only students who received scores.

CAASPP Test Results in Science for All Students

Grades 5 and 8

Subject	Percentage of Students Scoring at Proficient or Advanced					
	School		District		State	
	2016-17	2017-18	2016-17	2017-18	2016-17	2017-18
Science	N/A	N/A	N/A	N/A	N/A	N/A

Note: The 2016-17 and 2017-18 data are not available. The CDE is developing a new science assessment based on the Next Generation Science Standards for California Public Schools (CA NGSS). The new California Science Test (CAST) was pilot-tested in spring 2017 and field-tested in spring 2018. The CAST will be administered operationally during the 2018-19 school year. The CAA for Science was pilot-tested for two years (i.e. 2016-17 and 2017-18) and the CAA for Science will be field-tested in 2018-19.

State Priority: Other Pupil Outcomes

The SARC provides the following information relevant to the State priority: Other Pupil Outcomes (Priority 8):

- Pupil outcomes in the subject area of physical education

California Physical Fitness Test Results (School Year 2017-18)

Grade Level	Percentage of Students Meeting Fitness Standards		
	Four of Six Standards	Five of Six Standards	Six of Six Standards
5	23%	58%	28%
7	77%	55%	29%

C. Engagement

State Priority: Parental Involvement

The SARC provides the following information relevant to the State priority: Parental Involvement (Priority 3):

- Efforts the school district makes to seek parent input in making decisions for the school district and each school site.

Opportunities for Parental Involvement (School Year 2018-19)

Parents play an active role in the California Montessori Project. Parents are invited to volunteer 40 hours with one enrolled child, or 70 hours for two or more children. Many of the parents and other family members exceed this amount, as they assist in the classrooms, chaperone students on fieldtrips, provide additional supervision during morning drop off and afternoon pick-up times, and organize special school events and fundraisers. Parents are also involved in many leadership roles, including service on the Campus Advisory Council, Gardening Committee, Fundraising Committee, and the CMP Governing Board.

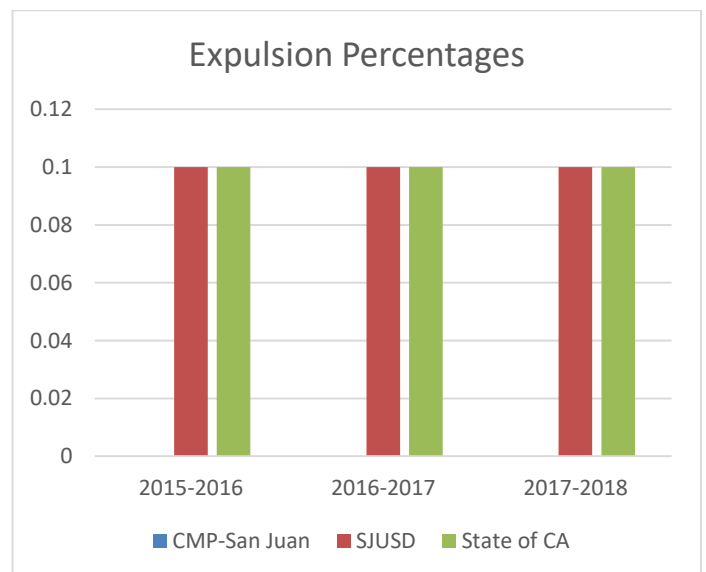
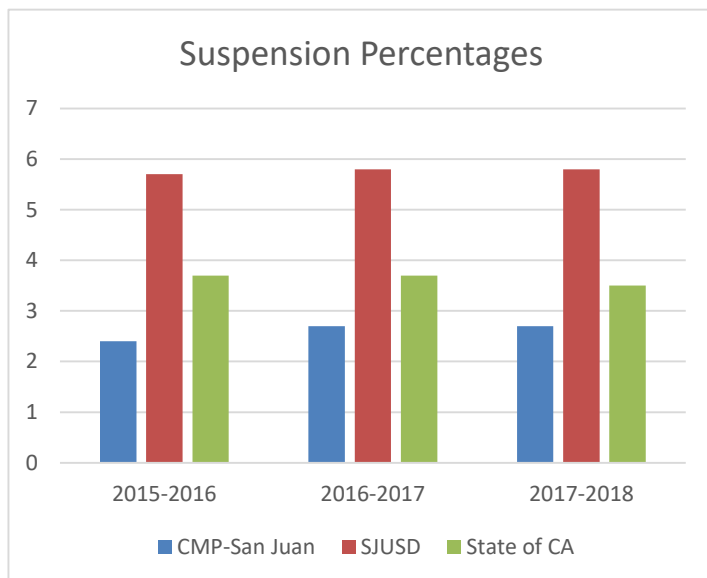
State Priority: School Climate

The SARC provides the following information relevant to the State priority: School Climate (Priority 6):

- Pupil suspension rates;
- Pupil expulsion rates; and
- Other local measures on the sense of safety

Suspensions and Expulsions

	CMP – San Juan			San Juan Unified School District			State		
Rate	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18	2015-16	2016-17	2017-18
Suspensions	2.4%	2.7%	2.7%	5.7%	5.8%	5.8%	3.7%	3.7%	3.5%
Expulsions	0.0%	0.0%	0.0%	0.1%	0.1%	0.1%	0.1%	0.1%	0.1%



School Safety Plan

California Montessori Project has a Site Safety Operations Plan that includes a Comprehensive Safety Plan and a Site Emergency Response Plan. The Site Safety Operation Plan is reviewed every year with the site safety committee at each campus and approved by the CMP Governing Board annually.

The CMP school-wide Safety Plan update was submitted and approved at the February 11, 2019 Governing Board Meeting. Key elements of the plan include monthly drills and crisis intervention plans.

D. Other SARC Information

The information in this section is required to be in the SARC but is not included in the state priorities for LCFF.

Average Class Size and Class Size Distribution (Elementary)

In the Montessori methodology, classrooms are structured into multi-age groupings. Multi-age spans in classrooms are based on the philosophy of the family unit. Just like in a family environment where younger members learn from the experience of the older ones, children in a multi-age group setting learn from each other. Children develop the skills to negotiate, cooperate, and accept ideas other than their own. Since all children are at different stages in their learning and development, negative competition between children is practically non-existent. Younger students benefit by having mentors and role models, and learning from peers as well as adults. The older, more advanced student gains confidence and leadership skills. By mentoring the younger peer, the older student reinforces his/her own academic knowledge. CMP continues to maintain a low student/teacher ratio by keeping small class sizes. Instructional assistants, Montessori specialists, parent volunteers, and other program specialists further reduce the student-to-adult ratio.

Grade	2015-16				2016-17				2017-18			
	Avg Class Size	Number of Classes			Avg Class Size	Number of Classes			Avg Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
TK/K	21	3	5	0	19	4	3	0	22	1	5	0
K	22	0	1	0	0	0	0	0	0	0	0	0
K-1	18	3	3	0	21	3	5	0	23	0	8	0
1st-2nd	21	3	3	0	0	0	0	0	0	0	0	0
1st-2nd-3rd	21	1	2	0	22	3	11	0	22	4	8	0
2nd-3rd	21	5	6	0	21	2	4	0	23	0	8	0
4th-5th	20	1	0	0	0	0	0	0	0	0	0	0
4th-5th-6th	24	1	14	0	23	3	14	0	23	3	14	0

Average Class Size and Class Size Distribution (Secondary)

One of the goals of the California Montessori Project is for all Teachers to have both their Montessori and California teaching credentials. When a Teacher has only one of these credentials, he/she will enroll in an approved program to obtain the other. In many situations, a co-Teacher and/or Teaching Assistant is also teaching in the classroom. CMP Teaching Assistants have knowledge and/or background in early childhood education as well as previous successful experience working with children. These staff positions are supervised by the Lead Teacher.

Subject	2015-16				2016-17				2017-18			
	Avg Class Size	Number of Classes			Avg Class Size	Number of Classes			Avg Class Size	Number of Classes		
		1-20	21-32	33+		1-20	21-32	33+		1-20	21-32	33+
English	21	5	3	0	20	4	4	0	20	6	4	0
Math	14	5	4	0	14	9	1	0	11	14	1	0
Science	21	3	3	0	20	3	4	0	20	5	3	0
Social Science	21	3	3	0	20	3	4	0	20	5	3	0

* Number of classes indicates how many classrooms fall into each size category (a range of total students per classroom). At the secondary level, this information is reported by subject area rather than grade level.

Academic Counselors and Other Support Staff (School Year 2017-18)

Number of FTE* Assigned to School	
Counselor (Social/Behavioral or Career Development)	0.16
Library Media Teacher (librarian)	
Library Media Services Staff (paraprofessional)	
Psychologist	0.32
Social Worker	
Nurse	
Speech/Language/Hearing Specialist	2.0
Resource Specialist (non-teaching)	
Other	1.0
Average Number of Students per Staff Member	
Academic Counselor	

Note: Cells with N/A values do not require data.

*One Full Time Equivalent (FTE) equals one staff member working full time; one FTE could also represent two staff members who each work 50 percent of full time.

Expenditures Per Pupil and Charter School Teacher Salaries (2016-17)

Level	Total Expenditures Per Pupil	Expenditures Per Pupil (Supplemental/Restricted)	Expenditures Per Pupil (Basic/Unrestricted)	Average Teacher Salary
CMP – San Juan	\$9,270	\$1,868	\$7,402	\$50,792
SJUSD	N/A	N/A	\$5,013	\$76,908
Percent Difference – CMP-San Juan and SJUSD	N/A	N/A	48%	-34%
State	N/A	N/A	\$7,125	\$80,764
Percent Difference – CMP-San Juan and State	N/A	N/A	4%	-37%

Types of Services Funded (Fiscal Year 2017-18)

CMP-San Juan received Local Control Funding Formula (LCFF) revenues and expends them in alignment with the goals and services outlined in its Local Control Accountability Plan (LCAP). In addition to LCFF revenues, the School receives federal and state special education funding through the Yuba County Special Education Local Plan Area (SELPA), state categorical funding including lottery, Low-Performing Students Block Grant, Mandate Block Grant, and other federal, state, and local funding sources.

Professional Development

CMP is committed to highly trained teachers and dedicates significant resources toward ongoing professional development. Each year, CMP reserves several non-instructional service days for focused staff training and professional growth to include such topics as: Response to Intervention, Special Education, Montessori curriculum development, academic planning and other areas of educational specialty. CMP also offers twice monthly Early Release/Professional Development opportunities that directly enhance teaching practices in line with the school's mission and vision. CMP offers teacher induction support for newly credentialed teachers as well as tuition assistance for approved outside professional development events and activities.

Finally, CMP provides both tuition assistance and compensation incentives to teachers pursuing cross certification in Montessori education through accredited training centers. This additional level of teacher preparation consists of a rigorous course of study combined with practical classroom experience. In combination with CMP's entire professional development program, we are confident that the result is highly-trained teachers who are ready to lead our students into the 21st century.