



CROWLEY MONTESSORI
ACADEMY

**2025-26
CAMPUS
IMPROVEMENT
PLAN**

Table of Contents

Mission Statement	2
Vision	2
Campus Values	2
Comprehensive Needs Assessment	3
Demographics	4
Student Achievement	5
Campus Culture and Climate	6
Staff Quality, Recruitment, and Retention	7
Curriculum, Instruction, and Assessment	8
Parent and Community Engagement	9
School Context and Organization	10
Technology	11
Comprehensive Needs Assessment Data Documentation	12
Goal 1 – Thriving Students	14
Goal 2 – Engaged Community	25
Goal 3 – Empowered Staff	34
Goal 4 – Safe and Healthy Environment	38
State Compensatory	47
Title I Schoolwide Elements	48
Addendums	51

Mission Statement

Crowley Montessori Academy will lay a strong academic foundation centered on a culture of peace, commitment to service, and belief that all children are unique individuals capable of fulfilling their purpose in the world.

Vision

We offer peace. We offer love. We offer friendship. We work together in unity and kindness. With all these in place, we are preparing children to shape the future of our world.

Campus Values

At Crowley Montessori Academy we value:

Respect for Children - all children are individuals who have choice and autonomy in their learning

Self - Directed Learning and Independence - all children develop confidence and capability when adults foster independence

The Prepared Environment - all children are guided in child-centered designed learning environments prepared to meet their unique needs in a multi-age setting

The Prepared Adult - the guide undergoes extensive learning to serve the child and to create the optimal learning environment

Peace Education - we focus on fostering inner peace and global citizenship by cultivating children's sense of responsibility, empathy, and respect for all people.

Comprehensive Needs Assessment

Needs Assessment Overview

Crowley Montessori used the following qualitative and quantitative data to develop the Campus improvement Plan.

- **24-25 MAP data**
- **24-25 Circle data**
- **24-25 MCLASS data**
- **24-25 STAAR data**
- **24-25 Attendance data**
- **24-25 Discipline Data**
- **Parent Surveys**
- **Staff Surveys**
- **Student Focus groups**
- **Community Feedback**

Demographics

Demographics Summary

Crowley Montessori Academy has 367 students this year.

CMA staff consists of:

- 7 Early Childhood Guides - (PreK 3, 4, K)
- 8 Lower Elementary Guides - (grades 1-3)
- 3 Upper Elementary Guides - (grades 4-6)

We also have a full time PE and Art teacher.

Staff Demographics

- Asian - .04%
- African American - 24%
- Hispanic - 38%
- White - 33%

Student Demographics

- Asian - .05%
- American Indian/Alaskan Native - .0%
- African American - 35%
- Hispanic - 47%
- White - 14%

Demographics Strengths

CMA is a diverse school serving a special interest campus in CISD. Children apply to attend the school and campus administration works to ensure that CMA's demographics are reflective of CISD. We continue to work to ensure our acceptance follows the Montessori philosophy of inclusion of all people. Staff is starting to reflect the demographics of the campus. Our goal is to continue to recruit a diverse staff to serve CMA's children and families.

Student Achievement

Student Achievement Summary

Crowley Montessori Academy was rated a C by the Texas Education agency for the 24-15 school year.

Campus saw growth in Meets from 2023-2024 to 2024-2025 in

- 4th ELAR - + 15 percentages points
- 4th Math - + 7 percentage points

Campus saw growth in Masters from 2023-2024 to 2024-2025 in

- 4th ELAR - + 9 percentage points
- 4th Math - +14 percentage points

Student Achievement Strengths

The most significant growth was seen in reading/ELAR - both English and Spanish tests. Significant increases in Meets and Masters.

Campus Culture and Climate

Campus Culture and Climate Summary

Crowley Montessori Academy aligns all practices with the Montessori principles present in all Montessori schools world wide. We currently offer 7 early childhood classes, 8 lower elementary classes, and 3 upper elementary classes. In addition we offer physical education and Art. The guides all share the same vision that children are unique and capable learners who can achieve at high levels when all their needs are met. The instructional approach used is rooted in the scientific approach that all children go through sensitive periods where they are “sensitive” to certain concepts and skills. All guides use the especially designed Montessori materials and present the traditional Montessori lessons.

Campus Culture and Climate Strengths

CMA has assembled a staff who believes very strongly in the Montessori philosophy and instructional approach. They are committed to giving children rich experiences through the many lessons Montessori offers that educate the whole child. CMA is a Verified Montessori School by the American Montessori Society. The campus is the only such campus in Texas and one of three nationwide.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Crowley Montessori Academy has 20 classroom teachers (guides) and 12 teaching assistants. CMA added 3 sections this year and 6 new teachers. All teachers have their Montessori certification or are enrolled in an accredited Montessori training facility to earn their certification (Shelton Montessori). CMA currently falls under CISD's District of Innovation. As part of the DOI we are able to hire currently certified Montessori teachers who may not possess State teaching credentials. We partner with the American Montessori Society in posting any vacancies we might have or anticipate.

Staff Quality, Recruitment, and Retention Strengths

CMA's teacher retention is high. Due to the continuous professional development offered that aligns with Montessori philosophy and instructional approach, teachers are committed to serving several years at CMA. Several of our guides attended Montessori schools as children.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

CMA uses the Montessori lessons and scope and sequence. All classrooms have the specialized Montessori materials used to present all lessons - they exceed the AMS's standards. All curriculum is developed by ETC Montessori in Houston. The task cards are aligned to Montessori standards. The Montessori sequence for CMA has been modified slightly to ensure that all State standards are taught prior to STAAR. CMA participates in distinct benchmarks and the required state universal screeners.

Curriculum, Instruction, and Assessment Strengths

The major strength of CMA is that true, lasting learning is transferred year to year. MAP scores show that little to no regression is seen from year to year. Curriculum used is the traditional Montessori lessons that address learning that is transferred easily from content to content. All guides develop lessons to present where they see a gap in the published Montessori materials. The major work developed is independent work that exposes children to the format of STAAR.

Parent and Community Engagement

Parent and Community Engagement Summary

CMA has strong parent and community involvement. We have an active PTO that offers free membership to all families. More than 80% of families attend regular events at the campus. The campus offers regular Montessori Parent Development Nights. These events help parents bridge what is happening at school with home. Also, it helps educate our families on the Montessori method and philosophy.

Parent and Community Engagement Strengths

The major strengths of CMA Parent and Community Engagement is 100% parent/family membership in CMA PTO. We have more than 85% of our families attend Montessori Parent Development Nights. We also partner with Karis to support our Fall carnival and several Spring events. We also collaborate with the Karis Neighborhood Association on their monthly meetings - we host them at CMA.

School Context and Organization

School Context and Organization Summary

CMA is an AMS Verified Montessori School. The campus is recognized for its strict alignment to Montessori Principles. The school grew to 367 students this year. That is a 41% increase from the 24-25 school year. Each year the school accepts applications for a few open seats. This usually results in a significant waiting list that a few students will move off after the no shows are removed the first day of school.

School Context and Organization Strengths

CMA maintains high interest from Crowley and surrounding areas. CISD has committed to offer a school that offers an alternative choice to families. Families attend Montessori information nights in the fall and early spring to hopefully secure a spot at CMA.

Technology

Technology Summary

All classrooms have Chromebook carts. Students use them for research, state assessment, and universal screeners. All classrooms have wall mounted interactive boards.

Technology Strengths

CMA has a Chromebook cart that allows most classrooms to be one-to-one.

Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

Improvement Planning Data

- District goals
- HB3 CCMR goals
- Performance Objectives with summative review (prior year)
- District Improvement plans (current and prior years)
- State and Federal planning requirements

Accountability Data

- Texas Academic Performance Report (TAPR) data
- Accountability Distinction Designations
- Federal Report Card data

Student Data: Assessments

- State and Federal required assessment information
- STAAR current and longitudinal results, including all versions
- STAAR End-of-Course current and longitudinal results, including all versions
- STAAR released test questions
- mClass early reading assessment results
- Advanced Placement (AP) assessment data
- CCMR Outcomes
- SAT and/or ACT assessment data
- PSAT data
- Observation Survey results
- CLI data
- NWEA MAP reading and math assessment data
- Istation Indicators of Progress (ISIP) reading assessment data for 7th grade
- ISIP Español reading assessment data for Bilingual classes for grades PK-5

Student Data: Student Groups

- Dyslexia data

Student Data: Behavior and Other Indicators

- Completion rates and/or graduation rates data
- Annual dropout rate data
- Attendance data
- Mobility rate, including longitudinal data
- Discipline records
- Violence and/or violence prevention records
- Tobacco, alcohol, and other drug use data

Employee Data

- Professional learning Communities (PLC) data
- Staff surveys and/or other feedback
- Teacher/student ratio
- Campus leadership data
- Campus department and/or faculty meeting discussions and data
- Professional development needs assessment data
- Evaluation(s) of professional development implementation and impact

Parent/Community Data

- Organizational structure data
- Processes and procedures for teaching and learning, including program implementation
- Communications data
- Budgets/entitlements and expenditures data
- Study of best practices
- Action research results

Goal 1 – Thriving Students

Goal 1: All CISD students will be equipped with the skills and experience to thrive today and in the future.

Performance Objective 1: Provide a variety of learning and real-world experiences that strengthen academic achievement for success after graduation.

Evaluation Data Sources: MAP data, Circle data. MCLASS data, STAAR data

Strategy 1 Details	Reviews			
Strategy 1: 100% of students will participate in Montessori lessons that introduce and reinforce skills that allow them to thrive in the 21st century. Expected Result/Impact: 100% of CMA students will show growth from year-to-year. Transferring knowledge across grade levels as evidenced by EOY assessments/screeners. Staff Responsible for Monitoring: Classroom teachers and campus administration.	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: 100% of students will participate in extended learning opportunities like physical education, Art, and cultural/interest clubs. Expected Result/Impact: 100% of students will have access to extended learning opportunities at CMA.	Formative			Summative
	Nov	Feb	May	July

Expected Result/Impact: 100% of CMA students will demonstrate adequate yearly growth and will transfer learning to new lessons and subsequent lessons in future grades. Staff Responsible for Monitoring: Classroom teachers and campus administration				
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Goal 1: THRIVING STUDENTS: All CISD students will be equipped to thrive today and in the future.

Performance Objective 3: Graduate college, career, military, and future ready students.

Evaluation Data Sources: STAAR and EOY Universal screeners

Strategy 1 Details	Reviews			
Strategy 1: 100% of CMA students will have access to Montessori lessons of rigor and depth. Students will be allowed to advance through the lessons after mastery is shown on independent follow up work. Expected Result/Impact: 100% of CMA students will begin laying the foundation for being CCMR met in high school. Staff Responsible for Monitoring: Classroom teachers and campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
	Formative			Summative
	Nov	Feb	May	July
Strategy 2: 100% of CMA students will have access to lessons that are intended to create mastery and result in lasting learning that can be applied to courses of rigor in middle and high school. Expected Result/Impact: 100% of CMA students will have a solid foundation that will give them the ability to be successful with courses of rigor and college/career ready assessments (SAT, ACT, AP, and TSIA 2.0). Staff Responsible for Monitoring: Classroom teachers and campus administration				

Strategy 3 Details	Reviews			
	Formative			Summative
	Nov	Feb	May	July
Strategy 3: 100% of CMA students will participate in College and Career day events at the campus and district wide. Expected Result/Impact: 100% of CMA students will have exposure to college and career options. This will help lay the foundations for future CTE course work and selecting a Program of Study in middle school. Staff Responsible for Monitoring: Classroom teachers, counselor, and campus administration				

Goal 2 – Engaged Community

Goal 2: CISD will partner with families and the community to meet the needs of all students and staff.

Performance Objective 1: Create opportunities for students, families, and community members to engage and learn together.

Evaluation Data Sources: Parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Present Parent Montessori Development Nights Expected Result/Impact: 100% of families will participate in various Montessori Parent Development Nights that help families bridge school to home Staff Responsible for Monitoring: Classroom teachers and campus administration Title 1 funds to be used: \$1,000.00 - (snacks, supplies)	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Host various events - Fall Festival, student performances, Silent Journey Night, EOY celebrations for families and community. Expected Result/Impact: 100% of CMA families will participate in at least 2 school-wide events for the 25-26 school year. Staff Responsible for Monitoring: CMA staff and campus administration	Formative			Summative
	Nov	Feb	May	July

Goal 2: ENGAGED COMMUNITY: CISD will partner with families and the community to meet the needs of all students [and staff](#).

Performance Objective 2: Continuously seeks and maintains meaningful partnerships with community members and organizations to enhance the learner's experience.

Evaluation Data Sources: Parent and community surveys

Strategy 1 Details	Reviews			
Strategy 1: CMA partners with the Crowley United Methodist Church Expected Result/Impact: 100% of CMA students will have additional academic support during the school day (Reading Buddies) Staff Responsible for Monitoring: CMA staff and campus administration.	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: CMA will collaborate with the Karis Neighborhood Association. Expected Result/Impact: CMA will stay connected with the development and ensure that prospective families have an understanding of Montessori and the campuses' vision for success. Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Goal 2: ENGAGED COMMUNITY: CISD will partner with families and the community to meet the needs of all students and staff.

Performance Objective 3: Engage in consistent, current, and interactive communication that meets the diverse needs of the community.

Evaluation Data Sources: Parent surveys

Strategy 1 Details	Reviews			
Strategy 1: Publish every two weeks S'mores newsletter to families Expected Result/Impact: 100% of CMA families will be aware of upcoming events and any changes to processes or procedures at the campus Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Classroom teachers will publish weekly a classroom newsletter Expected Result/Impact: 100% of CMA families will be aware of what is happening in classrooms. Staff Responsible for Monitoring: Classroom teachers	Formative			Summative
	Nov	Feb	May	July

Goal 3 – Empowered Staff

Goal 3: EMPOWERED STAFF: CISD will empower all staff to meet the diverse needs of all students.

Performance Objective 1: Evaluate and enhance current campus-based professional learning opportunities.

Evaluation Data Sources: Student achievement data, classroom walkthroughs and evaluations

Strategy 1 Details	Reviews			
Strategy 1: All CMA professional development will be aligned to Montessori high leverage practices. Expected Result/Impact: 100% of CMA staff will have continuous improvement through campus professional learning that aligns to the Montessori principles of the prepared adult. Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Lesson Study Protocols (PLCs) occur weekly. Expected Result/Impact: 100% of CMA will participate in weekly Lesson Study Protocols - each guide will present a lesson and receive feedback from colleagues - guides will also articulate the skills required for the lesson and the educational objective, the standards, and possible misconceptions. Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Goal 3: EMPOWERED STAFF: CISD will empower all staff to meet the diverse needs of all students.

Performance Objective 2: Implement an onboarding program of learning and support for new to campus staff.

Evaluation Data Sources: Student achievement and staff surveys

Strategy 1 Details		Reviews			
Strategy 1: Assign all new staff members a mentor; schedule time for collaboration and observation Expected Result/Impact: 100% of new staff will be successful transitioning into a Montessori environment. Staff Responsible for Monitoring: Mentor teacher and campus administration.		Formative			Summative
		Nov	Feb	May	July

Strategy 2 Details		Reviews			
Strategy 2: Complete all required evaluations of new staff members in a timely fashion and ensure that timely feedback occurs Expected Result/Impact: 100% of all new staff evaluations are completed with time feedback prior to winter break. Staff Responsible for Monitoring: Campus administration		Formative			Summative
		Nov	Feb	May	July

Goal 3: EMPOWERED STAFF: CISD will empower all staff to meet the diverse needs of all students.

Performance Objective 3: Foster campus-leadership opportunities that strengthen teacher development and intentionally support long-term staff retention.

Evaluation Data Sources: Student achievement, agendas, staff surveys

Strategy 1 Details	Reviews			
Strategy 1: Create opportunities for staff to present at Montessori Parent Development Nights Expected Result/Impact: 100% of staff will feel valued and an expert in their field Staff Responsible for Monitoring: Campus administration Title 1 funds to be used: \$750.00 - (snacks, supplies)	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Transition Lesson Study Protocol meetings facilitation to teachers Expected Result/Impact: Staff will feel the value of their voice and be viewed as a leader by their peers Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July
	%			

Goal 4 – Safe and Healthy Environment

Goal 4: SAFE AND HEALTHY ENVIRONMENT: CISD will prioritize the wellness of all students and staff.

Performance Objective 1: Ensure all students experience a safe, secure and nurturing school environment.

Evaluation Data Sources: Parent, student and staff surveys

Strategy 1 Details	Reviews			
Strategy 1: Complete all required safety drills monthly and document them for verification. Expected Result/Impact: CMA will create a safe and secure environment for all Staff Responsible for Monitoring: Staff and campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: CMA will conduct door audits weekly Expected Result/Impact: CMA will ensure that the campus remains secure against intruders Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Goal 4: SAFE AND HEALTHY ENVIRONMENT: CISD will prioritize the wellness of all students and staff.

Performance Objective 2: Cultivate a positive campus environment that prioritizes the whole student by promoting social-emotional development, academic success, and overall well-being.

Evaluation Data Sources: Surveys and walkthroughs

Strategy 1 Details	Reviews			
Strategy 1: Counselor will present CharacterStrong lessons to all classrooms Expected Result/Impact: 100% of CMA students will feel they have voice and a way to manage feelings Staff Responsible for Monitoring: CMA staff, counselor, and campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Classrooms will have daily morning meetings Expected Result/Impact: 100% of CMA students will have a time to add value and voice to their classroom and school Staff Responsible for Monitoring: CMA staff, counselor, and campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 3 Details	Reviews			
Strategy 3: Classrooms will model the Montessori Grace and Courtesy lesson on a daily basis Expected Result/Impact: 100% of CMA students will feel valued and safe	Formative			Summative
	Nov	Feb	May	July

Staff Responsible for Monitoring: CMA staff and campus administration				
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Goal 4: SAFE AND HEALTHY ENVIRONMENT: CISD will prioritize the wellness of all students and staff.

Performance Objective 3: Ensure a safe, welcoming and engaging environment that fosters a sense of community among our families and staff.

Evaluation Data Sources: Surveys

Strategy 1 Details	Reviews			
Strategy 1: Implement regular community-building events and activities Expected Result/Impact: These events create a welcoming atmosphere where everyone feels included and valued - strengthening the school community. Staff Responsible for Monitoring: Campus administration Title 1 funds to be used - \$516.28 (snacks and supplies)	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Establish a Comprehensive Communication and Support System Expected Result/Impact: Families feel more connected and informed about school activities, policies, and resources, leading to higher participation in school events and initiatives. Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

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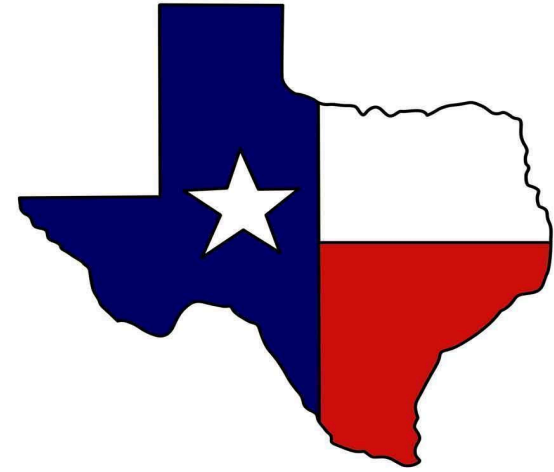
Goal 4: SAFE AND HEALTHY ENVIRONMENT: CISD will prioritize the wellness of all students and staff.

Performance Objective 4: Create opportunities and awareness for prioritizing staff holistic health.

Evaluation Data Sources:

Strategy 1 Details	Reviews			
Strategy 1: Celebrate staff on important dates - birthday and holidays Expected Result/Impact: Staff sees their unique value to the campus and campus staff Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July

Strategy 2 Details	Reviews			
Strategy 2: Allow staff on PD days to take self awareness time - reflection and relaxation - schedule for 15 minutes at the beginning and end of the day Expected Result/Impact: CMA staff will see the importance of allowing people time to reflect and decompress Staff Responsible for Monitoring: Campus administration	Formative			Summative
	Nov	Feb	May	July



State Compensatory

Personnel for Campus Improvement Plan

Name	Position	FTE
Robert Gillies	Executive Principal	
Gerardo Moreno	Principal in Residence	
Jennifer White	Assistant Principal	
Jacqueline Garcia	Early Childhood Guide	
Lisa Hendricksen	Lower Elementary Guide	
Kelsea Garcia Taylor	Upper Elementary Guide	

Title I Schoolwide Elements



ELEMENT 1. SWP COMPREHENSIVE NEEDS ASSESSMENT (CNA)

1.1: Comprehensive Needs Assessment

The campus Comprehensive Needs Assessment identified the following areas of concern as they relate to the stated goal of Title One: to help all students, particularly those in greatest need, master the state mandated curriculum.

1. The percentage of students achieving “meets grade level standards or above” in _____ (%) is below the state average (%).
2. The percentage of students achieving “meets grade level standards or above” in _____ (%) is below the state average (%).
3. The percentage of students achieving “meets grade level standards or above” in _____ (%) is below the state average (%).
4. The percentage of students achieving “meets grade level standards or above” in _____ (%) is below the state average (%).

ELEMENT 2. SWP CAMPUS IMPROVEMENT PLAN (CIP)

2.1: Campus Improvement Plan developed with appropriate stakeholders

2.2: Regular monitoring and revision

2.3: Available to parents and community in an understandable format and language

2.4: Opportunities for all children to meet State standards

2.5: Increased learning time and well-rounded education

2.6: Address needs for all students, particularly at-risk

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ELEMENT 3. PARENT AND FAMILY ENGAGEMENT (PFE)

3.1: Develop and distribute Parent and Family Engagement Policy

Included in Compliance Addendum

3.2: Offer flexible number of parent involvement meetings

[illegible]

