

ACCOUNTIBILITY PLAN

The primary purpose of this **Accountability Plan** is to provide a framework for assessing and reporting the performance of Hill View Montessori (HVM) Charter Public School as part of the Massachusetts Department of Education's on-going charter review and approval. The plan is structured around the following three key areas of performance that are critical to the department's review of applications for charter renewal:

1. Academic Success
2. Organizational Viability
3. Faithfulness to Charter

These three key areas of performance have been carefully evaluated in the context of HVM's **mission statement** and **tenets** and have been expressed as **performance goals**. Each performance goal is measured by one or more **objectives**.

The performance goals presented in this plan will be evaluated annually by HVM and submitted to the Department of Education (DOE) in an annual report due August 1 of each year. This reporting and occasional site visits to corroborate and augment the findings of the annual report are all part of the Department's accountability and renewal process (for more specific information on this process please visit the DOE's Charter School Office web site and click on Accountability).

Mission Statement

The mission of HVM is to provide a grade K-8 public education that promotes academic excellence using the Montessori philosophy. In partnership with teachers and parents, children will attain high levels of academic, personal and social achievement and so prepared, become constructive contributors to our community.

A: Academic Success

Goal A1: HVM students will demonstrate high levels of achievement in **reading** and **writing**.

Objective A1.1: 85% or more of students in grades K, 1 and 2 will demonstrate an annual growth rate of one or more years on the Developmental Reading Assessment.

Objective A1.2: 85% or more of students in grades K, 1 and 2 will demonstrate an annual growth rate of one or more years on HVM's writing continuum.

Objective A1.3: 80% or more of HVM students in grades 3, 4, 5, 6 and 7 who have been enrolled for 2 or more years will perform at or above the national average for their grade level on fall-administered English/language arts Terra Nova tests.

Objective A1.4a: 70% or more of HVM students who have been enrolled for 2 or more years will demonstrate proficient or advanced levels of reading achievement on the Massachusetts Comprehensive Assessment System (MCAS) in grade 3.

Objective A1.4b 70% or more of HVM students who have been enrolled for 2 or more years will demonstrate proficient or advanced levels of English/language arts achievement on the Massachusetts Comprehensive Assessment System (MCAS) in grades 4, 5, 6 and 7

Goal A2: HVM students will demonstrate high levels of achievement in **mathematics** and **science**.

Objective A2.1: 85% or more of HVM students in grade K, 1 and 2 will demonstrate an annual growth rate of one or more years on HVM's primary math assessment tool.

Objective A2.2: 80% or more of HVM students who have been enrolled for 2 or more years in grades 3, 4, 5, 6 and 7 will perform at or above the national average for their grade level on fall-administered mathematics Terra Nova tests.

Objective A2.3: 65% or more of HVM students who have been enrolled for 2 or more years will demonstrate proficient or advanced levels of achievement on the MCAS for mathematics in grades 3, 4, 5, 6 and 7 and for science in grades 5, 6 and 7.

Goal A3: HVM students will demonstrate high levels of achievement on the HVM academic benchmarks.

Objective A3.1: 90% of students who have been enrolled at HVM for 2 or more years will successfully complete 75% or more of the HVM academic benchmarks by the close of grades 3 and 6.

B: Organizational Viability

Goal B1: HVM will maintain fiscally sound practices.

Objective B1.1: An annual independent external audit will be conducted to show that HVM is maintaining and operating within an accurate, balanced budget.

Objective B1.2: HVM annual balance sheet will show that the school maintains 2-5% of its total budget as cash reserves.

Goal B2: HVM will enjoy full enrollment and a robust pool of student applicants.

Objective B2.1: HVM will demonstrate parent demand and satisfaction by having average student enrollment meet at least 94% of the targets set forth below:

Year one:	122 students in grades K-3
Year two:	156 students in grades K-4
Year three:	188 students in grades K-5
Year four:	218 students in grades K-6
Year five:	243 students in grades K-7

Objective B2.2: The number of applicants for admission to Kindergarten each year will be at least equal to double the number of student slots available. There will be a wait list of an average of 30% of the total number of slots in the remaining grades.

Objective B2.3: 80% of HVM families will indicate on the HVM Family Survey that they are satisfied with their child's overall experience at HVM and with teacher communications regarding their child's learning and progress.

Objective B2.4: 80% of HVM students will indicate on the HVM Student Survey that they are satisfied with their overall school experience.

Goal B3: HVM will retain and develop high quality professional staff.

Objective B3.1: 85% of HVM staff will meet Massachusetts Highly Qualified requirements and will meet or exceed proficiency criteria on the HVM Professional Staff Evaluation Rubric.

Objective B3.2: 75% or more of all administrators, professional staff, and support staff, respectively, will indicate overall job satisfaction on the annual Professional Staff Surveys.

Objective B3.3: 80% of professional classroom teachers and administrative staff will choose to stay for three years or longer.

Objective B3.4: 100% of the HVM professional classroom teachers and administrative staff will participate in at least 16 hours of professional development sessions offered through universities or professional organizations.

Goal B4: The HVM Board of Trustees (BOT) will demonstrate effective governance of the school.

Objective B4.1: As per its bylaws, the HVM BOT will consist of nine to fifteen board members and all Trustees will attend at least three-quarters of all regularly scheduled and special meetings of the BOT.

Objective B4.2: All HVM BOT members will demonstrate their commitment by contributing financially to the school and serving on at least one Board committee or task force each year.

Objective B4.2: The BOT will provide oversight of the school by providing feedback and a written annual evaluation to the Executive Director.

C: Faithfulness to Charter

Goal C1: HVM parents will demonstrate involvement in supporting student achievement.

Objective C1.1: 95% of parents will sign a parent expectations document indicating their familiarity and agreement with HVM parent expectations for involvement in children's learning at the initial enrollment and at the beginning of each new program (Lower Elementary, Upper Elementary and Middle School).

Objective C1.2: 95% of students will be represented by parent(s) or guardian(s) at all parent-teacher or parent-student-teacher conferences and parents/guardians will indicate their support by signing the child's Individual Learning Agreement.

Objective C1.3: 95% of HVM families will report that they contribute to the school annually, through at least one of the following activities: parent education, participation in a fundraising activity, a school event, a school committee or task force, attendance at student exhibitions, in-kind donations or in-school or at-home volunteering.

Goal C2: HVM will provide instruction and assessment focused on developing high levels of *personal growth* and *social responsibility*.

Objective C2.1: 100% of HVM students will participate in at least one school sponsored community service project during each school year.

Objective C2.2: 90% of students who have been enrolled at HVM for 2 or more years will successfully complete the HVM personal and social benchmarks by the close of grades 3 and 6.

Objective C2.3: 100% of HVM students will receive weekly direct instruction in art, fitness, Spanish and music.

Goal C3: The student population will reflect the diverse economic and racial character of the district schools.

Objective C3.1: HVM's student applicant pool as of the first day of school each year will show racial diversity within 3% of the Haverhill District School's diversity as measured by comparing race information on the current applicant pool with each category on the district's Enrollment by Race part of the Student Information Management System (SIMS) data from the previous school year.

Objective C3.2: HVM's student population will show economic diversity within 10% of the Haverhill District School's diversity as measure by comparing low income SIMS data each year.