

Newton Independent School District
District Improvement Plan
2013-2015

Mission Statement

MISSION STATEMENT

Policy AE

We believe that the performance of EACH student can be accelerated as a result of dedicated collaborative planning by students, parents, teachers, administrators, and business-community representatives. Data-driven decisions based on disaggregated data, reflected by the Academic Excellence Indicator System, and input from District and Campus Improvement Committees, parents, community and business will guide the teaching and learning processes that take place on each campus.

Motto

Learning today, leading tomorrow.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

Newton county is very rural and the most Eastward county in Texas. It is surrounded by large lakes and rivers with the Sabine River being the county line and state boundary with Louisiana. With the decline in the timber industry Newton has experienced a significant loss of employment opportunities over the past 20 years. The closing of a plywood plant, several small sawmills and the county owned prison has caused unemployment to continue to rise. Newton ISD, Newton County and the City of Newton are the largest employers in the District. The majority of the students attending Newton ISD are from low socioeconomic families. Data indicates that 70% of the students attending NISD are considered economically disadvantaged and 68% get free or reduced meals. The NISD ethnicity makeup is different from the state average. Newton ISD has 41.2% African American compared to 14% for the state, 3.4% Hispanic verses 48.6 for the state and Whites at 54.2% to 33.3 statewide. The lifestyle in Newton is more relaxed with numerous opportunities to participate in outdoor activities.

Demographics Strengths

Strengths of Newton community and school are as follows:

- Newton being rural with families that have resided in the community for multiple generations makes it easier to reach out to family members for assistance with students.
- The sports teams of NISD have a long tradition of excellence. Each class of students do not want to be the ones that let this tradition

down. Therefore, students will give every effort both physically and academically to succeed.

Demographics Needs

Based on data analysis of district demographics the following needs are listed in priority order:

- As the majority of students are from low socioeconomic families the Prekindergarten students would benefit from a full day in PreK verses 1/2 day PreK.
- Data indicates that NISD dropout rate is below state average and completion rate is above state average. However, the percentage of persons in Newton County with some college is far below the state average. As students are not choosing to compete for college required jobs they need more job skill training. These students would benefit from an increase in career and technology classes with training outside the classroom.
- An indicator that RTI is working is the decline in the number of students in Special Education. The largest number of referrals is for Speech. An intervention program designed for speech issues would be effective.
- A review of ethnicity and gender indicates that the ratio of African/American teachers to African/American students is far lower than the average of White teachers to white students. In addition male teachers are 25% and male students 51% where female teachers are 75% and female students make up 49%. The district should make an attempt to recruit additional African/American male staff.

Student Achievement

Student Achievement Summary

-Add info after district site base has viewed data

Student Achievement Strengths

-Add info after district site base has viewed data

Student Achievement Needs

Based on district data analysis the needs listed below are in priority order:

1. All teachers need a clear understanding of the STAAR Readiness, Supporting and Process standards which would include how learning builds between the grades and depends on earlier grades.
2. Teachers need training on how STAAR will assess TEKS at a higher cognitive level, training will include how to question student's understanding and develop informal assessments that addresses higher cognitive levels with higher rigor.
3. At the secondary level, writing scores has declined. Areas to address are providing teachers with more time in the classroom with students, more direct instruction with an emphasis on students writing in essay and short answer format.
- 4.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

- Most teachers and instructional paraprofessionals are highly qualified.
- District and campus administrators recruit teachers by going to college career fairs at our area universities. We also recruit from our local regional service center.

Staff Quality, Recruitment, and Retention Strengths

-Beginning in fall of 2013 NISD will offer teachers who are the parent or legal guardian of a PreK aged child to attend the all day PreK program.

-Add info about changes of pay scale for 2013-2014

Staff Quality, Recruitment, and Retention Needs

Family and Community Involvement

Family and Community Involvement Summary

-Parents and community members come together to support the football team each year.

Family and Community Involvement Strengths

Parents and community members will be full partners with educators in the education of students.

There will be an overall, yearlong, increase in Newton ISD parents and community members participating in academic and/or academicrelated Parental & Community Involvement Activities.

Parent involvement survey will be distributed for feedback. 90% of parents will be satisfied with school services.

NISD will offer community meetings in outlying communities for parents to attend near their homes.

Family and Community Involvement Needs

1. Parents and community members will help the District develop a District Improvement Plan for 2013-14
2. Parent involvement coordinator will develop a calendar of events for all campuses.
3. Teachers will conduct a parent-teacher conference with each student's parent(s) who did not master state academic standards on the Spring 2014 STAAR test.
4. Communication and information sharing through updated webpages and campus newsletters (provided in parents' primary language, if possible)
5. Four meetings per year of the District SBDM Committee

Translators will be provided for parent meetings of English Language Learners.

1. May 2013
2. August 2013
3. May 2014
4. Ongoing

5. Sept., Nov., Jan.,
Feb. , May

Ongoing

1. Assistant Superintendents
2. PI Coordinator
3. Teachers
4. Webmasters, Principals
5. Assistant Superintendents
6. Parent volunteers

Technology

Technology Summary

- We have numerous devices available for technology. They are smart boards, ipads, document cameras, laptops, desktops, and projectors. We also have various software applications available. Teachers, staff, and students use this technology. We have a campus liaison on each campus as well as a district technology director to help support students and teachers.

Technology Strengths

Technology Needs

Currently, the infrastructure has major needs in being updated to be able to handle the amount of bandwidth coming into the district to allow all technology devices to be used to the fullest potential.

Teachers and administrators are wanting to initiate a BYOD policy but first the infrastructure needs to be updated before allowing more devices to access it.

Comprehensive Needs Assessment Data Documentation

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

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- PBMAS data
- Professional learning communities discussions
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Number of students assigned to special programs, including their academic achievement, race/ethnicity, gender, etc.
- Drop-out rates
- Attendance data
- Discipline records
- Community and/or parent surveys and/or feedback
- Staff surveys and/or feedback
- Campus leadership and/or department meetings
- District committee meeting discussions
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Staff development evaluations, surveys, and/or needs assessment(s)
- Study of best practices
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- Texas Primary Reading Inventory (TPRI) or Tejas LEE results
- Texas English Language Proficiency Assessment System (TELPAS) results
- End-of-Course (EOC) Assessments results
- Advanced Placement (AP) and/or International Baccalaureate (IB) test results
- Special education population, including performance, discipline, attendance, and mobility
- Homeless population, including performance, discipline, attendance, and mobility
- At-Risk population, including performance, discipline, attendance and mobility
- Career and Technical Education (CTE) population, including performance, discipline, attendance and mobility
- College Readiness Data
- Class size data
- Campus committee meeting discussions

- NCLB Report Card data
- Observation Survey results
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and STAAR L testing requirements
- Completion Rates / Graduation Rates
- STAAR Released Test Questions
- STAAR Data Released from TEA
- PDAS data
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and/or STAAR L test results
- Local Reading Diagnostic Assessment Data
- Local Math Diagnostic Assessment Data
- Gender data, including performance, discipline, attendance and mobility
- Race/Ethnicity data, including performance, discipline, attendance and mobility
- Students served by Section 504, including performance, discipline, attendance and mobility
- Response to Intervention (RtI) data

Goals

Goal 1: Newton ISD will increase academic achievement for all students while closing achievement gaps between student populations.

Performance Objective 1: By May 2014, a 5% increase will occur in CBA data and STAAR testing for all students.







Summative Evaluation: CBA data and state testing will show a 5% increase from previous year for the 2013-2014 school year.

| Strategy Description | TITLE I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|----------------|---|---|-------------------|-----|-----|-----|
| | | | | Nov | Jan | Mar | May |
| 1) How and where will strategy take place | | State position responsible. Others involved are: | Do not put sign in sheet think higher outcome | | | | |
| 2) Disaggregate results from 2013 STAAR results with all teachers. | 1, 4, 8, 9 | Priority Learning Division. Others involved: campus administrators, counselors and grade level or department chairs | Improved results on CBA assessments and 2014 STAAR | | | | |
| 3) Students will take curriculum based assessments in all four core content areas. Teachers will analyze student data using DMAC reports and complete reflections regarding student progress. | 1, 4, 8, 9 | Campus principals. Others involved would include campus counselors, department heads or grade level chairs. | Improved student progress on CBAs and 2014 STAAR. | | | | |
| 4) Universal screens will be administered in grades K-8 to determine needs for Response to Intervention services. | 1, 4, 8, 9, 10 | Campus Principals. Others involved include counselors and teachers | The number of students needing RtI services will decrease throughout the school year. | | | | |
| = Discontinue = No Progress = Some Progress = Considerable = Accomplished | | | | | | | |

Goal 2: Newton ISD will develop PreK-16 programs, initiatives, and innovations that reflect the district's commitment to preparing students for post-secondary pursuits.

Performance Objective 1: Each year the campus counselors will review the criteria for identifying At-Risk students and review student records for placement decisions.

Summative Evaluation: At-Risk students will be identified and services will be based on student's needs.

| Strategy Description | TITLE I | Staff Responsible for Monitoring | Evidence that Demonstrates Success | Formative Reviews | | | |
|---|----------------|----------------------------------|---|---|-----|-----|-----|
| | | | | Nov | Jan | Mar | May |
| 1) Counselors will review at risk criteria and students who may qualify for services each fall. | 1, 4, 7, 9, 10 | Campus counselors | Students in the at risk population receive services assisting them in having higher student achievement and better options for post secondary pursuits. |  | | | |
|  = Discontinue  = No Progress  = Some Progress  = Considerable  = Accomplished | | | | | | | |

Goal 3: Newton ISD will promote a positive environment conducive to teaching, learning and growth which responds effectively to students, parents, staff and community.

Goal 4: Newton ISD's systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance educational, financial and operational structures.

2013-2015 Site-Based Decision Making Committee

| Committee Role | Name | Position | Signature |
|------------------------|------------------|------------------------------------|------------------|
| Administrator | Jackie Keel | Special Services Director | |
| Campus Administrator | Judy Holleman | NMS/NHS Prinicipal | |
| Campus Administrator | Sarah Richardson | NES Principal | |
| District Administrator | Michelle Barrow | Priority Learning Division | |
| District Administrator | Jackie Keel | Student Special Services, Director | |