

NEWTON ISD

District Improvement Plan

2018/2019

Learning Today, Leading Tomorrow



Newton ISD
720 Rusk Street
(409) 420-6600

Date Reviewed:

DMAC Solutions ®

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Date Approved:

4/2/2019

NEWTON ISD Site Base

Name	Position
Barbay, Tracy	Teacher
Bean, Anne	Teacher
Goodwin, Karrie	Special Ed Teacher
Haley, Donna	Teacher
Hicks, Jason	Teacher
Hughes, Connie	Community Member
Kelley, Brooke	Teacher
Marshall, Tammy	Chairman
Mccullough, Patricia	Teacher
Pearson, Cathy	Business Representative
Perdue, Carolyn	Teacher

NEWTON ISD

Goal 1. Academics

Objective 1. Student growth in academics across all grade levels and subpopulations will be a focus for the 2018-2019 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers and administrators will utilize DMAC software to disaggregate data and identify students in need of intervention within core content areas. (Title I SW: 8,9,10) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Principal, Special Ed Teachers, Teacher(s)	Each 6 weeks		Summative - Student achievement levels, assessment data
2. All students will be administered interim assessments throughout the school year in order to identify areas that need intervention. (Title I SW: 3,9,10) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s)	Each 6 weeks		Summative - After disaggregation of student data targeted interventions will be provided based on student needs.
3. Students that need intervention will be provided researched based intervention by their teachers or highly qualified paraprofessionals in the targeted areas. (Title I SW: 3,8,9,10) (Target Group: All) (Strategic Priorities: 2,4) (CSFs: 1,2)	Assistant Principal(s), Core Subject Teachers, Principal, Special Ed Teachers, Teacher(s)	each 6 weeks		Summative - Increased student performance on interim assessments.
4. Interim assessments will be developed by the District Curriculum Council to ensure vertical alignment and high quality questions.	District Curriculum Coordinator, District Curriculum Council	Summer 2018 and Each 6 weeks		Summative - Each six weeks principals will meet with teachers to review student's interim assessment data. Interventions and lesson planning will be correlated to ensure lessons are delivered to assist students in becoming successful.

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Goal 1. Academics

Objective 2. CTE course offerings will focus on courses that will prepare students for workforce readiness.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students at each campus will explore various careers and the requirements to obtain desired careers or positions. (Title I SW: 9,10) (Target Group: All) (Strategic Priorities: 3) (CSFs: 3,5,6)	Assistant Principal(s), Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Ongoing- Completion May 2018		Summative - Student interest inventories, personal graduation plans, high school graduation endorsements, certificates earned
2. NHS students will participate in College and Career Day. Parents will be invited to attend with their student(s). (Title I SW: 6,10) (Target Group: 9th, 10th, 11th, 12th) (Strategic Priorities: 3) (CSFs: 5,6)	Assistant Principal(s), Counselor(s), Principal	Fall 2018		Summative - Participation and survey feedback
3. NMS will host a career fair allowing students to visit with representatives from various careers and professions in order to gain insight on what career path they may want to pursue.	Assistant Principal(s), Counselor(s), Principal	January 2019		Summative - Students, staff and presenters will complete an evaluation and feedback form for future career fair planning.
4. Juniors & Seniors will attend Youth Career Expo sponsored by Workforce Solutions at Ford Park. To learn about a variety of occupations and careers offered in the southeast Texas region.	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	September 2018		Summative - Students will bring back knowledge to help them choose a career path that is beneficial to them.

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Goal 2. Personnel

Objective 1. Newton ISD will attract and retain a highly qualified and diverse staff that reflects the make-up of the district student population.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Administrators will attend college career fairs at surrounding universities to recruit quality applicants. (Title I SW: 3,5,9,10) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 6,7)	Assistant Principal(s), Principal, Superintendent(s)	Fall 2018 / Spring 2019		Summative - Job Fair attendance, increased number of quality applicants
2. A teacher mentoring program will be established on each campus. Teachers that are new to the profession or to the district will be assigned a teacher mentor. (Title I SW: 4,5,9) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,6,7)	Assistant Principal(s), Principal, Superintendent(s)	Ongoing 2018-2019 school year		Summative - New teachers supported will improve in their teaching performance and success in the classroom.
3. Campuses will implement a Mentoring program for new teachers. Materials from Harry Wong will be utilized as a starting point and the program will become tailored based on teacher needs. (Title I SW: 4,9,10) (Target Group: All) (Strategic Priorities: 1,4) (CSFs: 3,6,7)	Assistant Principal(s), Principal, Superintendent(s)	Ongoing 2018-2019 school year		Summative - T-TESS
4. Campus administrators will conduct classroom walkthroughs and record information utilizing DMAC to share with teachers. (goal is 5 per week)	Assistant Principal(s), District Curriculum Coordinator, Principal, Special Services Director, Superintendent(s)	weekly		Summative - Teachers are able to review classroom walkthroughs in DMAC. District administrators review walkthrough data and have regular discussions with campus administrators about patterns, areas to share that exemplify great teaching methods, area to address through professional development and mentoring.

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Goal 3. Operations and Facilities

Objective 1. Newton ISD will have facilities that are clean, safe and assure a positive learning environment.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Floor scrubbing machines will be purchased to be used on campuses.	Assistant Principal(s), Assistant Superintendent, Principal	Fall 2018		Summative - Summative-Custodians will be better able to keep floors in hallways and other floor areas scrubbed better and more sanitary for students and staff.
2. Thorough disinfecting of buildings will take place during February while students are not in school (typical flu season).	Assistant Principal(s), Assistant Superintendent, Principal	February 2019		Summative - Summative-Lessen the spread of germs and flu by thorough sanitization of learning environments. Increased student attendance during flu season when compared to 2018 data.
3. The 2017-2018 Facility Assessment will be utilized to prioritize maintenance and upgrades to be performed to facilities and campuses.	Assistant Superintendent	Summer 2018-Spring 2019		Summative - A written plan for the 2018-2019 will be presented to the school board and updates will be given quarterly.
4. High school gym restrooms in foyer will be upgraded with new fixtures and the high school girl's locker room will be remodeled with new fixtures and partitions.	Assistant Superintendent	Summer 2018		Summative - Project will be complete by the time school begins in Aug. 2018.

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Goal 4. Safety

Objective 1. Student and campus safety on all campuses will be assessed and enhanced during the 2018-2019 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The district will have Safety and Security Audit during the 2018-2019 school year. The Safety and Security Audit will help district employees identify areas to improve security and safety measures for students and staff.	Assistant Principal(s), Assistant Superintendent, Principal	Fall 2018		Formative - Results of audit will be presented to the school board with suggestions on how to address recommended areas of improvement.
2. Security cameras will be added to all campuses for better campus monitoring.	Assistant Principal(s), Principal, Superintendent(s)	Fall 2018		Summative - Improved security monitoring for staff and students. Reduced time on safety and security matters.
3. Older entrance and exit doors on buildings will be replaced with new doors that close and lock more securely.	Assistant Superintendent	Fall 2018		Summative - Doors will be able to close and lock more securely.
4. High school art classroom will be relocated where it will be handicap accessible for students and staff.	Assistant Superintendent	Summer 2018		Formative - Art classroom at high school will be moved into the main building where two classrooms have been remodeled to accommodate the needs of the art students and teacher.

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Goal 4. Safety

Objective 2. The district will work with local law enforcement to establish procedures during emergency situations.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Local law enforcement (sheriff's) employees will conduct a presentation to educate staff on how they will respond to emergency situations. Staff will have a questions and answers time to clarify procedures and protocol.	Assistant Principal(s), Principal, Superintendent(s)	October 2018		Summative - Staff will be informed to know what to expect and what they can do to ensure student safety in emergency situations.
2. All campuses will use common terminology and protocol for school employees and law enforcement from Texas School Safety Center.	Assistant Principal(s), Assistant Superintendent, Assistant Superintendent(s), Principal, Superintendent(s), Teacher(s)	Fall 2018-Ongoing		Formative - All staff will practice utilizing drills and protocol from Texas School Safety Center to establish continuity and accurate response time in emergency drills and situations.