

NEWTON ISD

District Improvement Plan 2019/2020

Learning Today, Leading Tomorrow



Newton ISD
720 Rusk Street
(409) 420-6600

Date Reviewed:

DMAC Solutions ®

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Date Approved:

11/6/2020

NEWTON ISD Site Base

Name	Position
Marshall, Tammy	Chairman
Bean, Anne	Teacher
Pearson, Cathy	Business Representative
Hughes, Connie	Community Member
Haley, Donna	Teacher
McCullough, Patricia	Teacher
Kelley, Brooke	Teacher
Perdue, Carolyn	Teacher
Foster, Raquel	Parent Representative
Marshall, Brad	Teacher
Odom, Daniel	Teacher
Tatum, Jana	Parent Representative
Williams, Shelly	Teacher

NEWTON ISD

Goal 1. Academics

Objective 1. Student growth in academics across all grade levels and subpopulations will be a focus for the 2019-2020 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 9 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 9 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 and monitored by the District Curriculum Council to ensure vertical alignment and high quality questions.	District Curriculum Coordinator, District Curriculum Council	Each 9 weeks		Summative - Each nine 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 2020		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 2019		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 2020		Summative - Students, staff and presenters will complete an evaluation and feedback form for future career fair planning.
4. Juniors & Seniors will attend Finance Park sponsored by Junior Achievement League and Capital One. To learn about a variety of real life experiences and occupations.	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Fall 2019		Summative - Students will bring back knowledge to help them choose a career path that is beneficial to them.
5. Horticulture, Medical Terminology, Health Science Theory and Pathophysiology will be added to the course offerings at the high school to enhance the CTE program and aide in students completing coherent sequences. (Target Group: 9th,10th,11th,12th) (CSFs: 1,2)	Counselor(s), Principal, Teacher(s)	Fall 2019		Summative - Completion of coherent sequences, and endorsements at high school graduation.
6. NHS will participate in the Deep East Texas College & Career Alliance with Lamar University and SFASU. Students will be able to take welding courses taught at NHS and receive college credit through LIT. (Strategic Priorities: 3) (CSFs: 4,5,7)	Counselor(s), Principal, Superintendent(s), Teacher(s)	Fall 2019-Spring 2020		Summative - Students will have college hours earned while attending high school.

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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 2019 / Spring 2020		Summative - Job Fair attendance, increased number of quality applicants
2. 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 2019-2020 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 2019-2020 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.
5. A plan to "Grow Our Own" will be researched and drafted by June 2020 in order to develop our own teachers and administrators. (Strategic Priorities: 1) (CSFs: 1,2,3,6,7)	Superintendent(s)	Plan to be Completed June 2020		Summative - Implementation for the 2020-2021, for current NISD employees to train to be administrators, counselors, diagnosticians and teachers with the district's support.

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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

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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. Thorough disinfecting of buildings will take place during November and February while students are not in school (typical flu season). (CSFs: 1,4,6)	Assistant Principal(s), Assistant Superintendent, Principal	November 2019 & February 2020		Summative - Summative- Lessen the spread of germs and flu by thorough sanitization of learning environments. Increased student attendance during flu season when compared to 2019 data.
2. Research will be conducted on the elementary campus to decipher the drainage issues in order for a plan to be developed to address the problem. (Target Group: PRE K,K,1st,2nd,3rd,4th,5th) (CSFs: 6)	Assistant Superintendent, Superintendent(s)	Fall 2019		Summative - Plan devised, board approved & drainage issues addressed
3. Rebuilding the high school greenhouse with new materials using the existing frame for an operational greenhouse for the horticulture program to grow. (Target Group: CTE) (CSFs: 1,6)	Assistant Principal(s), Assistant Superintendent, Superintendent(s), Teacher(s)	Fall 2019		Summative - Greenhouse functioning for horticulture & floral design courses.
4. Utilization of the online work order system will be maintained to keep the maintenance department running efficiently. (Target Group: All) (CSFs: 6)	Assistant Principal(s), Assistant Superintendent, Principal, Superintendent(s)			Summative - Tracking of maintenance costs and repairs, completion of maintenance projects in a timely manner.
5. Cracks that are visible on the NMS building will be researched and corrected. (Foundation Issues) (Target Group: 6th,7th ,8th) (CSFs: 6)	Superintendent(s)	Fall 2019		Summative - Foundation problems will be corrected and the cracks will be corrected.

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Goal 4. Safety

Objective 1. Student and campus safety on all campuses will be assessed and enhanced during the 2019-2020 school year.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Security cameras will be added to all campuses for increased campus monitoring.	Assistant Principal(s), Principal, Superintendent(s)	Fall 2019		Summative - Improved security monitoring for staff and students. Reduced time on safety and security matters.
2. Assistant Superintendent will coordinate with local law enforcement to ensure emergency operations and correspondence is kept up to date. (Target Group: All) (CSFs: 6)	Assistant Superintendent	Fall 2019		Summative - Campus walkthroughs for entrances, exits and campus layouts. Law enforcement will have a good understanding of the campus plans.
3. Staff and students will be trained efficiently on a wide variety of safety drills throughout the school year. (Target Group: All) (CSFs: 3,6)	Assistant Principal(s), Assistant Superintendent, Superintendent(s), Teacher(s)	Fall 2019-Ongoing		Summative - Common terminology and procedures will be utilized as recommended by the Texas School Safety Center.
4. New drug testing policy will be implemented for all secondary students who participate in any school activity and/or drive their vehicle to campus. (Target Group: 9th,10th,11th,12th) (CSFs: 6)	Assistant Principal(s), Assistant Superintendent, Principal, Superintendent(s)	Once per 6 weeks		Summative - Less drug use and intervention services for students who need assistance.
5. The district will add a commissioned officer position to assist in increasing security and safety on all campuses. (Target Group: All) (CSFs: 6)	Assistant Superintendent, Superintendent(s)	Fall 2019		Summative - Presence on campus, more secure campuses and school zones better monitored.

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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. 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 2019-Ongoing		Summative - 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.

Comprehensive Needs Assessment

Comprehensive Needs Assessment Data Sources

Community Demographics
Community Input
Disaggregated STAAR Data
Discipline Referrals
District Policies
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Highly Qualified Staff
Maintenance Records
Parent Participation
Promotion/Retention Rates
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Special Student Populations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Summary of Student Progress (not taking STAAR)