

NEWTON ISD
District Improvement Plan
2016/2017

Learning Today, Leading Tomorrow



Newton ISD
720 Rusk Street, Newton, Texas 75966
(409) 420-6600

Date Reviewed: 09/15/16

Date Approved: 09/19/16

NEWTON ISD Site Base

Name	Position
Barbay, Tracy	Teacher
Cleghorn, David	Teacher
Dubose, Leanne	Teacher
Haley, Donna	Teacher
Haltom, Renee	Teacher
Hicks, Jason	Teacher
Hughes, Connle	Community Member
Kellum, Lenora	Teacher
Marshall, Tammy	Chairman
Mccullough, Patricia	Teacher
Pearson, Cathy	Business Representative
Smith, Dwight	Teacher
Westbrook, Tracy	Teacher

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Goal 1. Newton ISD believes that student success is measured in many ways. Student learning is systematically measured and reported in a variety of ways, including traditional state required tests, along with other oral and written processes and products, including career and tech projects. Academic planning will be based on all relevant data, and instruction will be adjusted accordingly.

Objective 1. Newton ISD will afford every student the opportunity to be college and/or career ready, through programs that prepare them for higher education, career/technical school, military service or direct entry into the workforce upon graduation.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students that are struggling will receive intervention from their teachers or highly qualified paraprofessionals. (Title I SW: 3,5,8,9) (Target Group: All)	Principal	reviewed every six weeks		Formative - Increased student assessment scores.
2. Students will also be counseled as needed with set goals. Parents will be contacted and part of the decision making process regarding the progress of their student. (Title I SW: 6,9) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	review each six weeks		Summative -
3. Teachers will use DMAC to disaggregate data and identify students in need of intervention within core content areas. (Title I SW: 3,8,9) (Title I TA: 1,2,3,4) (Target Group: All)		Ongoing		Summative - Student achievement levels, assessment data
4. All students will be administered interim assessments throughout the school year in order to identify areas that need attention in preparation for state assessments. (Title I SW: 3,8,9) (Title I TA: 1,2,3,4) (Target Group: All)	Principal, Teacher(s)	Ongoing		Summative - Students will be administered interim assessments and assistance will be available for struggling students as needed.

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Goal 2. Newton ISD will afford every student the opportunity to be college and/or career ready, through programs that prepare them for higher education, career/technical school, military service, or direct entry into the workforce upon graduation. Opportunities will begin in lower grades that will help students to become aware of various available careers.

Objective 1. Students at each campus will participate in activities that will introduce them to a variety of occupations and careers.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>1. NES students will participate in an Ag Day, which is a joint venture with the County Extension Office. Demonstrations will be provided by Jasper-Newton Electric Coop, City of Newton, Farm Bureau, Texas Parks and Wildlife, Texas Forestry Service, etc. (Title I SW: 9,10) (Target Group: K, 1st, 2nd, 3rd, 4th, 5th)</p>	<p>Assistant Principal(s), Principal, Teacher(s)</p>	<p>Spring 2017</p>		<p>Summative -</p>
<p>2. NES students will participate in Career Week. Teachers will lead their classes in activities to increase career awareness. The week will end with students dressing as the occupation they would like to have when they grow up. Guest speakers and parents will be involved throughout the study of careers and colleges. (Title I SW: 3,6,9,10) (Target Group: PRE K, K, 1st, 2nd, 3rd, 4th, 5th)</p>	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>completion Spring 2017</p>		<p>Summative -</p>
<p>3. NMS students will be assisted through a variety of methods that will give opportunities to explore college and career opportunities. Students will participate in College and Career Fair, Exploring Career and Career Portals courses offered and High School 101. Parents will be invited to the college and career fair. They will visit with the campus counselor for course selections and planning of student's endorsement path. (Title I SW: 1,3,5,6,9,10) (Target Group: 6th, 7th , 8th)</p>	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>Ongoing</p>		<p>Summative - Student interest inventories, personal graduation plans and high school endorsements</p>

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Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
<p>4. NHS students will participate in College and Career Day on campus. Parents will be invited and encouraged to attend with their students. The high school counselor will have ongoing meetings with students for graduation planning and post secondary planning, parents are encouraged to attend with their students. (Title I SW: 1,6,9,10) (Target Group: 9th, 10th, 11th, 12th)</p>	<p>Assistant Principal(s), Counselor(s), Principal, Teacher(s)</p>	<p>Fall 2016</p>		<p>Summative - Personal graduation plans, high school endorsement tracks</p>

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Goal 3. Newton ISD will attract and retain a highly qualified and diverse staff that reflects the make-up of the district student population.

Objective 1. The district will attend a variety of job fairs to recruit quality applicants. Provide staff with the professional development, training and support to become a quality teacher who is up to date on techniques and instruction.

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: 1,3,5) (Target Group: All)	Principal, Superintendent(s)	Fall 2016 and Spring 2017		Summative - Job Fair attendance, increased number of applicants
2. Administrators will complete a minimum of five classroom walkthroughs weekly which will be documented in DMAC and shared with the teacher. (Title I SW: 3,5,9) (Title I TA: 3) (Target Group: All)	Assistant Principal(s), Principal	Ongoing		Summative - Adjustments on support provided to teachers based on observation data
3. Professional Development for staff will target to the needs of the students and teachers on the campus based on a variety of data sources. Teachers will receive professional development built around "best practices" and research based strategies. (Title I SW: 1,4,9,10) (Title I TA: 1,2,3,4,5,6,8) (Target Group: All)	Assistant Principal(s), Principal, Teacher(s)	Ongoing		Summative - Teachers will implement best practices learned and share with colleagues, Professional Development certificates are filed in teacher's personnel file.
4. Teachers new to the profession and those who have few years of experience will participate in ongoing support through the school year. This will assist in developing a strong foundation of teaching skills and techniques. (Title I SW: 1,4,9) (Title I TA: 3,6) (Target Group: All)	Assistant Principal(s), Principal	Ongoing		Summative - Increase rigor in classroom observations through student successes and walkthrough data

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Goal 4. Newton ISD will have facilities that are clean, safe, and assure a positive learning environment. The transportation department will have procedures in place that will ensure student safety and proper maintenance of all District vehicles. The infrastructure will be monitored and upgraded as needed to maintain a high level of service.

Objective 1. To provide safe facilities and grounds for all students and staff.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Work orders will be submitted to the Maintenance and Operations Department via email. The Director of Operations will organize, assess and oversee maintenance projects. (Title I SW: 9)	Assistant Superintendent(s), Principal	Ongoing		Summative - Work orders will be addressed and completed in a timely manner.
2. Technology work orders will be first handled at the campus level by the campus technology liaisons. If further assistance is needed, the liaisons will consult or refer to the district technology department. An electronic technology work order system will be utilized to ensure accuracy. (Title I SW: 1,9,10) (Title I TA: 8)	Principal, Teacher(s)	Ongoing		Summative - Technology work orders are addressed in a timely manner.
3. The transportation department will conduct routine checks and services on school transportation vehicles and buses. Accurate records will be maintained to services, mileage and renewals needed on vehicles and drivers. (Title I SW: 9,10) (Title I TA: 8)	Assistant Superintendent(s)	Ongoing		Summative - Maintenance and repairs are completed in a timely, efficient manner

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Goal 4. Newton ISD will have facilities that are clean, safe, and assure a positive learning environment. The transportation department will have procedures in place that will ensure student safety and proper maintenance of all District vehicles. The infrastructure will be monitored and upgraded as needed to maintain a high level of service.

Objective 2. To provide transportation to students and staff that is safe and efficient.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Transportation staff will attend training annually on safety bus procedures. (Title I SW: 4,9)		Fall 2016		Summative -
2. Bus drivers will conduct daily and weekly bus checks to ensure proper functioning of bus. (Title I SW: 9)		Daily & Weekly		Summative -

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Goal 4. Newton ISD will have facilities that are clean, safe, and assure a positive learning environment. The transportation department will have procedures in place that will ensure student safety and proper maintenance of all District vehicles. The infrastructure will be monitored and upgraded as needed to maintain a high level of service.

Objective 3. To provide an infrastructure to staff and students that is efficient and well maintained.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. District Technology Specialist will keep an up to date needs assessment for each campus and district. (Title I SW: 9,10) (Target Group: All)	District Technology Specialist	Ongoing		Summative -
2. Campus Technology Liaisons will assist in repairs in a timely manner and will refer issues to the district technology specialist as needed. (Title I SW: 1,9,10) (Title I TA: 1)	District Technology Specialist, Principal	Ongoing		Summative -

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Goal 5. Newton ISD believes that the school is the heart of the community. The school is where parents and the community are informed, welcomed, and are vital to the success of all students. The school, along with the Board of Trustees, and the community are partners in the education of our students.

Objective 1. NISD will continue to build positive relationships with parents and the community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Open House or Meet the Teacher activities will be hosted on each campus prior to the school year in order to welcome students and parents to the upcoming school year. (Title I SW: 6,7,9,10) (Title I TA: 7,8) (Target Group: All)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Principal, Superintendent(s), Teacher(s)	August 2016		Summative - Agendas and sign-in sheets from meeting sessions
2. Communication with parents and community will be implemented using the campus website, district Facebook page and website, School Messenger and Remind 101 applications. (Title I SW: 1,6,9,10) (Title I TA: 1,7) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal, Superintendent(s), Teacher(s)	Ongoing		Summative - Improved parent/community communication. Programs will document and keep a long of updates and announcements.
3. Each campus will host parent events throughout the school year to help inform and educate parents on programs, instructional techniques and opportunities to be a partner in the education of their child. (Title I SW: 1,6,7,9,10) (Title I TA: 1,7,8) (Target Group: All)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Ongoing		Summative -