

ESCC Region #	5
LEA Name	Newton ISD
County/ District #	176902

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Highly Qualified Teacher Continuous Improvement Plan 2014-2015

PART I – LEA Plan

Definitions
Strategies/Activities - Strategies and activities to be implemented to meet the goal and objectives listed. **(A single strategy may meet multiple objectives).**
Objective Met – Select the objective(s) from the list that the strategy/activity addresses.
Person(s) Responsible - Personnel (by position) needed to implement the activity.
Measurable Evidence of Improvement - Qualitative and/or quantitative measures of improvement.
Target Completion Date - Date that strategy/activity will be complete.

Goal: To meet the 100% highly qualified teacher requirements by the end of the 2014-2015 school year.

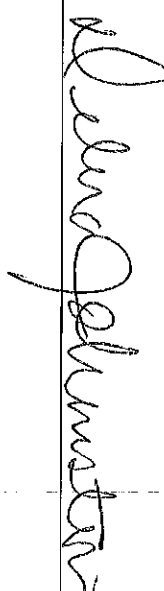
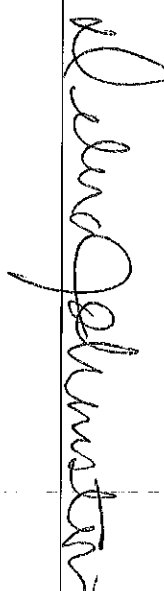



All objectives below must be addressed in the plan.

- Objective 1** - Increase the percentage of highly qualified core academic subject area teachers on each campus to 100%.
- Objective 2** - Increase the percentage of core academic subject area classes taught by highly qualified teachers on each campus to 100%.
- Objective 3** - Increase or maintain the percentage of teachers receiving high-quality professional development on each campus to meet 100%.
- Objective 4** - Ensure low-income students and minority students are not taught at higher rates than other student groups by inexperienced, out-of-field, or non-highly qualified teachers. (If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)
- Objective 5** – Increase the percentage of core academic subject area classes taught by highly qualified teachers on high poverty campuses to 100%.
(If the objective is not applicable, please review the Continuous Improvement Plan Instructions for further guidance.)
- Objective 6** - Attract and retain highly qualified teachers.
- Objective 7** - Assist teachers not currently highly qualified to meet the highly qualified requirements in a timely manner.

Strategies/Activities	Objective(s) Met (Multiple boxes may be checked.)	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Title I funds will be used to assist new teachers who already have college degrees in becoming highly qualified in their assigned teaching field	<input checked="" type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input checked="" type="checkbox"/> Objective 7	Campus Principals Superintendent Business Manager Federal Programs Director	100% of teachers will be HQ and fully certified within the first year of employment	4/20/15
Title I funds will be utilized to assist veteran teachers in adding certifications, focusing on high needs areas (special education, science, math & foreign language)	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Campus Principals Superintendent Business Manager Federal Programs Director	NISD will assist at least one teacher per campus to add an additional certification annually.	4/20/15
Provide a district wide mentoring program that will assist new teachers will begin Fall 2014	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Campus Principals Federal Programs Director	Improvement of teacher quality, instruction quality will be documented through classroom walk-throughs, observations and benchmark data (agendas, DMAC reports –walk throughs & student data reports, sign0in sheets, reflections)	5/15/15
Participate in Region 5 Service Center's School Leadership Program – mentoring administrators and new teachers	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Region 5 Faculty Campus Principals Teachers Superintendent	Improvement of level of support for administrators & teachers, reflections, improved observation feedback,	

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Provide funds for administrators to attend job fair at regional universities & programs	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Principals Federal Programs Director Business Manager	Administrators will attend at least three job fairs each year	5-29-15
Vacancy notices will be distributed to a wide variety of universities, web postings and organizations	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input checked="" type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Superintendent's office	Job postings, more applicants for positions	5-29-15 (ongoing as positions become available)
Provide high quality, research based professional development to 100% of staff	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input checked="" type="checkbox"/> Objective 3 <input type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Principals Federal Programs Superintendent	Teacher performance improved on walk through data and evaluations, improved student performance on CBA data	6-5-15
The LEA did not receive a HQ Distribution report from TEA and is not required to analyze equity gaps.	<input type="checkbox"/> Objective 1 <input type="checkbox"/> Objective 2 <input type="checkbox"/> Objective 3 <input checked="" type="checkbox"/> Objective 4 <input type="checkbox"/> Objective 5 <input type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7			

Part II - Signatures of all Required Team Members and Superintendent

Role	Please Print or Type	Please Sign
Superintendent Federal Programs Director <input checked="" type="checkbox"/> LEA does not have Federal Programs Director position	Michelle L. Barrow Debra Johnston	 
Human Resource Director <input checked="" type="checkbox"/> LEA does not have Human Resource Director position Name of each campus not able to report 100% HQT: 1. Newton Elementary 2. Newton Middle School 3. Newton High School 4. 5.	Campus Administrator from each campus not able to report 100% HQT: 1. Sarah Richardson 2. Judy Hollenman 3. Timothy Kenebrew 4. 5.	1.  2.  3.  4. 5.

The Highly Qualified Continuous Improvement Plan must be completed by **December 15, 2014**. If you have any questions, contact the Highly Qualified Unit via email at highlyqualified@tea.state.tx.us.