

ESC Region #:	Region 5
LEA Name:	Newton ISD
County-District #:	176902

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Highly Qualified Teacher Continuous Improvement Plan 2013-2014

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 2013-2014 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
Use Title I funds to assist new teachers who already have college degrees to become highly qualified in their teaching field	<input checked="" type="checkbox"/> Objective 1 <input checked="" 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	100% of teachers will become HQ and fully certified within one year of employment	5/2/2014
Use Title I funds to assist veteran teachers in adding certification, focusing on high needs areas (special education, math, science, 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	Principals Superintendent Business Manager	NISD will assist at least one teacher to adding a certification annually.	5/2/2014
Provide district wide mentoring program to assist new teachers Beginning fall 2014 a coaching component will be added	<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 Superintendent	Agendas, Classroom Walkthrough Data, Reflections	5/2014
Provide Mentors to all new teachers	<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	Mentor Assignments, Reflections from new teachers	5/2014

Strategies/Activities	Objective(s) Met	Person(s) Responsible	Measurable Evidence of Improvement	Target Completion Date
Provide funds for administrators to attend job fairs 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 Assistant Superintendent	Administrators will attend at least three job fairs each year	5-30-2014
Distribute vacancy postings 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 type="checkbox"/> Objective 5 <input checked="" type="checkbox"/> Objective 6 <input type="checkbox"/> Objective 7	Superintendent's office	Job postings, more applicants for positions	5-30-2014 (ongoing as positions become available)
Provide high quality, research based professional development to 100% of the 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, Assistant Superintendent, Superintendent	Sign-in sheets, teacher performance on Walkthroughs and Evaluations, student CBA data, teacher reflections	6/6/2014
The LEA did not receive a Highly Qualified Distribution report from the 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	Michelle L. Barrow	
Federal Programs Director <input checked="" type="checkbox"/> LEA does not have Federal Programs Director position		
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 High School 3. 4. 5.	Campus Administrator from each campus not able to report 100% HQT: 1. Sarah Richardson 2. Judy Holleman 3. 4. 5.	1. 2. 3. 4. 5.

The Highly Qualified Continuous Improvement Plan must be completed by **December 16, 2013**. If you have any questions, contact the Highly Qualified Unit at (512) 463-9213.