

**Newton Independent School District**  
**Newton High School**  
**2013-2015 Campus Improvement Plan**



# Mission Statement

We believe that the performance of EACH student can be accelerated as a result of dedicated collaborative planning by students, parents, teachers, administrators, and business-community representatives. Data-driven decisions based on disaggregated data, reflected by the Academic Excellence Indicator System, and input from District and Campus Improvement Committees, parents, community and business will guide the teaching and learning processes that take place on each campus.

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# Comprehensive Needs Assessment

## Demographics

### Demographics Summary

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

Newton High School is a campus of multi-culture and high percentage of socioeconomically disadvantaged students. Our special education population at Newton High School is decreasing; however, we are taking steps to better serve our high school students with special education needs.

### Demographics Strengths

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- Low teacher to pupil ratio
- Low dropout rate
- Low home school ratio
- Improved attendance rates during the 2012-13 school year
- Decreasing number of students in special programs

### Demographics Needs

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Increase student enrollment
2. Continue to decrease the number of student representation in special programs

3. Improve the quality of time spent in transition on school transportation
4. Increase cultural awareness
5. Increase understanding of students from low socioeconomic backgrounds
6. Reduce number of at-risk students

## **Student Achievement**

### **Student Achievement Summary**

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

As a result of continuous monitoring and interventions being introduced in a timely manner, there will be a 10% increase in student achievement during the 2013-14 from the previous year and the campus will receive an academically acceptable rating based on EOC scores.

### **Student Achievement Strengths**

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

The past two years Newton High School has made improvements towards student achievement. Teachers have used DMAC and CSCOPE to improve their assessments and to insure that standards have been met.

Students that are showing recurring difficulties have been identified and received intervention through out the school year and are scheduled into extra math, science, and ELA classes in order to receive accelerated instruction in identified areas of weakness.

### **Student Achievement Needs**

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Teachers still need training for desegregating of data
2. Students that have failed the EOC test will receive remediation
3. Improve common and testing vocabulary for all students
4. Develop writing strategies to be used across the curriculum

# School Culture and Climate

## School Culture and Climate Summary

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

Newton High School is a safe learning environment that is focused on student success. Community members agree that the school is safe and positive. While we are showing improvement in this area, we still have areas of need.

## School Culture and Climate Strengths

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- Data indicates that student removals for discipline is 25% lower
- Students feel safe at the school
- Students are involved in extracurricular activities and clubs, which promotes a positive educational environment
- Students are aware of behavioral and academic boundaries and expectations

## School Culture and Climate Needs

Based on Newton High School data analysis, the following needs are listed in priority order for Newton High School:

1. Student Code of Conduct needs to more specifically indicate consequences of behaviors
2. Positive behavior supports need to be used more extensively to encourage positive behavior among students
3. Teacher training needs to be done throughout the school year to ensure consistency in applying the Student Code of Conduct

## **Staff Quality, Recruitment, and Retention**

### **Staff Quality, Recruitment, and Retention Summary**

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

Newton High School has a staff of highly qualified and talented personnel whose priority is making every student successful.

### **Staff Quality, Recruitment, and Retention Strengths**

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School

- 90% retention of staff
- Highly qualified staff that meet NCLB standards
- Support staff from campus and district level to provide staff development for teachers.
- Campus has two full time counselors
- Campus has a certified librarian
- Attend job fairs to recruit new teachers to the district.

### **Staff Quality, Recruitment, and Retention Needs**

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Provide training for non-highly qualified teachers
2. Assist teachers to add certifications to teaching certifications.
3. Continue to have teachers with less than five years experience participate in the Growing Our Teachers program.
4. Provide training to teachers and para professionals to improve the services for our special education population as part of the inclusion program.



## **Curriculum, Instruction, and Assessment**

### **Curriculum, Instruction, and Assessment Summary**

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

The CSCAPE curriculum framework has been used for the past four years. Our data indicates that our curriculum is aligned to state standards and that our CBA results track closely to the End of Course assessment results for NHS. While our teachers are using DMAC as a disaggregation tool to identify struggling students, we need to increase the use of DMAC to identify students who are struggling, as well as students who are "on the bubble" of Advanced Performance on the EOC. Teachers have requested increased instructional time, and our instructional schedule has been adjusted to accommodate this request. In order to ensure that our curriculum and instruction remains aligned to state standards, the CSCAPE components of Year at a Glance, Vertical Alignment Document and Instructional Focus Document will continue to be used. Assessments will be aligned to state standards.

### **Curriculum, Instruction, and Assessment Strengths**

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- Curriculum is aligned to the state standards
- CBAs closely track the End of Course results for NHS
- Teachers are using DMAC to disaggregate data in order to make improvements to meeting student needs
- Students who are identified as struggling students receive remediation through extra math and ELA courses (Strategies in Math; Practical Writing)

### **Curriculum, Instruction, and Assessment Needs**

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Increased instructional time is needed to increase student achievement
2. In order to guarantee alignment, with state standards, teachers will need to align CBAs with the instruction, using the released EOCs to guide assessment

3. DMAC use needs to increase in order to identify struggling students and address their learning needs
4. Continue to use the Vertical Alignment Document, Year at a Glance, and Instructional Focus Document from CSCOPE in order to continue to align curriculum and instruction to the state standards

## **Family and Community Involvement**

### **Family and Community Involvement Summary**

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

Parents and community members believe that Newton High School is effective in the education of our students. We have implemented community meetings held in different communities within the district to keep parents and community members informed of changes in procedures, schedules, etc. We use a variety of formats in order to communicate with community members and parents. These include local newspaper, school website, Facebook, letters mailed home to parents, etc. Our school has a partnership with the community through Support our Schools, as well as with the local First Baptist Church for after school tutorials.

### **Family and Community Involvement Strengths**

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- The majority of parents feel the school is effective in the education of the students.
- Community meeting have been held in order to keep our parents/community members informed of upcoming changes to the school's procedures, etc.
- Communication formats that are used to keep parents informed are: school website, Facebook, newspaper, letters mailed home, etc.
- Community partnership with Support our Schools, Winning Edge tutorials, and Go Newton tutorials with the local First Baptist Church

### **Family and Community Involvement Needs**

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Continue community meetings to promote parent and community involvement.
2. Work with the Special Programs department to identify students who may need interventions.



## **School Context and Organization**

### **School Context and Organization Summary**

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

We are making improvements to the school organization. We have increased instructional time for the teachers and students with a new instructional schedule. Our goals are aligned to the district and campus and our students are participating in instruction more due to a decrease in disciplinary removals. While we have made many improvements, we still are not satisfied that we have "arrived" and are still looking for ways to further improve.

### **School Context and Organization Strengths**

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- Schedules maximize the amount of time spent in instruction
- The goals for the campus and district are linked and aligned 100%
- Campus students positive behavior discipline plan

### **School Context and Organization Needs**

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Improve students' perception of school
2. Improve tracking student progress and performance using DMAC
3. Improve student attendance to 96% or more
4. Continue to decrease disciplinary removals from the classroom to improve student achievement

# Technology

## Technology Summary

A district committee of administrators, teachers and parents analyzed student achievement information and compiled the following report.

Newton High School has continued to make an effort to improve technology use. All 9th grade students are issued an iPad for classroom use. Teachers have laptops, desktops, iPads, SmartBoards (math and science) in the classroom to increase technology use. Teachers also have projectors, document cameras, etc for instructional use. While we have taken steps forward in our technology, there are still areas of need that will be addressed as we move forward.

## Technology Strengths

Based upon Newton High School data analysis the following strengths are listed in priority order for Newton High School:

- All teachers have laptop
- All Math and Science teachers have smart board in classroom
- All teachers have Ipad for classroom instruction
- Each classroom has a projector for instruction
- We have two computer labs for class instruction
- The campus has two computer labs for instruction
- The high school has Reading 180 for reading program for low level readers

## Technology Needs

Based upon Newton High School data analysis the following needs are listed in priority order for Newton High School:

1. Training for staff on DMAC and EOC testing assessment

2. Increase the Internet speed and campus wireless connections
3. Add more Ipads to campus for students use in classroom

# Comprehensive Needs Assessment Data Documentation

The following data were used to verify the comprehensive needs assessment analysis:

- District goals
- Campus goals
- AEIS data - longitudinal
- AEIS data - current
- AYP data
- PBMAS data
- Campus and/or district planning and decision making committee meeting discussions
- Local benchmark or common assessments results
- Attendance data
- Discipline records
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- Texas Assessment of Knowledge and Skills (TAKS) results including TAKS (Accommodated), TAKS-M, and TAKS-Alt
- End-of-Course (EOC) Assessments results
- NCLB Report Card data
- Completion Rates / Graduation Rates
- STAAR, STAAR Spanish, STAAR Modified, STAAR Alternate, and/or STAAR L test results
- Response to Intervention (RtI) data

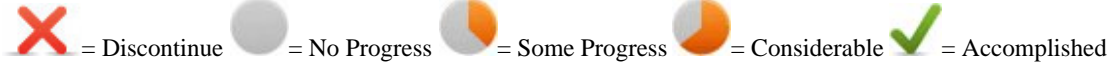


# Goals

**Goal 1: Newton ISD will increase academic achievement for all students while closing achievement gaps between student populations.**

**Performance Objective 1:** Each 6-weeks: All students will be performing at a 70% level of mastery of appropriate developmental skills, as indicated by teacher records.


**Summative Evaluation:**

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Students that are struggling will receive modifications and assistance from their teachers or highly qualified paraprofessionals.	1, 2, 3, 8	Administrators. Others involved include: Teachers, paraprofessionals	Report Cards				
2) Benchmark testing using DMAC and common assessments as skills are taught in core subjects.	1, 2, 3, 8, 9	Teachers. Others involved include: Teachers, counselors	DMAC data & test scores				
							

**Goal 1:** Newton ISD will increase academic achievement for all students while closing achievement gaps between student populations.

**Performance Objective 2:** There will be a 10% reduction of students losing credit due to failing classes and/or attendance by June 6, 2014.


**Summative Evaluation:**

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Extended learning time before and after school in the form of tutorials by highly qualified personnel in individual or small group learning situations.	1, 2, 3, 8, 9	Administrators. Others involved include: Teachers, highly qualified para-professionals	Attendance records & grade reports				
2) Academic Support Incentive Program for positive reinforcement of academic achievement each grading period.	1, 2, 3, 8	Administrators. Others involved include: Counselors, Teachers	grade reports				
							

**Goal 1:** Newton ISD will increase academic achievement for all students while closing achievement gaps between student populations.

**Performance Objective 3:** 75% of the students who are receiving special services will meet the standard on the appropriate mandated assessment (EOC)


**Summative Evaluation:**

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Students will receive instructional support by inclusion teachers within the general education classroom environment.	8	Teachers. Others involved include: counselors, campus administrators, inclusion teachers, inclusion para-professionals.	Students in special populations will improve on state assessments and within the classroom.				
							

**Goal 2: Newton ISD will develop PreK-16 programs, initiatives, and innovations that reflect the district's commitment to preparing students for post-secondary pursuits.**

**Performance Objective 1:** By June 6, 2014, all students will show at least a 10% improvement in core content classes, elective classes, and state assessment scores.

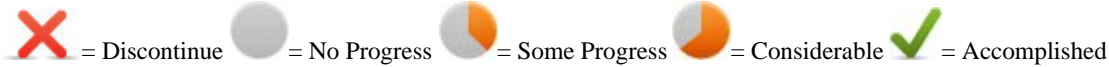
**Summative Evaluation:** Report card grades, state assessment scores

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Students who are struggling will receive accelerated instruction through tutorials as well as additional classes within their class schedule.	1, 2, 8, 9	Campus administrators. Others involved include: teachers, counselors	Students will show at least a 10% improvement in core content classes, elective classes and state assessment scores.				
2) Students will receive instruction in Pre-AP, AP and dual credit courses for which they qualify under entrance criteria.	2, 8	Counselors. Others involved includes: teachers, campus administration	Students receive instruction in Pre-AP, AP, and dual credit classes.				
3) All students will be administered at least 2 benchmark assessments during the school year in order to identify areas that need attention in preparation for state assessments.	1, 2, 8, 9	Teachers. Others involved includes: counselors, campus administrators, assistant supt for curriculum/instruction.	All students will be administered at least 2 benchmark assessments.				
							

**Goal 2:** Newton ISD will develop PreK-16 programs, initiatives, and innovations that reflect the district's commitment to preparing students for post-secondary pursuits.

**Performance Objective 2:** By June 6, 2014, all students will participate in college and career day activities in order to receive information regarding post-secondary opportunities.

**Summative Evaluation:** College and career day participation

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) College and career day activity at high school	1, 2, 6	Counselors. Others involved include: campus administration	All students will participate in college and career day activities.				
2) All sophomore students will be administered the PSAT in preparation for post-secondary recommendations.	2, 9	Counselors. Others involved includes: campus administration.	All sophomore students will be administered the PSAT				
3) All freshman students will be enrolled in High School 101, at transition to high school course, during which time parents will be invited to the campus in order to assist in developing the four-year plan for each student.	1, 2, 6, 8	Teachers. Others involved include: campus administration, teachers.	All freshman students will be enrolled in High School 101.				
							

**Goal 3: Newton ISD will promote a positive environment conducive to teaching, learning and growth which responds effectively to students, parents, staff and community.**

**Performance Objective 1:** Teachers will participate in appropriate staff development activities.

**Summative Evaluation:**

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Teachers with less than 5 years of teaching experience will participate in the district's Growing Our Teachers program.	2, 4, 5	Asst. Supt. for Curriculum/Instruction. Others involved include: campus administrators.	Growing Our Teachers participation for teachers with less than 5 years experience.				
2) Teachers will participate in staff development throughout the school year that will include: technology training, data disaggregation, classroom management/positive behavior support.	3, 4	Campus administrators. Others involved include: teachers, counselors, asst. supt. for curriculum/instruction.	Teachers will participate in staff development throughout the school year.				

**Goal 3:** Newton ISD will promote a positive environment conducive to teaching, learning and growth which responds effectively to students, parents, staff and community.

**Performance Objective 2:** Positive behavior supports and classroom management plans will be implemented to ensure a safe/positive learning environment.

**Summative Evaluation:** Reduction in disciplinary removals, increase in positive behavior from students.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) "Eagle Bucks" will be implemented to reward students for targeted positive behaviors.	1, 2	Campus administrators. Others involved include: counselors	Positive behavior from students will increase.				
2) Students will receive instruction regarding internet safety and cyberbullying, as well as with anti-bullying instruction.	2	Counselors. Others involved included: teachers, campus administration.	Students will receive anti-bullying instruction.				
3) The Student Code of Conduct will be consistent from the Middle School to the High School campuses to promote positive behavior between the campuses and consistency of consequences when a student may violate the SCC.	2, 8	Campus administrators. Others involved include: teachers, counselors, parents.	Students will be in compliance with the Student Code of Conduct.				

**Goal 3:** Newton ISD will promote a positive environment conducive to teaching, learning and growth which responds effectively to students, parents, staff and community.

**Performance Objective 3:** Newton High School will continue to build positive relationships with parents and community

**Summative Evaluation:** Share information with the public in a timely manner websites and community meetings.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Community meetings will be held each semester within the communities within the district in order to keep community members and parents informed of district happenings.	6	Campus administrators. Others involved include: district administrators, teachers, counselors.	Community meetings will be held each semester.				
2) Communication to parents will be implemented using the campus and district website, local newspaper, Facebook, campus/district "call out system" (school messengers).	6	Campus administration. Others involved include: teachers, counselors, district administrators.	Communication with parents and community will continue to improve.				



**Goal 4: Newton ISD's systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance educational, financial and operational structures.**

**Performance Objective 1:** The district will make improvements to the campus technology system by the end of July, 2014

**Summative Evaluation:** Improvement of technology infrastructure so that the system will allow all students and staff internet access.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Improvement of technology infrastructure to allow all students and staff internet access.	4	District technology director. Others involved include: Campus Principal, School Board	The improvements made to the campus infrastructure have been completed by due date.				

**Goal 4:** Newton ISD's systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance educational, financial and operational structures.

**Performance Objective 2:** The district will add three security cameras on the campus by August 1, 2014.

**Summative Evaluation:** The district will add three security cameras on the campus one in gym, one in main hallway, and one in cafeteria, by August 1, 2014.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Add new security cameras on the campus.	10	Assistant Superintendent. Others involved include: District Technology director, Campus Principal	New cameras in place by due date.				

**Goal 4:** Newton ISD's systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance educational, financial and operational structures.

**Performance Objective 3:** The staff will work with campus leadership in developing the campus budget and establishing each department budget for the upcoming school year.

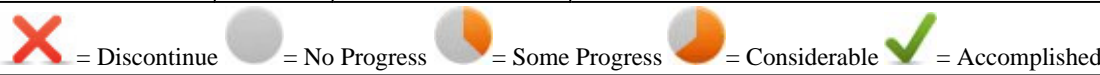
**Summative Evaluation:** Approval of the campus budget by the school board at August school board meeting.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Establish campus budget for school year 2013-2014	1, 3, 8, 9, 10	Campus Teachers. Others involved include: Campus Leadership, School Board, District Superintendent	Budget approved by school board in August 2013 school board meeting.				

**Goal 4:** Newton ISD's systems, services, infrastructures and facilities planning, implementation and maintenance will support and enhance educational, financial and operational structures.

**Performance Objective 4:** The district will provide maintenance and upkeep of the infrastructure of the campus as needed.

**Summative Evaluation:** The completion of work orders in a timely manner.

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) The campus will be maintained in such a way that it is clean and current to required codes.	10	Campus Principal. Others involved include: District maintenance department, District Assistant Superintendent	Work orders are completed within 30 days.				
							

## 2013-2015 Site-Based Decision Making Committee

<b>Committee Role</b>	<b>Name</b>	<b>Position</b>	<b>Signature</b>
Administrator	Judy Holleman	Principal	
Adminstrator	Timothy Kenebrew	Assistant Principal	