

Newton Independent School District
Newton Middle 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.

Motto

Soar like Eagles.

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Comprehensive Needs Assessment

Demographics

Demographics Summary

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

Demographics Strengths

Newton Middle school campus demographics are very positive.

- Low student to teacher ratio
- High student advancement rate
- Low homeschool rate of students
- At-Risk Students identify
- Special Education population is decreasing
- Student attendance has improved to 95-96%

Demographics Needs

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

1. Increase student enrollment
2. Decrease the number of student representation in special programs
3. Improve the quality of time spent in transition on school transportation
4. High level of At-Risk students
5. High level of students that live outside of city limits.

Student Achievement

Student Achievement Summary

As a result of continuous monitoring and interventions being introduced in a timely manner, there will be 5% fewer retentions in 2013-14 from the previous year and the campus will receive an academically acceptable rating based on STAAR scores.

Student Achievement Strengths

The past two years Newton middle 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.

Student Achievement Needs

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

1. Teachers still need training for desegregating of data
2. Students that have failed STAAR test will be offered remediation
3. Students will have access to VMATH and Study Island for math remediation
4. Improve common and testing vocabulary for all students
5. Develop writing strategies to be used across the curriculum

School Culture and Climate

School Culture and Climate Summary

Newton Middle school provides a safe learning environment for our students. All stakeholders are welcome on campus and are free to provide suggestions to improve the education experience for our students.

The discipline procedures showed improvement the past school year with a reduction 50% of discipline referrals.

The campus has made progress with regards to student bullying and will continue to address this issue with students.

School Culture and Climate Strengths

Based on Newton Middle School data analysis, the following strengths have been identified for Newton Middle School:

Newton Middle school stakeholders feel they are having student needs meet and the campus is moving in the right direction. The students feel safe and all students groups believe that they are treated with respect.

The students are well involved in clubs and activities. The involvement assists in grades and students behavior.

Newton Middle school students have a clear understanding of their academic and behavioral expectations.

All stakeholders are working together to meet expectations and working together to make the needed improvements.

- Safe schools and all stakeholders are working to provide a safe campus
- Wide-spread involvement of students in clubs and UIL activities
- Students describe campus life with respect and positive perception of campus
- Student discipline reduced over 50% from the previous school year
- The campus facilities are clean and up to date to meet students needs

School Culture and Climate Needs

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

Newton Middle school will address the following areas:

1. Student bullying strategies will be ongoing and available to all students.
2. Administration will provide training with staff on discipline procedures.
3. Campus will start Positive behavior program this school year.
4. Campus staff will provide training with students over behaviors and strategies on improving students choices.
5. Communication and information sharing through updated web-pages and campus newsletters (provided in parents' primary language, if possible)
6. Campus will host a career day, grandparent's day, veteran's day recognition, black history recognition, technology open house once per year.
7. Campus administration will have meetings scheduled by Parent Involvement Coordinator with community churches regarding STAAR information. This is an effort to increase parental involvement.

Staff Quality, Recruitment, and Retention

Staff Quality, Recruitment, and Retention Summary

Newton Middle School has a staff that is highly qualified and are talented to meet the needs of our students. This past school year we retained 90% of our staff for the upcoming school year.

Staff Quality, Recruitment, and Retention Strengths

Based on Newton Middle School data analysis, the following needs are listed in priority order for Newton Middle 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 a full time counselor
- Campus has a certified librarian
- Attend job fairs to recruit new teachers to the district.

Staff Quality, Recruitment, and Retention Needs

Based on Newton Middle School data analysis, the following needs are listed in priority order for Newton Middle 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. Continue to provide training for teachers and para professionals involved in the inclusion program for special education students.

Curriculum, Instruction, and Assessment

Curriculum, Instruction, and Assessment Summary

For the past four years, Newton Middle School has used CSCOPE as the curriculum framework for instruction. This framework has allowed us to align curriculum to state standards. Teachers are using DMAC as a data disaggregation tool in order to identify students who are struggling with the curriculum. We have built RtI into our daily schedule for those students who are struggling or who may be "on the bubble" according to STAAR data.

Curriculum, Instruction, and Assessment Strengths

Based on Newton Middle School data analysis, the following strengths were identified for Newton Middle School:

- Curriculum is aligned to the state standards
- CBAs closely track the STAAR results for NMS
- RtI has been successful as based on current STAAR data (improvement in 8th grade reading and math scores)
- Teachers are using DMAC to disaggregate data in order to make improvements to meeting student needs
- RtI is being implemented through a pull-out program; students are identified using DMAC data from CBAs each grading period

Curriculum, Instruction, and Assessment Needs

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

1. Math scores for all grade levels need to show improvement - (6th - 62%; 7th - 55%; 8th - 67%)
2. Reading/writing scores for all grade levels need to show improvement
3. Instructional time is an area that needs to be increased for all subject areas
4. Training for teachers is needed for longer class periods

Family and Community Involvement

Family and Community Involvement Summary

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 on data analysis for Newton Middle School, the following strengths were identified:

- 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 on Newton Middle School data analysis, the following needs are listed in priority order for Newton Middle 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

Students and staff have a good perception of the Middle School campus.

2013-2014 school year will maximize staff instruction by returning to a six-period school day and providing teachers with (68) minutes of class instruction.

The campus has been redesigned to improve daily operations and student flow during passing periods.

School Context and Organization Strengths

Newton Middle School organization will be much improved this next school year.

1. Teachers will only have one subject preparation
2. Grade level core teachers will have a common planning period
3. Professional development is well planned and aligned to campus goals
4. Increase of instruction time
5. Increase lunch periods from two to three
6. Campus students positive behavior discipline plan

School Context and Organization Needs

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

1. After school tutorial for students.
2. Scheduling RTI for students during the school day.
3. Teachers following of campus discipline plan.
4. Teachers providing instructions to students over classroom procedures and expectations.

Technology

Technology Summary

We have numerous devices available for technology. They are smart boards, ipads, document cameras, laptops, desktops, and projectors. We also have various software applications available. Teachers, staff, and students use this technology. We have a campus liaison on each campus as well as a district technology director to help support students and teachers.

Technology Strengths

Newton Middle school has made improvements in technology over the past two years.

- 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 mobile computer labs for instruction
- The middle school has Reading 180 for reading program for low level readers
- Teachers can use Study Island for intervention for students

Technology Needs

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

1. Training for staff on DMAC and STAAR 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
- Attendance data
- Discipline records
- Student failure and/or retention rates
- Student Success Initiative (SSI) results
- Prior year(s) campus and/or district improvement plans
- NCLB Report Card data
- 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: By June 6, 2014, all students, including those in Special Education, will take at least one core assessment each six-weeks, students that score below 75% will receive intervention for each tested area.


Summative Evaluation: Student achievement levels, assessment data

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Teachers will use DMAC to disaggregate data and identify students in need of intervention in tested areas.	3, 8, 9	Campus Administrator. Others involved are: teachers, counselors.	Number of students achieving satisfactory performance on state assessments improve by 10%.				
2) RtI time will be provided to students within the instructional day.	8, 9	Teachers. Others involved include: counselors, campus administrators.	RtI will be provided to students.				

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

Performance Objective 2: Students in special populations will receive instruction on grade level.


Summative Evaluation: Improved performance on state assessments, improved performance within the classroom

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Students will be provided instructional assistance within the general education classroom environments.	8	Teachers. Others involved include: campus administrators, counselors, inclusion teachers, inclusion para-professionals.	Improved performance in special education populations.				
							

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 an receiving RtI within the instructional day.	1, 2, 3, 8	Campus administrators. Others involved include: teachers, counselors.	Students who are struggling will receive accelerated instruction.				
2) 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 include: counselors, campus administrators, assistant supt for curriculum/instruction	All students will be administered at least 2 benchmark assessments during the school year.				
							

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: All students will be assisted through a variety of methods to be given opportunities to explore college and career opportunities.

Summative Evaluation: Career exploration

Strategy Description	TITLE I	Staff Responsible for Monitoring	Evidence that Demonstrates Success	Formative Reviews			
				Nov	Jan	Mar	May
1) Eligible students will be administered the Otis-Lennon assessment, the ACT assessment to identify post-secondary options.	4, 6	Counselor. Others involved include: teachers, campus administrators, parents	Eligible students will be administered the Otis-Lennon assessment and the ACT assessment.				
2) Students will participate in career exploration activities.	6	Counselor. Others involved include: teachers, campus administrators, parents	Students will participate in career exploration activities.				

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: Newton Middle 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) Open house and Family Nights will be used to assist in building relationships with parents.	6, 9	Campus Principal Middle School Staff	Will host Open House on August 25, 2013. Will host Family Night each semester.				
2) 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.				
3) 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 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: 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 3: 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 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, 10	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 one in gym, one in main hallway, and one in cafeteria, 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

Committee Role	Name	Position	Signature
Administraor	Judy Holleman	Principal	
Administraor	Russell McDaniel	Assistant Principal	