

NEWTON H S

Campus Improvement Plan

2019/2020

We're Not Just A Team, We're Family!



Date Reviewed:

DMAC Solutions ®

Page 1 of 29

Date Approved:

11/6/2020

NEWTON H S

Mission

Our Mission is to provide the foundation for all students in academics and in life that will enable them to be individuals who will become problem solvers, lifelong learners, and productive members of society. We believe that the dedicated collaborative and purposeful planning of students, parents, teachers, administrators, and business-community representatives will ensure the success of all students.

Nondiscrimination Notice

NEWTON H S does not discriminate on the basis of race, color, national origin, sex, or disability in providing education services, activities, and programs, including vocational programs, in accordance with Title VI of the Civil Rights Act of 1964, as amended; Title IX of the Educational Amendments of 1972; and section 504 of the rehabilitation Act of 1973; as amended.

NEWTON H S Site Base

Name	Position
Carver, Marcus	Teacher
Choice, Liz	District Professional
Davis, Jamie	Buisness member
Hatton, Daphne	Teacher
Hicks, Jason	Teacher
Karpel, Mark	Business member
Mijares, Elizabeth	Teacher
Richmond, Phyllis	campus proffessional
Vaughn, Jill	Teacher
Westbrook, Tabor	teacher
Williams, Rosemary	Teacher
Hunter, Brenda	Parent
Phillips, Karen	Parent

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Goal 1. Newton High School will afford every student the opportunity to demonstrate College, Career, and Military preparedness for college, the workforce, or the military. Graduates will demonstrate college, career, or military readiness by meeting TSI Criteria in ELA/Reading and Mathematics, Dual Credit Courses, Enlistment in Armed forces, Industry Based Certification, IEP Graduation and CTE Coherent Coursework Aligned with Industry based certification.

Objective 1. Increase the percentage of students who Meet The Texas Success Initiative(TSI)Criteria in ELA/Reading and Mathematics.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Addition of ACT/SAT high school prep courses. Monitor the TSI requirements for each student. (Title I SW: 1,2,3,4,8) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 1,2,3) (CSFs: 1,2)	Core Subject Teachers, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Weekly		Summative - Report card grades, state assessment scores
2. Interim Assessments using TEKS Resource System and common assessments as skills are taught in core subjects. (Title I SW: 1,2,3,8,9) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	9 week intervals		
3. Data meeting will be held after interim assessment to review and examine individual student data related to CCMR. (Title I SW: 1,8) (Target Group: All,9th,10th,11th,12th) (Strategic Priorities: 1,2,3,4)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	9 week intervals		

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Objective 2. There will be a 10% reduction of students losing credit due to failing classes and/or attendance by May 2020

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Extended learning time before school, after school, and during lunch in the form of tutorials by highly qualified personnel in individual or small group learning situations. (Title I SW: 1,2,3,8,9) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Core Subject Teachers, Principal, Teacher(s)	Weekly		Formative - Progress
2. Academic Support Incentive Program which includes rewards for attendance and academics for positive reinforcement of academic/attendance achievement each grading period. (Title I SW: 1,2,3,8) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	Each 6 Weeks		Formative - Progress
3. Pregnancy Related Services are available to serve prenatal and postpartum students. Counseling services, assistance in obtaining services from government agencies and community service organizations, instruction related to parenting knowledge and skills, child development, home and family living, and appropriate job readiness training and schedule modifications as needed and appropriate.	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	weekly		

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Objective 3. Increase the number of students passing at the meets level who receive special services.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Students will receive instructional support by inclusion teachers within the general education classroom environment. (Title I SW: 8,9) (Target Group: SPED)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal, Special Ed Teachers, Teacher(s)	Daily		Formative - Progress

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Objective 4. By May 2020, all students will participate in college, career, military day activities and receive information regarding opportunities.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. College and career day activity at high school (Title I SW: 1,2,6) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal	May 2020		Summative - College and career day participation

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Goal 1. Newton High School will afford every student the opportunity to demonstrate College, Career, and Military preparedness for college, the workforce, or the military. Graduates will demonstrate college, career, or military readiness by meeting TSI Criteria in ELA/Reading and Mathematics, Dual Credit Courses, Enlistment in Armed forces, Industry Based Certification, IEP Graduation and CTE Coherent Coursework Aligned with Industry based certification.

Objective 5. By May 2020 students who receive special services will meet state targets with percentages scoring at the meets or above level.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. ICU during lunches and after school tutorials (Title I SW: 1,2,3,8,9) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal, Teacher(s)	Monthly		
2. Additional math and reading/ELA classes (Title I SW: 1,2,3,9) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Core Subject Teachers, Counselor(s), Principal	May 2021		

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Goal 2. Newton ISD will attract and retain a highly qualified and diverse staff that reflects the make-up of the district student population.

Objective 1. Teachers who are new to the district and campus will participate in mentoring with campus administrators and mentor teachers to support new staff members.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. All new teachers participate in New Teacher Training. (Title I SW: 1,4,5,8,9) (Target Group: 9th,10th,11th,12th) (Strategic Priorities: 1) (CSFs: 1)	Assistant Principal(s), Principal	Monthly		Summative - Progress
2. Teachers participate in Professional Learning Communities twice a month. (Title I SW: 1,3,4,5,9) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Core Subject Teachers, Principal	Bi-monthly		Summative - Progress

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Goal 2. Newton ISD will attract and retain a highly qualified and diverse staff that reflects the make-up of the district student population.

Objective 2. New teachers will be assigned campus mentors and receive mentoring through ESC 5.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. New teachers meet with mentor each grading period. (Title I SW: 1,2,3,4,5) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Principal, Superintendent(s)	September 2018		Summative - Progress

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Goal 2. Newton ISD will attract and retain a highly qualified and diverse staff that reflects the make-up of the district student population.

Objective 3. Teachers will be given access to resources through online modules and activities within the staff that promote a sense of community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Incentives to increase teacher moral such as birthday recognition and planned social committee activities. (Title I SW: 1,5) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal	Monthly		Summative - Progress
2. Use of online learning opportunities. (Title I SW: 1,3,5) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Principal	Monthly		Summative - Some progress
3. Teachers will engage in book studies using Teach Like a Champion and The First Days of School.				

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

Objective 1. Teachers will participate in staff development activities using the Get Better Faster model monthly. These will be lead by the campus principal.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Teachers will participate in staff development throughout the school year that will include: technology training, data disaggregation, classroom management/positive behavior support (Title I SW: 3,4) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Assistant Superintendent(s), Counselor(s), Principal, Superintendent(s)	Monthly		Summative - Some Progress

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

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Eagle Star Student awards will be implemented to reward students for targeted positive behaviors. (Title I SW: 1,2) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	monthly	(O)Local Districts	Summative - Reduction is disciplinary removals, increase in positive behavior from students.
2. Students will receive instruction during enrichment time regarding internet safety and cyberbullying, as well as with anti-bullying instruction (Title I SW: 2) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	by June 2019		
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. (Title I SW: 2,8) (Target Group: 8th,9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal, Teacher(s)	By August 2020		Summative - Accomplished

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

Objective 3. Newton High School will continue to build positive relationships with parents and community.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Community meetings will be held each semester within the communities in the district as well as at athletic events in order to keep community members and parents informed of district happenings. Events will include Flying Start, Endorsement Night, and Senior Parent Night. (Title I SW: 6) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Assistant Superintendent(s), Principal, Superintendent(s)	each Semester		Summative - Share information with the public in a timely manner websites and community meetings.
2. Communication to parents will be implemented using the campus and district website, local newspaper, Facebook,campus/district "call out system" (school messengers). (Title I SW: 6) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Counselor(s), Principal, Superintendent(s), Teacher(s)	Monthly		Formative - Progress

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Goal 4. Newton ISD will have facilities that are clean and safe with systems, services, infrastructures and facilities planning, implementation and maintenance that will support and enhance educational, financial and operational structures.

Objective 1. The district will provide maintenance and upkeep of the campus infrastructure as needed.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. The campus will be maintained in such a way that it is clean and current to required codes. (Title I SW: 10) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Assistant Superintendent(s), Principal	Monthly	(S)Local Funds	Summative - Work orders are completed within 30 days.

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Goal 4. Newton ISD will have facilities that are clean and safe with systems, services, infrastructures and facilities planning, implementation and maintenance that will support and enhance educational, financial and operational structures.

Objective 2. The district will continue to improve the campus technology systems.

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Continuing improvement of technology infrastructure to allow all students and staff internet access. (Title I SW: 4) (Target Group: 9th,10th,11th,12th)	Assistant Superintendent(s), Principal, Superintendent(s)	July 2020	(F)Title VI, Part B Rural/Low Income, (O)Local Districts	Summative - Improvement of technology infrastructure so that the system will allow all students and staff internet access.

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Goal 4. Newton ISD will have facilities that are clean and safe with systems, services, infrastructures and facilities planning, implementation and maintenance that will support and enhance educational, financial and operational structures.

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

Activity/Strategy	Person(s) Responsible	Timeline	Resources	Evaluation
1. Establish campus budget for school year 2020-21 (Title I SW: 1,3,8,9,10) (Target Group: 9th,10th,11th,12th)	Assistant Principal(s), Assistant Superintendent(s), Principal, Teacher(s)	by June 2020	(S)Local Funds	Summative - Approval of the campus budget by the school board at August school board meeting.

Comprehensive Needs Assessment

Demographics

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 2018-19 school year

Demographics Weaknesses

Decrease in student enrollment. Many students move in and out of the district into surrounding districts.

High number of At risk students.

High number of students in Special Programs

Cultural awareness

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

Comprehensive Needs Assessment

Demographics Needs (Continued)

4. Increase cultural awareness
5. Increase understanding of students from low socioeconomic backgrounds
6. Reduce number of at-risk students

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 mulit-culture and high percentage of socieconomically 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.

Student Achievement

Student Achievement Strengths

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

Newton High School has made improvements towards student achievement. Teachers have used DMAC and TEKS Resource System as well as back design in their instruction 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, and ELA classes in order to receive accelerated instruction in identified areas of weakness.

Comprehensive Needs Assessment

Student Achievement Weaknesses

Lack of writing strategies used campus wide.
Teacher understanding of disaggregated data.
More targeted remediation for students who fail EOCs.
Student vocabulary.

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

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 2016-17 from the previous year and the campus will receive an academically acceptable rating based on EOC scores.

School Culture and Climate

School Culture and Climate Strengths

Comprehensive Needs Assessment

School Culture and Climate Strengths (Continued)

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

Student removal for discipline has decreased dramatically with fewer than 20 days of ISS being used at Newton High School
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 Weaknesses

Lack of positive behavior supports campus wide.
Teacher understanding and application of Student Code of Conduct.

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

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.

Comprehensive Needs Assessment

School Culture and Climate Summary (Continued)

Staff Quality, Recruitment and Retention

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

Highly qualified staff.

Support staff from campus and district level to provide staff development for teachers.

Campus has a certified librarian

Attend job fairs to recruit new teachers to the district

As a District of Innovation, Newton High School has been allowed to hire Industry staff to teach non-core classes.

Staff Quality, Recruitment and Retention Weaknesses

Training for new and struggling teachers.

Teachers certified in multiple areas.

Training in the area of inclusion for the special education student population.

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 New Teacher Training.

Comprehensive Needs Assessment

Staff Quality, Recruitment and Retention Needs (Continued)

4. Provide training to teachers and para professionals to improve the services for our special education population as part of the inclusion program.

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.

Curriculum, Instruction and Assessment

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

Interim Assessments closely track the End of Course results for NHS

Teachers are using DMAC to disaggregate data in order to make improvements in meeting student needs.

Students who are identified as struggling students receive remediation through enrichment classes used for intervention.

Curriculum, Instruction and Assessment Weaknesses

Instructional time.

Percentage of students scoring in the Meets and Masters on EOC assessments.

Identifying and supporting struggling students.

Comprehensive Needs Assessment

Curriculum, Instruction and Assessment Weaknesses (Continued)

Use of TEKS Resource System by all core teachers.

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 interim assessments 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 TEKS Resource System in order to continue to align curriculum and instruction to the state standards.

Curriculum, Instruction and Assessment Summary

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

The TEKS Resource System curriculum framework has been used for the past four years. Our data indicates that our curriculum is aligned to state standards and that our interim assessments 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 Meets and Masters 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 TEKS Resource System 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.

Family and Community Involvement

Family and Community Involvement Strengths

Comprehensive Needs Assessment

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 meetings 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 Adopt a School through local churches.

Endorsement night is held for parents where our CTE endorsements are introduced.

Senior night is held early in the fall and parents of seniors are given an opportunity to become familiar with the senior year.

Dual Credit night is held in the fall and spring semester on our campus. We have someone from SFA who comes down to answer questions our parents may have about dual credit enrollment/courses.

Family and Community Involvement Weaknesses

Number of community meetings through out the year.

Participation of parents of students with special needs.

Increase in parent/community participation.

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.

Family and Community Involvement Summary

Comprehensive Needs Assessment

Family and Community Involvement Summary (Continued)

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 Adopt a School through local churches.

School Context and Organization

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
- Implementation of ICU program to reduce zeros and missing assignments

School Context and Organization Weaknesses

Number of disciplinary removals from the classroom.

Student attendance.

Students' overall perception of school.

School Context and Organization Needs

Comprehensive Needs Assessment

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

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 ICU and a decrease in disciplinary removals. While we have made many improvements, we are still looking for ways to further improve.

Technology

Technology Strengths

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

- All teachers have laptops
- All classes have TruTouch interactive boards
- All teachers have an iPad for classroom instruction
- Each classroom has a projector for instruction
- The campus has two computer labs for instruction
- Actively Learn reading programs for low level readers
- Mobile Chrome books in core classrooms and all CTE classes

Comprehensive Needs Assessment

Technology Weaknesses

Device to student ratio.

Training for teachers to implement technology in the classroom.

Updating broken and out of date devices and connections.

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 and/or Chrome books to the campus for student use in classroom

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 in all core classrooms to increase technology use. Teachers also have projectors, document cameras, etc for instructional use. Wireless access point have been placed throughout the campus to improve internet connectivity. While we have taken steps forward in our technology, there are still areas of need that will be addressed as we move forward.

Comprehensive Needs Assessment Data Sources

Community Demographics
Disaggregated STAAR Data
Discipline Referrals
District Policies
Drop-out Rates
Expulsion/Suspension Records
Failure Lists
Highly Qualified Staff
Maintenance Records
Promotion/Retention Rates
Report Card Grades
Semester Exam Grades
Special Programs Evaluations
Special Student Populations
Staff Development
Staff/Parents/Community/ Business members involved w/SBDM
Standardized Tests
Summary of Student Progress (not taking STAAR)