

Newton High School



School Improvement & Action Plan

September 2009 Revision

2009 – 2010



*Newton
High School*

School Improvement Plan

Cover Page

School Name:	<u>Newton High School</u>	School System:	<u>Newton County</u>
Name of Principal:	<u>Roderick Sams</u>	School Year:	<u>2009 - 2010</u>

Title I: School-Wide Program	<u>NA</u>	Targeted Assistance:	<u>NA</u>
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Needs Improvement Status: Year: 1 2 3 4 5 6 7

Sanctions Implementing 2009-2010:

- School Improvement Plan (School Improvement Plans will be submitted to LEA for approval September 2009)
- Choice
- Supplemental Services
- Corrective Action
- Restructuring

Principal's Signature:	_____	Date:	_____
Title I Director's Signature:	_____	Date:	_____
Superintendent's Signature:	_____	Date:	_____

Newton High School

School Improvement Plan

School Improvement Team
2009 – 2010

Dr. Roderick Sams, Principal
Chairperson: Dr. Hilda McKithen, AP for Curriculum & Instruction
Mr. John Ellenberg, AP, Testing Coordinator
Dr. Sandra Owens, AP, Freshman Academy, ALANHS
Ms. Theresa Shields, Math Department Chair
Ms. Janie Sheldon, Language Arts Department Chair
Ms. Shannon Buff, Social Studies Department Chair
Mr. Nilesh Patel, Science Department Chair
Ms. Jacqueline Mattison, Physical Education Department Chair
Ms. Kandi Manning, Fine Arts Department Chair
Ms. Debra Lary, CTAE Department Chair
Ms. Carmelia Vasser, Special Education Department Chair
Ms. Francene Breakfield, Lead Counselor
Ms. Tamara Richardson, Parent
Ms. Stephanie Lindsey, Parent
Ms. Buncie Lanners, Community Representative

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Recommendations from the 2008 Report of the NCSS Review Team

Recommendation: *Ensure that all students are given a complete list of all electives they may choose from in order to make an informed choice about classes.*

Action: All students/parents are provided a list of available electives prior to registration for the upcoming school year. Additionally, counselors provide guidance for all students so that they are scheduled for the appropriate electives, depending on his/her program of study. Under current GA DOE guidelines, students are to declare a program of study in the 9th grade which in many cases dictates the electives he/she must take.

Recommendation: *Continue your focus on strategies for improving GHSGT scores, especially in science.*

Action: Newton High School has continued to maintain its focus on the GHSGT. Additionally, several “success initiatives” have been implemented to optimize a student’s chances of succeeding on the GHSGT. Most noteworthy is the Math/Science Success Initiative which incorporates pre and post tests along with biweekly benchmark tests. Additionally, remedial instruction is provided on the six Saturdays leading up to the main administration of the GHSGT.

Recommendation: *Continue your focus on strategies for improving student successes in classes necessary for graduation through Learning Focused Schools.*

Action: Newton High School has continued to focus on the core academic classes necessary for graduation through Learning Focused Schools and the new Georgia Performance Standards.

Recommendation: *Through your Learning Focused Schools implementation, develop strategies for increasing motivation for lower level students.*

Action: Teachers have incorporated a variety of strategies through the implementation of Learning Focused Schools that have measurably improved student achievement. More teachers are including various collaborative activities in class and assignments that are relevant to students’ lives.

Recommendation: *Set long-term goals for use of the intervention strategies to maintain continuity for improvement in student learning and behavior.*

Action: The Newton High School, School Improvement Plan identifies long and short term goals for student learning and behavior. The School Improvement Committee identified four overarching goals that provide the foundation for the plan (See page 7 of the SIP.)

Recommendation: *Consider more staff development for staff addressing the variety of learning needs of students.*

Action: The school administration, with the support and funding of the county office, has emphasized a wide range of professional development opportunities for all teachers, especially with the recent implementation of Georgia Performance Standards.

Recommendation: *Evaluate the effectiveness of the Character Education Program and its current form and recommend changes.*

Action: The school leadership team assessed the effectiveness of the Character Education Program and made several needed changes. This included renewed emphasis by the administration as well as the purchase of new resources for presentation.

Recommendation: *Conduct a teacher self-evaluation at the end of the Learning Focused School's training to determine the impact on their teaching and to determine if further training is needed.*

Action: Because Newton High School employs approximately 30-35 new teachers per year, continuous LFS training is a necessity. The vast majority of teachers believe that many of the elements of LFS are beneficial, but feel that they should have the latitude to modify and apply the various LFS practices as dictated by the nuances of each class.

Recommendation: *Address the student perception that rules are not clearly defined or equitably enforced.*

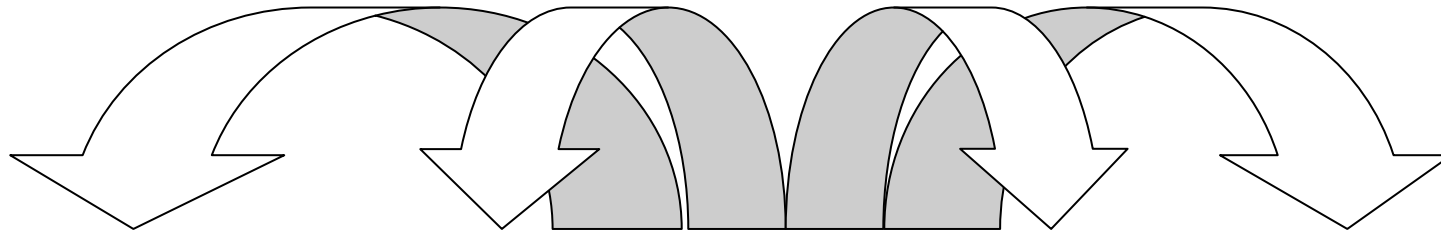
Action: At the beginning of each school year, language arts teachers review the student handbook with all students. The administration team also meets to review school policy and protocol when applying the rules.

Recommendation: *Establish a system of reporting success in achieving goals to stakeholders and plan a time of celebration.*

Action: Newton High School recognizes outstanding student achievement a number of ways: Honor Roles; Press Releases; Acknowledgement on the Schools Website; Ram Rewards Cards; Daily Announcements; Meet the Rams Night – A Parent Pep Rally; Honors Day for Undergraduates; Honors Night for Seniors; Curriculum Night; etc.

Newton High School's Vision for Success

Our vision for Newton High School is that it is a safe and secure place where student learning is paramount - a place where teachers demonstrate a genuine concern for students, always treating them with respect and dignity. We envision a dynamic learning community that is rich with staff development for teachers that will drive student achievement through enhanced instructional methods. The framework for this vision is based on the following four overarching goals for success:



All students will attain proficiency or better in reading/language arts and mathematics (NCSS Goal 1)

All ELL students will become proficient in English and reach high academic standards (NCSS Goal 2)

All students will be taught by highly-qualified teachers (NCSS Goal 3)

All students will be educated in a learning environment that is safe, drug free, and conducive to learning (NCSS Goal 4)

Student Success

“Every Child Every Chance”

*Vision & Purpose Statement
Newton High School*

“In support of the District’s stated vision to provide educational excellence for all students, it is the vision of Newton High School to focus all its resources on providing every child every chance to succeed.”

Beliefs:

- 1. Students learn. What they learn is our concern.*
- 2. Responsible citizenship demands enlightened participation.*
- 3. Quality instruction and high expectations for student achievement are responsibilities of teachers.*
- 4. The pursuit of education requires a safe, well-structured and stimulating environment.*
- 5. Students should be prepared for lifelong learning.*
- 6. Self-reliance and cooperation can be taught.*
- 7. Educational research should be monitored in the effort to improve instruction.*
- 8. Parents have a crucial role in forming students’ attitudes.*
- 9. Every student should have an opportunity for self-improvement.*

School Improvement Plan Summary

School Improvement Goal Achievement/Update Summary from 2006 thru 2009

G O A L S	Objectives	Results
<p>• Goal - <u>Expanding Before/After School Math Remediation Opportunities</u></p>	<p>Objective: To improve overall student performance on the math portion of the GHSGT by 2%.</p>	<p>-The math department provides before/after school remediation for approximately 100 students per semester. -Math achievement on the GHSGT increased in overall success rate of 94% for first time test-takers. -There was significant improvement for the SWD subgroup which improved from 46% in 2004, to 73.1% in 2005, and the Econ Disadv. Subgroup that improved from 61% in 2004 to 64.8% in 2006.</p>
<p>• Goal - <u>Improve The GAA Achievement of Students With Disabilities</u></p>	<p>Objective: Improve from 96% meeting or exceeding AYP standards, to 100% meeting or exceeding AYP standards in 2008 - 2009.</p>	<p>Objective met. In 2008, 25 of 26 students passed the GAA (96%)</p>
<p>• Goal - <u>Improve Student Graduation Rate As Measured for AYP</u></p>	<p>Objective: Improve graduation as measured by AYP from 78% to >80%.</p>	<p>Graduation rate improved from 57% in 2004, to 76.6% in 2005 Note: In 2007, the AYP graduation rate was 69.7%</p> <p>The graduation rates for the 2008-2009 School Year are:</p> <ul style="list-style-type: none"> • White – 77.5% (Exceeded goal of 75%) • Black – 79% (Exceeded goal of 75%) • SWD – 30% (Short of goal but 9% improvement) • EconDisadv – 80% (Exceeded goal of 75%) <p>The overall graduation rate for 2009 was 78.7%, which exceed the goal of 75%.</p>
<p>• <u>Improve the Performance of All Subgroups on the Enhanced Math Portion of GHSGT</u></p>	<p>Objective: White: 88% (84.1% in 2006) Black: 70% (63.9% in 2006) Econ Disadv. 70% (66.1% in 2006) SWD: NA – not a subgroup in 2007</p>	<p>Economically Disadvantaged Subgroup improved from 64.8% meeting or exceeding AYP in 2006, to 73.8% meeting or exceeding AYP in 2009.</p> <p>In 2008 the subgroups achieved the following:</p> <ul style="list-style-type: none"> • White: 83.2% (Short of goal) • Black: 66.8% (Short of goal) • Econ Disadv: 68.8% (Short of goal)

<ul style="list-style-type: none"> • <u>Goal - Expand/Improve Parental Involvement</u> 	Encourage effective parental involvement in the education process at Newton High School	Conducted two parent/community meetings. 2Nov08 – 130 parents attended 15Dec08 – 42 parents attended
<ul style="list-style-type: none"> • <u>Improve SAT Scores</u> 	Objective: Improve SAT Scores in Math and Verbal from 984 - 1010	Failed to achieve goal; the composite SAT score for 2008 was 1389 and 1371 in 2009.
<ul style="list-style-type: none"> • <u>Improve Overall Student Success Rate on Science Portion of GHS GT</u> 	Improve Student Success Rate From 67% (2006) to 85% in 2009.	In 2009, GHS GT – Science improved to 90%. We feel that we made significant progress and are headed in the right direction.
<ul style="list-style-type: none"> • <u>Decrease 9th Grade Retention Rate</u> 	Improve 9 th Grade Success Rate By Focusing on EOCT performance.	9 th Grade Lit: 76% in 2009 Algebra I: 30% 2009 Phys Science: 57% in 2009

Several math remediation plans have been attempted over the past year. The biggest obstacle to any before/after school initiative is the lack of transportation for students. Most of the students who would benefit the most are totally reliant on bus transportation to and from school. Nonetheless, the math department has done an admirable job of ensuring that teachers are available for before/after school remedial instruction. These efforts, along with the Math Success Initiative, were manifested in significant gains in the Students with Disabilities and Economically Disadvantaged subgroups.

In 2004, only 4 of 25 students taking the Georgia Alternative Assessment passed, which caused the SWD subgroup to fail to make AYP. This resulted in Newton High School being classified as “Needs Improvement.” A tremendous amount of staff development was conducted to ensure that special education teachers were properly trained on establishing practical and attainable IEP goals. As a result, 25 of 26 students who took the GAA in 2006 passed. Although there was not a sufficient number of students to manifest a subgroup as prescribed by NCLB in 2009, 13 of 13 GAA participants were considered to have passed the math portion of the GHS GT – GAA.

Newton High School has enjoyed an impressive improvement in the student graduation rate. In 2003, the overall graduation rate as measured by AYP was a dismal 55.3%. By 2009, that number had increased to over 78%. This was accomplished through an aggressive counseling program by the Guidance Department and the Graduation Coach that effectively identified at-risk students and providing them with practical and productive alternatives.

The primary reason students drop out is because they fall behind academically in the 9th and 10th grades. This typically led to increased absenteeism and more frequent behavioral issues. By identifying these students early, Newton High School implemented intervention plans to address specific student needs. The implementation of a Freshman Academy will allow for a more transitional approach to preparing these students. The Graduation Coach and counselors continue to work together to optimize 9th and 10th grade success rates.

In the past, attempts at involving parents in the education process have not been particularly effective. This year, we are taking bold steps to improve/expand parent involvement. Among other initiatives, we will be inviting parents/guardians to Newton High School for several events, such

as “How Do I Help My Child Succeed”, “Meet the Rams Night,” and “Curriculum Night,’ just to name a few. A new academic booster club, Parents Assuring School Success (PASS), will encourage more parental involvement while promoting student academic achievement.

Newton High School
School Improvement Plan

Goals & Objectives
2009 – 2010

Identified Goals for Improvement: Improve Graduation Rate As Measured By AYP

Annual Measurable Objective(s): From 78% (2009) To >80% (2010); Particular focus will be on the White Subgroup whose graduation rate in 2009 was 70.8%

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): This Objective Applies To All Sub-Groups

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Ensure proper coding of all student withdrawals to prevent inaccurate reporting	1 August 2009			Mr. G. Gaillard Ms. S. Sicurella Ms. C. Taylor	Bi-weekly review of withdrawal codes	Discrepancy rate
Ensure that all students are properly classified on FTE reports	1 Oct 2009			Mr. G. Gaillard Ms. S. Sicurella	Audit SIS files to ensure proper student classification	Discrepancy rate
Identify students at-risk of graduating and refer to Graduation Coach in order to develop individual intervention plans	1 Nov 2009	-GHS GT Study Guides -Saturday Prep Classes	- \$1000 (50 books) -\$3000 teacher compensation	Ms. C. Taylor All Counselors	Analysis of Graduation Coach's progress reports	Improvement in students' grades as reported on weekly progress reports and end of grading period results
The Graduation Coach will work with the Guidance Department to track the progress of all at-risk student	1 November 2009			Ms. C. Taylor All Counselors	Rate of student progress	The academic progress of all identified students will be analyzed to determine specific areas of deficiency.

Identified Goals for Improvement: Improve GHS GT – Math Enhanced Scores As Related to AYP

(Reference: Newton County School District’s NCLB Performance Goals 1 & 2)

Annual Measurable Objective(s): Ensure GHS GT-Math success rate exceeds the AYP standard of 74.9%.

The primary 2010 objectives for each subgroup are as follows:

Black – 75%

White – 90%

SWD – 75%

Economic Disadvantaged – 75%

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years):

The target groups for this initiative are Black, White, SWD, ELL, and Economically Disadvantaged.

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Identify at-risk students by confidentially reviewing individual academic records and free/reduced lunch status.	15 Sept. 2009			Dr. Cagle Ms. Sicurella Mr. Gaillard Ms. Taylor	-Analysis of benchmark testing of students -Review of EOCTs	Rate of student progress on benchmark testing
Have Math I teachers incorporate success initiatives that include regularly scheduled benchmark testing. Diagnostic Testing & Counseling for proper placement in Math I	August 2009	Scantron answer sheets: 5 cases @ \$125 ea. Diagnostic Test	\$625.00	Ms. Shields Math I teachers Mr. Gaillard All Counselors	Math I teachers will provide monthly progress reports	Student/teacher progress will be monitored by teacher, class, and individual student

Math II teachers incorporate academic success initiatives that include regularly scheduled benchmark testing	August 2009	Scantron answer sheets: 5 cases @ \$125 ea	625.00	Ms. Shields Mr. Gaillard Math II teachers	Math teachers (Shields) will provide monthly progress reports	Student/teacher progress will be monitored by teacher, class, and individual student
PASS – Peer Assisted Student Success	October 2009	Students to serve as tutors	\$500 – Incentives (T-shirts; gift certificates	Dr. Sams Ms. Shields Dr. McKithen	Fourth Period Sessions in the Media Center	Student success rates as measured by class grades and standardization tests.

Identified Goals for Improvement: Improve SAT scores for 2010

Annual Measurable Objective(s): Improve SAT scores from 1371 (2009) to 1480 (2010)

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): The primary area of concern is African-American, Students With Disabilities, and Economically Disadvantaged Subgroups.

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Review and upgrade current SAT Prep class curriculum	August 2009	100 SAT Workbooks: \$19.95 each	\$1995.00	School Administration Counselors	Administer weekly practice tests	Measure progress of student performance
Increase computer availability for students who wish to prepare for the SAT online	August 2009			School Administration Ms. Kimble Ms. Jefferies	Maintain log of student usage	Chart student performance on practice tests
Have counselors strongly encourage students to complete at least 6 online practice sessions in the month prior to taking the SAT. Saturday Preparatory Classes are planned.	November 2009		\$2000 to pay for study guides and teacher compensation for Saturday instruction.	School Administration Ms. Taylor All Counselors	Track which students are registering for the SAT and ensure they have been properly counseled	Have students provide evidence of completing online practice sessions.

Encourage all students to meet with counselors prior to taking test for pre-test advisement.	May 2010			All Counselors	Counselors' Log	Student Performance
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Identified Goals for Improvement: Improve overall student success rate on the GHSGT Science Test

Annual Measurable Objective(s): Improve 2010 student success rate from 90% (81% in 2008) to 93% in 2009

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS TAKING THE GHSGT - Science

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Science Department will incorporate academic success initiative that includes regularly scheduled benchmark tests in Physical Science.	August 2009	Scantron answer sheets: 5 cases @ \$125 ea,	\$625.00	Mr. Patel Mr. Lukat	Analysis of benchmark testing of students	Rate of student progress on benchmark testing
Mapping of the Physical Science Curriculum	August 2009		\$200	Mr. Lukat Mr. Patel Mr. Ellenberg	Documented Curriculum Map	Student/teacher progress will be monitored by teacher, class, and individual student
Science Department will incorporate academic success initiative that includes regularly scheduled benchmark tests in Biology.	August 2009	Scantron answer sheets: 5 cases @ \$125 ea,	\$625	Mr. Patel Mr. Ellenberg	Analysis of benchmark testing of students	Rate of student progress on benchmark testing
All Science Syllabi will be aligned to GPS standards.	August 2009			All Science Teachers	Science Syllabi	Student/teacher progress will be monitored by teacher, class, and individual student

Identified Goals for Improvement: Improve overall student success rate on the GHSGT – WRITING
 (Reference: Newton County School District's NCLB Performance Goals 1 & 2)

Annual Measurable Objective(s): Improve student success rate from 92% (2009) to 96% (2010)

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS TAKING THE GHSGT - Writing

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Continue Writing Across the Curriculum Initiative	September 2009	Guidelines provided by the LA Department	\$150 for Copying Paper	Ms. Sheldon Mr. J. Cuevas	Analysis of Student Writing Samples in non- LA courses	Student improvement measured by teacher assessment of work
Schedule Saturday Writing Workshops	September 2009	Basic writing guidelines	\$1500 teacher compensation for Saturday Instruction	Ms. Sheldon Mr. Cuevas	Student Participation	Assessment of student work
Instruct LA teachers to incorporate more curriculum emphasis on style, writing conventions, and sentence forms	September 2009	TBD	TBD	Ms. Sheldon Mr. Cuevas	Analysis of student work	Test Performance

Identified Goals for Improvement: Decrease Ninth Grade Retention Rate To Less than 15%
 (Reference: Newton County School District's NCLB Performance Goals 1 & 2)

Annual Measurable Objective(s): Decrease 9th grade retention rate from 22% in 2009 to less than 15% in 2010 through the following initiatives:

Improve EOCT scores as follows:

- Ninth Grade Literature – From 71% in 2008 to >75% in 2010
- Math I – From 58% in 2008 to >60% in 2010
- Physical Science – From 59% in 2008 to >65% in 2010

Closely Monitor Attendance Rate

-9th Grade AP will review weekly attendance report and contact parents if a student has more than 5 unexcused absences

Academic Performance

-9th Grade AP and Graduation Coach will review academic performance of all ninth graders after each reporting period and contact parents if student is failing a grade.

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL NINTH GRADERS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Mapping of the Physical Science Curriculum	August 2009		\$200	Mr. Lukat Mr. Patel	Documented Curriculum Map	Student/teacher progress will be monitored by teacher, class, and individual student
Have Math I teachers incorporate academic success initiatives that include regularly scheduled benchmark	August 2009	Scantron answer sheets: 5 cases @ \$125 ea. Diagnostic Test	\$625.00	Ms. Shields Mr. Gaillard All Counselors	Math I teachers will provide monthly progress reports	Student/teacher progress will be monitored by teacher, class, and individual student

testing. Diagnostic Testing & Counseling for proper placement						
Math I tutoring program before and afterschool	August 2009			Ms. Shields Math I teachers	Math I teachers will provide monthly progress reports	Student/teacher progress will be monitored by teacher, class, and individual student
Intervention with At-Risk Students by Graduation Coach	August 2009			Ms Taylor	Monthly Report	Success of Individual Students

Identified Goals for Improvement: MAINTAIN A SAFE AND ORDERLY ENVIRONMENT
 (Reference: Newton County School District's NCLB Performance Goal 4)

Annual Measurable Objective(s): -School Safety Plan will be updated to reflect a broader awareness of potential threats to students.
 -School Resource Officers will successfully complete appropriate training
 -School Resource Officers will establish a high profile, helpful presence in school with a focus on identifying unauthorized individuals in the school

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Develop School Safety Plan	August 2009			Dr. Sams Mr. Ellenberg Deputy Jefferson	Safety Plan Document	Effectiveness of emergency drills: Evacuation - <3min Lockdown - <30 sec
Train Faculty about Safety Plan	September 2009			Dr. Sams Mr. Ellenberg	Faculty Meeting Documentation	Individual teacher compliance with procedures
Gang Identification Training	October 2009			Deputy Vieira Deputy Lawrence Deputy Jefferson	Frequency of gang identifications	Frequency of gang related incidents
School Resource Officer Training	August 2009	Training Center	Paid by the NCSO	Dr. Sams Sheriff Brown Deputy Jefferson	Proof of attendance	Student/teacher response to SRO presence

Identified Goals for Improvement: FACILITY IMPROVEMENTS

(Reference: Newton County School District's NCLB Performance Goal 4)

Annual Measurable Objective(s): Completion of Projects

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Change All interior Locks	August 2009	To Be Determined	Paid for by county office	Dr. Sams Mr. Williamson Mr. Roberts Mr. Rosser, NCSS	Project Completion	Student/Teacher/Parent Feedback
Replace /Upgrade Lighting in Classrooms & Hallways as necessary.	July 2009	To Be Determined	Paid for by county office	Dr. Sams Mr. Williamson Mr. Roberts Mr. Rosser, NCSS	Project Completion	Student/Teacher/Parent Feedback
Paint all interior walls	June 2009	To Be Determined	Paid for by county office	Dr. Sams Mr. Williamson Mr. Roberts Mr. Rosser, NCSS	Project Completion	Student/Teacher/Parent Feedback

Identified Goals for Improvement: Update School Safety Plan

(Reference: Newton County School District's NCLB Performance Goal 4)

Annual Measurable Objective(s): School Safety Plan will be updated to reflect a broader awareness of potential threats to students.

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL STUDENTS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Develop School Safety Plan	August 2009			Dr. Sams Mr. Ellenberg Deputy Jefferson	Safety Plan Document	Effectiveness of emergency drills: Evacuation - <3min Lockdown - <30 sec
Train Faculty about Safety Plan	August 2009			Dr. Sams Mr. Ellenberg Deputy Jefferson	Faculty Meeting Documentation	Individual teacher compliance with procedures
Gang Identification Training	August 2009			Dr. Sams Deputy Vieira Deputy Lawrence Deputy Jefferson	Frequency of gang identifications	Frequency of gang related incidents

Identified Goals for Improvement: All Students Will Be Taught by Highly Qualified Teachers
 (Reference: Newton County School District's NCLB Performance Goal 3)

Annual Measurable Objective(s): By the end of 2009-2010 school year all teachers will be considered highly qualified

Specific Academic Areas within Content (i.e., domains) and Subgroups (i.e., Special Education, LEP, etc) to address (based on analysis of AYP Report and School Student Performance Data over the last three years): ALL TEACHERS

Actions/Strategies/ Interventions	Timeline for Implementation	Needed Professional Development/ Resources	Estimated Costs and Funding Sources	Person(s) Responsible	MEANS OF Monitoring of Intervention (Artifacts)	EVALUATION Evidence of Impact (Student Learning Data)
Establish employment priorities that target teacher candidates who are certificated and highly qualified	August 2009		\$500 for travel to job fairs	Dr. Sams All Administrators Ms. Sanders Mr. Carpenter	Allotment Documents	Percentage of teachers certified as highly qualified
Establish liaison with Griffin RESA to enroll non-highly qualified teachers into the TAPP program	Sept 2009			Dr. Sams Administrators Ms. Sanders Mr. Carpenter	Teacher progress in TAPP	Teachers' completion of TAPP curriculum
Contact local colleges to facilitate teacher enrollment into programs leading to certification	December 2009		\$100 for travel to visit various colleges	Dr. Sams Administrators	Enrollment of teachers	Teacher completion of program requirements

School Profile:

Newton High School – Over the past four years, Newton High School has experienced unprecedented growth. In 2006 alone, over 1080 new students (from outside Newton County) enrolled. Current enrollment is approximately 2229.

Newton High School Profile Fall 2009

System: Newton County School System
Contact: Dr. Roderick Sams, Principal

School: Newton High School
Phone: 770-787-2250

Enrollment: 2229

Newton High School is one of three high schools that serve Newton County and has been accredited by the Southern Association of Colleges and Schools since 1954, with its last accreditation visit in 2002. Located on the west side of the county on the outskirts of Covington, Georgia, the current 52 acre site and 7 acre facility have been the home of the Newton High School Rams since 1974. A major renovation in 1985, added the wing that presently houses the ninth grade academy and a multi-functional auditorium that seats over 700. Between 1999 and 2006 additional renovations to the original building, livestock facility, and greenhouse enabled the student body and staff to make optimal use of the facilities. A large gymnasium, baseball field, tennis courts, and practice fields round out the campus.

Enrollment at NHS, as of September 2007, was 2065. As a result of explosive growth in the county over the last four years, enrollment has increased approximately 53 % between 2001 and 2007, with a peak enrollment of 3000 students in 2005-2006. Not surprisingly, the student population is racially and ethnically diverse, reflecting the changing demography of the county. The percentage of low-income students (i.e. students eligible for the free/reduced lunch program) continues to grow, increasing from 28.75% in 2001-02, to 52% in 2007-2008, which is significantly above the district average of 41%. In 2008-2009, that percentage has grown to 62%.

In the fall of 2004, Newton High School updated its performance data as required by the 2003 – 2004 Adequate Yearly Progress report which identified NHS as a “needs improvement” school based on the performance of the Students With Disabilities subgroup. Specifically, students who were evaluated via the Georgia Alternative Assessment only had a 25% success rate. Surprisingly, the performance of students with disabilities who

took the main administration of the Georgia High School Graduation Test exceeded all NCLB requirements. Accordingly, specific procedures regarding parental notification of Newton High School’s needs improvement status were implemented. The established protocol was as follows:

1. After receiving notification that NHS failed to make AYP in 2004, the NHS administration team and county-level representatives verified results;
2. A letter was drafted informing parents/guardians of options and alternatives regarding school enrollment;
3. Letters were sent out using enrollment addresses;
4. If letters are returned, addresses are verified via phone communication and/or through the county office;
5. Returned letters are re-mailed using updated addresses via certified mail, return receipt requested.

The faculty and staff are uniformly enthusiastic, professional, and experienced. Furthermore, they have fully embraced the Learning Focused Schools philosophy which has resulted in significantly improved student achievement, particularly on the Georgia High School Graduation Tests. The focused strategies implemented resulted in Newton High School making AYP for the 2004-2005 school year. In 2005 through 2007, Newton High School successfully met all AYP criteria again and is no longer classified as a “needs improvement” school. Even though NHS did not make AYP in 2007-2008, it was achieved in 2008-2009. Nonetheless, we continue to carefully implement our SIP to ensure that all AYP standards are met, or exceeded in the coming years.

Overall Strengths and Opportunities for Improvement.

Strengths:

1. Learning Focused Schools instructional philosophies
2. The Project Success program targeting at-risk students has yielded outstanding results. Over the past two years, students who participated in this comprehensive instructional initiative have much lower failure rate in core academic subjects than the general student population.

Major Initiatives:

School Year	Initiative or Reform Effort
2002-2003	Learning Focused Schools
2004-2005	Teacher Qualification Standards
2004-2005	Student Service Center
2005-2006	Algebra, Biology, & Physical Science Success Initiative
2005-2006	GPS Implementation for Science & Language Arts

2006-2007	GPS Implementation; Math Success Initiative; Physical Science Success Initiative; Biology Success Initiative; Math Across the Curriculum; Graduation Coach; SACS Preparation; Pre-AYP Audit;
2007-2008	TQS Upgrade; Failure Intervention Plan; StudentTrack; Math GPS; P*A*S*S – Peer Assisted Student Success; Saturday Remedial Instruction for GHSGT; Upward Bound (GPC); RTI
2008-2009	Learning Focused Schools
2009-2010	Learning Focused Schools

Guidance:

The Newton High School advisement plan is an aggressive initiative that consists of four fundamental elements:

1. Personal advisement and guidance to help students deal with critical issues in their lives.
2. Basic academic guidance – Our counselors are all highly knowledgeable and experienced professionals who take their responsibilities as student advocates very seriously. They not only do they provide flawless academic counseling, but they are concerned for the individual needs (both personal and academic) of each student. It is important to note that all of Newton High School’s counselors understand that educating our students is a team effort requiring the input of parents as well as students and teachers. Accordingly, counselors serve as chairpersons for all Student Support Team meetings providing expert opinion and direction that is always in the best interest of the student.
3. College advisement/guidance – We approach college advisement from three perspectives:
 - a. Academic – Each student is meticulously monitored throughout his/her high school career to ensure that he/she is provided every opportunity to prepare for the college of his/her choice.
 - b. Student wishes and needs – Students are always provided with the most advantageous information regarding subsequent matriculation to college. What this means is that our counselors guide students toward colleges/universities that offer programs of study that best fit the individual student.
 - c. Financial – It would do no good to advise a student to apply to a college/university that is clearly out of his/her financial means to attend. Newton High School is fortunate to have a dedicated financial advisor who assists students in choosing the school that is just right for them.
4. Career Technical Agricultural Education (CTAE) – We are very proud of our CTAE programs at Newton High School. In addition to highly knowledgeable counselors in this critical area, we also have an assistant principal whose primary job is to ensure that this program of study is progressive, dynamic, and pertinent to the needs of our students.

With the creation of the Student Service Center (SSC), students have far more opportunity to interact with his/her counselor and are able to conduct virtually all school-related business in one easily accessible location.

Newton High School

School Improvement Plan Input Form

From: _____ Department

To: Dr. Sams

Date: _____

Student Learning:

- 1.
- 2.
- 3.

Safe & Orderly Environment:

- 1.
- 2.
- 3.

Professional Learning:

- 1.
- 2.
- 3.

Parent/Community Involvement:

- 1.
- 2.
- 3.

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