

Newman International Academy

District Improvement Plan

2018-2019 Goals/Performance Objectives/Strategies



Mission Statement

The mission of Newman International Academy is to train and educate future generations of young men and women with wisdom, stature and favor; to give students opportunities to become whole individuals ready to serve the world by helping them reach their highest potential, and to provide in partnership with parents and community a well-rounded education within the context of American heritage.

Vision

Newman International Academy is dedicated to raising a generation/generations of well-rounded individuals who will realize their worth and purpose, find their interest and gifting, develop their skills, reach their highest potential, and meet the demands of this nation and world by receiving personalized educational experiences in a disciplined, nurturing and character-building environment facilitated through partnership between faculty, students, parents and community.

Motto

Building the whole person for the whole world by raising warriors of wisdom, stature and favor.

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Goals

Goal 1: Support and retain highly-qualified teachers who can enable students to excel academically.





Performance Objective 1: The percentage of students who meet or exceed grade level performance standards in math will increase by 4% by May 2019.

Evaluation Data Source(s) 1: Benchmark tests and STAAR test scores

Summative Evaluation 1:

High Priority

TEA Priorities: 2. Build a foundation of reading and math. 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Build a foundation of reading and math Recruit, support, retain teachers and principals 1) NIA will hire certified and highly-qualified teachers at and support them with instructional coaches (elementary) and instructional guides (secondary). Encourage all non-certified teachers to obtain certification in their subject area as well as ESL.</p>	Principals will monitor and report teacher certification status/ progress toward certification and report at each DIP meeting.	Improved STAAR test scores (teacher effectiveness and success)				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  = Accomplished </div> <div style="text-align: center;">  = Continue/Modify </div> <div style="text-align: center;">  = No Progress </div> <div style="text-align: center;">  = Discontinue </div> </div>						

Goal 2: Improve teaching strategies and interventions in core subjects of reading and math.

Performance Objective 1: The percentage of students who meet or exceed grade level performance standards in writing will increase by 8% by May 2019.








Evaluation Data Source(s) 1: Benchmark tests and STAAR test scores

Summative Evaluation 1:

High Priority

TEA Priorities: 2. Build a foundation of reading and math. 1. Recruit, support, retain teachers and principals.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Recruit, support, retain teachers and principals Build a foundation of reading and math</p> <p>1) NIA Principals will oversee district-recommended STAAR benchmark tests and assist their teachers to adjust teaching strategies accordingly. Instructional coaches and instructional guides will be involved in supporting teachers. Interventionists will be assigned to support the lowest-performing students.</p>	Principals, instructional coaches, and instructional guides	Improved STAAR test scores (teacher effectiveness and success)	0%	0%	0%	
<p>2) NIA District Accountability Officer will meet with principals, SPED teachers, and ESL teachers to set goals for improving STAAR scores in each subject. See Exhibit A for district goals for STAAR scores broken down by subject and student population.</p>	District Accountability Officer	Improved STAAR test scores	0%	0%	0%	
<p>3) Needs will be addressed for NIA students of special programs, including but not limited to: suicide prevention, conflict resolution, violence prevention, discipline management including unwanted physical or verbal aggression and sexual harassment, dating violence, sexual abuse, sex trafficking, and other maltreatment of children. These topics will be addressed in the Student Handbook and throughout the year in POWWOW (weekly school assemblies), special speakers, and annual Wellness Fair events.</p>	Principals at each campus will monitor student behavior and arrange additional training in POWWOWs (assemblies) according to campus needs.	Students will be able to study (and perform well in school) without the distraction of these issues.	0%	0%	0%	

<p>4) Strategies will be created at the NIA campus level for the following topics: adjusting instructional methods for student groups not achieving their full potential, dyslexia treatment programs, accelerated education, dropout reduction, integration of technology in instructional and administrative programs, and strategies for recruiting highly effective teachers</p>	<p>Campus administrators will monitor needs in these areas and notify the district if funding or professional development is needed to address these issues.</p>	<p>Students at all levels will be served by appropriate programs, enabling students to perform well in school.</p>				
<div style="display: flex; justify-content: space-around; align-items: center;"> <div style="text-align: center;">  <p>= Accomplished</p> </div> <div style="text-align: center;">  <p>= Continue/Modify</p> </div> <div style="text-align: center;">  <p>= No Progress</p> </div> <div style="text-align: center;">  <p>= Discontinue</p> </div> </div>						

Goal 3: Connect high school to career and college by improving dual credit options, military organization partnerships, and work-based learning experiences and volunteer work.

Performance Objective 1: By May 2019, at least 20% of Newman graduates will complete a CTE practicum and/or industry-based certification before graduation.





Evaluation Data Source(s) 1: CTE practicum completion data

Summative Evaluation 1:

High Priority

TEA Priorities: 3. Connect high school to career and college.

Strategy Description	Monitor	Strategy's Expected Result/Impact	Reviews			
			Formative			Summative
			Nov	Jan	Mar	June
<p>TEA Priorities Connect high school to career and college 1) NIA Superintendent will connect with colleges and universities to expand Newman dual-credit offerings.</p>	Superintendent	Expanded dual credit course offerings	0%	0%	0%	
<p>TEA Priorities Connect high school to career and college 2) NIA Superintendent will continue to meet with military organizations to strengthen Newman studentsâ connection with military options.</p>	Superintendent	Additional military opportunities and connections for Newman students	0%	0%	0%	
<p>TEA Priorities Connect high school to career and college 3) The NIA CTE Coordinator will assist Academic Counselors and Secondary Principals in monitoring Newman seniorsâ participation in CTE practicums and/or industry-based certifications to ensure at least 20% gain work-based experience and/or certifications before graduation.</p>	CTE Coordinator	Graduating student completion of CTE practicums	0%	0%	0%	

<p>4) NIA Counselors and campus administration provide the following: career education options for students to help them develop the knowledge, skills, and competencies necessary for a broad range of career opportunities; information for middle and high school students and their teachers, counselors, and parents will be provided regarding higher education admissions and financial aid opportunities, the TEXAS grant program and Teach for Texas grant program, the need for students to make informed curriculum choices to be prepared for success beyond high school, and sources of information on higher education admissions and financial aid.</p>	<p>Counselors and campus administrators at the middle and high school campus level</p>	<p>Students and parents will be informed regarding students' many options and responsibilities in these areas</p>	<p>0%</p>	<p>0%</p>	<p>0%</p>	
<p>5) NIA District Staff will have access to ESC professional development throughout the year in order to ensure they are trained to properly report data (financial data, student data, food services data, etc.) and flag any discrepancies</p>	<p>District administration</p>	<p>Correct reporting that will support Accountability scores, evaluation of student data for planning purposes, and correct data available for grantwriting purposes</p>	<p>0%</p>	<p>0%</p>	<p>0%</p>	
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