

Newton Municipal School District
Strategic Plan 2020 - 2025



BETTER STRONGER TOGETHER

It's Always a Great Day to Be a Tiger!

A MESSAGE FROM DISTRICT LEADERSHIP



The Newton Municipal School District's school board and Superintendent met in September 2017 to establish the district's strategic plan. During this meeting, four clearly defined goals were established to serve as the foundation for the *Newton Municipal School District's Strategic Plan*.

Phase Two of the district's strategic plan involved district and building administrators, community stakeholders, students and teachers reviewing the newly established goals. From this meeting came the inception of the district's new mission statement and motto. The basis of the new mission statement and motto was centered around supporting our students and building school cultures of excellence.

A **clearly** defined strategic plan was developed with measurable indicators. Strategies were also put into place that would support effective implementation of the new goals.

In 2020, the Newton Municipal School District's Strategic Plan was reviewed and revised to include additional "Indicators of Success," as well as, detailed "Strategies" that can be implemented to achieve each of the district's goals.

NMSD BOARD OF EDUCATION

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SUPERINTENDENT

Dr. Glenda Nickson

ABOUT NEWTON MUNICIPAL SCHOOL DISTRICT

COMMUNITY CHARACTERISTICS

The Newton Municipal School District is located in Newton County, Mississippi, which was founded and organized on February 26, 1836. It was named after the famous scientist and philosopher, Sir Isaac Newton. Newton County is located in east central Mississippi connecting 568 square miles and is the only perfectly square county in the state.

The Newton Municipal School District is located in the city of Newton. The city population is about 3,699 according to the Census Bureau. The racial makeup of the city is 43.9% Caucasian, 54.7% African American, 0.14% Native American, 0.62% Asian, 0.19% from other races, and 0.46% from two or more races.

DISTRICT CHARACTERISTICS

The Newton Municipal School District was established in 1970 after integration. Newton Municipal School District is comprised of 3 schools: Newton Elementary (grades K-5), N.H. Pilate Middle School (grades 6-8), and Newton High School (grades 9-12). The district also has a vocational center which provides career-track options for students in grades 9-12.

Within the Newton Municipal School District, as reported by the Small Area Income and Poverty Estimate from the U.S. Census Bureau, about 32.9% of children between ages 5 and 17 live in poverty-related households. Moreover, over 90% of the students in the district qualify for free and reduced lunches.

ABOUT THE DISTRICT

District Report Card 2018 - 2019

Newton Municipal School District

Grade

C



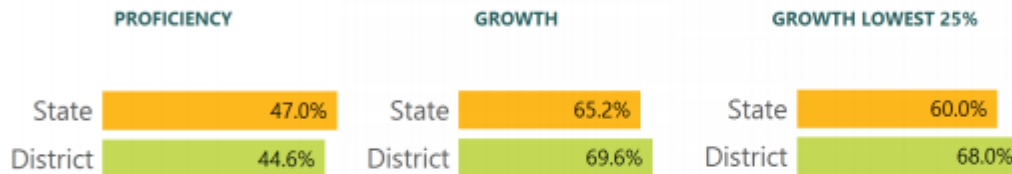
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Newton, MS 39345
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SCHOOL ACCOUNTABILITY GRADE COMPONENTS

Mississippi's accountability system assigns "A" through "F" letter grades for schools and districts. Grades are based on student achievement, student growth, student participation in testing, and other academic measures.

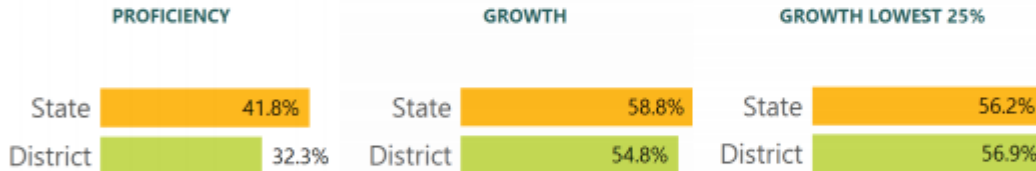
Math

Measurements of student performance on the statewide math assessment.



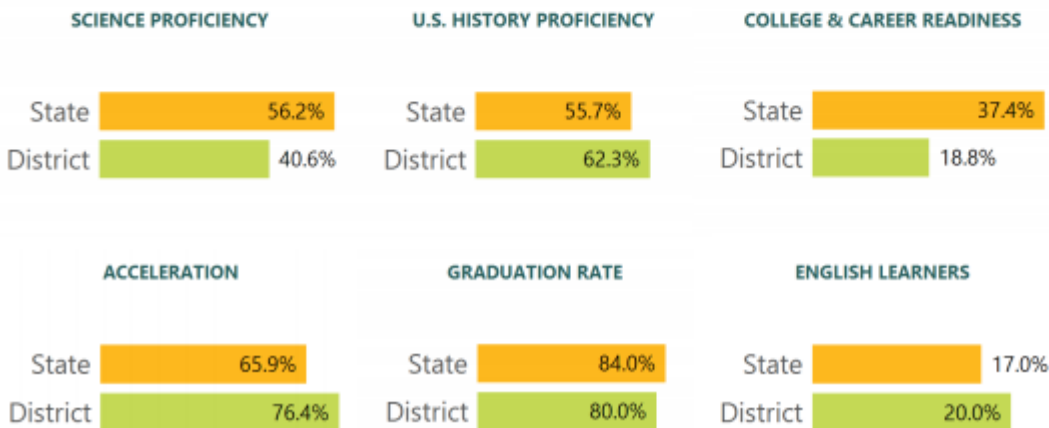
English

Measurements of student performance on the statewide English language arts (ELA) assessment.



Other Measures

Other measurements of student performance that factor into the accountability grade.



TEACHER DATA

79.4

Teachers



81.1%

Experienced Teachers

13.6%

Provisional Teachers

90.9%

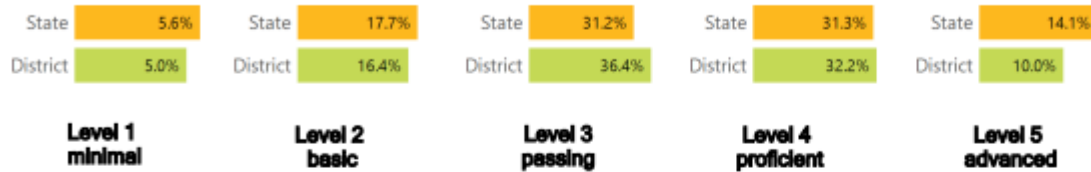
In-field Teachers

DETAILED ASSESSMENT AND OTHER DATA

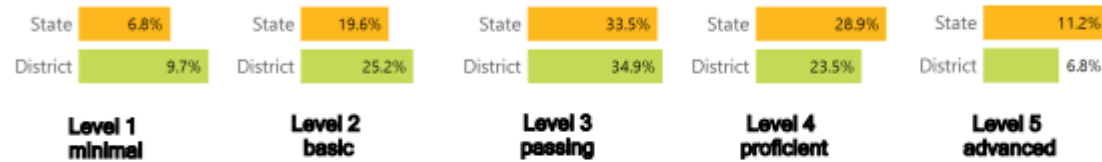
Student Performance

The following information shows each level of student performance on statewide assessments.

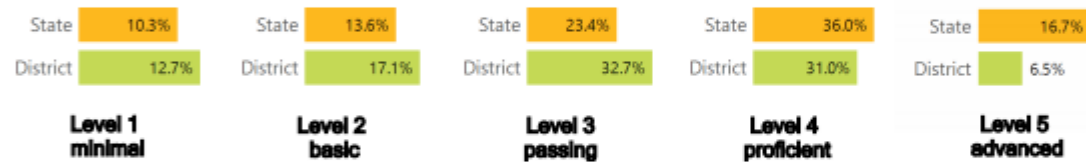
MATH



ENGLISH



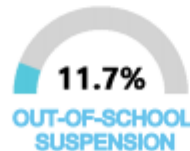
SCIENCE



Assessment Participation



Discipline



* Source: 2015-2016 Civil Rights Data Collection

OTHER DATA



6.0%
Chronic Absenteeism



Per-pupil expenditure data will be available in early 2020.
Per-Pupil Expenditure



61.5%
Post-Secondary Enrollment



>95%
Advanced Course Participation

MISSION, BELIEFS, AND GOALS

OUR MISSION

All students will graduate from the Newton Municipal School District college and/or career ready.

OUR BELIEFS

- All students can learn.
- Student learning is the chief priority.
- A safe, supportive & trusting environment enhances student achievement.
- Teachers, administrators, parents and community share responsibility for advancing the mission and commitment to continuous improvement and professional learning.

OUR MOTTO

It is ALWAYS a great day to be a Tiger!

BETTER STRONGER TOGETHER

OUR GOALS



Create and Maintain a Safe and Orderly School



Improve Student Achievement



Maintain Fund Balance and Ensure the District is Fiscally Sound



Improve and Maintain a Culture of Community Engagement/Involvement



GOAL 1: STUDENT ACHIEVEMENT

The Newton Municipal School District's priority goal is to provide an equitable educational opportunity to all students. In an effort to adequately prepare our students for college, military, and/or career, we are actively engaged in disaggregating state and school-based data to make informed decisions. As a result of the data findings, the district has identified the following focus priorities:

INDICATORS

- Increase the percentage of students showing growth on all end of the year assessments in English Language Arts and Mathematics.
- Increase the percentage of students scoring proficient on all end of the year assessments in English Language Arts, Mathematics, History, and Science.
- Decrease the percentage of students performing in the bottom 25th percentile on end of the year assessments in English Language Arts and Mathematics.
- Increase passing rate on end of course CPAS examination and end of course AP examinations.
- Increase student participation in CTE program.
- Increase the hiring of highly qualified teachers and staff.
- Increase the graduation rate.
- Decrease the drop-out rate.
- Increase the composite score on ACT.
- Increase student and staff attendance.
- Increase each school's accountability score.
- Increase the retention and development of teachers and staff.



GOAL 1: STUDENT ACHIEVEMENT

(cont'd)

STRATEGIES

- Provide professional development based on classroom observations, needs identified from teacher surveys, and assessment data in all content areas.
- Use students' MAAP, universal screening and progress monitoring data to inform instructional practices.
- Provide interventionists to support teachers and students.
- Develop internship and apprenticeship programs.
- Provide leadership and growth opportunities for teachers and assistants.
- Conduct evaluations and utilize immediate, effective feedback.
- Provide individualized professional development.
- Conduct school wide and district-wide "Data Walks" to encourage and guide ongoing academic improvement.
- Implement with fidelity MTSS protocols.
- Implement with fidelity PBIS protocols.
- Ensure alignment of curriculum, instruction, and assessment practices.
- Implement a mentoring program for all new employees.
- Collaborate with other school districts.
- Partner with Institutes of Higher Learning to host student teacher interns.
- Progress monitor students every 2 weeks and provide remediation accordingly.
- Provide on-line courses and transportation to college campuses.
- Monitor and provide mentorship for "at-risk" students.
- Effectively utilize technology resources to enhance instruction.
- Provide active learning opportunities for teachers.
- Cultivate horizontal and vertical collaboration within the district.
- Visit colleges and attend career fairs.



GOAL 2: SAFE AND ORDERLY SCHOOL ENVIRONMENT

The Newton Municipal School District recognizes that in order for students to perform and achieve at their maximum potential that they need to be a part of an orderly and safe school environment. The school's environment is a reflection of the district's mission and core beliefs. Positive and safe school climates encourage collaboration and respect among students, staff, and community. In order to provide a climate that is conducive to optimal learning, the district has identified the following areas of focus:

INDICATORS

- Decrease the number of office referrals.
- Decrease the number of out-of-school suspensions.
- Decrease incidents of bullying.
- Increase maintenance and upgrade of buses.
- Increase upkeep and sanitation of district facilities.
- Increase awareness of safety evacuation plans.
- Decrease the number of student and staff incidents.

STRATEGIES

- Implement with fidelity Positive Behavior Intervention Supports (PBIS) in every school.
- Provide Classroom Management and Cultural Awareness and Responsiveness trainings at the district and site levels.
- Remain fair and consistent with disciplinary actions by following the district's discipline ladder.
- Provide weekly documentation of bus maintenance in NMSD Transportation Log.
- Employ School Resource Officer (SRO).
- Provide daily documentation of district facilities maintenance and sanitation in the NMSD Custodial Log.
- Install Mag-lock doors at all campuses.
- Purchase additional security fencing at each campus.
- Provide security, surveillance, and up-to-date security measures at each school and all district facilities.
- Use ID badges for staff and student identification.
- Review, revise, and implement district safety policies and procedures.
- Implement safety drills and protocols as required by MDE.
- Provide training for staff on safety procedures and protocols.
- Implement district-level and school-level crisis management teams with specified roles.
- Provide radios for reliable communication.



GOAL 3: FINANCIAL

The Newton Municipal School District understands that a school district must manage, maintain, and utilize its available resources to provide educational opportunities. It is the district's goal to maintain a fund balance and remain fiscally sound. The district has identified the following areas of focus:

INDICATORS

- Achieve an unqualified finding on the district's annual audit.
- Decrease the percent of funds spent in administration.
- Increase the percent of funds spent in instruction.
- Meet maintenance of effort in all programs.
- Provide all staff and students the resources needed to achieve district goals.

STRATEGIES

- Link all spending decisions to a district goal.
- Establish salary scales for administrators and departmental directors.
- Monitor expenditures regularly to ensure alignment to the district's goals and site needs.
- Hold regular and annual budget planning sessions with the school board.
- Hold regular and annual budget planning sessions with principals and department leaders.
- Prioritize needs and allocate funds based on greatest areas of need.
- Pursue alternate funding sources, such as grants, to support district goals and needs.
- Expand and pursue partnerships with community agencies to support district goals and needs.



GOAL 4: FAMILIES AND COMMUNITY

The Newton Municipal School District will engage families and the community in the education of all students. The district will improve relationships with families and surrounding communities by building viable skills and trust through collaborative opportunities and ongoing communication. The district has identified the following areas of focus:

INDICATORS

- Increase the number of school and community partnerships.
- Increase parent participation in the district's Parent Teacher Organization (PTO).
- Increase the number of school and district events that provide training to parents in support of their child's education.
- Increase the dissemination of school and district information to parents and the community.
- Increase communication from teachers to parents regarding their children's education.

STRATEGIES

- Partner with community stakeholders to host events.
- Keep district website and social media pages updated.
- Develop district and school brochures highlighting programs and services.
- Assess effectiveness of outreach efforts via parent and community surveys.
- Require communication from teachers via School Status to parents weekly.
- Develop a parent-community advisory council.
- Present information about the district to the Chamber of Commerce, churches, and civic groups.
- Host community forums and other events to promote the district and its goals.
- Promote school and district events in the local newspaper, television, and district social media pages.
- Implement "Parent University" to assist parents in supporting their children with homework and projects.
- Conduct orientation nights for each school
- Create teacher and student advisory councils.

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<https://www.facebook.com/NewtonMunicipalSchool>