

**SECTION 7 REQUEST FORM FOR Newport Schools
GENERAL FUND - FY 2020-2021**

NAME OF SCHOOL: Newport High School

NAME OF STRATEGY OR STRATEGIES: Positions for 2020-21 School Year

PERSON(S) RESPONSIBLE: Heather Orman

REQUESTED BUDGET:

STAFF:

TITLE (Teacher, instructor, counselor, etc.)	Quantity	Projected Cost
<i>Use average salary from Salary Schedule</i>		
<u>Assistant Principal</u>	<u>2</u>	\$ <u> </u>
<u>Art Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Athletic Director</u>	<u>0.5</u>	\$ <u> </u>
<u>Band Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Behavior Intervention Aide</u>	<u>1</u>	\$ <u> </u>
<u>Behavior Intervention Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Business Teacher</u>	<u>2</u>	\$ <u> </u>
<u>Counselor (7 - 9)</u>	<u>0.5</u>	\$ <u> </u>
<u>Counselor (10 - 12)</u>	<u>0.5</u>	\$ <u> </u>
<u>Construction Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Custodians</u>	<u>5</u>	\$ <u> </u>
<u>Dean</u>	<u>0.5</u>	\$ <u> </u>
<u>Drama Teacher</u>	<u>1</u>	\$ <u> </u>
<u>EL Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Family Consumer Science Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Graphic Design Teacher</u>	<u>1</u>	\$ <u> </u>
<u>Instructional Aides</u>	<u>3</u>	\$ <u> </u>
<u>Media Specialist/Librarian</u>	<u>0.5</u>	\$ <u> </u>
<u>New Pathways Teacher</u>	<u>1</u>	\$ <u> </u>

<u>PE Teacher</u>	<u>1</u>	
<u>Print Technology Teacher</u>	<u>1</u>	
<u>Secretary</u>	<u>2</u>	
<u>Science Teacher (PLTW)</u>	<u>0.8</u>	
<u>Spanish Teacher</u>	<u>1</u>	
<u>Technology Coordinator (Classified)</u>	<u>1</u>	
<i>Projected Staff Costs</i>		

SUBMITTED:


Principal signature

3/20/20
Date

X	
SBDM member signature	Date
X	
SBDM member signature	Date
X	
SBDM member signature	Date
X	
SBDM member signature	Date
X	
SBDM member signature	Date

DATE THAT EVALUATION PLAN WAS REVIEWED BY COMMITTEE:

Staffing Model NHS 20-21

Position	Rationale
Art Teacher	Creativity and innovation are foundational in 21st century learning. Supplying students with an opportunity to take art in high school not only provides an opportunity for them to express their creativity and innovation, but also “a recent report from the Center for Arts Education found that New York City high schools with the most access to—and support for — arts education have the city’s <u>highest graduation rate.</u> ”
Assistant Principal (10 - 12)	- During SY 19-20, there were 125+ home athletic events, including middle and high school events (data was pulled from Arbiter); one Homecoming dance; one evening MS dance; the district tournament for varsity basketball; the Hall of Fame game; away events at rival schools requiring NHS supervisors; and the district has multiple contracts with a wide variety of youth league sports who use our facilities and require custodial and administrative support/scheduling. The assistant principals, principal, and athletic director oversee facilities and serve as admin-in-charge at athletic events. - As of 3/19/20, there were 1760 behavior events entered into Infinite Campus for SY 19-20; 981 events – 7th – 9th grades; 780 events – 10th – 12th grades. In order to facilitate the instructional work of the turnaround process, the assistant principal would process the majority of 10-12 discipline referrals in coordination with the principal. - The assistant principal and principal also evaluate 52 certified staff and 18 classified staff members (not including 6 food service). - This assistant principal also facilitates and monitors the TEDS data which is critical to ensuring Transition Readiness data is accurate and students are scheduled correctly in order to meet Graduation requirements; and delivers notice of truancy letters to parents/guardians.

Assistant Principal (7 - 9)	• There are 9 PLCs in the building. PLCs meet twice a week. In order to more ensure that teachers are collaborating to teach similar courses and benefit most from PLC work, for SY20-21, PLCs will be subdivided into 7-9 and 10-12 by subject area. The principal will work primarily with 10-12 PLCs and this assistant principal will serve as instructional lead for 7 - 9 PLCs. • As of 3/19/20, there were 1760 behavior events entered into Infinite Campus for SY 19-20; 981 events - 7th - 9th grades; 780 events - 10th - 12th grades. In order to facilitate the instructional work of the turnaround process, the assistant principal would process the majority of 10-12 discipline referrals in coordination with the principal. • In order to facilitate the instructional work of the turnaround process, this assistant principal would collaborate with the Intermediate School to ensure a smooth transition to the high school for 7th grade students and collaborate with 10th through 12th grade teachers to ensure a smooth transition for 9th grade students.
Athletic Director/Dean	• The athletic director is responsible for supervising and evaluating 55 coaches (MS and HS) in coordination with the principal. • During SY 19-20, there were 125+ home athletic events, including middle and high school events (data was pulled from Arbiter); one Homecoming dance; one evening MS dance; the district tournament for varsity basketball; the Hall of Fame game; away events at rival schools requiring NHS supervisors; and the district has multiple contracts with a wide variety of youth league sports who use our facilities and require custodial and administrative support/scheduling. The assistant principals, principal, and athletic director oversee facilities and serve as admin-in-charge at athletic events. • In order to facilitate the instructional work of the turnaround process, a dean could help process low-level referrals so assistant principals can also participate in regular PLCs, do classroom walkthroughs, and review lesson plans. Combining dean and athletic director may also provide an additional level of deterrence for student-athletes.

Band Teacher	A quality music program is imperative to the success of a comprehensive high school. Not only is musical acuity associated with mathematical ability, but “research shows that children who sing/dance/act/play their little hearts out are four times more likely to be recognized for academic achievement compared with their non-performing friends — and they tend to have enhanced cognitive, motor, and social development.”
Behavior Intervention – Classified Aide	The BI aide works primarily in BIC and New Pathways to provide support for those teachers, including providing short-term supervision, getting work and/or necessary materials for students, escorting students in-and-out of the building, etc.
Behavior Intervention – Certified	The BI instructor oversees students who need a short-term alternative to the classroom setting. The BI instructor works with students to ensure they are provided with their regular coursework and transition them back to class as quickly as possible following a behavior infraction. The BI teacher also meets regularly with the Behavior PLC (Dean, New Pathways teacher, counselor, and principal) to monitor data and provide adequate student supports and next steps. The BI teachers and New Pathways teacher, as certified teachers, also receive planning and lunch times and help out with lunch duty on a rotational basis. Additionally, based on certifications, BI and New Pathways teachers may need to teach a content course in which they are certified to ensure that courses are taught by highly qualified staff. In order to ensure that students are monitored per KDE requirements, all three are certified positions.
Academic Counselor (10-12) 0.5	The Academic counselor oversees the master schedule; serves as Building Assessment Coordinator for 10 th grade KPREP, 11 th grade ACT, and collects and monitors Transition Readiness data; and assists with graduation requirements, scholarship applications, and Senior Awards Ceremony. In order to provide two counselors that can support social-emotional AND academic needs by grade bands, the other half of the counseling position will be funded with NHS Title I funds.
Academic Counselor (7-9) 0.5	The Academic counselor oversees the master schedule; serves as Building Assessment Coordinator for 7 th and 8 th grade KPREP; serves as the counselor in the Behavior PLC; and assists with AP who works with 7 th through 9 th grade students to prepare them for high school. In order to provide two counselors that can support social-emotional AND academic needs by grade bands, the other half of the counseling position will be funded with NHS Title I funds.
Business Teacher (2)	This is important for our Transition Readiness scores. By having this we can test additional students in this Industry Certification/CTE EOP area making them transition ready and supporting their future. This class also includes an inherent opportunity for students to get real

	work experience by supporting schoolwide initiatives, like the school store, and meet technology requirements for graduation.
Construction Teacher	This is important for our Transition Readiness scores. By having this we can test additional students in this Industry Certification/CTE EOP area making them transition ready and supporting their future. This class also includes an inherent opportunity for students to get real work experience by supporting schoolwide initiatives. Additionally, NHS has been in partnership with other River City schools and Navigo to serve as the Carpentry hub for local high schools.
Credit Recovery Teacher	On average for the last five semesters from Fall 2017 through Fall 2019, NHS students have failed an average of 124 of 17 different required courses in 9 th – 12 th grades. It is not feasible to offer 17 different additional sections of the required courses under the current staffing model. A credit recovery teacher would supervise multiple students during all class periods who are repeating a variety of required courses on Edgenuity. Having a full-time course recovery teacher contributes to improved graduation rates.
Custodians (5)	In addition to the 125+ NHS Athletic Events that occur in the building and on campus throughout a school year, district and community events are held at NHS throughout the year and require custodial support. The additional events typically require extensive custodial duties outside the regular school day. Also, an afternoon/night custodian is imperative b/c classroom work and some of the regular upkeep cannot be done with students in the building.
Drama Teacher	In addition to the aforementioned benefits of performing arts, numbers in our theatre/drama program continue to grow. The play performances are well-attended and reflect positively in the larger community in which NHS is situated.
EL Teacher	Census data indicates that percentage of Hispanic/Latino families residing in Newport, KY, has risen from approximately 2% to 4.5% in the last 5 years. NHS currently has 30 EL students, all native Spanish speakers, and 8 – 10 of those students are considered newcomers. Newcomers are students who exhibit no proficiency with the English language. Under the current accountability model in Kentucky, EL students have to exhibit English proficiency on the ACCESS assessment. It requires extensive support and monitoring to get EL students to achieve English proficiency, especially newcomers.
Family Consumer Science Teacher	This is important for our Transition Readiness scores. By having this we can test additional students in this Industry Certification/CTE EOP area making them transition ready and

	supporting their future. This class also includes an inherent opportunity for students to get real work experience by supporting schoolwide initiatives.
Graphic Design Teacher	This is important for our Transition Readiness scores. By having this we can test additional students in this Industry Certification/CTE EOP area making them transition ready and supporting their future. This class also includes an inherent opportunity for students to get real work experience by supporting schoolwide initiatives.
Instructional Aides (3)	Instructional aides provide support in BI and New Pathways rooms, common areas, hallways, cafeteria, etc.; before and after school; during lunches; and rotate support in resource rooms during instruction. All three aides are trained in SCM to help deescalate students and ensure safety in the building.
Media Librarian (0.5)	This additional 0.5 would allow for a full-time librarian at NHS. The media librarian would then be able to do the following: 1. Teach Makerspace/Comp Science standards in MS Specials rotation. Organization, promotion, and oversight of Makerspace which aligns with school mission (prepare students today to face tomorrow's challenges). <i>Makerspace is more than a space itself, it is a mindset that can and should be taught (Gerstein, 2014). We have a student culture of children who have learned to consume technology; educational zombies with all of their technological skill residing in the swipe of an index finger. With a makerspace, we can move beyond consumption to creation! There is a strong advocacy for this type of teaching and learning and it is critical for policy makers to understand as we develop frameworks that move away from consumption, towards creation in our educational settings (Alberta Education, 2011; Fullan, 2013; Wagner & Compton, 2012). A makerspace is about "turning knowledge into action" (Flemming, 2015, p. 7), and allows for a true opportunity to support personalized learning (Martinez & Stager, 2013).</i> 2. Schedule to teach <i>Research Skills</i> and <i>Book Talks</i> in ALL ELA courses at least once per semester
New Pathways	New Pathways is a detour in the expulsion process for students who have received multiple out-of-school suspensions. The New Pathways teacher is responsible for teaching the most challenging group of 10 students daily in an effort to decrease expulsions. This teacher ensures that students are enrolled in course equivalent classes/courses on Edgenuity; staying on track academically; and monitoring behavior and attendance. The New Pathways teacher also meets regularly with the

	Behavior PLC (AP, BI teacher, Social/Emotional counselor, and principal) to monitor data and provide adequate student supports and next steps. The BI teachers and New Pathways teacher, as certified teachers, also receive planning and lunch times and help out with lunch duty on a rotational basis. Additionally, based on certifications, BI and New Pathways teachers may need to teach a content course in which they are certified to ensure that courses are tight by highly qualified staff. In order to ensure that students are monitored per KDE requirements, all three are certified positions. According to <i>Poverty and Obesity in the U.S.</i>, an article from the American Diabetes Association, counties with poverty rates of >35% have obesity rates 145% greater than wealthy counties. Newport, KY. has a poverty rate of 31.7% according to the most recent census data (2018). While Physical Education is also a graduation requirement, it is also important to help students learn healthy habits to combat obesity and promote life-long exercise which has been proven to decrease obesity in addition to a host of other health ailments, including heart disease, diabetes, etc. This is important for our Transition Readiness scores. By having this we can test additional students in this Industry Certification/CTE EOP area making them transition ready and supporting their future. This class also includes an inherent opportunity for students to get real work experience by supporting schoolwide initiatives. While Print Technology is the current position for which NHS is applying, NHS is the only school in the state that has still been given permission to offer this as a viable career pathway. Currently, NHS is asking to fund this for Print Technology, but depending on KDE approval and student interest, NHS may offer a different Career Pathway that the person being funded for this position would teach. We would like to continue to pursue the PLTW classes as it gives our student additional options for courses. This part-time teacher allows 7/8 grades to start a pathway earlier than normal to encourage transition readiness in specified area.
PE Teacher	Projected enrollment for 20-21 is 560 students, 7 -12th grades. It is imperative to have intermediaries to answer and/or direct parent/staff/stakeholder phone calls and questions in a timely manner. Additionally, one of the secretaries coordinates with principal and district for financial/payroll responsibilities and managerial tasks and the other secretary works with the district and the principal to monitor and support attendance/truancy.
Print Technology Teacher	Spanish is quickly become the 2nd language of the United States. Offering Spanish, taught by a dedicated instructor, would make "language interesting and relevant to students, while also
Science Teacher PLTW (0.8)	
Secretary	
Spanish Teacher Certified	

	teaching them the critical 21 st -century skills—collaboration, communication, presentation, and yes, proficiency in a second (or third) language—that will make them must-hire and give-them-a-raise employees someday.”
Technology Coordinator	As a 1:1 school, a tech coordinator is imperative in monitoring usage; assisting with broken devices; and supporting students and staff with technology. They also provide tech support in auditorium, gymnasiums, cafeteria, etc. for the myriad events that occur at NHS.