

Ocean Springs School District

Strategic Plan

Setting the PACE

for

Student Achievement

**Academics, Arts, and Athletics
2015**

Progress and revision FALL 2017

Ocean Springs School District Profile

Introduction

Ocean Springs School District is the heart of the city of Ocean Springs. The values of this school district mirror the values of the community, which are to preserve the history, protect the beauty, and inspire the youth to achieve the highest level in academics, arts, and athletics. People, Achievement, Community, and Environment (PACE) is the foundation for our hope that the youth of Ocean Springs embrace these values in ways that transcend our small community into the greater world community. The beautiful small coastal town charm has evolved into a community that continually encourages the people to challenge the status quo while maintaining a firm hold on the values that distinguish this community.

The Ocean Springs School District has historically excelled in preparing students for graduation, continued education, and workplace success. Maintaining highest District Status attainable on the Mississippi School Performance Levels, the district has continued to meet the criteria established by State and Federal Accountability Standards. District scores on statewide and national assessments are well above the state average and traditionally fall within the top ten percent of districts in Mississippi.

The outstanding reputation of the Ocean Springs School District and the surrounding community places us in a position to hire quality personnel. There is rarely a shortage of applications from highly qualified individuals seeking the opportunity to work for the district. Our staff, teachers, and administrators are dedicated, hard-working, professional individuals who strive to maintain the academic, physical, emotional, and social success of the students of the Ocean Springs School District.

The leadership of the Ocean Springs School District has always been strong. Under the guidance of a dedicated and knowledgeable school board, the superintendent and administrative staff provide decision making, problem solving, and support as they seek to move the district forward.

The parents and community members are very supportive of the school district. Volunteers are in our schools daily assisting teachers, reading to students, and offering help. They work hard to provide extra resources and equipment to benefit our students and teachers. The community continues to provide support to district efforts in maintaining and updating current facilities.

Student performance data and new guidelines from the Mississippi Department of Education were considered in the development of this strategic plan. A Strategic Planning Team consisting of district level and building level administrators, teachers, community stakeholders, parents, and students discussed current test scores, new curriculum guidelines, professional development needs, and established programs to determine goals for the future. The Ocean Springs School District Strategic Plan provides a foundation on which the Ocean Springs School District can continue to succeed. The plan includes goals, objectives, and actions needed to ensure progress toward the collective vision of the Ocean Springs School District. The progress will be measured and reported to the Board of Education annually. The OSSD Strategic Plan will be reviewed quarterly by members of the OSSD Leadership Team. Revisions will be posted to the Web in the fall of each year following Board of Education approval.

VISION

It is the vision of Ocean Springs School District to educate and inspire all students to their highest levels of achievement.

MISSION

The mission of Ocean Springs School District is to teach our students essential content and strategies, which will enable them to apply knowledge beyond their school experience and to have a positive impact on society.

Beliefs

- Each student is a valued individual
- The best interest of the children is the driving force behind decisions
- The most important interaction is between the teacher and the student
- Students learn best when they are actively engaged through differentiated learning opportunities
- A physically and emotionally safe environment promotes student learning
- Students, teachers, administrators, staff, parents, school board members, and the community share the responsibility for advancing the District's mission

SUPERINTENDENT OF SCHOOLS

Dr. Bonita Coleman

MEMBERS, BOARD OF EDUCATION

Mrs. Sue White, President

Mrs. Kacee Waters, Secretary

Mr. Wally Carter

Mr. Eric Camp

Mr. James Smith

Ocean Springs School District Strategic Plan

Transformational Goals:

People

- Recruit, develop, and retain high-performing staff.
- Ensure all employees are highly qualified, skilled, and committed to their positions.

Achievement

- Early Childhood Education coordinate preschool services and training opportunities.
- Literacy – Ocean Springs School District students will be able to read for knowledge, write coherently, and think critically about printed material across content.
- Mathematics – Ocean Springs School District students will demonstrate a mathematical knowledge base and the competence and confidence to apply this knowledge in the practical world.
- Science – Ocean Springs School District students have the content knowledge and understanding of specific concepts and processes required for the evaluation of scientific information and argument.
- Social Studies – Ocean Springs School District students will have the content knowledge and understanding of social and political concepts to make informed and reasoned decisions for the public good as citizens of a culturally diverse society and interdependent world.
- College and Career Readiness – Ocean Springs School District students will be college and career ready upon graduation.

Community

- Strengthen collaboration with all stakeholders to enhance student achievement.

Environment

- Implement health and wellness state initiatives to increase academic achievement and overall community health.
- Provide environments that optimize learning and teaching and are safe, secure and well maintained.
- Develop and nurture a high-performing culture based on trust, compassion, mutual respect, and integrity.

PEOPLE

Goal 1: Recruit, Develop, and Retain high-performing staff.

Objective 1.1	<i>Recruit highly effective employees</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 1.1a	Attend recruitment fairs at Institutions of Higher Learning	C	C/M	C		
Action 1.1b	Host an annual Ocean Springs School District Employee Recruitment Fair targeting critical need areas	P	P/M	C		
Action 1.1c	Increase contact with Education Departments at in-state and local out-of-state Institutions of Higher Learning to identify high-performing teacher prospects.	P	P/M	P		

Objective 1.2	<i>Retain highly effective employees</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 1.2a	Provide all beginning teachers ongoing support through an effective induction program, <i>and</i> expand the new teacher orientation program to provide vital information, which supports the vision and mission of the district.	P	P	C		

Action 1.2b	Provide opportunities for continued professional growth for all employees and list on the Annual Professional Development Calendar.	C	C	C		
Action 1.2c	Conduct satisfaction surveys among all staff members on an annual basis to gauge staff satisfaction on the following: -professional development -physical condition of work environment -resources -student attitudes/ behavior -leadership	C	C	C		
Action 1.2d	Evaluate employee recognition programs annually to ensure effectiveness.	C	C	P		

Legend: P = Progress Made C = Completed E = Exceeded M= Modified N = Not Addressed R = Removed \$ = Allocated Funds % = Non-Allocated Funds Required

Goal 2: Ensure all employees are highly qualified, skilled, and committed to their positions

Objective 2.1	<i>Hire only teachers who are highly qualified</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 2.1a	Hire properly endorsed staff in the area(s) that they are hired to work.	C	E	C		
Action 2.1b	Utilize position control system to ensure proper endorsements for teaching areas.	C	E	E		
Action 2.1c	Have 100 percent of all teaching positions filled by the first day of school.	C	C	C		

Objective 2.2	<i>Ensure that all employees are highly skilled and dedicated to their position(s)</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 2.2a	All permanent employees will receive a yearly written evaluation.	P	P	P		
Action 2.2b	Increase % of staff evaluated as proficient or above each year by linking annual staff evaluation process and professional development program.	P	P	P		

Action 2.2c	Attendance rate for employees will increase each year.	C	P	P		
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ACHIEVEMENT

New Goal: Increase student achievement resulting in the district and every school receiving an “A” accountability rating as determined by the Mississippi Department of Education.

Objective 1.1		SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 1a	Increase grade level mastery to achieve 95% graduation rate and promotion	M	M	M		
Action 1b	Improve achievement levels of at risk students in all grades as measured by local, state, and national assessments by implementing and monitoring appropriate placement in courses and programs.	M	M	M		
Action 1c	Increase achievement growth for all students by implementing individualized learning pathways monitored by the district data platform	M	M	M		
Action 1d	Increase awareness of the state accountability model for all stakeholders through PD and parent meetings.	M	M	M		

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Goal 2: Literacy – New Goal: Ensure curriculum, instruction, and assessment is designed and delivered with a focus on continuous improvement of student engagement and academic achievement.

Objective 2.1		SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 2a	Include all MCCRS content in professional development Pre-K-12 as measured by the percentage of teachers participating in Common Core identified professional development opportunities. Provide quality standards-based PD for teachers to ensure a deeper understanding of the standards and how they are assessed.	C/M	M	M		
Action 2b	Monitor curriculum implementation through the use of observation rubrics to gather data at both the school and district level to determine effectiveness of implementation and to inform professional development plans.	C/M	M	M		

Action 2c	Increase the number of opportunities for and participation in community wide summer reading and math programs that include incentives for students and schools.	C	R	M		
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Action 2d	Assist schools in data analysis to ensure all instructional programs are being implemented as designed for maximum. .	C	R	M		
Action 2e	Continue vertical alignment team meetings to ensure curriculum continuity and effectiveness by reviewing scaffolding and vertical articulation documents.	C/M	R	M		
Action 2f	Conduct monthly curriculum and accountability trainings for all principals to ensure thorough understanding of the new accountability system.	C/M	R	M		
Action 2g	Increase instructional technology utilization in classrooms to connect students to global opportunities.			M		

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New Goal: Develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, and staff resulting in employee learning and retention, student achievement, and overall school improvement.

Objective 3.1	<i>The district will build the content knowledge level of K-12 teachers</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 3a	Increase teacher recruitment and retention efforts to ensure faculty diversity mirrors the student population.	E	M	M		
Action 3b	Provide differentiated Professional Development based on teacher need.	C/M	M	M		
Action 3c	Continue to provide outlets for stakeholders to have a voice.	C	M	P		
Action 3d	Enhance the Employee Wellness Program to encourage and reward employee participation in preventive screenings, fitness and nutrition/weight loss programs and carrier provided clinical programs.	P	M	M		
3e	Coordinate meetings with Administrators, School Resource Officers, and School Staff to work proactively to address behavioral and safety issues		M	M		

3f	Monitor and review district and school crisis plans to ensure they address the unique issues of each school and are ready to execute in the event of an emergency.		M	M		
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New Goal: Develop and sustain effective and efficient use of all resources for improved student achievement and fiscal responsibility.

Objective 4.1		SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 4a	Ensure that 100% of all expenditures can be directly correlated with student growth scores or learning gains using reviews of progress monitoring data with school staff to track student progress and make necessary adjustments.	P/M	M	M		
Action 4b	Maintain and continuously improve the process for forecasting class sizes..	C	M	M		
Action 4c	Enhance the district-wide energy-saving initiative to offset energy costs and save the district dollars annually.	C	M	M		

Action 4d	Implement, monitor, and improve Extended Learning Opportunities in all schools as measured by student achievement data and student participation.	%	M	M		
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Goal 5:. New Goal: Provide quality technology and business services to optimize operations, communications, and academic results.

Objective 5.1		SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 5a	Evaluate the status of the technology plan to determine if the technology plan is meeting the district needs.	N	M	M		
Action 5b	Implement a data analytics platform to guide decision making at all levels.	%	M	M		
Action 5c	Establish a District’s annual State of the District event to address community leaders of progress on district goals.	P	M	M		

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COMMUNITY

Goal 1: Strengthen collaboration with all stakeholders to enhance student achievement.

Objective 1.1	<i>Increase opportunities for parent and community involvement</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 1.1a	Offer parent universities and learning opportunities four times yearly.	P	C	C		
Action 1.1b	Encourage and recognize volunteer efforts.	C	E	E		
Action 1.1c	Host public forums and/or meetings for stakeholders on relevant issues.	C	C	C		
Action 1.1d	Schedule community-wide events.	E	E	E		
Action 1.1e	Partner with local businesses and organizations to enhance educational opportunities for students and staff.	C	E	E		

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Objective 1.2	<i>Expand ongoing communications with parents</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
Action 1.2a	Utilize district-wide telecommunication and electronic systems between school and home.	E	C	E		

Action 1.2b	Use a variety of social media to dispense information.	C	C	E		
Action 1.2c	Hire a OSSD Webmaster to maintain the OSSD website and all other forms of social media.	%	p	C		
Action 1.2d	District Events Calendar will be utilized by all campuses and district offices.	P	P	P		

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ENVIRONMENT

- **Goal 1: Implement health and wellness state initiatives to increase academic achievement and overall community health.**

Objective 1.1	<i>The District will emphasize coordinated school health with a focus on students.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
1.1a	Provide nutrition-related learning experiences led by the child nutrition staff.	n/a	P	C		
1.1b	Increase student activity levels by encouraging exercise opportunities before, during, and after the school day.	n/a	E	C		

Objective 1.2	<i>The District will emphasize coordinated school health focusing on employees.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
1.2a	Increase employee activity levels by encouraging exercise opportunities before and after school.	n/a	C	C		
1.2b	Encourage employees to be positive role models in healthy lifestyle habits for students.	n/a	C	C		

Objective 1.3	<i>The District will emphasize coordinated school health with a focus on the community.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
1.3a	Invite community stakeholders to district health council meetings.	n/a	C	C		
1.3b	The child nutrition staff will provide an example of healthy menu items for parents.	n/a	P/M	C		
1.3c	Invite community stakeholders to healthy events or activities.	n/a	C	P		

Goal 2: Provide environments that optimize learning and teaching and are safe, secure and well-maintained

Objective 2.1	<i>Ensure safe, secure schools through increased resources, training and awareness for staff and students.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
2.1a	Analyze and upgrade facilities to maximize physical safety of students and staff.	C	C	C		
2.1b	Conduct annual survey of students, staff, and parents to gather data on perceptions of school safety.	C	C	C		

2.1c	Continue to use prevention-based programs to ensure a safe environment.	C	C	C		
2.1 d	Schools and central office will continue to support and collaborate with the Ocean Springs School District Police Force.	E	C	C		
2.1 e	Schools and central office will annually review and update their Crisis Management Plans.	C	C	C		
2.1 f	Schools and the central office will continue to utilize our automatize call out system for emergency response.	C/M	C	C		

Objective 2.2	<i>Provide students and staff with access to progressive technology for integration into instruction</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
2.2a	Update technology plans that support improved teaching and learning.	C	C	C		
2.2b	Utilize technology systems to provide easily accessible data to all stakeholders.	C	C	C		
2.2c	Prioritize teacher needs for assistance and/or training in technology integration for use in the classroom.	C	C	E		
2.2d	Support technology innovations for teaching, learning, and district operations.	C	C	C		

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Goal 3: Develop and nurture a high-performing culture based on trust, compassion, mutual respect and integrity

Objective 3.1	<i>Promote an organizational climate that values two-way communication, professionalism, and personal empowerment.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
3.1a	Promote collaboration among all stakeholders.	E	C	C		
3.1b	Cultivate a sense of common mission and educational belief system.	C	P	C		
3.1c	Measure organizational climate and employee satisfaction.	C	P	C		

Objective 3.2	<i>Provide opportunities for developing the assets of each student to promote a positive school culture.</i>	SY 14/15	SY 15/16	SY 16/17	SY 17/18	SY 18/19
3.2a	Utilize student support services.	C	C	C		
3.2b	Enhance character development to promote a climate of trust.	C	C	C		
3.2c	Ensure access to fine arts, leadership and athletic programs.	E	E	E		

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Strategic Plan Steering Team

Staff Members

Danielle Miller Jerry Twiggs Allison Block Dr. Jennifer Pope Chris LeBatard Dr. Vicki Tiblier

Kelly Long Jon Wilson Dr. Aldo Moran Mary L. Rodgers Matt Viglianco

Community Representative Members

Dr. Jan Griffin Jane Moore Dr. John Barnett Michael Capers

Student Representative Members

Abby Thompson Madison Fletcher Landon Twiggs Natalie Blackwell

Parent Representative Members

Rhonda Pepper Valerie Lewis Andrea Osman

Administrative Staff

Dr. Bonita Coleman Dr. Christopher Williams Jerry Twiggs

Superintendent

Assistant Superintendent

Assistant Superintendent