



LOWNDES COUNTY
School District

CALEDONIA • NEW HOPE • WEST LOWNDES

Strategic Plan

2017-2021

The power of growing our own.

The power of growing our own.

The power of growing our OWN.

The power of growing our LOWNdes County School District.

How We Created the Strategic Plan

STAKEHOLDER INPUT

Board of Trustees Strategic Direction

In June of 2016, the LCSD Borad of Trustees began the work of establishing new goals to serve as the foundation for the 2017-2021 Strategic Plan.

Administrators

The District and building administrators reviewed the five goals and developed a new vision statement to support the growth of our students and schools.

Community

Community members representing each of our campuses were presented the five goals and measureable indicators. The community members discussed those and offered input on the measureable indicators.

Schools

Teachers were presented the five goals. They submitted measureable indicators and strategies that we would use to effectively implement the new goals.

REVIEW AND APPROVAL

The Superintendent and District Administrators reviewed the final draft of the Strategic Plan and submitted it for consideration by the Lowndes County School District Board of Trustees.

Board Approval

The Superintendent presented the final draft plan to the Board of Trustees on December 09, 2016. The Board formally approved the LCSD Strategic Plan for 2017-2021 on _____.

Strategic Plan Framework

What We Do

Mission

Challenge all students to attain their greatest potential.

Where We Want To Be

Vision

Provide an exemplary instructional system that challenges all students to attain their greatest potential for college and career readiness.

What We Believe In

Values

Fully engaged students

Productive and Purposeful Learning Environments

Equity

Effective Instruction and Leadership

Shared Responsibility

Mutual Respect

Motivation Through a Wholistic Approach

Individualistic and Challenging Instruction

What We Want to Accomplish

Goals

- 1. Student achievement will increase annually.**
- 2. The district will develop and sustain a healthy, respectful, caring, safe learning environment for students, faculty, staff, and our community resulting in individual employee learning, student achievement, and overall district improvement.**
- 3. The district will develop and strengthen meaningful partnerships to fully engage with our parents, communities, and staff to strategically impact and support student success.**
- 4. Through recruitment and professional development, the district will assure that there is an effective teacher in every classroom, an effective principal in every building and an effective employee in every position.**
- 5. The district will utilize emerging technologies and programs at the highest level of achievement and accountability to ensure that students will be college and career ready.**

Challenging all students to attain their greatest potential

How We Will Achieve Our Goals

Strategies

1. We will create a positive, encouraging environment to address the individual academic needs of students through differentiated instruction.
2. We will create and maintain an organizational culture that is inclusive of all stakeholders.
3. We will monitor and coach classroom teachers by providing academic support through timely and relevant professional development.
4. We will provide opportunities for our students and faculty to fully engage and utilize available technologies in learning and planning.
5. We will follow individual grade level and subject area Mississippi College and Career Readiness Standards.
6. We will use appropriate data to monitor and assure effective and efficient instruction and leadership.
7. We will maintain and update our facilities to ensure productive learning environments.
8. We will increase literacy skills instruction.

How We Will Check Our Progress

Measurable Outcomes

1. Results of state standardized testing (including MKAS, ACT, AP, MAP, SATP)
2. Graduation rates
3. Dropout rates
4. Attendance rates
5. Office discipline referrals
6. Event attendance (non-sporting)
7. Universal Screenings/Benchmark Assessments
8. Dual Enrollment
9. Professional Growth results
10. Employee turnover
11. MTSS data

Key Action Steps

The following are 40 Key Action Steps that will form the basis of an annual work plan for implementing the Strategic Plan. The Key Action Steps are categorized by the eight strategies found in the framework of the Strategic Plan and serve to establish a balance of the perspectives of the State of Mississippi, our staff, our communities, and our resources.

Strategy 1: We will create a positive, encouraging environment to address the individual academic needs of students through differentiated instruction.

- 1.1 Plan instructional supports that enrich classroom instruction in all classes
- 1.2 Provide relevant and rigorous lessons derived by reading the implications of the data
- 1.3 Encourage positive behavior through PBIS (Positive Behavior Intervention Supports) activities throughout the year
- 1.4 Monitor students' response to instruction and offer supports in a timely manner
- 1.5 Monitor instruction and provide feedback in a timely manner

Strategy 2: We will create and maintain an organizational culture that is inclusive of all stakeholders.

- 2.1 Promote and provide parents/guardians relevant opportunities to volunteer/lead
- 2.2 Actively encourage parent/guardian involvement through various methods of communication
- 2.3 Encourage and provide opportunities for family involvement in after-hours school-related events
- 2.4 Consistently provide parents/guardians with information regarding student performance

Strategy 3: We will monitor and coach classroom teachers by providing academic support through timely and relevant professional development.

- 3.1 Implement the Professional Growth evaluation tool as directed by the MDE
- 3.2 Provide teachers with current information regarding mandates set forth by the MDE
- 3.3 Provide teachers with professional development that is relevant to their needs and content area
- 3.4 Increase administrator feedback
- 3.5 Construct necessary improvement plans to correct evident instructional deficiencies
- 3.6 Hire high quality employees

Strategy 4: We will provide opportunities for our students and faculty to fully engage and utilize available technologies in learning and planning.

- 4.1 Provide learning opportunities that allow students to utilize technology in creating a finished product
- 4.2 Provide embedded training for teachers on ways to incorporate technology into instruction
- 4.3 Provide instructional/educational technology programs for teachers to use with students
- 4.4 Maintain infrastructure and equipment required to support the increased technology demand

Strategy 5: We will follow individual grade level and subject area Mississippi College and Career Readiness Standards.

- 5.1 Assist students in developing college and career goals
- 5.2 Focus on ACT test preparation
- 5.3 Focus on WorkKeys preparation
- 5.4 Implement various activities that will relate to real world situations
- 5.5 Increase opportunities for student collaboration during learning
- 5.6 Utilize MDE available resources during planning (Scaffolding and MAP Blueprint)

Strategy 6: We will use appropriate data to monitor and assure effective and efficient instruction and leadership.

- 6.1 Analyze various data and implement teaching strategies to accommodate the needs of students
- 6.2 Analyze discipline-related data and work to eliminate controllable situations
- 6.3 Implement PBIS
- 6.4 Track student data throughout the year and remediate as indicated
- 6.5 Utilize available data to facilitate decision making and instructional dialogue

Strategy 7: We will maintain and update our facilities to ensure productive learning environments.

- 7.1 Assure that instructional staff have adequate supplies
- 7.2 Assure that buildings and grounds are safe, comfortable, and inviting environments
- 7.3 Collaborate with industry to meet employability needs
- 7.4 Respond to building needs assessments appropriately
- 7.5 Assure that classrooms are clean, orderly, and developmentally appropriate
- 7.6 Assure that the Career Tech Program is responsive to local and regional workforce needs

Strategy 8: We will increase literacy skills instruction.

- 8.1 Monitor Tier 1 instruction to assure direct literacy skills instruction occurs in all classes and grades
- 8.2 Analyze available data sources to offer Tier 2 and Tier 3 supports as indicated throughout the grades
- 8.3 Increase text complexity through modeling and appropriate scaffolding
- 8.4 Increase the use of informational texts in all content areas relative to topics of study

Compiled and prepared for the
Lowndes County School District Board of Trustees
by
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