Request Approval
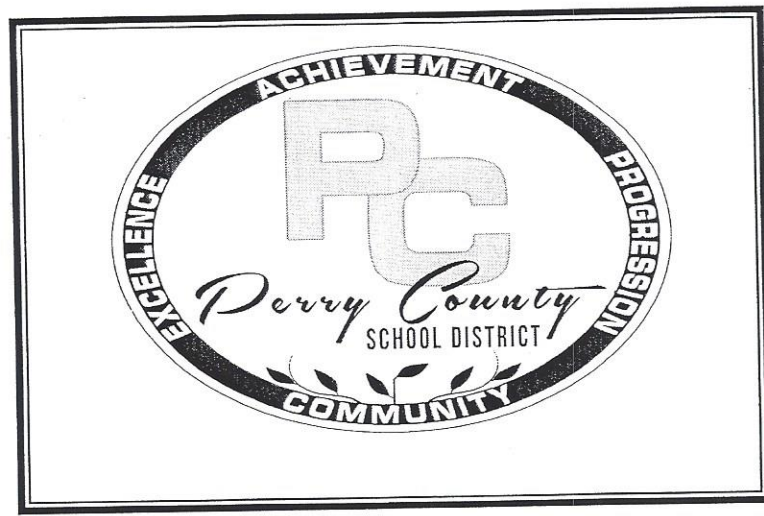# Strategic Plan
2019-2024

Request Approval of Strategic Plan 2019 - 2024

Perry County School District
Dr. Scott Dearman
Superintendent of Education
105 Main Street
New Augusta, MS   39462
601-964-3211

▢ MISSION STATEMENT ▢

"The Mission of the Perry County School District (PCSD) is to build a community of life-long learners by providing diverse educational opportunities."

▢   VISION STATEMENT ▢

"TO EMPOWER ALL STAKEHOLDERS TO BECOME ACTIVELY ENGAGED IN EVERY ASPECT OF THE SCHOOL COMMUNITY."

STRATEGIC PLAN

CHOICE GUIDING MORALS PRIORITIES HIERARCHY

STATEMENT STANDARDS GUIDE INDIVIDUAL

PURPOSES PRINCIPLES EXPRESS SELF VISION

GOALS CORE VALUES PLAN

INNOVATION EXCELLENCE

BELIEF VOTE TEAMWORK PREFERENCES RULES COOPERATIVE SPEAK CULTURAL

SUCCESS ETHICS

EXAMPLE DEVELOPMENT

2019-2024

Core Values

We believe that . . .

- A safe and orderly environment is conducive to learning.
- Students are our top priority
- Data-driven decision making matters
- Effective leadership is essential in all schools
- Parent/community/school partnerships are essential
- Quality instruction for everyone is achievable
- Rigor and relevance are important
- Accountability is essential
- High expectations lead to higher performance

Goals:
- All Students Proficient and Showing Growth in All Assessed Areas
- Every Student Graduates from High School and is Ready for College and Career
- Every Child Has Access to a High-Quality Early Childhood Program
- Every School Has Effective Teachers and Leaders
- Every School Community Effectively Using a World-Class Data System to Improve Student Outcomes
- Every School and in the District is Rated "B" or Higher
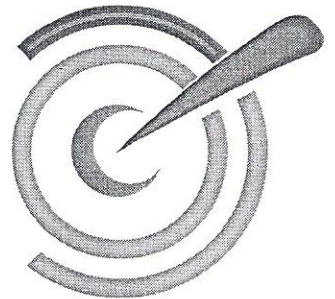
▢ GOAL 1 ▢
ALL STUDENTS PROFICIENT AND SHOWING GROWTH IN ALL ASSESSED AREAS…..

Improve student performance for ALL students through an intense focus on enhancing the teaching and instructional experience throughout the district.

OUTCOMES:

- Outcome: Increase the percentage of students proficient (levels 4 and 5) on statewide assessments (grades 3-8 and high school composite) in each subgroup
- Outcome: Increase the graduation rate by three percent (3%) each year with a goal of (85%) by 2024.
- Outcome: Decrease the percentage of students scoring levels 1-3 on statewide assessments in each subgroup
- Outcome: Increase the percentage of students demonstrating growth on statewide assessments in each subgroup
- Outcome: Increase the District's average daily attendance to a consistent range of 96% to ninety eight percent (98%).

STRATEGIES:

- Use researched-based strategies to have 60% of students scoring proficient or advanced as documented on state assessments by 2024.
- Use pre-post-test district wide data to drive instructional practices.
- Use student test score data to drive PLC's
- Provide targeted professional development to teachers and administrators in all content areas based on data
- Implement the MTSS process with fidelity

⦿ GOAL 2 ⦿
EVERY STUDENT GRADUATES FROM HIGH SCHOOL READY FOR COLLEGE AND CAREER
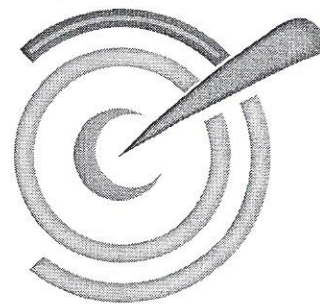
OUTCOMES:

- Outcome: Increase the percentage of students graduating from high school in each subgroup
- Outcome: Increase the percentage of students ready for college as measured by ACT benchmarks in each content area
- Outcome: Increase the percentage of students participating in and passing dual credit in each subgroup
- Outcome: Increase the number of students participating in and passing AP in each subgroup
- Outcome: Increase the percentage of student's career ready as measured by CPAS assessment and industry certifications.

STRATEGIES:

- Provide expanded access for students to participate in dual credit/dual enrollment opportunities and Advanced Placement courses
- Provide resources to schools in how to use an Early Warning System to identify students needing assistance and provide interventions
- Expand advanced STEM pathways
- Provide service based experiences and activities for students

⬥ GOAL 3 ⬥
EVERY CHILD HAS ACCESS TO A HIGH QUALITY EARLY CHILDHOOD PROGRAM
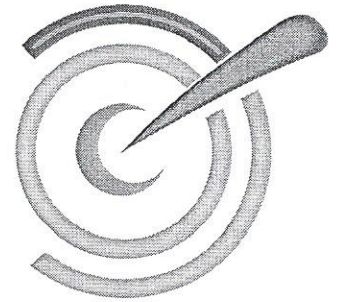
OUTCOMES:

- Outcome: Increase percentage of kindergarten students achieving end-of-year target score on Kindergarten Readiness post-test
- Outcome: Increase percentage of children with disabilities in general education early childhood programs while decreasing the percentage in self-contained special education early childhood classrooms
-

STRAGEGIES:

- Provide professional development to all early childhood teachers on the Mississippi Early Learning Standards for 3- and 4-year-olds
- Work collaboratively with early childhood agencies such as Head Start to assist students with seamless transitions to the public school setting
- Identify opportunities to fund early childhood programs
- Purchase pre-k curriculum for pre-k programs
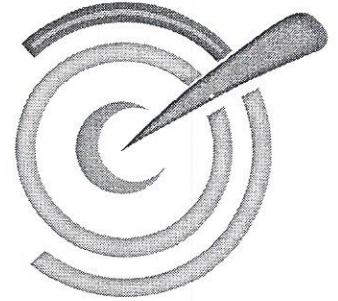- Increase technology available to pre-k age children

⊡ GOAL 4 ⊡
EVERY SCHOOL HAS EFFECTIVE TEACHERS AND LEADERS

OUTCOMES:

- Outcome: Increase the percentage of teachers rated effective through the Teacher Professional Growth System
- Outcome: Increase the percentage of principals rated effective through the Principal Professional Growth System

STRATEGIES:

- Establish a teacher mentoring program for each school
- Strive to attract and maintain a highly qualified staff of the best and brightest teachers and administrators.
- Increase teacher retention to ninety percent (90%) and maintain it at (90%) through 2024
- Clearly outline teacher accountability and provide staff support through professional development and positive reinforcement
- Ensure fidelity through the teacher evaluation system (Mississippi Teacher Professional Growth System)

☐ GOAL 5 ☐
EVERY SCHOOL COMMUNITY EFFECTIVELY COMMUNICATING WITH ALL STAKEHOLDERS TO IMPROVE STUDENT OUTCOMES
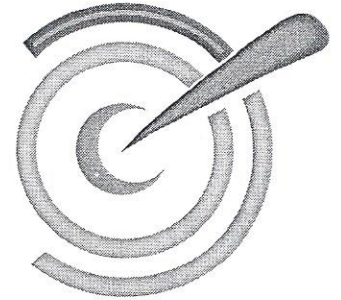
OUTCOMES:
- Outcome: Increase availability of quality data to community stakeholders in order to drive decisions to improve student outcomes
- Outcome: Continuously maintain and update the district website
- Outcome: Increase community outreach and family engagement opportunities

STRATEGIES:
- Provide content-focused parental outreach sessions
- Collaborate with community organizations to engage parents
- Provide content area resources aligned to college and career ready standards to all stakeholders
- Provide all stakeholders with strategies to identify and address chronic absenteeism

□ GOAL 6 □
EVERY SCHOOL IN THE DISTRICT IS RATED A "B" OR HIGHER
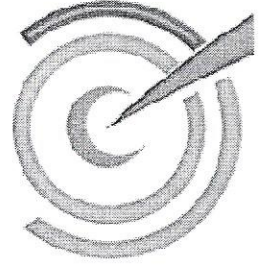
OUTCOMES:

- Outcome: Increase the growth of students in all schools
- Outcome: Improve the letter grade and/or increase the number of points within a letter grade of all schools
- Outcome: Increase overall proficiency of students in all subject areas
- Outcome: Increase proficiency of students in the bottom 25% for all subject areas

STRATEGIES:

- Design a comprehensive professional development plan for all schools
- Provide comprehensive support to schools to develop improvement plans for students who are not making progress toward graduating within four years
- Collaborate with community organizations to engage parents in comprehensive support for schools

How We Will Achieve Our Goals
Strategies

1. Provide a high-quality, well-rounded educational experience to all students that is rigorous, culturally relevant, healthful, and engaging.
2. Build strong relationships with students, families, and the community to increase trust and shared responsibility.
3. Ensure that every classroom has a high-quality, effective educator supported by high-quality, effective administrators and support staff.
4. Align resources to accomplish priorities within a balanced budget.

How We Will Check Our Progress
Measurable Outcomes Strategies

1. Results of state standardized testing
2. Achievement gaps among student groups
3. Graduation rates
4. College readiness
5. Postsecondary enrollment
6. District and campus accountability ratings
7. Attendance rates
8. Annual dropout rates

Strategic Delimiters

We will not initiate any new program or service unless:

- It is consistent with and contributes to our mission.
- It is accompanied by the training, staff development, and resources needed to assure its effectiveness.

This plan was developed in accordance with the Mississippi Public School Accountability Standards