Noxubee County School District

Operation NCSD 2025

5-Year Strategic Plan 2020-2025 GOALS & OBJECTIVES

Board Approved & Revised: May 14, 2019

Washington Cole IV, Ed.D. Superintendent of Education

Noxubee County School District Core Values

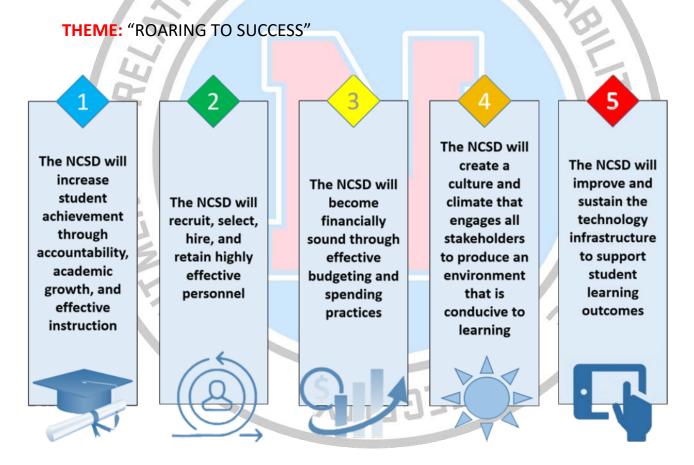


Noxubee County School District Mission, Vision, Motto, Theme

MISSION: In collaboration with all stakeholders and students, the NCSD is committed to excellence by empowering and challenging all students to be innovative while striving to achieve college-and-career readiness for the 21st century.

VISION: The vision of the NCSD is to create a world-class educational community that empowers all students to become productive citizens.

MOTTO: "EDUCATING CHILDREN AT A HIGHER LEVEL"



Notice: The Noxubee County School District (NCSD) Strategic Plan is a living document and will be updated, and board approved as needed. The most current version will always be posted on the NCSD Website.

Goal 1:

The NCSD will increase student achievement through accountability, academic growth, and effective instruction.



Objective 1.1: Effective planning for high quality instruction. *Strategies:*

- **1.1.1** Review meaningful data from multiple sources within Professional Learning Communities (PLCs), as well as school level data teams in an ongoing basis throughout the year.
- **1.1.2** Providing training to all instructional staff on the Mississippi Statewide Accountability Model and data from the Mississippi Academic Assessment Program (MAAP) for the purpose of providing targeted interventions and enrichment to specific students.

Objective 1.2: Identify and implement professional development to support high quality instruction. *Strategies:*

- **1.2.1** Create a professional development needs survey to determine the high needs areas for the staff in the Noxubee County School District.
- **1.2.2** Provide meaningful, relevant, and ongoing professional learning to all staff through PLCs and departmental meetings. (Accountability model, content areas, classroom management, block scheduling, etc.)
- **1.2.3** Assess the effectiveness of the professional development through end of session surveys and instructional routines.

Objective 1.3: Monitor effectiveness of teacher performance through the use of the *Mississippi Professional Growth System Teacher Growth Rubric*.

Objective 1.4: Monitor student and teacher attendance through the current Student Information System (SIS)

Strategies:

- **1.4.1** Create a system of incentives for students and staff to reduce absenteeism.
- 1.4.2 Accurately record student and teacher absences in the SIS.
- **1.4.3** Utilize appropriate stakeholders for chronically absent students.

Goal 1: Timeline: 7/1/2019-4/24/2021

Noxubee County School District 5-Year Strategic Plan 2020-2025

Goal 1: Staff/Departments Accountable:

Superintendent, Chief Administrative Officer, Federal Programs Director, Chief Financial Officer, Technology Coordinator, Special Education Director, Coordinator of Literacy and Teacher Effectiveness, Transportation Director, Food/Nutrition Director, Director of Operations, Principals, Assistant Principals, Teachers, Support Staff, Counselors, Librarians, Community, Students

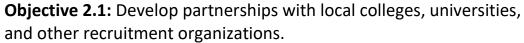


Goal 2:

The NCSD will recruit, select, hire, and retain highly effective personnel.



The NCSD will recruit, select, hire, and retain highly effective personnel



Objective 2.2: Maintain a pool of applicants to maximize the potential for hiring effective personnel.

Objective 2.3: Provide personnel incentives to maximize growth and performance.

Strategies:

2.3.1 NCSD will provide guidelines for the educator of the month and require that all of the guidelines are met in order to receive award.

2.3.2 NCSD will highlight educators through posting their pictures on district site and by providing rewards that motivate and inspire teachers to strive for excellence.



Goal 2: Timeline: 7/1/2019-4/24/2021

Goal 2: Staff/Departments Accountable: Superintendent, Chief Administrative Officer, Chief Financial Officer, Human Resources Director, Business Office, Food/Nutrition Director, Director of Operations, Principals

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Goal 3:

The NCSD will become financially sound through effective budgeting and spending practices.



Objective 3.1: Collaborate among departments and schools to create and develop budgets that drive student achievement. (The district will develop a rigorous budget development process which will ensure all stakeholders are involved.)

Strategies:

3.1.1 Meet with all department heads, principals, and administrators to discuss needs for budget planning purposes in January and February for the next school year's budget

Objective 3.1: Timeline: 7/1/2019-4/24/2021

Objective 3.1: Staff/Departments Accountable: Superintendent, Chief Financial Officer, Federal Programs Director, Special Education Director, Building Level Administrators, Human Resources Director

Objective 3.2: Remain current on every fiscal year audit. Strategies:

3.2.1 Potential auditors are contacted in January of the current academic year via email to ask for proposals and submission deadlines. Proposals will be discussed with Superintendent by April of the current academic year. The School Board approves auditor for 1-3 years of audit service in May of the current academic year. Audit field work for previous school year begins in September of the next academic year.

Objective 3.2: Timeline: 7/1/2019-3/31/2021

Objective 3.2: Staff/Departments Accountable: Superintendent, Chief Financial Officer, Federal Programs Director, Special Education Director

Objective 3.3: Train and hold department heads and administrators accountable for properly maintaining budgets.

Strategies:

3.3.1 Federal Programs team will use the Federal Programs Procedural Manual to explain the process and procedures for expending funds that are allocated within the Consolidated Application and School Improvement grants.

Objective 3.3: Timeline: 7/1/2019-3/31/2021

Objective 3.3: Staff/Departments Accountable: Superintendent, Chief Financial Officer, Federal Programs Director, Special Education Director, Building Level Administrators, Human Resources Director, Classroom Teachers, Counselors, Librarians



Goal 4:

The NCSD will create a culture and climate that engages all stakeholders to produce an environment that is conducive to learning.



Objective 4.1: NCSD will create an inviting and welcoming atmosphere that fosters positive relationships with all stakeholders.

Objective 4.2: NCSD will provide purposeful functions to promote high level parental and community engagement. *Strategies:*

- **4.2.1** Hold ongoing parent workshops starting at the beginning of each school year to share the requirements of the Literacy Based Promotion Act (LBPA), and share how parents can be involved in helping their children meet the LBPA requirements.
- **4.2.2** Host an annual Parent Fair to inform parents about the available resources through the county and district to aid in student achievement, emotional health, and student safety.
- **4.2.3** NCSD will communicate through newsletters and active parent concerning all parental engagement activities. These memorandums will include the times of events, ways that parents and community members can participate, and methods of sharing information with other community members.
- **4.2.4** NCSD will also work to form a functioning PTO team that will collaborate with educational leaders to provide the best possible experiences for our students.

Objective 4.3: NCSD will provide students with the opportunity to exhibit responsible behavior through the implementation of positive intervention supports.

Strategies:

4.3.1 Develop, implement, and sustain an effective PBIS program to support student achievement through positive behavior reinforcements.

Goal 4: Timeline: 7/1/2019-4/24/2021

Goal 4: Staff/Departments Accountable: All stake holders, parents, and the community

Goal 5:

The NCSD will improve and sustain the technology infrastructure to support student learning outcomes.

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The NCSD will improve and sustain the technology infrastructure to support student learning outcomes



Objective 5.1: NCSD will increase the capacity of staff who are capable of maintenance and the upkeep of technology.

Objective 5.2: NCSD will implement curriculum that will address keyboarding readiness for all grade levels.

Objective 5.3: NCSD will provide ongoing training to instructional and support staff on the effective use of instructional technology.

Objective 5.4: Administrators will decide and implement what type of devices will be provided to staff and students based on funding allocations.

Goal 5: Timeline: 7/1/2019-4/24/2021

Goal 5: Staff/Departments Accountable: Superintendent, Chief Administrative Officer, Federal Programs Director, Chief Financial Officer, Technology Coordinator, Special Education Director, Coordinator of Literacy and Teacher Effectiveness, Transportation Director, Food/Nutrition Director, Director of Operations, Principals, Assistant Principals, Teachers, Support Staff, Counselors, Librarians, Community, Students

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Appendix A:

Strengths, Weaknesses, Opportunities, Threats (SWOT) Analysis

The NCSD administrative staff conducted a SWOT analysis to identify areas for the strategic plan to address. These are the consolidated results of the analysis.

Strengths	Weaknesses	Opportunities	Threats
Talented	Decrease in student	New start	Low morale
personnel	enrollment		
Opportunity to	Technology, facilities,	Increase	Declining student
start over	bus fleet are aging	parental/community	enrollment
		involvement	
Increase in	Teacher		Finances/Decreasing
student	recruitment/retention		Revenue Streams
achievement			
No local control			Teacher turnover
during			
transformation.			
New leadership			Ability to attract and
			retain high quality
			staff

