STARKVILLE OKTIBBEHA SCHOOL DISTRICT

STRATEGIC PLAN 2018

EXPECT **EXCELLENCE** EVERY DAY

www.StarkvilleSD.com

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STARKVILLE OKTIBBEHA SCHOOL DISTRICT

EXPECT **EXCELLENCE** EVERY DAY

Our Leadership

Superintendent
Eddie Peasant, Ed.D.

With a vision of excellence and a mission of discovering and developing every student's passion, purpose, and potential, the Starkville Oktibbeha School District has developed a strategic plan to transform our district over the next five years. This plan is our roadmap for how we expect excellence. It identifies the goals and strategies to prepare our students and our employees for excellence, and it allows us to be intentional and purposeful in our decisions as we strive for excellence every day.

As we begin this journey, I am excited about the possibilities that exist for our school district and the Starkville community. We have an opportunity to redefine what it means to be a district of excellence. This strategic plan is built on excellence in teaching, excellence in student achievement, excellence in school culture, excellence in community collaboration, and excellence in operational effectiveness.

Think about the opportunity we have to provide our students with meaningful, relevant learning experiences with an emphasis on project-based learning and 21st century performance areas: critical thinking, communication, collaboration, and creativity.

When our students know what they want to do, it is our responsibility to help them develop a career plan that builds on their interests and talents, teaches them to be critical thinkers and problem solvers, and ultimately prepares them for success. Imagine the sparks of excellence we will ignite as our students develop their passion, discover their purpose, and believe in their potential.

Our potential demands that we expect nothing less than excellence of ourselves, our students, and our district. Every day, in every word and action, we must demonstrate our unwavering commitment to excellence and our belief that our students, our teachers, and our district can and will achieve it.

This plan is our path to excellence. It will take time and diligent work. Let's get started.

Sincerely,

Eddie Peasant, Ed.D.
Superintendent

Board of Education

Dr. Lee Brand	**President**
John Brown	**Vice-President**
Dr. Debra Prince	**Secretary**
Sumner Davis	**Asst. Secretary**
Dr. Keith Coble	**Member**

Our District

Sudduth Elementary School
Grades K - 1
Enrollment: 804

West Elementary School
Grades K - 5
Enrollment: 151

Henderson Ward Stewart Elementary School
Grades 2 - 4
Enrollment: 1,168

Overstreet Elementary School
Grade 5
Enrollment: 361

MSU - SOCSD Partnership School
Grades 6 - 7
Opening Fall 2020

Armstrong Middle School
Grades 6 - 8
Enrollment: 1,200

Starkville High School
Grades 9 - 12
Enrollment: 1,413

Millsaps Career & Technology Center
Grades 9 - 12

The Learning Center
Elem & Secondary Education

Emerson Preschool
Ages 2 - 5

435 Licensed Employees
330 Non-Licensed Employees
765 Total Employees

191 Teachers with Advanced Degrees
43 National Board Certified Teachers

15 Advanced Placement Courses
7 Dual Credit/Dual Enrollment Courses
10 Career & Technical Program Offerings

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Our Students

2018
Academic Highlights

90 Highest Honors Graduates
46 Honors Diploma Graduates
26 Advanced Placement Scholars

3 National Merit Finalists
4 National Merit Semi-Finalists
34 Students Scored 30 or Above on ACT

4 Mississippi State University Presidential & Provost Scholars

All 25 Yellow Jacket Varsity Sports Teams Honored as MHSAA Scholar Athlete Teams

2 Intel International Science Fair
12 National History Day
2 National MATHCOUNTS
4 National Speech and Debate Association
3 National Catholic Forensics League
International Paper Innovation Challenge

16 Mississippi Scholastic Art Awards Gold Key and Silver Key
24 All State Honor Choir

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Mission and Beliefs

MISSION

The mission of the Starkville Oktibbeha School District is to achieve excellence by facilitating the discovery and development of each student's passion, purpose, and potential.

BELIEFS

- We believe excellent public schools are the heart of a thriving community.
- We believe excellent teachers are essential for student success.
- We believe diversity is a strength and shall be embraced, recognized, and celebrated.
- We believe problem solving, critical thinking, and creativity cultivate life-long learners.
- We believe quality education fosters leadership and develops good citizens.
- We believe our schools must be safe, welcoming, and respectful to all.
- We believe engaging our families and community is vital to ensuring each student's growth.

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

EXPECT **EXCELLENCE** EVERY DAY

Overview of Goals

Student Achievement
We will maximize growth of all students through rigorous and meaningful instruction.

School Culture
We will foster and maintain inviting, equitable, healthy learning environments that promote safety, engagement, and excellence.

Human Resources
We will recruit and retain a highly qualified, diverse workforce through an equitable process to ensure student achievement.

Community Collaboration
We will engage and partner with community stakeholders to foster greater student opportunities and build a more vibrant quality of life.

Operational Effectiveness
We will maximize resources to ensure operational effectiveness.

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

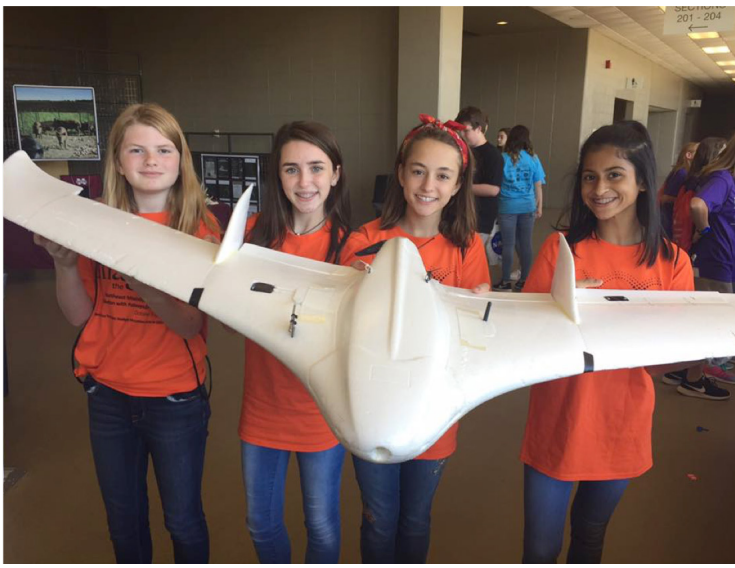
Goal 1: Student Achievement

We will maximize growth of all students through rigorous and meaningful instruction.

Starkville Oktibbeha School District embraces our responsibility to ensure that every child receives a personalized education in a student-centered, 21st century learning environment that inspires critical thinking, collaboration, creativity, and communication, preparing our students to graduate college and career ready. Through award-winning fine arts, competitive team sports, and engaging extra-curricular programs, our students' educational experiences stretch beyond the classroom to playing fields and performance stages that capture their passion, fuel their purpose, and push them to achieve their full potential.

Strategy 1: Mississippi Innovation Lab Network

- Implement Academic Institutes (9-12)
- Institute flexible scheduling (6-12)
- Provide work-based learning opportunities
- Support student social-emotional growth
- Enhance career exploration (6-8) and career planning (9-12)
- Embed project-based learning into curricula
- Launch Freshmen Focus course
- Engage community/workforce development



Measures of Success

- Improved engagement of all students
- Improved academic performance of all students

The Mississippi Innovation Lab Network (MS-ILN) is a partnership between local school districts and the Mississippi Department of Education (MDE) to provide a space for sharing innovative strategies and learning about ways to transform education systems. The MDE participates in the Council of Chief State School Officers (CCSSO) Innovation Lab Network and is committed to working with districts within Mississippi, to advance new models of learning that can best prepare all students for success in the 21st century.

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 1: Student Achievement

We will maximize growth of all students through rigorous and meaningful instruction.

Strategy 2: Multi-Tiered System of Supports

- Train administrators and educators on MDE MTSS process and resources
- Conduct site-base assessment of MTSS process
- Develop site-base MTSS plans, written processes, and resources
- Annually review MTSS process implementation
- Asset map available resources, streamline, and identify resource gaps
- Systematically collect data for data-based decision making, evaluation, and progress monitoring for students in attendance, behavior, and academic supports

Measures of Success

- High quality, aligned, appropriate support and instruction in place for all students
- Increased use of data in decision making and instructional choices

Strategy 3: Rigorous and Meaningful Instruction

- Embed on-going instructional support in the new teacher induction program
- Establish effective professional learning communities (PLCs)
- Provide on-going content-specific training:
    - Mississippi College and Career Readiness Standards English/Language Arts, Math, Science, and Social Studies
    - MDE scaffolding documents and additional resources
    - District specific resources (Balanced Literacy, iReady, Calendar Math, Stemscopes, etc.)
- Implement with fidelity the Mississippi Department of Education Educator Professional Growth System
- Develop and provide on-going district-wide professional development on the Mississippi Department of Education Educator Professional Growth System and district processes

Measures of Success

- Increased student achievement
- Increased educator instructional capacity
- Increased retention of educators

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 1: Student Achievement

We will maximize growth of all students through rigorous and meaningful instruction.

Strategy 4: Support of Arts and Athletics

- Expand student opportunities in the arts and athletics
- Identify new and enhance current partnerships with local community opportunities in the arts and athletics
- Partner with university and local parks and recreation department to increase student awareness and development of athletics
- Increase participation in local, state, and national events/competitions in arts
- Enhance resources within arts courses
- Encourage creativity in embedding arts into core academics
- Provide job-specific professional training for personnel within the athletic department
- Provide job-specific professional development for educators within the arts

Measures of Success

- Number of students participating and impacted through arts and athletics
- Post-secondary opportunities in arts and athletics

> "It is essential that our schools work to build ongoing, healthy relationships with community stakeholders to close the feedback loop, increase communication, and forge partnerships to improve our schools and community. I appreciate the opportunity to collaborate on this effort."
>
> *Parent*

Goal 2: School Culture

We will foster and maintain inviting, equitable, healthy learning environments that promote safety, engagement, and excellence.

Starkville Oktibbeha School District nurtures a safe, welcoming learning environment as an essential component in the district's culture of excellence. With students, staff, and parents, we promote high-engagement, exemplary courtesy and service, social and emotional health, and personal wellness.

Strategy 1: Customer Service

- Ensure a welcoming environment in every school and workplace
- Provide training to all employees on excellent, exemplary courtesy and customer service to all, including parents, students, employees, and visitors
- Recognize and celebrate excellent, exemplary courtesy and customer service
- Establish visual presence to build relationships with teachers, students, parents, families, and community
- Establish healthy collegial relationships to promote a culture of internal collaboration with co-workers through professional learning communities

Measures of Success

- Acceptable stakeholder survey response data
- Increased participation in school activities

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 2: School Culture

We will foster and maintain inviting, equitable, healthy learning environments that promote safety, engagement, and excellence.

Strategy 2: Safe and Healthy School Culture

- Conduct annual safety audit of all campuses including shared responsibility of all to be diligent and mindful about school safety practices
- Pursue partnership & grant opportunities to encourage healthy lifestyle for students and employees
- Conduct annual bullying, harassment, suicide prevention training
- Provide on-going training for bus drivers on safe and effective practices
- Teach digital citizenship to students, parents, and employees
- Provide student health & wellness screenings and clinics

Measures of Success

- Positive results on audits
- Amount of grant funds secured

Strategy 3: Student-Centered Environments

- Develop 21st century learning environments with evidence of 21st century performance areas: critical thinking, communication, collaboration, and creativity
- Increase use of engaging technology into daily instructional practices
- Provide ongoing professional development for teachers and administrators on effective instructional practices to maximize student engagement
- Develop collaborative professional learning communities to drive student achievement; build collective efficacy
- Increase number of classroom observations by administrators for effective, instructional feedback

Measures of Success

- Evidence of students centered classrooms in walk thru observations
- Enhanced learning opportunities for students

Goal 2: School Culture

We will foster and maintain inviting, equitable, healthy learning environments that promote safety, engagement, and excellence.

Strategy 4: Student Behavior

- Provide training on behavior interventions
- Improve practices, policies, and procedures for disciplinary actions that are consistent school-wide
- Increase counseling support for students at risk
- Employ full-time school psychologist
- Provide *Leader In Me*-infused character education
- Utilize effective Positive Behavior Interventions & Support programming
- Increase parental involvement in behavior intervention plans
- Improve classroom management through engaging instruction and school-wide classroom procedures and practices
- Develop Genius Hour-type concept for student investigation and discovery of students' interests for career awareness *(Emphasis on making learning relevant; Discovering each child's passion; School is place where to students want to come to learn)*

Measures of Success

- Decreased discipline referrals
- Decreased Tier III behavior referrals

> "This strategic plan will be of great value to our district. It has helped us evaluate where we currently are as a district, but more importantly where we want to be as a district. This plan should help us to accomplish all that we envision for our students."
>
> *School District Employee*

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 3: Human Resources

We will recruit and retain a highly qualified, diverse workforce through an equitable process to ensure student achievement.

Starkville Oktibbeha School District recognizes the role every Yellow Jacket team member plays in helping each student grow while he or she is in our care. Excellent classroom teachers are essential to our students' success, but all of us share the incredible responsibility of teaching our children and tapping into their passion, purpose and potential. The Starkville Oktibbeha School District is committed to recruiting, developing, retaining, and rewarding excellent employees who embrace the district's vision of excellence every day.

Strategy 1: Recruit and Select

- Attend university job fairs to recruit highly qualified teachers
- Attend traditional minority university job fairs to recruit highly qualified teachers
- Host an annual district job fair
- Create a social media advertising campaign that is focused on teacher recruitment to attract candidates to our school district and our community; review and revise annually
- Work with university officials on student intern placements and early field experiences
- Implement a fair and consistent interview process to ensure candidates align with district beliefs

Measures of Success

- Increased number of candidates for all positions
- Increased percentage of employees meeting MDE requirements

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 3: Human Resources

We will recruit and retain a highly qualified, diverse workforce through an equitable process to ensure student achievement.

Strategy 2: Onboard and Induct

- Create a human resources orientation onboarding day to efficiently and effectively educate new district employees; Share mission, vision, beliefs, and goals
- Work with Greater Starkville Development Partnership and faith-based organizations to identify opportunities for networking and community building
- Provide mentorship of teachers by the curriculum and instruction team by content, pedagogy, and social/emotional opportunities
- Develop an organization and services chart that is a resource for employees that is reviewed annually

Measures of Success

- Increased number of candidates for all positions
- Increased employee retention

Strategy 3: Evaluate and Develop

- Annually evaluate district employees providing feedback and professional development opportunities in order to support continuous improvement and career development
- Provide professional development opportunities for district employees seeking leadership positions
- Develop and annually review a mid-term employee survey
- Develop and annually review an exit survey for employees that are leaving the district

Measures of Success

- Increased employee performance on Mississippi Educator Professional Growth System
- Increased number of educators with advanced degrees and certifications

Goal 3: Human Resources

We will recruit and retain a highly qualified, diverse workforce through an equitable process to ensure student achievement.

Strategy 4: Compensate and Promote

- Annually review district employee pay scales to evaluate district's competitiveness
- Develop opportunities to recognize and highlight distinguished work throughout the district
- Annually recognize excellence with the end of the year district employee recognition program
- Implement Teacher/Employee of the Month recognition program

Measures of Success

- Increased number of candidates for all positions
- Increased employee retention

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 4: Community Collaboration

We will engage and partner with community stakeholders to foster greater student opportunities and build a more vibrant quality of life.

Starkville Oktibbeha School District creates more impactful outcomes for both our students and the greater Starkville community by strengthening relationships with families, local businesses, service and faith-based organizations, governmental entities, and area stakeholders. Whether building a new school, sharing play spaces, or connecting curriculum to real world learning experiences, together, we can build a stronger school community to support and address specific, identified needs of our students.

Strategy 1: Greater Starkville Development Partnership

- Partner with GSDP to implement Academic Institutes to connect curriculum with real world learning experiences for our students through work-based learning, internships, and externships
- Provide regularly scheduled updates to GSDP Board of Directors about school district
- Continue to expand relationships with our faith, civic, and business partners to address specific and identified needs of students and schools

Measures of Success

- Increased number of community partnerships
- Increased community support opportunities for students

The Greater Starkville Development Partnership (GSDP) promotes a healthy and sustainable Starkville and Oktibbeha County by enhancing the quality of life for all citizens through business growth and job creation, tourism and retirement opportunities, and progressive educational and other community initiatives.

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 4: Community Collaboration

We will engage and partner with community stakeholders to foster greater student opportunities and build a more vibrant quality of life.

Strategy 2: Community Asset Sharing

- Implement shared use agreement for facilities and play spaces
- Explore a shared use agreement that is specific to the school district and Mississippi State University

Measures of Success

- Increased use of facilities by community partners
- Increased external district activities

Strategy 3: Family Outreach

- Identify opportunities to engage with families to foster meaningful relationships between school/home that support student achievement
- Utilize website to provide quick links to parent resources
- Spotlight excellence in teaching and learning in The Spark to share information with parents and community about 21st century classrooms, project-based learning, and other student opportunities and successes

Measures of Success

- Increased family engagement opportunities
- Increased participation in engagement opportunities

Strategy 4: Students and the Community

- Establish community learning center through a partnership with EMCC
- Increase learning opportunities for students with EMCC and MSU (course offerings, eCenter partnerships)
- Develop a plan to fully utilize MSU's cultural and academic resources for students and teachers to design engaging learning experiences in and out of the classroom

Measures of Success

- Increased education partnerships
- Increased opportunities for students

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 5: Operational Effectiveness

We will maximize resources to ensure operational effectiveness.

Starkville Oktibbeha School District strives to achieve a level of operational excellence that maximizes student growth. From budget planning to resource alignment, operational effectiveness is an essential component of the district's path to excellence.

Strategy 1: School Safety and Security

- Perform annual safety assessments at all facilities
- Conduct professional development on safety policies and procedures
- Conduct safety trainings and review policies and procedures to prevent work-related injuries and workers' compensation claims
- Provide opportunities for interaction between students and first responders
- Collaborate with local authorities to ensure the safest environment

Measures of Success

- Decreased number of insurance and workers' compensation claims
- Decreased findings during audits and safety assessments

Strategy 2: Fiscal Responsibility

- Implement and utilize electronic time and leave programs for all employees
- Fully implement online human resource processes
- Provide annual professional development on fiscal procedures and state and federal laws
- Implement and monitor an energy savings plan
- Perform yearly analysis of programs, services, and personnel to evaluate achievement of desired outcomes

Measures of Success

- Increased financial fund balance
- Improved financial condition of district

STARKVILLE OKTIBBEHA SCHOOL DISTRICT

Goal 5: Operational Effectiveness

We will maximize resources to ensure operational effectiveness.

Strategy 3: Needs Assessments

- Conduct a yearly analysis of services and personnel to evaluate achievement of desired outcomes
- Develop a long-range facility, technology, and transportation plan that will be reviewed and/or updated annually

Measures of Success

- Increased educational opportunities for students
- Number of completed improvement projects

Strategy 4: Align Resources to Initiatives

- Improve communication through regularly scheduled directors and principals meetings and the executive leadership team
- Increase alignment through regular two-way communication between directors
- Fully implement an online human resource process
- Develop a uniform grant review and application process
- Conduct annual budget meetings with directors and principals to include a review of district goals and strategies to improve alignment
- Conduct final budget meeting with superintendent prior to board submission

Measures of Success

- Increased financial fund balance
- Improved financial condition of district

STARKVILLE
OKTIBBEHA
SCHOOL DISTRICT

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