**Holly Springs School District**

**Dropout Prevention Plan**

**2018-2019**

***Education is the most powerful weapon which you can use to change the world.***

 ***Nelson Mandela***

**Statements of Assurances**

On behalf of the Holly Springs School District , I herby submit a local Dropout Prevention Plan to provide goals, activities and services necessary to meet the overarching goals of the state dropout prevention plan:

I hereby certify that the information contained in this plan is in compliance with the appropriate federal and state laws and regulations.

I hereby certify that our school district will cooperate in carrying out any evaluation conducted by or for the Mississippi Department of Education.

I hereby certify that our school district will submit reports as requested by the Mississippi Department of Education.

I hereby certify that our school district has consulted with parents, community partners, business partners, teachers, school staff, building administrators, and others in the development of this local dropout prevention plan.

I hereby certify that our school district has taken into account relevant, scientifically based research, strategies and best practices indicating services most effective in preventing dropouts if we focused on students in the earliest grades.

I hereby certify that our school district will prepare a report on increasing the graduation rate and reducing the dropout rate.

I hereby certify that our school district will endorse and implement the Fifteen (15) Effective Strategies to promote a reduction in the dropout rate.

I hereby certify that our school district has based the dropout prevention plan on scientifically based research, best practices and all laws in determining strategies to reduce the dropout rate for students with disabilities under IDEA.

I hereby certify that our school district will evaluate our district dropout prevention plan on an annual basis to determine appropriate changes needed for future school years.

I hereby certify that our District School Board has reviewed and approved this plan for submission to the Mississippi Department of Education.

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**Dropout Prevention Team Leader**

Name: Eileen Dowsing Title: Assistant Superintendent

Mailing Address: 840 Hwy 178 East Holly Springs, MS 38635

Telephone #: 662.252.2183 Fax #: 662.252.7718

District Superintendent: Irene Walton Turnage

School Board Chair: Shelia Walton

**Local Dropout Prevention Team Members**

**School District: Holly Springs School District Telephone #: 662.252.2183**

**Mailing Address: 840 Hwy 178 East Fax #: 662.252.7718**

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| --- | --- | --- |
| Irene Walton Turnage | Superintendent | Team Leader |
| Eileen Dowsing | Assistant Superintendent | Team Leader |
| Marcus Autry | Principal |  |
| Cravin Turnage | Principal |  |
| LeTashia White | Principal |  |
| Taneshia Scott | Principal |  |
| Demeka Smith | Principal |  |
| Tennys Mayfield | Dropout Prevention Team Member | Team Associate |
| Shelia Walton | Dropout Prevention Team Member | Agency Representative |
| Angela Mayfield | Dropout Prevention Team Member | Community Representative |
| Sheryl Vaughn | Dropout Prevention Team Member | Community Representative |
| Rodney Faulkner | Dropout Prevention Team Member | Community Representative |
| Bernita Fountain | Dropout Prevention Team Parent | School Representative |
| Sandra Hodges | Dropout Prevention Team Parent | School Representative |
| Jackie Falkner | Dropout Prevention Team Parent | School Representative |
| Kelsey Freeman | Dropout Prevention Team Parent | School Representative |
| Sherna Jones | Dropout Prevention Team Parent | School Representative |
| Thelma Snow | Dropout Prevention Team Parent | School Representative |

 **Needs Assessment Outcomes**

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| --- | --- |
| **Needs****Assessment****Areas** | **Descriptions** |
| Target GroupIdentified | Primary School - Grade 3 Students in ELA and MathIntermediate School – ELA and Math - All Grades Junior High - ELA 7-8, Math - Grade 7 High School - English II and US HistoryDistrict Wide - Increase Overall Percentage of Students Proficient by 3% |
| Data CollectionMethods Used | PowerSchool and MSIS DataQuestar Grades 3-8 and EOC Data for school years 2017 -2018Graduation/Dropout RatesDiscipline DataProgram EvaluationsIntervention Data |
| Prioritized List of Needs | Professional Development on Effective Tier I Instruction3rd Grade Intervention Programs/Monitor Grades K-2Reading and Math Intervention Strategies - Grades 4- 12 |
| Short Term Goals | Increase number of students scoring proficient and above in all grades and subjects by 3% |
| Longs Term Goals | Increase number of students scoring proficient and above in all grades and subjects by 10% each year |
| Recommendations for future needsassessments | Early intervention and needs assessments for ELA, Math, Behavior, and Attendance grades K-12 |

**Current District and Schools Dropout Prevention Strategies**

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| --- | --- |
| **15 Dropout****Prevention****Strategies** | District/School Dropout Prevention Strategies  |
| **District – wide** |  | **Primary and Intermediate School** | **Junior** **High****School** | **High School** |
| **Systemic****Renewal** | Strategic Planning | Strategic PlanningA+ Plan (Improvement) | Strategic PlanningA+ Plan (Improvement) | Strategic PlanningA+ Plan (Improvement) |
| **School-****Community****Collaboration** | Parent SeminarsCommunity ForumsPastoral Alliances | Parent Seminars/Back-to-School Night/Federal Programs Advisory Committee/Career Days | Parent Seminars/Back-to-School Night/Federal Programs Advisory Committee/Career Days | Parent Seminars/Back-to-School Night/Federal Programs Advisory Committee/Career Days |
| **Safe Learning****Environments** | Safety and CrisisManagement Plans/Positive Behavior Support | Safety and CrisisManagement PlansPositive Behavior Support | Safety and CrisisManagement PlansPositive Behavior Support | Safety and CrisisManagement Plans/Positive Behavior Support |
| **Family** **Engagement** | Parent Seminars | Parent SeminarsMonthly Parent Training SessionsReport Card/Parent Conferences | Parent SeminarsMonthly Parent Training SessionsReport Card/Parent Conferences | Parent SeminarsMonthly Parent Training SessionsReport Card/Parent Conferences |
| **Early Childhood****Education** | Collaboration with Head Start | Collaboration with Head Start |  |  |
| **Early Literacy Development** | Headstart PartnershipsParent Centers | Headstart Blended Program | Parent CentersMonthly Parent Training Sessions | Parent CentersMonthly Parent Training Sessions | Parent CentersMonthly Parent Training Sessions |

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| **15 Dropout****Prevention****Strategies** | District/School Dropout Prevention Strategies  |
| **District – wide** |  | **Elementary School** | **Middle School** | **High School** |
| **Service-Learning** |  |  |  |  |  |
| **Alternative****Schooling** |  |  |  | Ombudsman Program | Ombudsman Program |
| **After-School****Opportunities** |  |  | After School Program | After School Program | After School Program |
| **Professional****Development** | District Professional Development Plan |  | School Professional Development Plan | School Professional Development Plan | School Professional Development Plan |
| **Active Learning** |  |  |  |  |  |
| **Educational****Technology** |  |  |  |  |  |
| **Individualized****Instruction** | Computer-based Programs/Intervention Programs/Differentiated Instruction |  | Computer-based Programs/Intervention Programs/Differentiated Instruction | Computer-based Programs/Intervention Programs/Differentiated Instruction | Computer-based Programs/Intervention Programs/Differentiated Instruction |
| **Career and Technical****Education (CTE)** | Individual Career Plans |  | Career Education | Individual Career Plans | Individual Career Plans |

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| **15 Dropout****Prevention****Strategies** | District/Schools Dropout Prevention Strategies  |
| **District – wide** |  | **Elementary School** | **Middle School** | **High School** |
| **Service-Learning** |  |  |  |  |  |
| **Alternative****Schooling** |  |  |  | Ombudsman Program | Ombudsman Program |
| **After-School****Opportunities** |  |  | After School Program | After School Program | After School Program |
| **Professional****Development** | District Professional Development Plan |  | School Professional Development Plan | School Professional Development Plan | School Professional Development Plan |
| **Active Learning** |  |  |  |  |  |
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| **Individualized****Instruction** | Computer-based Programs/Intervention Programs/Differentiated Instruction |  | Computer-based Programs/Intervention Programs/Differentiated Instruction | Computer-based Programs/Intervention Programs/Differentiated Instruction | Computer-based Programs/Intervention Programs/Differentiated Instruction |
| **Career and Technical****Education (CTE)** | Individual Career Plans |  | Career Education | Individual Career Plans | Individual Success Plans |

**Dropout Prevention Goals**

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| --- | --- | --- | --- | --- | --- | --- | --- |
|  | **Grade Level****Addressed****(District-wide, Pre-Kindergarten,****Elementary, Middle, High)** | **Purpose or Goal** | **Who is involved?** | **Proposed Cost** | **Timeline****For Implementation** | **Dropout****Prevention****Strategy****Addressed** | **Expected****Outcomes for****Students** |
| **Proposed Initiative:**Graduate a minimum of 80% of students each year; remain in top 10% in state; and ensure students are career ready | District, Elementary, Junior and High School | Increase the graduation rate/ Decrease drop-out rate/Increase student achievement | School Leadership Teams/ Faculty and Staff, Parents, and Students | $20,000 | 8/2018 - 5/2019 | Systematic RenewalIndividual Instruction/Interventions/Early Literacy/Afterschool Opportunities/Alternative Schooling/Career and Technical EducationMentoring/Tutoring | Graduation Rate will increase by 2% annually/Drop-out rate will decrease by 2% |
| **Proposed Initiative:**Revive and Increase Parent and Community Involvement  | District, Elementary, Junior and High School | Improve parent and community involvement | Parents, Community Leaders, Faith-based Leaders, Businesses, and faculty and staff | $5,000 | 8/2018 - 5/2019 | Systemic Renewal/School-Community Collaboration/Family Engagement | 80% of program evaluations from parents and community will indicate activities were helpful or very helpful |
| **Proposed Initiative:**Ensure a Safe and Orderly Environment | District, Elementary, Junior and High School | Decrease Discipline Incidences | PrincipalLead/Teacher/Instructional Coordinator | $20,000 | August 2018Ongoing | Systematic Renewal/Safe Learning Environment/ Individualized Instruction/Student Engagement/Alternative Schooling/Service Learning | Decrease in discipline referrals by 5%  |
| **Proposed Initiative:**Attract and Retain Quality Staff (Administrators, Teachers, and Staff) | District, Elementary, Junior and High School | Increase Student Achievement | PrincipalLead/Teacher/Instructional Coordinator/Teacher Leaders | $20,000 | August 2018Ongoing | Systematic Renewal/Professional Development/Educational Technology/School - CommunityCollaboration | Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective |
| **Proposed Initiative:**Transform Instructional Practices | District, Elementary, Junior and High School | Increase Student Achievement so that district remains successful and increase in State Accountability Rating  | PrincipalLead Teacher/Teacher Leaders/Faculty and Staff | 50,000 | August 2018Ongoing | Systematic Renewal/Active LearningIndividual Instruction/Interventions/Early Literacy/Afterschool Opportunities/Alternative Schooling/Career and Technical EducationMentoring/Tutoring | Increase Graduation Rate by 5% |

**Evaluating Effectiveness of Dropout Prevention Goals**

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| --- | --- | --- | --- | --- | --- |
|  | **Performance Indicators / Method of Evaluation** | **Sources of Data** | **Baseline Data****(%, # or Rate)** | **Dropout****Prevention****Strategy****Addressed** | **Goal Met?****Yes/No** |
| **Current/Proposed Initiative:**Graduate a minimum of 80% of students each year; remain in top 10% in state; and ensure students are career ready | Maintain 80% Graduation Rate/Remain in Top 10% of State/Ensure students are Career Ready (Ex - Increase Number of Students Obtaining National Certification) | Graduation Data/Drop-out Data/Intervention Data/Certification Data |   District Assessments Baseline Data/Progress Monitoring Data/Student Surveys/Data from Previous School Year | Individual Instruction/Interventions/Afterschool Opportunities/Alternative Schooling/Career and Technical Education | Yes |
|  | **Performance Indicators / Method of Evaluation** | **Sources of Data** | **Baseline Data****(%, # or Rate)** | **Dropout****Prevention****Strategy****Addressed** | **Goal Met?****Yes/No** |
| **Current/Proposed Initiative:**Revive and Increase Parent and Community Involvement |  80% of program evaluations from parents and community activities will indicate activities were helpful or very helpful | Program Evaluation Surveys | Previous Year's Survey Data | School-Community Collaboration | Yes |
| **Current/Proposed Initiative:**Ensure a Safe and Orderly Environment | Decrease in discipline referrals by 5%  | Monthly Discipline Data Analysis Reports | Previous Years' Percentage of Discipline | Safe Learning Environment/ Individualized Instruction/Student Engagement/Alternative Schooling | No |
| **Current/Proposed Initiative:**Attract and Retain Quality Staff (Administrators, Teachers, and Staff) | Retention Rate for Staff will increase by 2%/Staff surveys will indicate that professional development activities were high quality and effective | Retention Data/Teacher Surveys for Professional Development |  Percentage of retention from previous year/ Increase in perception from teacher surveys from prior year | Professional Development | Retention Rates:HSPS - NoHSIS - YesHSJH - YesHSHS - NoTeacher surveys indicate that PD was high quality  |
| **Current/Proposed Initiative:**Transform Instructional Practices | Increase Student Achievement so that district remains successful and increase in State Accountability Rating | State Test Data/District Progress Monitoring Data/State Accountability Data | Previous year's data and rating |  | Yes - District Remained SuccessfulNo - Only district overall increased(Based on 2016-2017 Data) |

**Analysis of Goals for**

**Dropout Prevention Plan**

**Areas of strength:**

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**Goal 1 - Graduate More Students Annually/Decrease Drop-out Rate**

The district has met the first goal of the Dropout Prevention Plan which is to increase maintain a percentage over 80% which is required by the state. The district's graduation rate is above the state average of 83%.

**Goal 2: Revive and Increase Parental and Community Involvement by Receiving a Helpful or Very Helpful Rating on Targeted Activities and Events**

The district and schools have received an overall rating of 80% or above on targeted parent and community activities offered during the last school year based on the combined score of all activities from the district program evaluation forms.

**Areas of Focus:**

**Goal 3: Ensure a Safe and Orderly Environment**

Although the district had very small numbers of major incidences, the district and schools did not decrease minor discipline referrals by 5% at each school or overall for the district. The district will implement Positive Behavior Support with fidelity and complete progress checks. The district will also work with staff and individual teachers with classroom management.

**Goal 4: Attract and Retain Quality Staff**

The district had mixed results for this goal based on the school. Holly Springs Intermediate and Junior High did increase retention of staff by 3%, but Holly Springs Primary and Holly Springs High School did not. The district will implement evidenced-based strategies like coaching and feedback as well as regular appreciation activities and events to help retain quality staff.

**Goal 5: Transform Instructional Practices to Increase Student Achievement**

Based on the data from the 2016-2017 state assessment, the district did increase the number of students proficient in some areas and in some grades. However, the district and schools did increase, in some areas, the percentage of students showing growth. The district will continue to incorporate researched based and evidenced based instructional strategies.

**Strategic Plan to Improve Areas of Focus Based on Analysis of Goals:**

The district and schools will continue to enhance Goals 1 and 2 which the data indicates goals have been meet. The district will review data for Goals 3, 4, and 5 and enhance dropout prevention strategies in those areas to improve effectiveness for each goal.