

Leland School District



STRATEGIC PLAN

2021-2022

Vision

To establish an effectively diverse organization that provides students with exceptional global skills to be competitive in college and the workforce.

Mission

To provide students with ongoing evidence-based systems with accountability, academic excellences and a safe environment ensuring high performance.

Instructional Mission

The district will increase at least one achievement label by the end of 2021-2022 and making annual increases in the percent of students scoring proficient and above on the State Test.

Core Values

We believe that...

1. Trustworthiness, respect, responsibility, fairness, caring, and citizenship are essential to the well being of individuals and society.
2. All individuals have intrinsic value.
3. Every individual can contribute something of worth to society.
4. Individuals are responsible and accountable for their choices and decisions.
5. In order to grow and thrive, individuals need caring relationships and a nurturing environment.
6. Supportive family relationships are the foundation of the community.
7. High expectations lead to higher performance which, in turn, empowers the individual and strengthens society.
8. Continuous learning is a lifelong process that is essential to a productive and enriched life.
9. A safe and orderly environment is conducive to learning.

Strategic Objectives

By the end of School Year 2021 – 2022...

1. Each student will master all academic standards set forth by the District and State.
2. All students will continually identify personal interests, pursue them actively and independently, and produce evidence of positive growth as stated in the Core Values.
3. All students will continually volunteer for and complete service to the community.

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Mr. Kermit McAdory, Director, Leland Career
& Technical Center

Strategic Plan 2021-2022

GOAL 1: The district will maintain or increase at least one achievement label by the end of 2021 and making annual increases in the percent of students scoring proficient and showing growth by 3 to 5% annually.

OBJECTIVES

1. Increase the percent of students scoring proficient and growth in ELA
2. Increase the percent of students scoring proficient and growth in math
3. Improve overall student growth
4. Increase the percent of students scoring proficient in US History and Science

STRATEGIES	Persons Responsible	Timeline	Evaluation Criteria
1. Use benchmark testing and progress monitoring to adjust differentiated instruction to improve student achievement in all subjects.	Curriculum Specialists Federal Programs Director Principals Instructional Staff School Academic Coaches	Annually (3 times per year) starting 2021-22	Comparative School Reports School-wide improvement plans; Class/Subject Area intervention plans; Weekly Lesson Plans
2. Fully implement a strong RTI process in order to meet growth for the lowest 25 percentile.	Principals Curriculum Specialists Federal Programs Director Instructional Staff TST Chairpersons	Continuously with quarterly RTI meetings at each school	Intervention plans; Student monitoring comparative data reports; Sign-in sheets/agendas
3. Implement the instructional management program where teachers receive weekly feedback on improving instruction for all students.	Curriculum Specialists Principals	Continuous from the start of school in 2021-22	Lesson Plan Comments; pre-conference forms; Curriculum Binders
4. Fully implement teacher evaluation to increase educator quality through a job-embedded professional	Principals Curriculum Specialists	Continuous from the start of school in 2021-22	Growth Evaluation Forms Teacher Improvement Plans PLC Sign-in sheets, agendas, and minutes;

learning community.			Professional Development Calendar
5. Fully incorporate science and history standards in non-tested grades and courses.	Principals Curriculum Specialists Instructional Staff	Continuous from the start of school in 2021-22	Lesson Plans; Assessments; PLC sign-in sheets, agendas, and minutes
6. Establish and expand quality pre-K program in the district.	Superintendent Federal Program Director	Start 2021-22 school year	School Enrollment District and Federal Budget
7. Establish and Foster a Reading Initiative District-Wide with A.) Reading across the curriculum; B.) Battle of the Books Competitions; C.) Continue and Accelerated Reading Program K-12	Principals Curriculum Specialists Federal Programs Director Instructional Staff	2021-2022 school year	Lesson Plans; Professional Development Plan, sign-in, agendas; Battle of the Book Sign-up and participation documents; AR reports STAR reports

GOAL 2: The district will attract/identify, hire, train, and retain the “highest qualified” educators who focus on academic excellence and superior customer service.

OBJECTIVES

1. Increase the pool of highly qualified applicants
2. Provide high quality professional development
3. Decrease by 50% the number of teachers leaving the district

STRATEGIES	Persons Responsible	Timeline	Evaluation Criteria
1. Create a cohort of assistant teachers "Leland Aspiring Educators Cohort" to encourage and provide resources for teacher licensure	Superintendent Federal Programs	2021-22- Plan Program and initial cohort	Proposal Document with calendar of sessions; District and Federal Budget; MOU or agreement with area Colleges;

to include establishing partnerships with area college education programs and PRAXIS workshops (Grow your own program)			Sign in sheets, agendas; Cohort Member Portfolios PRAXIS Score Reports
2. Provide expert or special non-renewable licenses for personnel with experience in teaching and real world experiences, while pursuing teacher licensure.	Superintendent MDE	2021-22 school year	Application for licenses PRAXIS Score Reports
3. Expand mentors for all new teachers	Superintendent Federal Programs Principals	2021-22 school year	Sign-in sheets, agendas; Mentor Log; Mentee Surveys
4. Partnerships with professional organizations to provide professional development on instructional strategies and Reading in the content areas	Curriculum Specialists Principal	2021-22 school year	PD plan and calendar; District and Federal Budgets; Sign-in sheets and agendas; Teacher Surveys
6. Conduct anonymous online surveys intermittently throughout the year to allow teachers opportunities to be heard by the school and district administration.	Superintendent Technology Director Principals	2021-22 school year	Survey Results Survey Summaries

GOAL 3: The district will provide safe and secure facilities that promote good health and wellness for all students and staff.

OBJECTIVES

1. Decrease by 30% the number of incidents that warrant out of school suspension
2. Maintain district facilities, campus, and grounds
3. Decrease the number of student absences

STRATEGIES	Persons Responsible	Timeline	Evaluation Criteria
1. Establish the PBIS model at each school to promote positive student behavior and rewards	Principals Counselors Teachers	2021-2022	Wellness Plan; School PBIS Plan; PBIS PD sign in; agendas
2. Fully implement character education and SEL services at each of the schools through the	Principals Counselors Teachers	2021-2022	Counselor Class Schedules; Counselor Lesson Plans; Partnerships
4. Strengthen and Expand relationships with health organizations	Principals Counselors Teachers	2021 - 2022	MOU and agreements; Sign-in sheets and logs
5. Expand nursing services to all schools in the district	Principals School Nurse	2021 - 2022	Nurse Schedule; Nurse Logs
6. Provide training and development for custodial staff	Maintenance Director	2021 - 2022	Sign-in, agenda
7. Campus Beautification Initiative: Partner with student organizations, community and civic organizations to beautify each campus.	Principals	2021 -2022	Agreements MOU MOA minutes
8. Review and Revise Wellness Plan	Principal	2021 -2022	Wellness Plans; Sign-in Sheets, agenda
	Food Nutrition Director		

GOAL 4: The district will increase the Graduation Rate to 90% or higher by 2022

OBJECTIVES

1. Decrease the number of students who retain in each grade
2. Provide support services for at risk students
3. Increase the number of students receiving a regular diploma

STRATEGIES	Persons Responsible	Timeline	Evaluation Criteria
1. Fully Implement the RTI process for at-risk students in grades K-12 with an increased focus in grades 7-12.	Principals Curriculum Specialists Instructional Staff	2021-2022	RTI Forms; Intervention Plans; Student Progress Monitoring Data; RTI Meeting sign-in; agenda; minutes
2. Implement a Summer Program (Extended Year, Summer School) for students who are at risk of being retained or graduate.	Principals Curriculum Specialists Instructional Staff	2021 - 2022	Student Objective Checklist; Extended Year Binder; Summer Personnel List
3. Hire a Graduation Coach to track students in grades 9-12 for graduation.	High School Principal Personnel Director	2021 - 2022	Personnel Hiring List; Student Annual Tracking Form; Parent-Student Conference Sign-in; Enrollment in Credit Recovery Courses
4. Review and revise Drop Out Prevention Plan and fully implement components in grades K-12	Dropout Prevention Team Superintendent Principals	Annually starting 2021 -2022	Drop Out Prevention Plan Board Agenda Board Minutes
5. Provide stronger inclusion support for students with I.E.P.s in grades K-12 for	Director of Special Education Principal Inclusion Teacher	2021 - 2020	I.E.P. Minutes and Forms; Accommodation Forms and Documentation;

regular diploma track.			Progress Monitoring Reports; Daily Tutoring Logs
6. Establish and expand quality pre-K program in the district.	Superintendent Early Education Coordinator Federal Program Director External Partners	Start 2021 - 2022	School Enrollment District and Federal Budget External Partners

GOAL 5: The district will maintain a sound fund balance

OBJECTIVES

1. Reduce the amount of money spent on travel (In-district and out- of district), athletics and activity buses
2. Increase group/volume purchases in the district and at the schools
3. Attrition teacher positions were appropriate

STRATEGIES	Persons responsible	Timeline	Evaluation Criteria
1. Monitor and allocate district and federal funds based on need.	Superintendent Federal Programs Principals Budget Leaders	2021 - 2022	Budget Review
2. Provide bus driver training for all coaches to obtain their CDL in order to reduce athletic	Transportation Director Transportation Coordinator	2021 - 2022	Sign-In Sheets Test Results
3. Purchase a 15 passenger van, trucks and school car for out-of-district travel.	Superintendent Business Manager	2021 -2022	Purchase agreement

<p>5. Annually review bus routes to maximal travel efficiency.</p>	<p>Transportation Director Transportation Coordinator</p>	<p>2021 -2022</p>	<p>Agendas Bus Transportation Report</p>
<p>6. Begin obtaining fuel quotes in order to reduce the annual bus fleet fuel cost.</p>	<p>Transportation Director Business Manager</p>	<p>2021 - 2022</p>	<p>Proposed quotes Board Meeting documents Purchasing documents</p>
<p>7. Begin compiling a general supply list (paper, paper clips, etc) for classrooms in order to purchase items in greater volume.</p>	<p>Principals, Business Managers, Budget Leaders</p>	<p>2021 -2022</p>	<p>Schools supply lists Proposed quotes Purchasing documents Board Meeting documents</p>