

THE WAY AHEAD: STRATEGIC PLAN 2021-2025



SUNFLOWER COUNTY CONSOLIDATED SCHOOL DISTRICT

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Education is the most powerful weapon which you can use to change the world.
- Nelson Mandela

Vision/Mission/Core Beliefs

Our Vision

To become a model district that attracts and retains highly qualified staff who graduate college, career and community ready young adults

Our Mission

Empowering Staff, Engaging Communities and Educating Students

Our Core Beliefs

- A safe and orderly climate is important to the teaching and learning process. (Safety)
- Building positive relationships is critical to school success. (Relationship Building)
- All children can and will learn academic and social skills necessary to advance in society. (All Children Will Learn)
- High expectations will be held for students, teachers and staff. (High Expectations)
- The schools, students, parents and community members should be partners in the educational process for our children. (Partners in Education)
- Administrators, staff and faculty are committed to life-long learning. (Life-long Learning)



The Board of Trustees' Message



Rev. Edward Thomas,
President



Emma Golden,
Vice-President



Melanie Townsend,
Secretary



Debra Johnson,
Board Member



Evelyn Woods,
Board Member

The Board of Trustees of the Sunflower County Consolidated School District (SCCSD) takes very seriously its responsibility to provide strong governance and good policy. The Board has followed the state's mandate to define the vision, mission and goals of the SCCSD and has worked hard to ensure that our strategic plan is clear and concise and that it matches the requirements of the mandate.

This Board strives to provide focused decision-making that matches the needs of our students and our district. We intend to use our resources wisely and to provide adequate resources wherever they are needed pledging always to put aside individual wishes and desires for the good of the entire district.

The Board pledges to work together cooperatively. We intend to be a team focused on the continuous growth and improvement of the district so a positive difference is made for SCCSD children and the communities we serve.

We intend to deliver on our pledge and on our promise to empower staff, engage communities and educate students. Our goal is to continuously improve our school system because we listen, lead and work together. We know that we must invest in our schools, in the development and retention of our administrators and staff as well as in our educational programs and facilities. We intend to be responsible, accountable stewards, transparent in our practices, and wise in the use of the resources entrusted to us. In the pages that follow, our strategic plan for the next five years and the process we used in its development are presented. We want everyone to know what our plan is so that everyone is aware of what we deem important, where we intend to be in the future and what our hopes are for our children.

The function of education is to teach one to think intensively and to think critically. Intelligence plus character—that is the goal of true education.
– Dr. Martin Luther King, Jr.

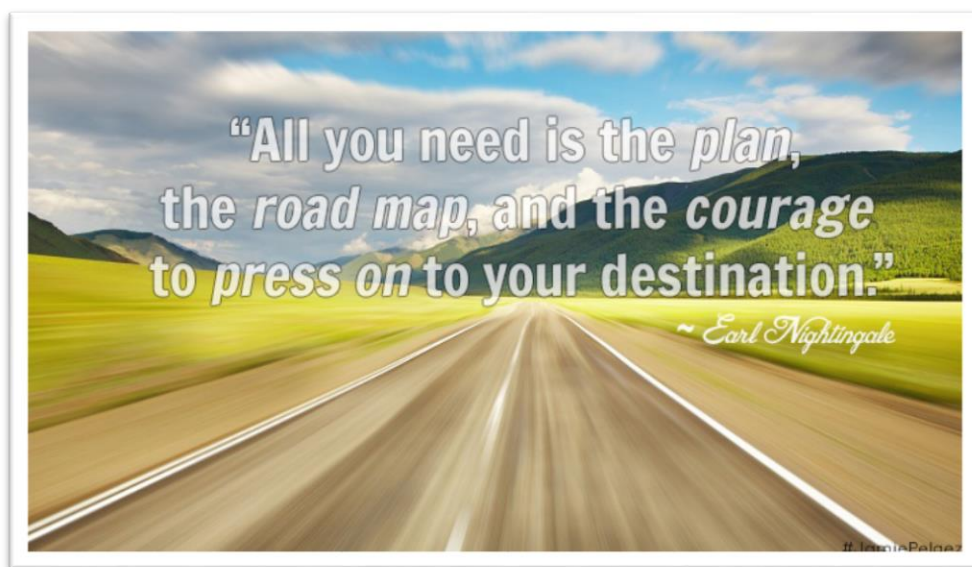
Our Roadmap – The Promise of SCCSD

This strategic plan will be used as a roadmap for the future. It will serve as our compass and our “measuring stick” for assessing our progress and the accomplishment of our goals.

The work leading to the development of this plan has required us to think of the district as a whole and not as individual parts. This effort has emphasized the importance of a candid assessment of where we are and where we want to be.

We have been honest---sometimes brutally so---about our current state. Participants in the strategic planning process have been encouraged to take a candid look at where the district currently stands in the attainment of state and national education goals and to dream big about our needs, resources, strengths and barriers. Effective, quality schools and programs are the life blood of a community. Businesses consider the effectiveness of local schools when determining where to locate or expand.

Our efforts in this strategic planning process are aimed at making our schools not only better, but the best they can be. This plan will help us determine our progress toward our destination. SCCSD has great promise, and this strategic plan defines our pathway to achieving our goals and reaching our potential.





Our Motto

“Where Every Child Will Learn”

Our motto grew out of the many planning meetings that occurred after the Sunflower County Consolidated School District was returned to local control following conservatorship under the jurisdiction of the Mississippi Department of Education.

The SCCSD Board wanted a motto that was brief yet clear. The desire was for a motto that described the Board’s expectations for the type of district SCCSD aspired to be.

We believe that every child has unique abilities and capabilities. Our motto succinctly summarizes our expectation that every child will learn.

Defining Our Motto

“Where Every Child Will Learn” means that each day our emphasis will be on meeting each student where (s) he is academically, emotionally, socially and behaviorally, then moving them toward our overall district vision. We want to prepare our children so well that when they leave us their individual needs have been effectively met ...

- that those who want to pursue college can,
- that those who desire to enter a career immediately after leaving school can and,
- that those who are challenged by disabilities of any type are prepared to be as independent as their disabilities will allow them.

For every student, we will emphasize readiness and mastery of standards so that they can be prepared for life after school ends. When our students exit SCCSD, we want them confident and prepared for the future.

Strategic Plan Goals

GOAL 1

Ensure all students show academic and social growth each school year

We believe all students can achieve at high academic levels, and most certainly should show growth from one year to the next – regardless of demographics, socio-economic conditions, or personal circumstances. This commitment demands that every child in every school receive rigorous, engaging, high-quality instruction matched to how each student learns best.

Our promise to parents and students is that students who graduate from SCCSD will be prepared to attend the college of their choice, to pursue their career of choice and to be as independent as they can possibly be. By 2026, the final year of this plan, the realization of this promise and the achievement of our goal will be represented by measurable results.



To achieve and assess the level of increase in student performance (annually and by 2026), we will regularly review, evaluate the following indicators of college and career readiness:

- Growth on the MS College and Career Ready Standards
- Growth on MKAS
- Growth on MST
- Growth on SATP
- Growth on ACT scores
- Percentage of students enrolled in Advanced Placement Courses
- Growth on CPAS exam
- Technical licenses or certifications earned

As students advance from Pre-Kindergarten to Grade 12, attention to individual and group performance will help schools determine the effectiveness of current approaches to instruction allowing schools to retool and revamp practices that result in less than desired results. These reviews will allow SCCSD to equip every student in every school for academic success along their pathway to college and career readiness.

GOAL 1 STRATEGIES: The District will ensure all students are showing measureable growth in all assessed areas.

| ACTION STEP(S) | TIMELINE (from /to) | RESOURCES STRATEGIES | PARTIES RESPONSIBLE | MEASURABLE OUTCOME(S) INDICATORS OF SUCCESS |
|---|--------------------------------|--|---|--|
| 1. Implement a uniform research-based literacy program at all K-12 schools | 2021-2026 | Purchase/acquire/define literacy curriculum Provide prof. development to all staff Monitor progress at defined intervals Revise strategies not shown to be making a positive difference | Superintendent/ Curriculum Dept./ Federal Programs Dir./ Principals/Teachers Academic Coaches | District's Annual State Accountability Rating Increase the percentage of SCCSD students proficient on state assessment Increase in teachers' student growth data |
| 2. Implement a uniform research-based numeracy program at all K-12 schools | 2021-2026 | Purchase/acquire/define numeracy curriculum Provide prof. development to all staff Monitor progress at defined intervals Revise strategies based on benchmark data as needed | Superintendent/ Curriculum Dept./ Federal Programs Dir./ Principals/Teachers Academic Coaches | District's Annual State Accountability Rating Increase the percentage of SCCSD students proficient on state assessment Increase in teachers' student growth data |
| 3. Implement a uniform research-based science program at all K-12 schools | 2021-2026 | Purchase/acquire/define science curriculum Provide prof. development to all staff Monitor progress at defined intervals Revise strategies based on benchmark data as needed | Superintendent/ Curriculum Dept./ Federal Programs Dir./ Principals/Teachers Academic Coaches | District's Annual State Accountability Rating Increase the percentage of SCCSD students proficient on state assessment Increase in teachers' student growth data |

| | | | | |
|---|-----------|---|---|--|
| 4. Implement a system of instructional support in all instructional areas | 2021-2026 | Purchase/acquire/define system of instructional support Provide prof. development to all staff Monitor progress at defined intervals Revise strategies not shown to be making a positive difference Include K-12 subject area planning meetings in PD plan to ensure curriculum alignment | Superintendent/ Curriculum Dept./ Federal Programs Dir./ Principals/Teachers Academic Coaches | District's Annual State Accountability Rating Reduction in the percentage of students referred for special education assessment Annual reduction in the percentage of students needing Tier 3 intervention |
| 5. Implement an effective and consistently implemented progress monitoring system district-wide | 2021-2026 | District-wide universal screening program 9-weeks "Common" assessments in all subjects Bi-weekly 'common' assessments in state tested areas Uniform "Benchmark Assessment" program at every SCCSD school | Superintendent/ Curriculum Dept./ Federal Programs Dir./ Principals/Teachers Academic Coaches | District's Annual State Accountability Rating Reduction in the percentage of students referred for special education assessment Annual reduction in the percentage of students needing Tier 3 intervention |
| 6. Provide students opportunities for social growth | 2021-2026 | School develop student organizations | Principals Teachers Support staff | Reduction in discipline referrals |

When you know better, you do better.
– Maya Angelou

GOAL 2

Provide every school with effective teachers and leaders

All great organizations provide their employees a culture of opportunity and a way to feel valued as they grow and improve. In great organizations, every employee is important—and that is true for our district. Every employee in the Sunflower County Consolidated Schools plays a critical role in the education of students. The bus driver who greets the student at the start of a school day, the teacher who leads learning in the classroom, the principal who makes the school a nurturing, rigorous learning environment, the custodian who keeps the school healthy and clean—everyone who works in our district engages students in some way. It is critical that every employee in SCCSD be effective and feel valued.

It's also critical that SCCSD be a world-class employer. We must provide all employees the opportunity to learn and grow in their work. We must not only find the best candidates but find a way to keep them and develop them throughout their careers. This will require a continuum of human resources management that begins with recruitment but doesn't end there. Proactive recruitment is only the beginning—we must also provide meaningful professional development and constructive evaluations and appraisals. We must provide multiple career pathways, particularly for teachers so that they can advance without having to leave the classroom.



We want to develop leaders from within our employee ranks so that we build on the strengths and talents of those who have come to SCCSD. Leadership training will benefit the leaders who receive it, as well as the people they manage.

By doing this, we can build our own capacity. But we can also do something else that is needed: we can restore the important social role of educators.

Is there any work more important than teaching children? Our focus on the importance of teaching, through salaries, development and recognition, will help SCCSD shape the discussion in education so that teaching is recognized as the iconic profession of our time. By focusing on building a premier workforce through specific pathways and structures with measurable outcomes, we will strengthen our schools and our students. We will also help to return the important work done by educators, particularly teachers, to the status it deserves. We must recruit, compensate and support the best and the brightest candidates from across the country. This will benefit our students, our schools and ultimately the educational profession as well.

Goal 2: The district will provide every school with effective teachers and leaders.

| ACTION STEP(S) | TIMELINE (FROM/TO) | RESOURCES STRATEGIES | PARTIES RESPONSIBLE | MEASURABLE OUTCOMES INDICATORS OF SUCCESS |
|---|--------------------|--|---|--|
| 1. Develop and implement a system-wide recruitment plan for securing and maintaining a highly qualified staff | 2021-2026 | Formal SCCSD Plan for Recruitment SCCSD Exit Interview Program | Superintendent Personnel Director | Finalized incentive plan recommended to the school board for approval Increase in retention rate of highly qualified teachers annually Results of Staff Needs Assessment Results of Exit Interviews |
| 2. Develop and implement a comprehensive teacher/administrator induction and mentoring program | 2021-2026 | Structured Teacher/Administrator Induction and Mentoring Program with mid-year evaluation for new teachers Train appropriate staff in the use and approach | Superintendent Personnel Director | Results of Staff Needs Assessment Decrease in the number of teachers/administrators leaving the district annually |
| 3. Develop and implement a comprehensive professional development plan | 2021-2026 | SCCSD Annual Comprehensive Professional Development Plan with mid-year evaluations | Superintendent Curriculum Department Director of Federal Programs. Technology Supervisor Principals/Directors | Results of Staff Needs Assessment Growth rubric ratings |
| 4. Create functional and effective professional learning communities at the district office and each school | 2021-2026 | Selection of teacher representatives from each school Monthly meetings Identify new teachers to lead professional learning to highlight strengths of all faculty members Create platform to teachers to share ideas and plans lessons | Superintendent Curriculum Department Principals/Directors | Results of Staff Needs Assessment Growth rubric ratings |
| 5. Utilize the MDE Staff Evaluation System with fidelity at every school and at the district level | 2021-2026 | Professional development for staff regarding requirements and expectations for attaining highest ratings on evaluations | Superintendent District Leadership Team Principals/Directors | 100% of Staff will be evaluated annually using the designated instrument(s) |

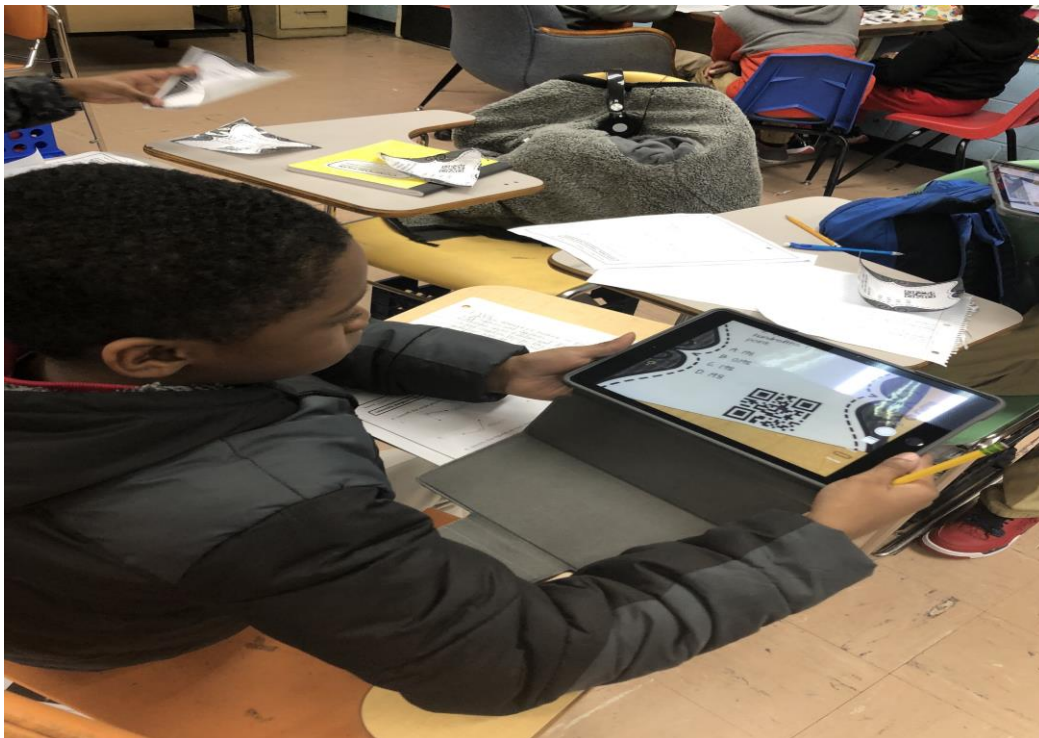
GOAL 3

The district will increase technology access and integration to support innovative teaching and learning.

One of the clearest themes that emerged from our task forces was the importance of educational options. Students and their parents want educational options that allow every student to learn. They want customized learning that fits an individual student, not a one-size fits-all model. Those choices can be wide-ranging. Education doesn't happen only in a classroom. Our students are learning all the time, everywhere they go. This represents an opportunity for us as a district to stretch each student and extend learning whenever and wherever we can. It also means we can offer a personalized plan of learning for each child. Using technology, we can open the global classroom for each learner, customizing the educational experience to meet individual needs, talents and abilities.

We must consider ways to extend learning in time as well as space with learning that expands beyond the classroom to take place before and after school, as well as in the summer. Virtual summer school can provide learning connections even when students are at home. We also want to intentionally cultivate and nurture an entrepreneurial spirit in our students.

Such creative approaches in teaching, particularly in project-based and challenge-based activities, will help our students develop collaboration, communication and critical-thinking skills—the skills they must have to compete in the fast-moving global workplace of the future. To serve the wide variety of learners and needs, each of our schools must have a unique focus, niche or signature program. We want every school to have its own specialty so that every school in every neighborhood is a school of viable choice for families.



Goal 3: The district will increase technology access and integration to support innovative teaching and learning.

| ACTION STEP(S) | TIMELINE (FROM/TO) | RESOURCES STRATEGIES | PARTIES RESPONSIBLE | MEASURABLE OUTCOMES INDICATORS OF SUCCESS |
|--|--------------------|--|--|--|
| 1. Develop an acquisition plan and schedule for ensuring uniform technology for student and staff use | 2021-2022 | Staff Survey(s) Facility/Classroom Inventory Lists All schools and classrooms with functional smart board technology and other multi-media technology Update technology in all schools to provide each student with a chrome book or laptop | Superintendent Federal Programs Director Technology Supervisor | School and classroom inventory lists SCCSD Student/Staff/Parent Technology Survey indicates majority of respondents indicate technology is available and making a positive difference |
| 2. Develop and implement an effective maintenance process for ensuring teachers and students at every school have working technology | 2021-2022 | SCCSD Troubleshooting Guide sheet will be developed and disseminated | Superintendent Technology Supervisor Principals/Directors | Technology maintenance repair data showing maintenance requests are made and completed |
| 3. Ensure that all schools/classrooms have functional smart board technology and other multi-media technology available for use | 2021-2026 | Purchase needed equipment Provide professional development to staff, students, and parents on appropriate use | Superintendent Federal Programs Director Technology Supervisor Principals/Directors | School and classroom inventory lists Annual Prof. Development Calendar Purchasing documents for all equipment acquired |
| 4. Begin to teach keyboarding in K – 5 grade at all applicable schools | 2021-2026 | Acquire keyboard instructional program | Superintendent Curriculum Department Principals/Directors | Annual listing of courses offered at each school |
| 5. Offer all teachers and instructional support staff professional development that focuses on the use of technology to increase effectiveness of instruction and increased student engagement | 2021-2026 | Professional Development Plan development | Superintendent Curriculum Department Federal Programs Director Principals/Directors | Teacher surveys from technology professional development |

GOAL 4

Provide safe, secure facilities and a safe transportation system

The *Effective Schools Research* of Dr. Ron Edmonds, the studies of the National Center for School Climate, and Marzano are but a few of the widely accepted findings that address the educational importance of a positive school climate on the academic growth and performance of students and the exemplary performance of education professionals. These studies have brought to the forefront the critical importance of an emotionally safe school climate.

School climate extends far beyond the walls of classrooms to every aspect of what schools offer for their students. Often, a first impression of how a school district operates is how its facilities and its transportation fleet look. If individuals see crumbling buildings or vehicles that look **ragged**, it is quite easy to assume that the educational offerings for students will be less than adequate.

The SCCSD Board of Trustees is committed to ensuring that we offer an educational program in an optimum learning environment. Our intent is to provide a challenging slate of offerings that makes our students competitive with their peers regardless of where their peers are located. SCCSD's focus will be on having all facilities safe, orderly, well-maintained and compliant with current building codes and construction standards. The Board further pledges that the safety and security of students and employees will be among the district's top priorities.

It is the Board's intent to make certain that facility and fleet reviews are conducted annually. SCCSD resources will be budgeted and prioritized to make certain that necessary upgrades of our facilities and our transportation fleet are always at the highest levels possible.



Goal 4: The district will provide safe, secure facilities and a safe transportation system.

| ACTION STEP | TIMELINE (FROM/TO) | RESOURCES STRATEGIES | PARTIES RESPONSIBLE | MEASURABLE OUTCOMES INDICATORS OF SUCCESS |
|---|---------------------------|--|---|---|
| 1. Provide safe and reliable transportation to all students | 2021-2026 | Transportation Fleet Inventory Listing Secure external funding for acquisition of additional buses Provide bus monitors when needed | Superintendent Transportation Supervisor | Completed Annual Transportation Fleet Audit reflecting all vehicles are safe and operable Annual Report to the Board Purchase camera system for school buses to ensure student safety |
| 2. The transportation fleet will be upgraded annually to replace oldest vehicles in fleet | 2021-2026 | Transportation Fleet Inventory Listing Secure external funding for acquisition of additional buses | Superintendent Transportation Supervisor | Annual Acquisition Listing reflecting new vehicles added to the fleet |
| 3. Provide secure facilities throughout the district | 2021-2026 | Facilities audits | Superintendent Chief of Security | Completed Annual Facilities Audit indicating all facilities are safe and in good repair |
| 4. Maintain existing district facilities in order to promote environmentally/ educationally friendly facilities | 2021-2026 | Entry and exit doors and windows annual replacement schedule Facilities audits | Superintendent Maintenance Supervisor | Completed Annual Facilities Audit indicating all facilities are safe and in good repair |
| 6. Secure an external vendor/architect to facilitate an annual facilities audit and share the results with stakeholders | 2021-2026 | Conduct an annual facility audit to assess safety compliance and safe to operation | Superintendent | Completed Annual Facilities Audit indicating all facilities are safe and in good repair Annual Report to the Board |

GOAL 5

Operate a financially stable school district

The Sunflower County Consolidated School District has made every effort to create a financially stable school district since its inception and seeks to continue this trend. The district is located in one of the most impoverished areas of the state. The poverty rate for Sunflower County is estimated by the US Census at 32.6%. According to the US Census Bureau, Sunflower County's population in 2019 was 25,110 with a median household income of \$30,029 and a per capita income in 2018 of \$15,464. Because financial resources are limited, the district's financial stability has been identified as one of its goals. Action steps in the area of financial responsibility have been categorized in three areas: effective planning, balanced expenditure of funds, and external funding.

Sunflower County Consolidated School District seeks to connect the district's financial plan to the strategic plan. The district spans over 70 square miles and serves nearly 3,400 students of diverse experiences and perspectives. The district also employs over 600 employees including faculty and staff. In order to meet these needs of our student population and employ the needed faculty and staff to meet these needs, the district ensures that each year begins with effectively planning on how available money will be spent.

According to a National Bureau of Economic Research study, "For poor children, a twenty percent increase in per-pupil spending each year for all 12 years of public school is associated with nearly a full additional year of completed education, 25 percent higher earnings, and a 20 percentage-point reduction in the annual incidence of poverty in adulthood." A separate study found that school finance reforms that increased state funding and directed more money to the highest-need districts, "led to a substantial increase in student performance across all districts." External funds from grants provide school districts the opportunity to strengthen instructional programs and equal the playing field between low income school districts and those with a vast array of resources. These facts necessitate the district's need to seek external funding.



Goal 5: The district will be financially stable and will utilize sound fiscal management practices.

| ACTION STEP | TIMELINE (FROM/TO) | RESOURCES STRATEGIES | PARTIES RESPONSIBLE | MEASURABLE OUTCOMES INDICATORS OF SUCCESS |
|--|--------------------|--|--|---|
| 1. Effectively plan and expend funds | 2021-2026 | <p>Mandated pre-planning meetings (by school and department) as preliminary budgeting is completed</p> <p><i>Monthly reports to the board of budget and expenditure status</i></p> <p>Refrain from unbudgeted expenditures unless there are documented emergencies that will impact accreditation level or facility operations</p> <p>Publication of annual budget meeting and Title 1 survey to public</p> | <p>Superintendent Business Manager Department Heads Principals/Directors Board of Trustees</p> | <p>Annual Budget Planning Calendar</p> <p>Production of monthly budget reports for principals and department heads</p> <p>Annual Financial Audit Report to the Board</p> |
| 2. Maintain an annual balanced budget where expenditures do not exceed revenue | 2021-2026 | <p><i>Monthly reviews of budget and expenditure status by school/department</i></p> <p>Structured budget amendment process with local maintenance funds similar to process used for federal funds</p> | <p>Superintendent Business Manager Department Heads Principals/Directors Board of Trustees</p> | <p>Annual Financial Audit Report to the Board</p> |
| 3. Research availability of and seek external funding to increase revenue in prioritized areas of need | 2021-2026 | <p>Identification of prioritized target areas for external grant-seeking efforts</p> <p>Develop/train a district grant writing team utilizing current staff</p> <p>Incorporate professional development on grant-writing into the district budget</p> <p>Budget funds for grant-writing assistance and external evaluation</p> | <p>Superintendent Business Manager Department Heads Principals/Directors</p> | <p>Listing of district external funding target areas</p> <p>Roster of district grant-writing team</p> <p>District professional development calendar reflecting inclusion of grant-writing focus</p> <p>Current budget reflecting a line item for grant-writing assistance</p> |

OUR CURRENT STATE

ACCREDITATION STATUS

- Accredited by the MS Department of Education
- Accredited by the Southern Association of Colleges and Schools

DISTRICT ACCOUNTABILITY RATING

(School Year 2018 -2019)

- Accountability Rating - C
- Graduation Rate - 74.3%

School Ratings

- A.W. James Elementary – C
- Drew Hunter Middle – C
- Ruleville Central Elementary – D
- Ruleville Middle – D
- Thomas Edwards High – C
- East Sunflower Elementary – C
- Moorhead Central – C
- Inverness Elementary – B
- Lockard Elementary – B
- Carver Elementary – D
- Merritt Junior High – C
- Gentry High – D

CURRENT AND FUTURE INITIATIVES

- Technology infusion in all schools
- An up-to-date, reliable transportation fleet
- Well-equipped, safe, and secure facilities
- Personalized professional development
- Innovative programs to prepare students for college and careers

FACILITIES

- 15 schools in operation
- 1 main central office
- 1 satellite district office

FINANCIAL STATUS

- Operational budget of \$40,030,115
- District Maintenance \$24,040,199
- Fund balance of \$10,494,950
- Millage rate of 50.85
- 2.78 mills for obligations
- Per Pupil Expenditure - \$11,100 per student

STRENGTHS

- Strong district leadership
- Teamwork
- Consistency at all levels
- Fiscally sound
- Strong Superintendent-Board relationship
- Transparent practices
- Strong public relations
- 1:1 Device Initiative for all students

GROWTH AREAS

- Securing and retaining highly qualified staff
- Principal leadership
- Academic achievement
- Physical plant improvement
- Student discipline

OUR APPROACH TO STRATEGIC PLANNING

Timeline

September 8, 2020 – The timeline for Strategic Plan revision was presented to the SCCSD School Board where the Board of Trustees reviewed the district’s motto, vision, mission, and goals.

September 10, 2020 – The SCCSD’s Districtwide Strategic Planning Steering Committee met.

September 24, 2020 – A community meeting was held to give updates on SCCSD’s strategic planning and to gather community input.

October 1, 2020 – A community meeting was held to review and discuss the draft of the plan.

October 1, 2020 – The Strategic Planning Steering Committee met to review and discuss the draft of the plan.

October 13, 2020 – The draft of the revised Strategic Plan was presented to the SCCSD Board of Trustees.

November 10, 2020 – The SCCSD Strategic Plan was presented for approval by the SCCSD Board of Trustees.

STRATEGIC PLANNING COMMITTEES

BOARD OF TRUSTEES

Rev. Edward Thomas, School Board President
Mrs. Emma Golden, School Board Vice President
Ms. Melanie Townsend, School Board Secretary
Ms. Deborah Johnson, School Board Member
Ms. Evelyn Woods, School Board Member

COMMUNITY/BUSINESS

Adrian Brown, Brown & Associates
Bobbie Allen, Parent
Otis Anthony, State Representative
Misty Clark, Parent
Yumekia Jones, MS Center for Justice
Desiree Norwood, Parent
Verna Ransom, BB King Museum
Dorothy Sykes, Delta State University

CENTRAL OFFICE LEADERSHIP TEAM

Ms. Miskia Davis, Superintendent
Ms. Lillie Robey, Director of Finance
Mr. Randy Ball, Director of Federal Programs
Mr. William Murphy, Director of Personnel
Mrs. Rosie Gatlin, Exceptional Education Lead Case Manager
Mrs. Shamethria Beaman, Curriculum Specialist
Mr. Dylan Jones, Curriculum Specialist
Ms. LiThesia Kent, Testing Coordinator
Dr. Valerie Simpson, Accountability Coordinator

DISTRICT-WIDE STEERING COMMITTEE

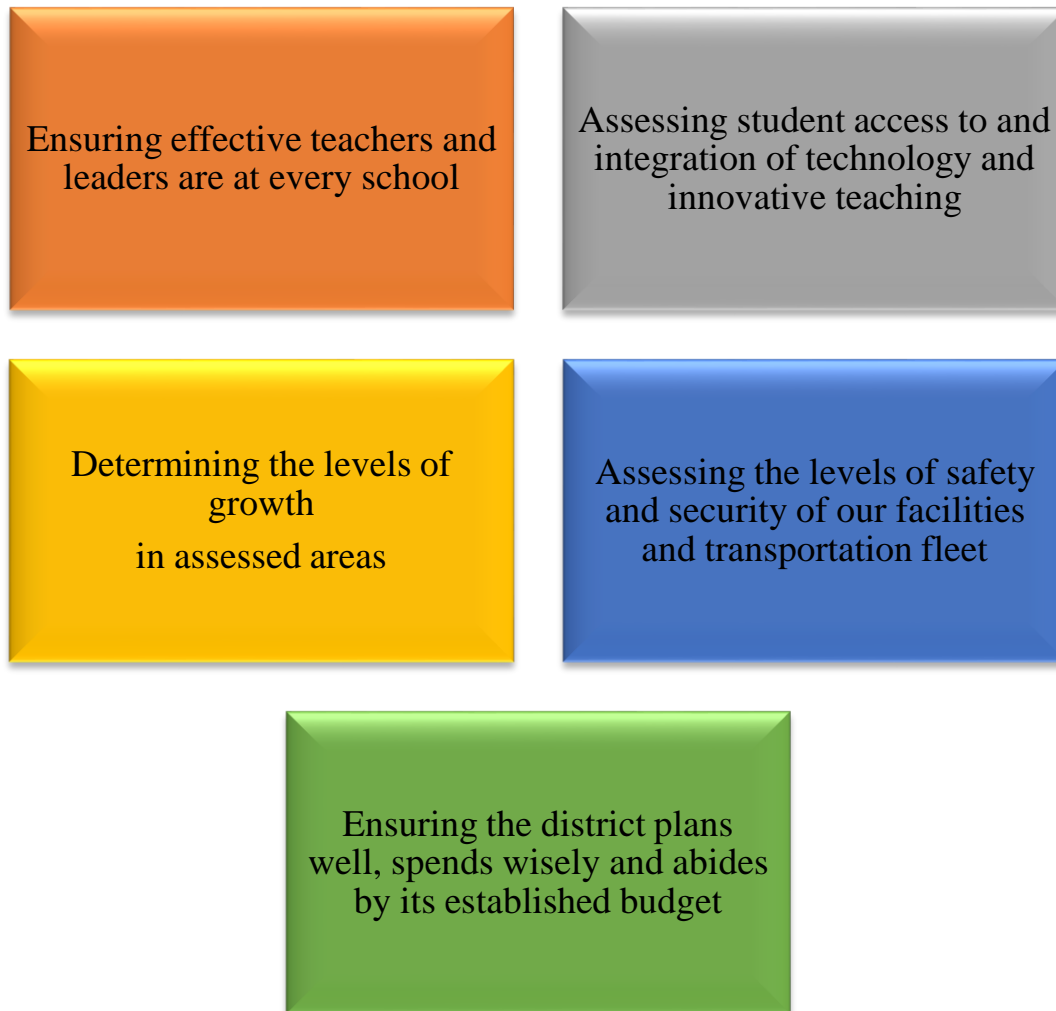
Mrs. Miskia Davis, Superintendent
Mr. William Murphy, Director of Personnel
Ms. Khalilah Ransom, IAAC Director
Dr. Valerie Simpson, Accountability Coordinator
Rev. Edward Thomas, School Board President
Mrs. Emma Golden, School Board Vice President
Ms. Melanie Townsend, School Board Secretary
Ms. Deborah Johnson, School Board Member
Ms. Evelyn Woods, School Board Member

Ms. Kelli Bruce – Inverness, Teacher
Mrs. Felesia Cochran, Gentry, Academic Coach
Mrs. Lue Ann Culpepper, Moorhead, Library Assistant
Mrs. Lamisha Johnson – Carver, Counselor
Mrs. Charlene Roby – Ruleville Elementary, Librarian
Mrs. Vanessa Gooden – Thomas Edwards, Teacher
Mrs. Sawanda Washington – Sunflower, Principal
Ms. Ebony Watson, Drew-Hunter, Teacher

STRATEGIES FOR ACHIEVING DESIRED RESULTS

SCCSD has developed an action plan that details the strategies to be used by staff over the course of the next five years.

The action plan includes measurable outcomes that will guide the work of each strategy. The SCCSD Board will assess the progress of the Superintendent and her staff on an annual basis.



FOCUS AREAS

Assessment Growth & Academic Excellence

Graduates Prepared for College and Careers

Safe Facilities and Transportation Systems

Effective Teachers and Leaders in Every School

Technology Access and Integration in Innovative Learning Environments

Fiscally Sound School District

METHODS TO BE EMPLOYED TO REACH OUR GOALS

Recruiting and Retaining Qualified Educators

- Increased targeted professional development for educators in our areas of deficiency
- Increased teacher mentoring and support

Safe and Supportive Environments

- Increased facility maintenance to improve schools in greatest need of repair
- Implemented bus fleet replacement program to ensure that our bus fleet is continually updated and all vehicles are in good repair

Family and Community Engagement

- Increased staffing to support parent engagement in the learning process
- Increased efforts to provide clear and timely communication districtwide
- Increased emphasis on resolving parent, staff, community educational concerns

Organizational Effectiveness

- Allocated funding and additional human effort to support improved communications to parents and staff
- Allocated funding for the acquisition of new instructional technology and for professional development on the proper and effective use of new instructional technology

Fiscal Stability

- Effective budget management practices
- Prioritized spending aligned with goals
- Regular reviews of financial status
- Reduced bonded indebtedness

MEASURING OUR RESULTS

Administrator/ Faculty / Staff Evaluations*

The Board of Trustees will use the Strategic Plan as a major component of the annual evaluation of the job performance of the Superintendent of Schools.

The Superintendent and/or her designees will use the Strategic Plan along with the state's evaluation system to assess the job performance of administrators, instructional and support staff.

****Only the information not protected by employees' rights to confidentiality and privacy will be available for public review.***

Evaluation of Student Performance*

The individual and group performance of students on the various state and district assessment programs will be the method for assessing proficiency and growth.

****Student performance results will be available on SCCSD's and the Mississippi Department of Education's websites once the results have been verified and released for public review.***

Sunflower County Consolidated School District
Hwy 49N 196 MLK Drive, Indianola, MS 38751

(662) 887-4919 • www.sunflower.k12.ms.us