



STRATEGIC PLAN

TOP STAKEHOLDER FINANCIAL PRIORITIES

- Provide additional funding for staff salaries with incentives to attract and retain quality staff.
- Provide for classroom needs throughout the county
- Provide for technology needs and advancements
- Provide more funding for the arts
- Provide for maintenance and improvements to existing facilities

MISSION

Teachers teaching. Students learning. Schools improving.

VISION

Create a productive school culture for change that increases teacher effectiveness, improves student proficiency, and builds public confidence.

WE BELIEVE:

- Education is our first priority and provides a foundation for life-long learning, critical and analytical thinking, problem solving, decision-making and respect for the individual.
- Literacy is essential to personal empowerment and civic responsibility.
- All students are capable of learning and benefit from a challenging curriculum with high standards and expectations.
- Children learn in different ways, and Walthall County School District has a responsibility to help all students maximize their potential.
- Effective teaching requires thorough content knowledge and pedagogical skills, careful planning, creativity, and implementation, with reflection.
- Classroom discipline and management are integral parts of instructional practice.
- Intellectual, social, physical and emotional development is essential to a student's education.
- Co-curricular and extra-curricular activities are important components of effective education.
- Cross curriculum integration is an important component of effective education.
- Parents are crucial partners in children's learning.
- Culture and community conditions influence children's learning.

Successful WCS Graduates Will Possess:

- Demonstration of life skills that include personal finance, work ethic, and time-management skills
- Proficiency in critical thinking and problem-solving skills
- Proficiency in basic skills including math, science, reading, and communication
- Demonstration of character traits such as perseverance, self-motivation, initiative, resiliency, responsibility, and independence
- Demonstration of appropriate interaction with others (those in authority/those who are different)

Stakeholder Measures to Determine Education Quality Provided:

- Percentage of students who go on to college and/or career and the degree of success
- Observation of Walthall students, staff, and facilities
- Standardized test scores and assessments
- Graduation rate for the system
- Ability of the school system to keep and attract quality staff

STRENGTHS

- Cohesive leadership at all levels of the school system
- Caring teachers and school staff
- Highly qualified teachers
- Technology resources and infrastructure
- Professional development opportunities within the district
- Sound financial practices
- Dual credit opportunities for students
- Strong K-3 literacy instruction
- Student attendance rate
- Career Tech Program and additional academies
- College and Career Ready course offering

TOP CHALLENGES OVER THE NEXT 5 YEARS

- Attracting/keeping quality teachers and staff considering the current teacher shortage
- Increasing learning opportunities to all county Pre-K age students
- Providing alternative strategies to classroom teachers for dealing with discipline issues
- Providing all students with what is needed to be college and career ready
- Providing opportunities for parental involvement to address the increasing apathy toward education in families

OTHER CHALLENGES

- Facilities in need of upgrades and maintenance
- Lack of adequate planning time for teachers
- Attracting and keeping certified, qualified teachers
- Funding issues that prevent additional electives, programs, and ancillary personnel
- Need for interventionists at all levels
- Lack of fine arts educational opportunities
- Need for counselors and nurses at each school
- Lack of an effective tutoring program
- Lack of positive parental involvement and communication
- Apathetic families/students/staff
- Dress code challenges continue

OPPORTUNITIES

- Pre-K Implementation
- Employing district coaches/specialists
- Parental involvement
- Building partnerships within the community

THREATS

- Turnover of key personnel at inopportune times
- Student loss to private/home school
- Decreased and/or unstable state funding



STRATEGIC PLAN

STRATEGIC OBJECTIVES

- 1. Provide rigorous engaging instruction for every student, expand college and career opportunities, and provide relevant real-world learning.**
 - 1.1 Provide professional development opportunities for teachers.
 - 1.2 Provide resources and high-quality materials.
 - 1.3 Provide strong instructional leadership and accountability measures to ensure compliance.
 - 1.4 Provide relevant life skill experiences that foster student success.

Key Performance Indicators: Graduation rate, state assessment data, school accountability ratings, classroom observations, professional growth system evaluations, surveys

- 2. Increase community confidence through more frequent and effective communication, parent and family engagement, and community partnerships.**
 - 2.1 District-wide utilization of district-provided technology tools for parental communication.
 - 2.2 Maintain and update district and school specific websites and social media with current information.
 - 2.3 Provide parent, family, and community learning opportunities.
 - 2.4 Increase community and business partnerships.

Key Performance Indicators: Number of partnerships (community, business, etc.), number of teachers utilizing district-provided technology tools for parental communication, number of website hits, survey results

- 3. Recruit and retain the highest quality personnel and maximize their effectiveness.**
 - 3.1 Promote the district's image through positive marketing.
 - 3.2 Increase presence at various recruitment events.
 - 3.3 Introduce incentives to recruit and retain high-quality staff.
 - 3.4 Maintain positive culture, salary, and benefits to attract and maintain quality staff.

Key Performance Indicators: Employment tracker, number of recruitment of events, marketing results, number/type of incentives

- 4. Establish and maintain effective stewardship of current resources to maximize student achievement.**
 - 4.1 Evaluate internal systems and processes for efficiency/effectiveness.
 - 4.2 Ensure that student success and district mission drive all budget decisions.
 - 4.3 Identify additional funding/revenue sources.

Key Performance Indicators: External review, monthly budget reports, audits

- 5. Provide an environment that promotes learning in a safe and secure setting.**
 - 5.1 Increase activities which ensure smooth transitions throughout the district.
 - 5.2 Maintain all elements of safety plans.
 - 5.3 Maintain an effective drop-out prevention program.
 - 5.4 Provide restraint and seclusion training.

Key Performance Indicators: Number of activities, safety plans, number of SROs, number of dropout prevention indicators completed, number of trainings for restraint and seclusion