

Walthall County School District



❖ "Committed to Excellence" ❖

2013-2018

Five-year Strategic Plan



Walthall County School District

Part 1: Overview

The Walthall County School District Strategic Plan (2013-2018) is designed to address specific goals and priorities while accommodating opportunities for innovation/change and guidance in directing such innovation/change. WCSD is working to improve upon an educational system by achieving three goals set forth by the local School Board. The following is found in this plan in a hierarchical organization:

District Vision: A statement intended to convey what is considered most valuable by ALL WCSD stakeholders

District Mission: A statement that further conveys the purpose and objectives of those working within WCSD.

Goals: Three goals, prepared by the Board, to which our efforts are aligned to achieve.

Strategies: Statements that describes the result of the choices made in WCSD that will ultimately lead to long-term success.

Objectives: Statements that are more precise, measurable, tangible, and represent concrete actions/events.

Action Steps: Statements that represent a specific change or event for which a desired outcome is expected.

Part 2: District Profile

Name of District: Walthall County School District
 Address: 814 Morse Ave. Tylertown, MS 39667
 District Code: 7400
 Superintendent: Danny McCallum

Name of School	School Code	Grades	Student Enrollment	Staff Members
Tylertown Primary	010	K-2	375	27
Tylertown Lower Elementary	012	3-4	215	17
Tylertown Upper Elementary	014	5-6	264	22
Tylertown High School	016	7-12	696	62
Salem Attendance Center	008	K-12	476	36
Dexter Attendance Center	004	K-12	207	21

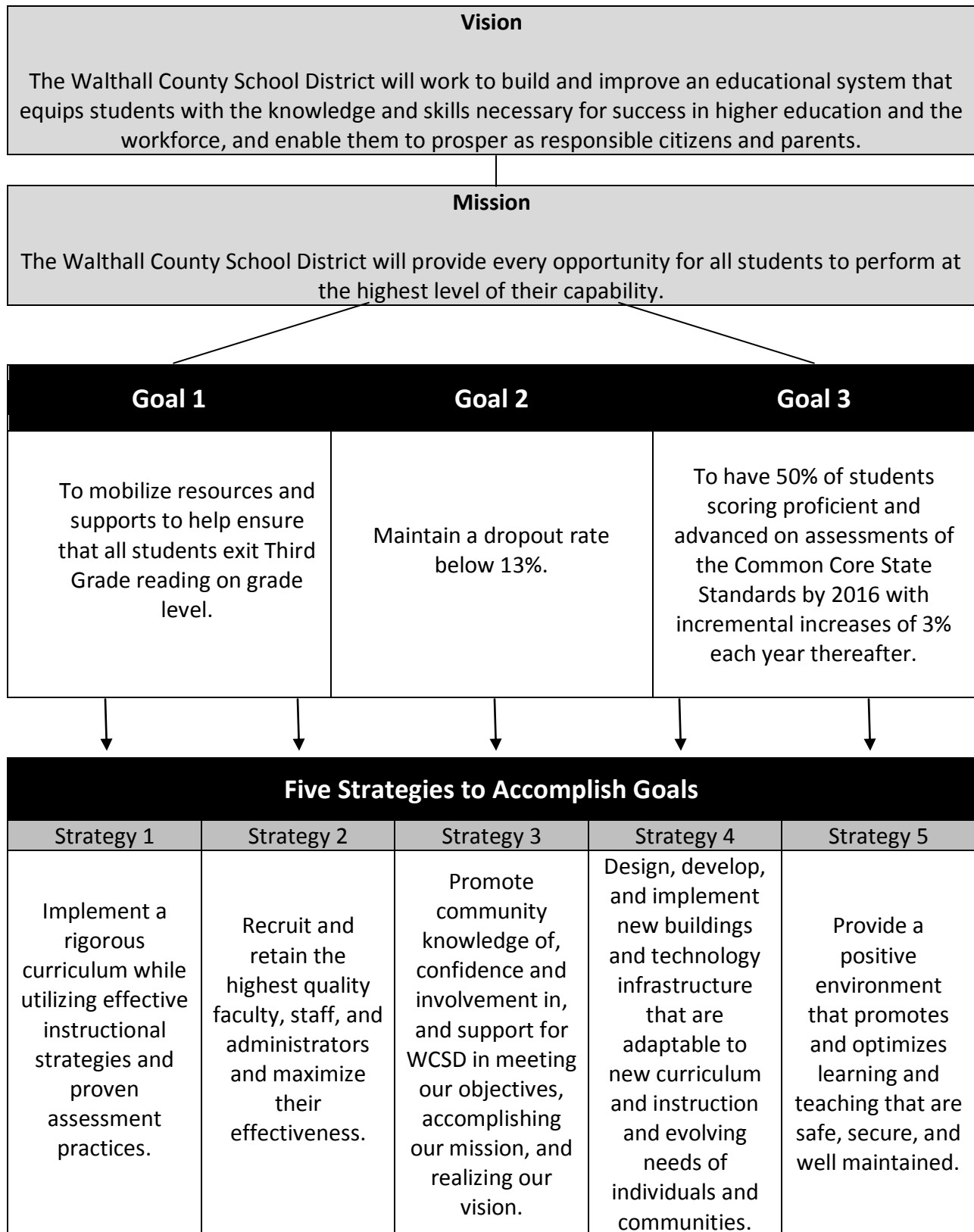
State Accountability Information

	<u>2012-2013</u>	<u>2011-2012</u>	<u>2010-2011</u>
Accountability Status:	TBD	F – Low Performing	Low Performing
QDI:	TBD	117	125
District Growth Status:	TBD	Not Met	Not Met
ELA	TBD	Not Met	Not Met
Math	TBD	Not Met	Not Met

Teacher Quality

<u>NCLB Measure</u>	<u>Percent (2011/2012)</u>	<u>2012/2013</u>
Core Teachers Who are Highly Qualified:	90	TBD
Teachers with Emergency/Provisional Certification	7	TBD

Part 3: Comprehensive Plan



Strategy 1: Implement a rigorous curriculum while utilizing effective instructional strategies and proven assessment practices.

Objective 1: Align curriculum and instruction.		
Action Steps	Who's Responsible	Status
The Instructional Management Plan & System both indicate the three approved curricula for WCSD (Mississippi Curriculum Framework, Common Core State Standards, Career and Technical Education). District and school leaders will ensure through observation and artifact review that all educators are aligning their instruction to objectives and standards from these curricula.	District/School Leadership	Completed & Ongoing
The Instructional Management Plan & System will be adopted yearly.	District Leadership	Completed & Ongoing
All educators will utilize district pacing for planning. A URL to the intra-district site where pacing guides are maintained is found in the Instructional Management System.	District/School Leadership	Ongoing
All educators will utilize textbooks/basals and other applicable resources that align to the content area and curriculum. The Instructional Management System indicates general textbook/basal availability within the content areas.	District/School Leadership	Ongoing
To help ensure that ALL students receive generally effective instruction at Tier 1, teachers will plan lessons in advance in accordance with guidelines provided in the Instructional Management System.	District/School Leadership	Ongoing

Objective 2: Differentiated instruction is provided consistent with the three-tier model.		
Action Steps	Who's Responsible	Status
The Instructional Management Plan describes WCSD's three-tier model for instruction and provides research-proven teaching strategies for ALL educators in order to meet the needs of all learners. All educators should adhere to what is described therein.	District/School Leadership	Completed & Ongoing
The Instructional Management Plan describes four classroom elements that teachers/schools are expected to differentiate (content, process, product, and learning environment.) Teachers are expected to adhere to what is described therein.	District/School Leadership	Completed & Ongoing
The Instructional Management System includes a table that provides principles of differentiation and how these principles practically look at three levels (K-5, Middle Grades, and High School). Teachers are expected to reflect	District/School Leadership	Completed & Ongoing

these principles in through their instructional practices.		
To help ensure that ALL students receive generally effective instruction at Tier 1, teachers will plan lessons in advance in accordance with guidelines provided in the Instructional Management System. These plans will provide evidence of differentiation.	District/School Leadership	Completed & Ongoing
Grade/subject-level teams and/or school-level Teacher Support Teams may provide assistance to teachers in planning and/or carrying out effect Tier 2 interventions with at-risk students.	School Leadership	Completed & Ongoing
Grade/subject-level teams and/or school-level Teacher Support Teams may provide assistance to teachers in planning and/or carrying out effect Tier 3 interventions with at-risk students.	School Leadership	Completed & Ongoing

Objective 3: Assessment drives instruction.		
Action Steps	Who's Responsible	Status
WCSD educators will assess students academically, behaviorally, formatively, and summatively on a sequential and ongoing basis with set procedures for doing so as put forward in the Instructional Management System.	District/School Leadership / Certified Staff	Completed & Ongoing
Educators will formatively assess student learning via teacher observations, pre-tests, quizzes, student self-assessments, computer-assisted adaptive assessment (e.g., NWEA MAP, and Renaissance Learning's Star Reading and Math), as well as targeted assessments for English Language Learners.	District/School Leadership /Certified Staff	Completed & Ongoing
Educators will formatively assess students in the behavioral realm utilizing teacher observations, student self-assessments, and research-supported instruments such as the Student Risk Screening Scale (SRSS) and Student Internalizing Behavior Scale (SIBS).	District/School Leadership / Certified Staff	Completed & Ongoing
When students receive support at the secondary and/or tertiary tiers of the instructional model teachers will adhere to set procedures for progress monitoring as indicated in the Instructional Management Plan and through resources provided via the WCSD Response to Intervention resources found on our intra-district Curriculum and Instruction website.	District/School Leadership / Certified Staff	Completed & Ongoing
WCSD will utilize software programs and/or online programs proven to be scientifically valid and reliable to monitor student progress and growth relative to Mississippi/CCSS frameworks and standards.	District/School Leadership / Certified Staff	Completed & Ongoing

Walthall County School District will allow students to take online state assessments.	District/School Leadership	Completed & Ongoing
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Objective 4: Student learning outcomes drive professional learning goals.		
Action Steps	Who's Responsible	Status
The Walthall County School District will provide professional learning opportunities through the use of distance learning via an online professional learning platform.	District/School Leadership	Completed & Ongoing
Principals and/or district personnel will identify potential areas of improvement for teachers based on evidence provided through successive analyses of both summative (e.g., term benchmark data and MCT2/SATP2/MST data) and formative data (e.g., MAP, STAR, etc.) and prescribe professional learning to teachers that will promote increased student success.	District/School Leadership	Ongoing
Teachers will identify students' strengths in weaknesses via analysis of both summative (e.g., term benchmark data and prior-year MCT2/SATP2/MST data) and formative assessment data (e.g., MAP, STAR, pre-test, and other pieces provided through computer-assisted instruction) and seek professional learning that will help them ensure increased student success.	School Leadership / Certified Staff	Ongoing
WCSD will prescribe district learning goals and provide tasks for which ALL educators will provide evidence that they addressed by the end of the 1 st term. District leaders, with collaboration with school leaders, will establish goals that address a district-wide learning need.	District Leadership / Certified Staff	Completed & Ongoing (implemented 1 st term of each year)
WCSD principals will prescribe school learning goals and provide tasks for which ALL educators at a particular site will provide evidence that they addressed by the end of the 2 nd term. School leaders, with collaboration with faculty/staff, will establish goals that address a school-wide learning need.	School Leadership / Certified Staff	To be completed during the 2 nd term of each year.
All educators will create a personal learning goal(s) and create tasks for which they will provide evidence that a particular goal or goals were addressed by the end of the 3 rd term. Teachers will base this learning plan on feedback received from instructional leaders via teacher observation/evaluation and upon personal reflection or peer evaluation.	School Leadership / Certified Staff	To be completed during the 3 rd -4 th terms of each year.

Objective 5: All students will become technology literate through the utilization of instructional technologies and high-quality online content that are integrated into instruction and enhance learning.

Action Steps	Who's Responsible	Status
Implement ISTE Technology Standards for Students based on the ISTE's National Education Technology Standards for Students (NETS).	District/School Leadership	Completed & Ongoing
Provide students and teachers with computers and software and other technology equipment. Update the equipment and software as needed.	District Leadership	Completed & Ongoing
Utilize modules, materials, and resources that the MDE and PARCC develop for Curriculum Coordinators and teachers on how technology fits into core curricula.	District/School Leadership	Completed & Ongoing
Teachers will utilize the strategies developed by the MDE /PARCC to integrate technology into each grade level and/or course.	School Leadership / Certified Staff	Completed & Ongoing
Schools will utilize content-based computer software and/or web resources to enhance and remediate students on the district curriculum.	District/School Leadership	Completed & Ongoing
Online remediation modules for students will be made available for high school SATP courses.	District/School Leadership	Completed & Ongoing
WCSD will provide opportunities for students to participate in distant learning through both intra-district access and via the Mississippi Virtual School (MVS).	District/School Leadership	Completed & Ongoing

Strategy 2: Recruit and retain the highest quality faculty, staff, and administrators and maximize their effectiveness.

Objective 1: Promote professional learning and ensure that all educators’ learning goals are aligned to student learning goals.

Action Steps	Who’s Responsible	Status
WCSD will identify professional development opportunities for teachers through conducting needs assessment.	District Leadership / PD Coordinator	Ongoing
WCSD Leaders will research providing on-line professional development.	District /School Leadership	Completed
WCSD will provide on-line professional development to teachers with a designated focus in PD360.	District Leadership	Completed & Ongoing
Provide teachers the opportunity to attend technology meetings and conferences.	District/School Leadership	Ongoing
High-quality technology-related professional development will align to ISTE’s standards for teachers.	District/School Leadership	Ongoing

Objective 2: Actively seek qualified applicants through participation in college career fairs.

Action Steps	Who’s Responsible	Status
WCSD will send representatives to university career fairs to recruit highly qualified applicants.	District/School Leadership	Ongoing

Objective 3: Promote interest in and opportunities for high school students to explore careers in the educational field.

Action Steps	Who’s Responsible	Status
WCSD allows area colleges to visit schools for recruitment opportunities.	School Leadership	Ongoing
The Walthall County Career and Technical Center offers Teacher Academy to students interested in pursuing careers in the educational field.	Vocational Director	Ongoing

Objective 4: Promote a positive climate and progressive culture.

Action Steps	Who’s Responsible	Status
WCSD will implement a Positive Behavior Support System.	School Leadership	Ongoing
Walthall County Schools will collaborate with area businesses to acquire incentives for good behavior.	School Leadership	Ongoing
WCSD will collaborate with local agencies, including Boys and Girls Clubs, CHAPS, Southwest Mental Health Agency, etc.	District/School Leadership	Ongoing

Objective 5: Walthall County School District will provide access to revised and expanded web-based teacher resources.

Action Steps	Who's Responsible	Status
Provide access to the MDE/PARCC online approved lesson plan resources that are aligned with state curriculum frameworks and Common Core State Standards.	District/School Leadership	Ongoing
Distribute training material for teachers provided by the MDE/PARCC or others to encourage the use of web based material that can be used in the classroom.	District/School Leadership	Ongoing
Supplemental materials provided with state adopted course programs allow teachers to access web-based resources.	School Leadership	Ongoing
Web-based enrichment programs designed to enhance student learning may be utilized in classrooms and/or computer labs.	School Leadership	Ongoing
All educators will have access to an ever-expanding online professional development library to utilize for receiving differentiated professional learning.	District Leadership	Completed & Ongoing

Objective 6: All educators will have support for technology integration.

Action Steps	Who's Responsible	Status
The Walthall County School District instructional supervisor will assist teachers with technology integration.	Instructional Supervisor	Ongoing
Evaluate teachers' integration of technology into the curriculum.	School Leadership	Ongoing
District specialists will increase their technology literacy and knowledge of the role technology plays in improving student achievement through district-developed and implemented technology-related professional development.	District Leadership	Ongoing

Strategy 3: Promote community knowledge of, confidence and involvement in, and support for WCSD in meeting our objectives, accomplishing our mission, and realizing our vision.

Objective 1: Promote positive marketing for the school district.		
Action Steps	Who's Responsible	Status
Encourage schools to recognize former graduates of Dexter Attendance Center, Salem Attendance Center, and Tylertown High School.	District/School Leadership	Implement /Ongoing
Encourage schools to recognize current educators in school level activities that link with businesses, ("PERKS" - Praising Educators for Reaching our Kids in School).	District/School Leadership	Implement /Ongoing
Recognize classroom teachers that show growth in student proficiency and above on State assessments.	District/School Leadership	Implement /Ongoing
Recognize students that attain proficiency and above on State assessments and other student academic achievements.	District/School Leadership	Implement /Ongoing

Objective 2: Encourage relationships among schools, families, businesses and the community that are essential for success of all learners.		
Action Steps	Who's Responsible	Status
Collaborate with local agencies, parent, students, civic, business, and community organizations to support student and educator success.	District/School Leadership	Implement /Ongoing
Ensure processes are in place for stakeholder input in policy development, strategic planning, budget development, and implementation of district and school initiatives (P-16 Council; Advisory Committees).	District/School Leadership	Implement /Ongoing

Objective 3: Coordinate efforts to engage and promote family, business, and community involvement through expanding and strengthening relationships.		
Action Steps	Who's Responsible	Status
Schools are welcoming to our diverse student and parent communities by providing open communication.	District/School Leadership	Implement /Ongoing
The district and schools will communicate with parents regularly about the WCSD educational program and students' academic progress (Parent Curriculum Meetings, Parent Involvement link on district website, automated phone calling system for communicating with parents, parent portal for access to student grades).	District/School Leadership	Implement /Ongoing
Schools invite guest speaker from local business and community leaders to link careers to student learning.	District/School Leadership	Implement /Ongoing

Continue cooperative agreements with community groups for use of school facilities.	District/School Leadership	Implement /Ongoing
Continue effective partnerships with youth-oriented organizations (Boys and Girls Club, CHAPS, Youth Court).	District/School Leadership	Implement /Ongoing

Objective 4: Waltham County School District will promote community awareness that focuses on school technology use.

Action Steps	Who's Responsible	Status
Each school will disseminate information on technology use to the community.	District/School Leadership	Implement /Ongoing
Improve web-based interaction between parents and schools.	District/School Leadership	Implement /Ongoing

Strategy 4: Develop and implement new buildings and technology infrastructure that are adaptable to new curriculum and instruction and evolving needs of individuals and communities.

Objective 1: Develop an Ongoing plan to ensure that all construction meets applicable codes for a safe school environment.

Action Steps	Who's Responsible	Status
Continue to analyze facilities to maximize physical safety of students and staff.	District/School Leadership	Ongoing
Ensure that facilities are able to support the changing demands of teaching and learning programs.	District/School Leadership	Ongoing
Conduct a needs assessment to identify the needs for present and new facilities.	District/School Leadership	Ongoing

Objective 2: Develop and sustain a plan to maintain technology hardware and software that meets the instructional and assessment needs of individual students.

Action Steps	Who's Responsible	Status
Implement an online helpdesk for employees to report hardware and software issues.	District/School Leadership	Ongoing
Provide software for measuring individual student progress on the district curriculum.	District/School Leadership	Ongoing
Walthall County School District will identify and research emerging technology that can be utilized in the district.	District/School Leadership	Ongoing
Work with the MDE-SPED and the District's SPED department to identify emerging technologies dealing with assistive devices.	District/School Leadership	Ongoing
Emerging technologies will be researched on a continual basis.	District/School Leadership	Ongoing

Objective 3: Implement a plan for enriching parents/community members' knowledge of technology tools/innovations available through the school district.

Action Steps	Who's Responsible	Status
Provide a district web page to disseminate district news and events to parents, business/industry, and community members.	District/School Leadership	Ongoing
Utilize district wide telecommunication and electronic systems between schools and home to keep parents and community informed.	District/School Leadership	Ongoing

Objective 4: Utilize enhancements in technology to increase the academic development for all students and staff.

Action Steps	Who's Responsible	Status
Walthall County School District will utilize the standards for electronic textbooks/materials developed by the MDE.	District/School Leadership	Ongoing
Walthall County School District will provide program/web based technology resources.	District/School Leadership	Ongoing
Walthall County School District will utilize emerging technologies to enhance student learning.	District/School Leadership	Ongoing
Walthall County School District schools will utilize content-based computer software and/or web resources to enhance and remediate students on the district curriculum.	District/School Leadership	Ongoing
Walthall County School District will utilize online professional development for staff.	District/School Leadership	Ongoing

Objective 5: Walthall County School District will have high quality access to technology and telecommunications.

Action Steps	Who's Responsible	Status
Design, install, and maintain a technology and telecommunications infrastructure for communications and services.	District/School Leadership	Ongoing
Re-evaluate Walthall County School District network design needs and modify as needed.	District/School Leadership	Ongoing
Walthall County School District will provide telephone service for all administrative offices and all school sites.	District/School Leadership	Ongoing
Provide cellular voice and data services to district personnel.	District/School Leadership	Ongoing
Provide high speed network connections to all classrooms and offices.	District/School Leadership	Ongoing
Provide technology equipment and resources for all areas of the district that can be used to maintain the district's infrastructure.	District/School Leadership	Ongoing

Objective 6: Expertise and assistance will be provided to school district staff in support and using technology.

Action Steps	Who's Responsible	Status
Adequately train all technology staff on technology equipment and software to enhance their ability to provide support to all staff.	District/School Leadership	Ongoing
Retain contractual services for local school and office support.	District/School Leadership	Ongoing
Provide technology professional development for all staff.	District/School Leadership	Ongoing

Conduct a needs assessment to determine technology-training needs.	District/School Leadership	Ongoing
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Objective 7: E-mail services will be made available to Walthall County School District network users.		
Action Steps	Who's Responsible	Status
Make e-mail services available to network users.	District/School Leadership	Ongoing
An anti-virus system will be maintained for the e-mail system.	District/School Leadership	Ongoing
An anti-spam system will be maintained for the e-mail system.	District/School Leadership	Ongoing

Strategy 5: Provide a positive environment that promotes and optimizes learning and teaching that are safe, secure, and well maintained.

Objective 1: Coordinate efforts to promote regular school attendance.		
Action Steps	Who's Responsible	Status
Follow state/district guidelines regarding reporting attendance for ADA	School Principal / MSIS Clerk	Completed & Ongoing
Follow state/district guidelines regarding reporting absences to the Walthall County Truancy Officer.	School Principal / MSIS Clerk	Completed & Ongoing
Develop a school-wide positive behavioral system.	School Personnel	Ongoing
Utilize the SAM parent calling system to report absences and important upcoming events (ex. Upcoming test dates)	School Principal / MSIS Clerk / Secretary	Ongoing

Objective 2: Promote professional "employee" work ethics.		
Action Steps	Who's Responsible	Status
Review and discuss the Mississippi Educators' Code of Ethics. Teachers will be required to view the "Code of Ethics" video annually.	District/School Leadership/Certified Personnel	Completed & Ongoing
Review and discuss the Walthall County School Districts Employee Handbook.	School Leadership/Certified and Non-Certified Personnel	Completed & Ongoing

Objective 3: Implement an Ongoing dropout prevention plan.		
Action Steps	Who's Responsible	Status
Maintain the district's on site GED program.	District Personnel	Ongoing
Revise the Walthall County School District's Drop Out Prevention Plan.	District Drop Out Team	Ongoing

Objective 4: Maintain a school environment that is safe, orderly, and conducive to learning.		
Action Steps	Who's Responsible	Status
Conduct Safety Drills in accordance to the State's accreditation guidelines.	District/School Leadership	Completed & Ongoing
Provide internet content filtering that will provide a secure infrastructure that will be in compliance with the Children's Online Privacy Protection Act (COPPA) and the Children's Internet Protection Act (CIPA).	District Personnel	Completed & Ongoing
Maintain a networked surveillance system to help provide and maintain a safe and secure learning environment for students and employees.	District/School Leadership/Trans. Director	Completed & Ongoing

NOTES for Future Revision(s)

Strategy #	Questions/Suggestions/Comments, etc. for Edit/Revision/Improvement

WCSD Strategic Plan 2013-2018

Approved:

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Date

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