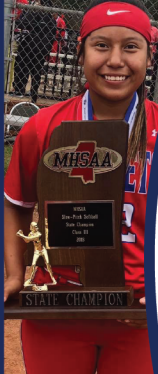


# Community. Mission. Neshoba.

## Neshoba County School District Strategic Plan 2018-2022

**#OneNeshoba**

**2019 Update**





# MESSAGE FROM DISTRICT LEADERSHIP

## LEADERSHIP'S VISION

The vision of the NCSD is for all students to graduate college and career ready with courses, certifications, and external opportunities beyond a high school diploma.

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Strategic planning is the core of any organization's sustained success. The Neshoba County School District is proud to have a plan developed by the community, parents, staff, and students that guides the decision making process for the long-term success and growth of our district.

We are grateful to all that chose to participate in this endeavor whether by survey or by serving on one of the teams that created our plan. We believe that our vision "that all students graduate college and career ready with courses, certifications, and external opportunities beyond a high school diploma" will have lasting effects on the success of students and our entire community.

The Neshoba County School District is...One Community. One Mission. One Neshoba.

## Board of Education

Michelle Phillips	President
Jill Byars	Vice-President
Davis Fulton	Secretary
Jimmie Joyner	Board Member
Wyatt Waddell	Board Member

## Superintendent of Education

Dr. Lundy Brantley

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# MISSION, BELIEFS, AND GOALS

## MISSION

**The mission of the Neshoba County School District is to develop every student intellectually, emotionally, and physically in a safe environment.**

## BELIEFS

We believe a safe and positive environment is foundational to educational success.

We believe all students can learn and grow.

We believe strong educators delivering high-quality instruction are essential to student learning.

We believe it is critical to equip every student with an education for an ever-changing world.

We believe schools, students, families, and the community must share the responsibility of ensuring success for our students.

We believe all members of the Neshoba family are life-long learners and are called to grow and develop.

We believe in understanding and valuing the diverse cultures and interests of our students.

## GOALS



### **Safe Environment**

We will maintain and continually develop a safe, empathetic, and positive environment to enhance learning for all.



### **Communications**

We will foster an open dialogue with the Neshoba family to facilitate the exchange of ideas and information.



### **Quality Staff**

We will recruit, develop, and retain outstanding educators to ensure our students receive an exemplary education.



### **Facilities and Maintenance**

We will maintain a clean and healthy learning environment and develop a progressive, state of the art campus.



### **Quality Learning**

We will equip students and staff with exemplary resources and opportunities to ensure quality learning for continued individual success.



# OUR SCHOOLS

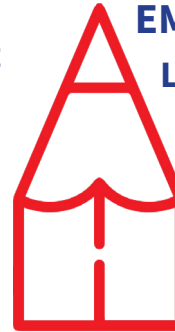
## DISTRICT



**Neshoba Central Elementary School**  
Pre-K - 5th • 1440 Students • A Rating

**Neshoba Central Middle School**  
6th - 8th • 840 Students • B Rating

**Neshoba Central High School**  
9th - 12th • 981 Students • B Rating



### EMPLOYEES

**Licensed: 237**

**Non-Licensed: 163**

**Total: 400**

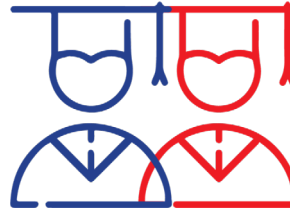
**Highly Qualified  
Teachers: 99.0%**

## DATA



### 3RD GRADE READING ASSESSMENT:

2019: 84.5% Passing  
2018: 97.2% Passing

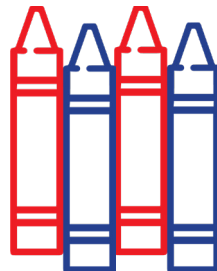


### GRADUATION RATES

Neshoba vs. State

2019: 86.2% vs. 84%  
2018: 85.3% vs. 82.3%

**#1 DISTRICT  
FOR THREE  
CONSECUTIVE YEARS**  
**#1 SCHOOL IN 2019**



### MKAS PRE-K & KINDERGARTEN

Neshoba vs. State

Pre-K:  
2019: 604 vs. 575  
2018: 626 vs. 550

Kindergarten:  
2019: 808 vs. 711  
2018: 794 vs. 710



### ACT RESULTS

Neshoba vs. State

2019: 19.2 vs. 18.4  
2018: 18.9 vs. 18.6  
2017: 18.9 vs. 18.6  
2016: 18.2 vs. 18.4  
2015: 18.9 vs. 19.0



### MAAP PROFICIENCY

ENGLISH LANGUAGE ARTS:

	2019	2018	2017
NC:	47.0	44.5	38.2
State:	41.8	39.8	32.9

MATHEMATICS:

	2019	2018	2017
NC:	54.5	52.8	35.4
State:	47.0	43.2	33.5



# GOAL 1: SAFE ENVIRONMENT

## Goal 1: Safe Environment

**We will maintain and continually develop a safe, empathetic, and positive environment to enhance learning for all.**

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In an effort to maximize student learning it is critical to ensure students, staff, parents, and the community feel protected and comfortable while on the school campus. It is essential that the district maintain and continually strive to develop an engaging, safe, and respectful learning community that will meet the needs of our students in a positive environment.

---

### Strategy 1 - Campus Safety

#### Actions

- Increase safety awareness training for staff
- Conduct facility observations to identify unsafe conditions
- Restrict traffic access to back of campus for student and staff safety
- Use ID badges for staff and student identification
- Provide radios for reliable communication
- Improve traffic flow around campus through directional signage
- Upgrade campus camera system to better monitor the campus

#### Indicators of Success

- Reduction of staff and student incidents
- Improved survey response data

**“I am very pleased with the quality of collaboration that occurred, the amount of progress in a limited amount of time, and the solid strategic plan that was produced.”**

*Community Member*



# **GOAL 1: SAFE ENVIRONMENT**

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## **Strategy 2 - Bullying Awareness and Understanding Student Diversity and Interests**

### **Actions**

- Utilize posters and videos to promote bullying awareness and proper reporting
- Provide staff development for bullying identification and understanding of student diversity and interests
- Conduct student training on bullying awareness
- Use bullying resource packets detailing bullying and how to report bullying incidents
- Promote anonymous reporting of incidents through P3 Campus (tipline)

### **Indicators of Success**

- Reduction of bullying reports
  - Improved survey response data
- 

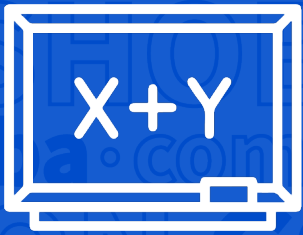
## **Strategy 3 - Crisis Response**

### **Actions**

- Use safety drills for training and reaction to crisis events
- Continually update crisis plans to provide for best practices for school and district crisis events
- Use cellular iPads for access of student data in case of emergency evacuation of the school campus
- Inform through staff development how to manage crisis events

### **Indicators of Success**

- Data from safety drills
  - Acquisition of additional resources
-



## GOAL 2: QUALITY STAFF

### Goal 2: Quality Staff

**We will recruit, develop, and retain outstanding educators to ensure our students receive an exemplary education.**

---

Research shows that among school-related factors, teachers matter most. On reading and math assessments, a quality teacher is estimated to have two to three times the impact of any other school factor. The Neshoba County School District believes that quality staff are critical to the success of our students and school district.

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### Strategy 1 - Recruitment and Selection

#### Actions

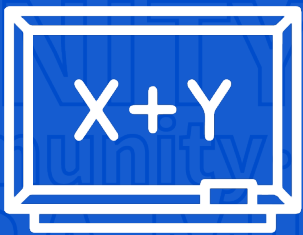
- Partner with Institutes of Higher Learning to host student teacher interns
- Visit colleges and attend career fairs
- Create a standard recruiting package including a brochure and district information
- Standardize and improve the interview and hiring process
- Create high school program to encourage careers in education

#### Indicators of Success

- Increased number of highly qualified teachers and staff hired by the district







## GOAL 2: QUALITY STAFF

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### Strategy 2 - Development and Support

#### Actions

- Provide leadership and growth opportunities for teachers
- Cultivate collaboration in schools
- Implement a mentoring program for all new employees
- Collaborate with other school districts
- Provide individualized professional development
- Provide active learning opportunities for teachers
- Conduct evaluations and utilize effective feedback

#### Indicators of Success

- Increased retention and development of teachers and staff

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### Strategy 3 - Retention

#### Actions

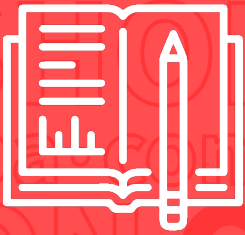
- Assess compensation for instructional leadership positions
- Implement teacher/staff recognition awards and incentives
- Develop Neshoba County School District employee perks package
- Share decision making
- Collaborate professionally
- Support staff wellness

#### Indicators of Success

- Maintain low teacher and staff turnover

**“There is nothing like people from all backgrounds of the community, business, and school coming together to create a plan for our students to be successful.”**

*School District Employee*



## **GOAL 3: QUALITY LEARNING**

### **Goal 3: Quality Learning**

**We will equip students and staff with exemplary resources and opportunities to ensure quality learning for continued individual success.**

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The main purpose of a school district is to provide quality learning for all students. To ensure quality learning across all schools, connections must be made to provide cohesive learning opportunities for students. Students must also receive information that will allow them to grow and compete as they enter adulthood. Alignment and relevance of educational opportunities must be addressed through purposeful plans and actions.

---

### **Strategy 1 - Vertical Alignment of Learning**

#### **Actions**

- Establish a district vertical alignment leadership team
- Conduct monthly vertical alignment meetings by subject area
- Expand and implement PLC procedures to enhance teaching practices based on the four critical questions that guide learning
- Compile and utilize effective common teaching methods K - 12

#### **Indicators of Success**

- Enhanced teacher methodology through professional development
- Consistency in effective PLCs
- Increased data-driven instruction
- Increased student achievement
- Increased MS Accountability Model levels for each school and the district
- Increased student readiness defined by Redefining Ready! indicators

**“This plan will prepare our students by providing opportunities to be successful in an everchanging world.”**

*Neshoba County Parent*



## GOAL 3: QUALITY LEARNING

### Strategy 2 - Reading and Writing Across the Curriculum

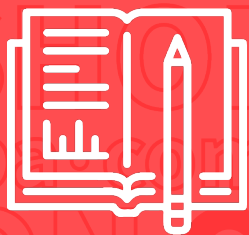
#### Actions

- Provide guidelines for teaching and assessing reading and writing across the curriculum
- Create a vocabulary rich environment
- Develop a list of historical fiction novels that can be used for instruction in both English and history classes
- Ensure all reading material is grade appropriate (according to Lexile level bands)
- Develop a district-wide writing rubric for all subjects

#### Indicators of Success

- Consistency in instruction and assessments
- Enhanced student vocabulary
- Increased collaboration among teachers
- Improved performance on the MAAP and English II writing assessments





## GOAL 3: QUALITY LEARNING

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### Strategy 3 - Relevant and Diverse Opportunities

#### Actions

- Develop internship and apprenticeship programs
- Promote and encourage an appreciation of the arts
- Implement college and career ready awareness at all schools
- Create life-ready skills curriculum
- Ensure all students graduate college and career ready

#### Indicators of Success

- Increased participation in available programs
- Increased awareness of opportunities
- Increased student readiness defined by Redefining Ready! indicators

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### Strategy 4 - Technology

#### Actions

- Redefine technology courses and curriculum in grades 6-12
- Integrate technology enrichment activities at the elementary level
- Coordinate effective and engaging technology lessons in elementary computer labs
- Provide ongoing technology instructional support for teachers
- Upgrade technology and infrastructure to support 21st century learning

#### Indicators of Success

- Enhanced technology skills for students and staff
- Effective integration of technology in instruction
- Maintained or increased optimum devices







## GOAL 4: COMMUNICATIONS

### Goal 4: Communications

**We will foster an open dialogue with the Neshoba family to facilitate the exchange of ideas and information.**

Communication is a primary component of any successful endeavor. Information about the happenings at school will always be transmitted, and a school district must take the lead in communicating these messages. However, effective communication should build trust through dialogue and exchange. Allowing stakeholders to participate in the discussion provides valuable information and perspectives on the needs of students and schools. All plans for improvement should consider how effective communication increases motivation and builds momentum.

### Strategy 1 - External Communication

#### Actions

- Showcase the district's message in public gatherings
- Utilize multiple social media outlets to promote staff and student success along with school information
- Utilize local newspaper and radio to promote staff and student success along with school information

#### Indicators of Success

- Increased positive responses on stakeholder surveys
- Increased social media followers, likes, and shares
- Increased parent and community involvement





## GOAL 4: COMMUNICATIONS

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### Strategy 2 - Internal Communication

#### Actions

- Conduct orientation nights for each school
- Increase college and career readiness awareness at the high school
- Create teacher and student advisory councils

#### Indicators of Success

- Increased positive responses on stakeholder surveys
  - Increased number of graduates entering post-secondary institutions
  - Increased number of graduates successfully transitioning to the workforce
- 

### Strategy 3 - Two-Way Communication

#### Actions

- Develop a parent/community advisory committee
- Conduct a monthly radio broadcast/call in show

#### Indicators of Success

- Increase positive responses on stakeholder surveys
- Increase social media followers, likes, and shares
- Increase community and parent involvement





## **GOAL 5: FACILITIES & MAINTENANCE**

### **Goal 5: Facilities & Maintenance**

**We will maintain a clean and healthy learning environment and develop a progressive, state-of-the-art campus**

---

Providing a clean, nurturing environment for students is imperative for learning and achievement. The current status and infrastructure of the Neshoba County School District must be improved to meet the needs of an ever-changing world to promote excellence in academic and extra-curricular settings. Creating a culture of pride and respect ensures the continued growth of all stakeholders of Neshoba County Schools.

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#### **Strategy 1 - Maintenance of Facilities and Grounds**

##### **Actions**

- Re-evaluate the hierarchy of the maintenance and janitorial staff
- Create a line of communication to improve efficiency
- Complete a monthly assessment of buildings and grounds
- Identify student and staff expectations pertaining to buildings and grounds
- Train current staff members on routine maintenance
- Develop and provide a grounds keeping schedule to improve awareness

##### **Indicators of Success**

- Improved conditions of facilities and grounds
  - Decreased expenditures for facility operations
- 

#### **Strategy 2 - Facility Improvements**

##### **Actions**

- Complete survey and needs assessment of buildings and grounds
- Investigate the infrastructure of state-of-the-art schools
- Consolidate findings of surveys and assessments to prioritize funding of projects
- Consult appropriate departments/directors before implementation of projects
- Implement improvement projects

##### **Indicators of Success**

- Number of improvement projects completed
-



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