

# Attala County School District Strategic Plan



COMMITTED TO EXCELLENCE

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## About Our District

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**Mr. Kyle Hammond, Superintendent**

Mrs., Vernita Rayford, President

Mrs. Janice Dees, Secretary

Mr. Sheila Rone,

Mr. Jeffrey Perteet

Mr. Cody Whittington

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## District Accountability Grade-----B

Math \_\_\_\_\_

**41.7%**  
**Math Proficiency**

**60%**  
**Math Growth**

**71.1%**  
**Math Growth Lowest 25%**

Reading \_\_\_\_\_

**40.4%**  
**Reading Proficiency**

**58.4%**  
**Reading Growth**

**56.8%**  
**Reading Growth Lowest 25%**

Other \_\_\_\_\_

**52.9%**  
**US History**  
**Proficiency**

**58.5%**  
**Science**  
**Proficiency**

**88.2%**  
**Graduation**  
**Rate**

**72.2%**  
**Acceleration**  
**Rate**

**39.4%**  
**College & Career**  
**Readiness Rate**

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## Our Schools

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Greenlee Elementary  
Pre-Kindergarten – 6th Grade



Long Creek Elementary  
Pre-Kindergarten - 6th Grade



Career Technical Center



Ethel High School  
7th – 12th Grade



McAdams High School  
7th – 12th Grade



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## **Vision**

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The Attala County School District shall be a top ranked learning community where all students graduate ready for college and/ or career success.

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## **Mission**

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The Attala County School District, along with all stakeholders, is committed to producing students that are lifelong learners who can thrive in an ever-changing global society.

## **We believe...**

- ✚ Our chief priority is doing what is best for students.
- ✚ All students have the capacity to learn and the right to reach their full potential.
- ✚ Students deserve faculty and staff who are caring, competent and knowledgeable.
- ✚ A safe and supportive environment enhances student achievement.
- ✚ A quality education is provided through continual evaluation to ensure all stakeholders are growing.

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## Goals

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Goal 1: Increase student achievement districtwide and at all schools.



Goal 2: Ensure a safe, orderly, learning environment and invest to create optimal facilities.



Goal 3: Recruit, develop, and retain a workforce of individuals committed to the district's vision and mission.



Goal 4: Maintain a sound financial fund balance.



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### Goal 1:

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**Increase student achievement districtwide and at all schools next year.**

*Data Indicators:*

- I. Obtain an A or B accountability rating at the district level and at all schools.
- II. Increase total accountability points by a minimum of 15 points annually districtwide and by all schools.
- III. Increase reading, math, science, and history proficiency by 5% annually districtwide and by all schools.
- IV. Increase growth of all students in reading and math by 10% annually districtwide and by all schools.
- V. Increase reading and math low growth by 10% annually districtwide and by all schools.
- VI. Improve acceleration districtwide and by all schools annually.
- VII. Achieve and maintain an 90% graduation rate annually districtwide and by all schools.
- VIII. Maintain a student attendance rate of 96% or higher
- IX. Increase college and career readiness rate districtwide and by all schools annually.
- X. Increase percentage of students passing the 3<sup>rd</sup> grade reading gate annually.





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## Goal 2:

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**Ensure a safe, orderly learning environment and invest to create optimal facilities.**

Data Indicators:

- I. Decrease serious discipline referrals to the office.
- II. Decrease reported bullying instances.
- III. Decrease reported drug instances.
- IV. Increase opportunities for student counseling services.
- V. Decrease workers comp employee claims.
- VI. Create a long-term facility plan.
- VII. Increase access to modern technology.





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### **Goal 3:**

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**Recruit, develop and retain a workforce of individuals committed to the district's vision and mission.**

Data Indicators:

- I. Expand recruitment of highly qualified applicants.
- II. Maintain a teacher retention rate of 90% or higher.
- III. Maintain a teacher attendance rate of 96% or higher.
- IV. Provide quality professional development that will support the goals of the district.





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#### ***Goal 4:***

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**Maintain a sound financial fund balance.**

Data Indicators:

- I. The school district will maintain a district maintenance fund balance of 15%.



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### Action Steps

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**Goal 1: Increase student achievement district-wide and at all schools next year.**

Data Indicator I. Obtain an A or B accountability rating at the district level and at all schools.

Data Indicator II. Increase total accountability points by a minimum of 15 points annually district-wide and by all schools.

Data Indicator III. Increase reading, math, science, and history proficiency by 5% annually district-wide and by all schools.

Data Indicator IV. Increase growth of all students in reading and math by 10% annually district-wide and by all schools.

Data Indicator V. Increase reading and math low growth by 10% annually district-wide and by all schools.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Professional development on interpreting and responding to “benchmark” and universal screener data.	August 2020	Ongoing	Curriculum Director	<ul style="list-style-type: none"> <li>• Case21</li> <li>• Universal Screener (iReady)</li> <li>• EnCase training</li> </ul>
2. District-wide vertical alignment of the tested course curriculums	August 2020	Ongoing	Curriculum Director Federal Programs Director	<ul style="list-style-type: none"> <li>• MS College and Career Readiness Curriculums</li> </ul>
3. Identify students scoring below level “3” on MAP assessments and provide targeted interventions through the MTSS process.	August 2020	Ongoing	MTSS Director	<ul style="list-style-type: none"> <li>• Teacher PLC’s</li> <li>• Technology Resources</li> <li>• Case 21 data</li> <li>• Online intervention program (iReady)</li> </ul>

				<ul style="list-style-type: none"> <li>Interventionist</li> </ul>
4. Add additional intervention staff to Greenlee and Long Creek to provide targeted interventions in reading and math.	August 2020	Ongoing	MTSS Director Elementary Principals	<ul style="list-style-type: none"> <li>Interventionist</li> <li>Assistant Teachers</li> </ul>
5. Implement block scheduling at Ethel and McAdams to schedule tutorial courses for state tested subjects.	August 2020	Ongoing	Superintendent High School Principals	<ul style="list-style-type: none"> <li>MDE Practice Test</li> <li>Teacher-made resources.</li> <li>Additional instructional staff/Interventionist</li> </ul>

**Goal 1: Increase student achievement district-wide and at all schools next year.**

Data Indicator VI: Improve acceleration district-wide and by all schools annually.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Implement block scheduling at Ethel and McAdams to allow more access to Dual Credit/CTC/AP	August 2020	Ongoing	Superintendent High School Principals	<ul style="list-style-type: none"> <li>Staffing for block schedule</li> <li>PD for teaching on block system</li> </ul>
2. Individualized course selection meetings with students and parents	Spring 2021	Ongoing	Counselor Principals	<ul style="list-style-type: none"> <li>Course selection forms</li> </ul>
3. Partner with Holmes Community College to increase dual credit offerings	August 2020	Ongoing	Principals Counselors	<ul style="list-style-type: none"> <li>Holmes distance learning</li> </ul>
4. Increase Advanced Placement Offerings.	August 2020	Ongoing	Principals Counselors	<ul style="list-style-type: none"> <li>Partner with Global Teaching Project</li> </ul>

				<ul style="list-style-type: none"> <li>• Provide AP through online program</li> </ul>
5. Increase number of students enrolled in CTC courses	August 2020	Ongoing	Principals Counselors CTC Director	<ul style="list-style-type: none"> <li>• Funding for additional CTC offerings</li> </ul>

**Goal 1: Increase student achievement district-wide and at all schools next year.**

Data Indicator VII: Achieve and maintain an 90% graduation rate annually.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Prepare all students to meet and/or exceed ACT and/or WorkKeys Benchmark scores on	August 2020	Ongoing	Curriculum Director Federal Programs Director Principals	<ul style="list-style-type: none"> <li>• ACT/WorkKeys prep resources</li> <li>• ACT/WorkKeys Prep Classes</li> <li>• ACT/WorkKeys “Boot camps”</li> <li>• ACT/WorkKeys bell-ringers</li> </ul>
2. Expand Career Technical classes offered to students.	August 2020	Ongoing	CTC Director	<ul style="list-style-type: none"> <li>• MDE CTC teacher units</li> <li>• District resources</li> <li>• Business partners</li> </ul>
3. Implement more project based learning opportunities into the curriculum	August 2020	Ongoing	Curriculum Director Federal Programs Director Principals	<ul style="list-style-type: none"> <li>• PD on project based learning (Excellence Group)</li> </ul>

**Goal 1: Increase student achievement district-wide and at all schools next year.**

Data Indicator VIII: Maintain a student attendance rate of 96% or higher.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Monitor and collect data to identify school wide trends and individual students at risk.	August 2020	Ongoing	Principals MTSS Director	<ul style="list-style-type: none"> <li>SAM's reports</li> <li>EWS reports</li> <li>School Status</li> </ul>
2. Recognize perfect and good attendance	August 2020	Ongoing	Principals MTSS Director	<ul style="list-style-type: none"> <li>Attendance wall</li> <li>Incentives</li> <li>Contests</li> </ul>
3. Family engagement	August 2020	Ongoing	Principals Counselors	<ul style="list-style-type: none"> <li>School Status</li> <li>Remind</li> <li>Aims message</li> </ul>

**Goal 1: Increase student achievement district-wide and at all schools next year.**

Data Indicator IX: Increase college and career readiness district-wide and by all schools annually.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Prepare all students to meet and/or exceed ACT/WorkKeys Benchmark scores.	August 2020	Ongoing	Curriculum Director Federal Programs Director Principals	<ul style="list-style-type: none"> <li>ACT/WorkKeys prep resources</li> <li>ACT/WorkKeys Prep Classes</li> <li>ACT/WorkKeys "Boot camps"</li> <li>ACT/WorkKeys bell-ringers</li> </ul>

2. Benchmark ACT/WorkKeys assessments in high school non-tested subjects	August 2020	Ongoing	Principals Curriculum Director	<ul style="list-style-type: none"> <li>• ACT/WorkKeys benchmark assessments</li> </ul>
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Goal 1: Increase student achievement district-wide and at all schools next year.

Data Indicator X: Increase the percentage of the students passing the 3<sup>rd</sup> grade reading gate annually.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Provide intense phonics instruction in grades K-2	August 2020	Ongoing	Curriculum Director	<ul style="list-style-type: none"> <li>• Commercially purchased resources</li> <li>• Teacher-made resources</li> <li>• MDE provide resources</li> </ul>
2. Identify students with reading deficiencies early and begin the MTSS process to address the problem areas.	August 2020	Ongoing	MTSS Director	<ul style="list-style-type: none"> <li>• MKAS2</li> <li>• Brigance</li> <li>• Hearing and Vision tests</li> <li>• Universal Screener</li> <li>• Online intervention program (iReady)</li> </ul>
3. Provide in-depth, on-going training for veteran and new teachers and teacher assistants in the areas of reading instruction, guided reading, and phonics.	August 2020	Ongoing	Curriculum Director Federal Programs Director	<ul style="list-style-type: none"> <li>• MDE Phonics First Training</li> <li>• MDE Literacy Coach</li> </ul>

**Goal 2: Ensure a safe, orderly learning environment and invest to create optimal facilities.**

Data Indicator I: Decrease serious discipline referrals to the office.

Data Indicator II: Decrease reported bullying instances.

Data Indicator III: Decrease reported drug instances.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Emergency notification APP	August 2020	Ongoing	Federal Programs Director	<ul style="list-style-type: none"><li>Commercially purchased resources</li></ul>
3. Professional development training	January 2021	Ongoing	Curriculum Director	<ul style="list-style-type: none"><li>SRO's</li><li>nSide</li></ul>
4. Threat assessment evaluation	April 2020	Ongoing	Superintendent	<ul style="list-style-type: none"><li>SRO's</li></ul>
5. Implement drug testing policy for students in extracurricular activities.	August 2020	Ongoing	Principals Athletic Directors	<ul style="list-style-type: none"><li>Drug testing company</li></ul>

**Goal 2: Ensure a safe, orderly learning environment and invest to create optimal facilities.**

Data Indicator IV: Increase opportunities for student counseling services.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Remove assistant principal duties from counselors.	March 2020	August 2020	Superintendent	<ul style="list-style-type: none"><li>None</li></ul>
2. Increase number of days counselors are available during the summer	July 2020	Ongoing	Superintendent	<ul style="list-style-type: none"><li>None</li></ul>



3. Ensure that counselors spend at least 80% of their time providing counseling services to students.	August 2020	Ongoing	Principals	<ul style="list-style-type: none"> <li>• Counselor evaluation</li> </ul>
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Goal 2: Ensure a safe, orderly learning environment and invest to create optimal facilities.

Data Indicator V: Create a long-term facility plan

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Look for energy savings in order to fund facility upgrades.	March 2020	June 2022	Superintendent	<ul style="list-style-type: none"> <li>• Entegrity</li> </ul>
2. Maintain existing facilities in order to promote educationally friendly facilities.	March 2020	Ongoing	Maintenance Director	<ul style="list-style-type: none"> <li>• Maintenance equipment</li> <li>• Maintenance supplies</li> </ul>
3. Develop and implement a plan to update facilities.	June 2020	Ongoing	Superintendent	<ul style="list-style-type: none"> <li>• Architect</li> </ul>

Goal 2: Ensure a safe, orderly learning environment and invest to create optimal facilities.

Data Indicator V: Increase access to modern technology

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Faculty members will share how they are using technology in the classroom during monthly Teacher Tech PLC meetings.	August 2020	Ongoing	Principals	<ul style="list-style-type: none"><li>• Technology Resources</li></ul>
2. Provide differentiated opportunities around professional learning, best practices, and training for teachers and administrators, utilizing multiple delivery models.	August 2020	Ongoing	Principals	<ul style="list-style-type: none"><li>• Technology Resources</li><li>• Student Chromebooks</li><li>• Teacher laptops</li><li>• Teacher document cameras</li><li>• Canvas LMS</li><li>• PD on providing digital instruction</li></ul>

Goal 3: Recruit, develop and retain a workforce of individuals committed to the district's vision and mission.

Data Indicator I: Expand recruitment of highly qualified applicants

Data Indicator II: Maintain a teacher retention rate of 90% or higher.

Data Indicator IV: Maintain a teacher attendance rate of 96% or higher.

Data Indicator V: Provide quality professional development that will support the goals of the district.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Release ineffective personnel.	March 2020	Ongoing	Principals Superintendent	<ul style="list-style-type: none"> <li>Schoolstatus – feedback</li> <li>Teacher Growth Rubric</li> </ul>
2. Increase visibility at local, state and regional job fairs to promote the Attala County School District.	March 2020	Ongoing	Superintendent	<ul style="list-style-type: none"> <li>Job fair promotional supplies</li> </ul>
3. Provide anonymous surveys to determine job satisfaction.	August 2020	Ongoing	Federal Programs Director	<ul style="list-style-type: none"> <li>Google Docs</li> </ul>
4. Provide quality professional development.	August	Ongoing	Curriculum Director Federal Programs Director	<ul style="list-style-type: none"> <li>Professional development providers</li> </ul>
5. Develop a district-wide professional development website to include the following: <ul style="list-style-type: none"> <li>video bank of ACSD teachers modeling best practices.</li> <li>video band of professional development videos</li> <li>resources (e.g. model lesson plans, links, activities, articles)</li> <li>Collaborative platforms (e.g. blogs, video conference, book club, feedback)</li> </ul>	August 2020	Ongoing	Principals Teachers Curriculum Director	<ul style="list-style-type: none"> <li>Website link</li> <li>Teacher videos</li> <li>MDE exemplar lessons</li> <li>Blog link</li> <li>Performance Based Education</li> </ul>
6. Implement a comprehensive teacher induction and mentoring plan.	July 2020	Ongoing	Curriculum Director Federal Programs Director	<ul style="list-style-type: none"> <li>PD materials</li> </ul>

#### Goal 4: Maintain a sound financial fund balance.

Data Indicator I: The school district will maintain a district maintenance fund balance of 15%.

Action Step	Start Date	Completion Date	Responsible Party	Resources
1. Implement budgeting practices which will minimize the usage of district fund balance.	March 2020	Ongoing	Superintendent Business Manager	<ul style="list-style-type: none"><li>• Young Law Group</li></ul>



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Committed to Excellence