

YAZOO COUNTY SCHOOL DISTRICT

STRATEGIC PLAN

2016-2020

MISSION STATEMENT

The mission of the Yazoo County School District is to

- remain dedicated to developing conscientious and responsible young people with high moral and ethical standards who are educated in a safe environment designed to maximize their potential for academic, athletic, and vocational opportunities.
- remain in partnership with parents, school officials and the community. Yazoo County School District will provide a rigorous educational program in a safe, highly accountable environment that prepares all students for post-secondary education and the workforce and furthermore, to be responsible citizens in an inclusive society.

Goal1

All schools/programs will show continual growth on state assessments with all students proficient and a 100% graduation rate by 2020.

A. All students will meet or excel predicted growth annually as measured on the statewide assessment system.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Administer screener at the BOY, MOY, and EOY for all students in grades K-8 and exceptional education students in grades K-12.	August 2016	Ongoing	Tom Taylor School Principals	Measures of Academic Progress (NWEA) (K-12)
Update: February 2016 <ul style="list-style-type: none"> The district is previewing the use of !-Ready as a screener, assessment, and instructional tool. 				
2. Implement benchmark assessments and conduct progress monitoring in all state tested areas to identify students' current levels.	August 2016	Ongoing	Tom Taylor School Principals	Measures of Academic Progress (NWEA) (K-8) Case21 (6-12) STAR Reading/Math
Update:				

3. Implement rigorous intervention and tutoring programs for students not meeting instructional goals.	August 2016	Ongoing	Tom Taylor School Principals School Interventionists TST School Level Teams	MOE Practice Tests My Reading Coach/Academy of Reading Curriculum Associates: Stars (Literacy) Stams (Math) Accelerated Math 2.0 Math Facts in a Flash
<p>Update:</p> <ul style="list-style-type: none"> • 				
4. District-wide vertical alignment of all test subject areas and grade level curriculums.	August 2016	Ongoing	Tom Taylor School Principals	Mississippi College and Career Readiness Standards
<p>Update: February 2015</p> <ul style="list-style-type: none"> • Ongoing training with administrators and teachers continues through partnerships with the Mississippi Writing/Thinking Institute. A recent agreement with SREB (High Schools That Work) has been signed to implement secondary administrator and teacher training in Math and English. 				

B. 100% of all students will pass the 3^d grade reading assessment and enter 4th grade reading on grade level.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Provide intensive Phonics instruction in grades K-2	August 2016	Ongoing	Tom Taylor School Principals	Wonders Reading Series Louisiana Believes MDE Literacy Focus of the Month Michael Haggerty's Phonemic Awareness Ready Teacher Toolbox
Update: October 2015 & January 2016 .. Elementary principals and Curriculum Director attended MDE Literacy Training.				
2. Identify students with reading deficits and begin intensive efforts to address the issue.	August 2016	Ongoing	Tom Taylor School Principals	Quick Phonics Screener STAR DRA My Reading Coach/Academy of Reading

Update: February 2015?

- Continue MTSS process adding Dyslexia Therapy for those students identified in grades K-5 and Accommodation Plans for those in grades 6-12
- All K-1 students are administered Dyslexia Screening
- All 1st grade students are administered Language Screening
- MKAS testing for all K students administered in September and in April

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
3. Provide ongoing training for current and new teachers, along with teacher assistants, in the areas of reading and writing instruction, guiding reading, and phonics instruction.	August 2016	Ongoing	Tom Taylor School Principals Literacy Coaches	Mississippi Writing Thinking Collaboration MDE LETRS Training PLC's

Update:

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C. Provide afterschool tutorial, enrichment, and additional extracurricular programs to enhance the academic programs.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Increased academic achievement will be enhanced with the addition of afterschool tutorial, enrichment, and extracurricular programs that will involve a large percentage of the student population.	August 2016	Ongoing	School Principals Billy Ray Harber	21 st Century Afterschool Programs Afterschool Tutoring Programs (Title) Athletics/Band, etc. YCSD Dropout Prevention Plan

D. The district will recruit, hire, train, and retain top quality educators and employees who focus on academic excellence.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Evaluate personnel recruitment, training, and retention practices, along with release/termination policy and practices.	August 2016	Ongoing	Becky Fisher Delorris Smith School Principals	YCSD Policy Manual MS Educational Employment Procedures Law MS Educator Code of Ethics

Update: <ul style="list-style-type: none"> • Job fairs attended at all major state universities by Delorris Smith and various principals • Review and update new teacher orientation and retention strategies, including developing a mentoring plan and program 				
2. Assess strengths/areas of improvement/concern in the district with anonymous job survey of certified and non-certified employees.	August 2016	Ongoing	Tom Taylor Delorris Smith	Bi-Yearly Survey Title Needs Assessment
Update: February 2015 <ul style="list-style-type: none"> • 				
3. Terminate/non-renew ineffective personnel	August 2016	Ongoing	Becky Fisher Tom Taylor School Principals	MPES MSTAR Employee Evaluations Assessment Data
Update: <ul style="list-style-type: none"> • 				

4. Provide ongoing, relevant, and quality professional development for all personnel.	August 2016	Ongoing	Tom Taylor School Principals	Title/Comprehensive Needs Assessment PLC's
Update: February 2015 •				

Goal2

The district will provide and maintain 21st century academic and extracurricular facilities which are safe, secure, and environmentally friendly.

A. Maintain facilities

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Maintain current school and district facilities in order to promote safe, secure, and educationally friendly environments that are conducive to learning.	August 2016	Ongoing	Tom Taylor School Principals Mike Adams	YCSD Maintenance and Custodial Staff
Update: <ul style="list-style-type: none"> • 				
2. Maintain school and district grounds in order to increase public perception and curb appeal.	August 2016	Ongoing	Tom Taylor School Principals Mike Adams	YCSD Maintenance and Custodial Staff
Update:				

B. Construct new plans

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Develop and implement a plan to build/update all facilities.	August 2016	Ongoing	Becky Fisher Tom Taylor School Board Members	JH&H Architects Young Law Group
Update:				
2. The YCSD will involve stakeholders in providing input and direction in reviewing existing facilities and facility audit.	August 2016	Ongoing	Becky Fisher Tom Taylor School Principals School Board Members	JH&H Architects Young Law Group Stakeholder Survey
Update:				
3. Discuss the funding mechanism for the construction of new facilities, along with the details of a potential bond referendum.	August 2016	Ongoing	Becky Fisher Tom Taylor Lisa Worthy School Board Members	Young Law Group
Update:				

4. New Construction	August 2016	Ongoing	Becky Fisher Tom Taylor	
Update: <ul style="list-style-type: none"> • 				

C. Renovate and remodel existing facilities

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. The YCSD will conduct a facility audit and review the findings with the architect and stakeholders to seek input on future direction for renovation and remodeling of existing facilities.	August 2016	Ongoing	Becky Fisher Tom Taylor Lisa Worthy School Board Members	JH&H Architects Schneider Electric Young Law Group Stakeholder Survey
Update: February 2016 <ul style="list-style-type: none"> • Currently, YCMS, YCHS, and LES will be undergoing facility renovations and upgrades to lighting, HVAC, water fixtures, mechanical, etc. at an estimated project cost of \$4.2 million. 				

Goal 3

The district will provide and maintain 21st century technology while ensuring equal distribution of technological resources for all schools.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. The YCSD will involve school administration and technology department to determine the needs at each school in the district.	Feb,2016	On-going	Tom Taylor Jana Bardwell Gloria Jamison Shundria Shaffer Melanie Roberts Chase Caldwell Sylvia Green	Chrome boxes Teacher laptops Computer carts Laptop carts Classroom technology Lab Google Chrome book carts for all subject area classes projectors
Update:				
2. All student must be provided the opportunities to access digital texts for classroom use and the availability for online courses for the entire district.	Aug,2016	On-going	Chase Caldwell Sylvia Green Tom Taylor Angela Hudson	Chrome boxes Teacher laptops Computer carts Laptop carts Classroom tech Lab

				Google Chrome book carts for all subject area classes projectors
Update:				

3. All teachers and staff have access to quality professional development, technology, and software to integrate digital resources into the instructional plan.	Aug., 2016	On going	All teachers Principals Tom Taylor Chase 9aldwell Sylvia Green	Instructional technology consultants Professional development trainers Technology <ul style="list-style-type: none"> • Laptops • Chrome books • Apps • Digital Software • Projector • Document Camera • Etc.
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Update:

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Goal 4

The district and all stakeholders (students, parents, faculty, community agencies, and businesses) will engage in an active partnership in district planning and growth.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Identify and put into practice innovative communication processes by recognizing and educating faculty / staff, parents and members of the community.	February 2016	On-going	Jana Bardwell, Gloria Jamison, Shundria Shaffer, Melanie Roberts Becky Fisher Tom Taylor	Whitney Hurt, Others as added
<p>Update:</p> <ul style="list-style-type: none"> Engage families in workshops explaining the progression of academic courses and high expectations generated by district staff for success of the student / teacher / district. Implement a plan to recognize distinguished teachers and students who are successful in the academic arena using a variety of tools provided by various partnerships. Develop an employee wellness program that includes an annual employee health fair, biometric evaluations and education lifestyle modification. 				

2. Continue the educational partnership with Holmes Community College	present	On-going	Principals Becky Fisher Tom Taylor Holmes Community College Yazoo County Staff	Partnerships Holmes Community College Yazoo County Staff
<p>Update:</p> <ul style="list-style-type: none"> Increase the collaboration between Holmes Community College and the Yazoo County School District for the joint beneficial exchange of knowledge and resources in an environment of partnership and the mutual exchange of success. Yazoo County High School students will utilize the Career and Technical Center created for our students. 				

Goal 5

The district will implement a high quality early childhood program.

ACTION STEP	START DATE	COMPLETION DATE	RESPONSIBLE PARTY	RESOURCES
1. Create a guide to build an early learning three and four year old kindergarten program that ensures all children in our district begin with a solid foundation for success in school and in life.	9/5/16	On-going	Holmes Community College/ Yazoo County School District Staff	Plans as developed

Update:

- This plan creates a framework for a comprehensive system of child care, education, programs and services for children and families in our district and is organized based on a system of who and what needs to occur to make that happen for families and caregivers of our district, children, communities, schools, educators, and the required funds that will make this a reality.
- This early learning system coordinates people and resources toward a common goal of assisting children and providing a research based

learning opportunity for high school students through Holmes Community College Early Childhood Program. The system includes various policies, programs and services for young children and the adults who care for and teach them. When these elements are aligned effectively, children have the best opportunity to begin school developmentally and academically ready to be taught.

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Update:

STRATEGIC PLANNING TEAM

Administration Team

Dr. Shundria Shaffer, Linwood Elementary principal
Melanie Roberts, Bentonia Gibbs Elementary principal
Gloria Jamison, Yazoo County Middle School principal
Jana Bardwell, Yazoo County High School
Wendy Thrash, Instructional Coach

Central Office Team

Dr. Tom Taylor, Assistant Superintendent
Becky Fisher, Superintendent
Angela Hudson, Federal Programs Director
Delorris Smith, Special Education Director

Faculty Team

Leah Beidleman, Yazoo County High School
Debra Batton, Bentonia Gibbs Elementary teacher
Amy Trammel, Yazoo County Middle School counselor
Elizabeth Helton, Linwood Elementary teacher
Joe Odum, Yazoo County High School teacher
Charlotte Scott, Bentonia Gibbs Elementary literacy coach
Rebecca McGinty, Linwood Elementary teacher

