

Moving Forward Together
Ideas for Restoring Trust and Confidence
in the
Tupelo Public School District

The Challenge
Lagging Academic Performance

State Accountability Information

Grade Level	School (K-2)	2009-2010 Rating	QDI	Growth Met	5 Yr Grad Rate / HSCI
3-5	Lawhon	Academic Watch	145	Not Met	
3-5	Lawndale	Academic Watch	156	Not Met	
3-5	Pierce Street	Successful	163	Met	
3-5	Rankin	Academic Watch	160	Not Met	
6	Milam	Successful	156	Met	
7-8	Tupelo Middle	Successful	165	Met	
9-12	Tupelo High	Academic Watch	160	Not Met	72.1 / 168
Gr 3-12	TPSD	Academic Watch	159	Not Met	72.2 / 168

The Framework
Bread Crumbs for Ideas

Task 1

Recommit to safe, healthy schools by following a firm, fair, and consistent discipline policy. All Tupelo Schools need to be viewed as sanctuaries for students and lighthouses of learning for all students and staff.

- Action Step 1: Establish a learning environment and culture within each school and across the district that is based on individual dignity, mutual respect, and collective caring in order to establish relationships that encourage academic success and enhance learning.
- Action Step 2: Establish a set of expectations for behavior of students embedded in the characteristics of individual dignity, mutual respect, and collective caring.
- Action Step 3: Establish a district discipline policy that clearly identifies the expectations for behavior of students while defining the consequences that will be firmly,

fairly, and consistently enforced when expectations for behavior are not followed.

- Action Step 4: Establish individual school and classroom management plans based on expectations for students behavior and utilize the first days of school to teach students these expectations as well as the rules and procedures to be followed.
- Action Step 5: Evaluate the District's alternative education programs and prepare recommendations for consideration on changes and/or modifications for improvements that will support making schools sanctuaries for students and lighthouses for learning.

Task 2

Reconfirm that our highly-qualified administrators and teachers are the frontline instructional leaders and education experts.

- Action Step 1: Establish a Summer 2011 TPSD Summer Curriculum Writing Project that will provide opportunities for teachers and administrators to update the TSPD Curriculum to include Common Core Standards while providing curriculum guides, pacing guides, and common assessment documents for use in the 2011-2012 school year.
- Action Step 2: Establish a plan for publication and distribution of the curriculum guides and pacing guides so that these documents are available for all students, teachers, parents and community members in Fall 2011.
- Action Step 3: Establish and implement a plan for review of the needs for support staff in the district's schools that will support teachers and principals in fully utilizing time to focus on student learning and achievement.
- Action Step 4: Establish and implement a plan for a comprehensive review of district initiatives that results in recommendations that will produce improvements in teaching and learning while supporting teachers and principals in making schools and classrooms lighthouses for learning.

Task 3

Reestablish a focus on increased student achievement and academic excellence to improve each school's as well as the district's accreditation rating.

- Action Step 1: Establish and implement a plan that will provide opportunities for teachers and principals to begin an immediate review of data from Spring 2011 end-of-year/end-of-course state assessments results. Utilize the results to plan for beginning academic instruction in the first days of school Fall 2011.

- Action Step 2: Establish and implement a plan that will provide a consistent lesson planning format that is designed by teachers and principals for use in Fall 2011. The format to be designed around research-based components recognized for enhancing student learning while providing a platform for differentiation of instruction.
- Action Step 3: Establish and implement a plan to host achievement nights in each school for the purpose of sharing with parents and community members classroom results from the Spring 2011 end-of-course/end-of-year state assessments. Use these data to realign and formulate school and classroom growth achievement targets.
- Action Step 4: Establish and implement a plan to administer, score, and utilize the results of the common/benchmark assessments as platforms for making adjustments to content and instruction of students that enhances achievement and learning for students.
- Action Step 5: Establish and implement a plan that provides an opportunity for teachers and principals that may be needed to enhance achievement and learning of students. Utilize this information in the review of District initiatives that may need to be changed and/or improved.

Task 4

Re-communicate the eight recommendations of the PDK Curriculum Audit and utilize the recommendations as the basis for creation of school and district focus groups and strategic planning teams to identify, discuss, and establish goals for improvement.

- Board Policy Review and Update: Sound Curriculum Management and Emphasis on District Planning
 - Design and Implement Comprehensive Curriculum Management System: Integrates Curriculum Development, Staff Development and Staff Appraisal
 - Develop a Plan of Action That Eliminate Inequities
 - Comprehensive Student Assessment and Program/Intervention Plan
 - Initiate Efforts to Incorporate Planning for All Functions Under the Umbrella of Comprehensive Planning Process
 - Revise the Table of Organization to Adhere to the Principles of Sound Organizational Management
 - Design and Implement a Multi-Year Comprehensive Curriculum-Driven Program Focus Budget Process
 - Develop a Comprehensive Long-Term Facilities Plan with Educational Specifications
- Action Step 1: Develop a keynote of the eight recommendations of the curriculum audit that highlights the major components of each recommendation. Utilize the keynote to train principals and provide the keynote to principals as a tool for staff training and for sharing with parents and community groups.

- Action Step 2: Establish specific dates in each school that the Curriculum Recommendations keynote will be shared with parents and community groups. Assign specific Central Office staff members to work with principals to customize the original keynote by utilizing video, etc. to illustrate how each recommendation is being implemented in the school or district.
- Action Step 3: Establish and implement a process to formulate focus groups in each school for the purpose of identifying, brainstorming, and setting goals for accomplishment.
- Action Step 4: Reestablish strategic planning teams within each school and the district. Provide training on the strategic planning process for team members and utilize selected members of the individual school teams to participate in the design and update of the District's strategic plan.
- Action Step 5: Publish the District's Strategic Plan and utilize as a platform for the development of individual school strategic plans.
- Action Step 6: Establish a process and implement so that the District Planning Team as well as the Individual School Planning Teams systematically correlate the eight recommendations of the curriculum audit with the goals of the various strategic plans. Utilize the results of this correlation to plan a process for implementation of each of the eight recommendations of the curriculum audit.

The Outcome Increased Student Achievement

- **Schools are viewed as sanctuaries for students**
 - Reduced student discipline
- **Schools are lighthouses for learning**
 - Each student academically improves at least one year
 - Each school's individual accreditation rating improves at least one level
 - The District's accreditation rating increases from Academic Watch to High Performing