



VALUING EXCELLENCE:
A STRATEGIC PLAN FOR THE
TUPELO PUBLIC SCHOOL
DISTRICT

4th Quarter 2007

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Carver Elementary

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Emergency Drills
 - Tornado Drill November 1,
 - Fire Drill October 25, 2007, November 15, and December 6
 - School Lockdown October 11
- Honor Roll Breakfast- October 22, 2007
- GREAT Graduation - December 3, 2007
- Red Ribbon Week- October 22-26
- Began DARE with sixth graders
- Spelling Bee December 5, 2007
- Specials Teachers tutor students in reading and math
- Veteran's Day Program November 6, 2007
- Carver Christmas Program November 15, 2007
- Students who meet goals in accelerated reader receive prizes
- Intramural basketball teams for Carver students who have not been suspended
- Carver Elementary after school clubs and organizations
 - Carver Chess Club
 - Carver Art Club
 - Carver Technology Club
 - Carver Singers

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Monthly Staff meetings
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Carver Communication Committee
- Faculty book review Reading Strategies that Work
- Academic Coach, Linda Franks, meets with teachers to implement strategies
- Wilson Anderson Training

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Weekly newsletters to parents
- Monthly PTO meetings
- New sign at Carver
- Carver Art Club participated in Park Hill's Litter Project
- Principal attended the Park Hill Association meeting
- Blue Jean Drive
- Christmas Star Project
- Care Packages for Soldiers Overseas
- Grandparents Day
- Carver singers sang at the Communities Forward Festival at Gum Tree Park
- Carver singers sang at the Celebration of Cultures Festival at Ballard Park
- Carver Singers sang at Celebration Village
- WTVA did story on GREAT program

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to students.

- Progress Reports
- Report Cards
- Fall Book Fair (October 8-12)
- Monthly PTO Meetings
- After School Clubs
- One additional National Board Certified Teacher this year

Central Office

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Professional Development Courses -
 - Total number of courses taught with attendees: 24
 - Total number of attendees: 380
 - 196 students attended 1 course
 - 49 students attended 2 courses
 - 22 students attended 3 courses
 - 5 students attended 4 courses
 - Discipline Strategies For The Classroom
 - Primary Writing For K-2
 - (Gr 6-8) Curriculum Adaptation In Language Arts & Science
 - (Gr 6-8) Curriculum Adaptation In Math & Social Studies
 - (Gr 2-5) Depth Of Knowledge
 - (Gr 6-9) Depth Of Knowledge
 - (THS) Depth Of Knowledge
 - (Lawhon K-3) Depth Of Knowledge
 - Good, Bad, Ugly: Using Internet To Support A High Quality Curriculum
 - Curriculum Adaptation For All Schools
 - (Art Teachers) Art Connections
 - The Tupelo Teacher
 - (ECEC) Building A Bridge To Reading Success
 - (Fillmore Center) ADHD Conference

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- District wide staff meeting October 10 to inform faculty and staff of Future Excellence Plan
- TLC – the teaching and learning connection
- E-mail communications
- Monthly principal's meetings
- Monday morning meeting with executive staff

Goal 3: Promote community knowledge about participation in and support for excellent public education in Tupelo.

- Planning for and participating in the Parent Forum Programs - Question and Answer Sessions
- Leadership Lee Presentation
- Daily Journal - "Depth of Knowledge"
- Daily Journal - "School Nurses: Vital in Tupelo Public schools"
- Daily Journal - "Tupelo Schools seek Mastery, Application"
- Daily Journal - "Future Excellence"

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Work with editorial board of Daily Journal to communicate Future Excellence Plan
- Gave tours of facilities and classes to Toyota executives
- Met with Toyota HR to assess needs of the Toyota community
- Met with local realtors

Church Street Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Local artist, William Heard, was a guest at Church Street teaching students that art is possible for any of them. All students participated, making a piece of art to take home.
- A Boy Scout troop meets at Church Street School during the school day for boys who may not be able to attend another time and for boys who are in need of mentoring.
- Church Street School participated in a mock tornado drill on October 17.
- Church Street students attended the Wave Connection performance at the THS Performing Arts Center on October 18th.
- Kindergarteners from Church Street School went to the Pumpkin Patch.
- Church Street School celebrated Red Ribbon Week by dressing each day to fight against drugs, shade out drugs, etc. There was also a candy guessing game with a container of candy going to one person in each grade who guessed closest to the number of pieces.
- Parent, Cathy Gault, presented a Safety Assembly on fire safety for the student body at the weekly assembly.
- Mr. Rose met with the third grade students on October 24, bringing in Buddy Palmer to share his Indian artifacts.
- First grade students were given the Otis Lennon School Ability Index to help teachers identify strengths and weaknesses.
- Teacher, Anita Williams, and parent, Nikki Logan, sponsored a Book Drive at Church Street School. Over 700 hundred books were collected. Each student received at least 2 books on his/her reading level. Needy students received more.
- First graders went to a farm in Booneville. Students brought back pumpkins they had gathered.
- On November 8 on Robins Field Church Street School hosted a Fire Safety Field Day, co-operating with the National Guard, Natchez Trace Parkway and the Tupelo Fire Department. The Mississippi National Guard provided a climbing wall for the older students. The Burn Trailer was another activity for the day.
- Anthony Key participated in a TPSD district crisis team meeting on November 9.
- A Boy Scout troop meets here monthly to give some of our boys a positive scouting experience.
- A gun safety assembly was held on November 30 for all students.
- Immunization compliance report was sent to Dr. Noflin and the state health department.

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Aimee Hawkins, Tiffany Lindsey, Trae Wyatt, and Beth Smith attended 1 day of Early Prevention of School Failure training at the Hancock Center.
- Robin Maynard, Emily Meadows, Amy McCain, Trae Wyatt, and Linda Buchanan attended a 2-day Building a Bridge to Reading Success training at the Hancock Center.
- Kay Collins attended a Head Start Educational Focus Meeting at Lift, Inc.
- Tabitha Easter and Kay Collins attended a district-wide Gifted Meeting at the Hancock Center about writing a gifted curriculum for the district.

- Tabitha Easter and Kay Collins attended a training session by Nancy Sullivan on Depth of Knowledge.
- Beth Smith and Trae Wyatt attended an Intervention Workshop at the Ole Miss Advanced Education Center on November 2.
- On November 28 Kay Collins and Beth Smith attended a workshop with Dr. Spruill about counseling.
- TST Chair Beth Smith met at Hancock Center with Jodie Parham and Diana Ezell.
- Church Street staff participated in the Rigor and Relevance DVD at Tupelo Middle School.
- Some Church Street personnel attended a customer service training at Hancock Center.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Mentoring for National Board candidates is held twice a month at Church Street School.
- THS Cheerleaders and football players visited our school to lead students in cheers and to encourage students to support the THS football games. We participated in Church Street Night at the THS football game.
- Church Street School's third grade presented a musical/play showcasing their many talents for the student body, parents, and guests.
- Church Street students, Boykin Brister and John Thomas Kellum, read their pieces of writing on Public Radio in Mississippi (MBS) on November 8.
- Family Fun Night was held at Robins Field on October 19th from 5:30-7:30. Participation was free for students and families.
- Harry Collins brought his tractor and wagon to Robins Field to ride every Church Street student around the field. Dr. McCoy and Bob Monroe from Central Office joined some of the students for a ride. Pictures from this exciting day are on the Daily Journal's blog Inside the Backpack.
- Pictures from last year's duck story about Box Tops for Education at Church Street School are also on the Daily Journal's blog.
- Church Street School's performing arts group, Harmony, performed at Celebration Village on Friday, October 26th.
- Pied Piper performed at Church Street School on Saturday, November 3 and Sunday, November 4, 2007. The group performed for Church Street and Rankin students on Friday, November 9.
- Kay Collins spoke to a group of seniors about teaching at the Ole Miss Advanced Education Center on November 7.
- The Mississippi Arts Commission and Church Street PTA provided a professional puppet show for our students. Pierce Street Elementary School joined us for the performances.
- Kindergarten classes held a Pow Wow in the activities building for parents and other guests on November 15.
- Doughnuts for Dads was held December 4 from 7:15- 7:45.
- Mr. Rose, with the help of the Tupelo Garden Club, planted pansies with third graders to enhance the school's flowerbeds.
- On December 6 Ginna Parsons spoke to our third graders about writing Christmas stories.
- Harmony, our performing arts group, sang and danced at McDougal Center, the Mall at Barnes Crossing, Church Street School and Ballard Park.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Sherwin Williams provided paint for our students to make art pieces. The students at Church Street also made a larger piece of art to hang at Sherwin Williams.
- Church Street Champion Awards were given out for the month of October, November, and December. Parents, grandparents, and other guests attended the assembly program.
- Kay Collins attended an Executive Board meeting for Mississippi Association for Gifted Children on Saturday, November 3, 2007 in Hattiesburg, MS.
- Second grade participated in a performance about Thanksgiving on November 15 and 16.
- Robert Worth was recognized at an assembly and given a painting for Sherwin Williams for sponsoring a local artist here at Church Street School.
- WCBI ran a spot on food allergies and the lunchroom featuring Church Street School.

Communication Department

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Continue Key Communicator Program on important TPSD topics
- Begin publicity campaign for the TPSD Wellness Challenge
- Secured training kits from State Farm Insurance Wellness Program for TPSD coordinators
- Begin preparing for the TPSD Spelling Bee, Lee County Spelling Bee, and TPSD Reading Fair by designing programs, acquiring trophies and ribbons, and designing certificates for student participants

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Completed TPSD United Way Campaign – We raised over \$26,000!
- Set up Board of Trustees booth and display board at the Pre-K Celebration
- Assisted the Superintendent with a TPSD Certified Staff Meeting to discuss the Future Excellence Plan for reorganizing the elementary schools in the fall of 2009
- Designed a Future Excellence press release booklet for the media, Facility Utilization Committee and Communications Advisory Council members
- Asked to be a United Way Fund Distribution Panel Member – help to ensure effective use of United Way monies and attend site visits to agencies receiving United Way dollars

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Continue providing TPSD tours for CDF, NMMC, local realtors, and other businesses and individuals
- Organized the TPSD program for the Community Development Foundation - Jim Ingram Community Leadership Institute and created a TPSD PowerPoint presentation of programs offered by our school district
- Begin the annual review process of TPSD's Strategic Communication Plan with the Communication Advisory Council
- Continue providing assistance to Allison Digital for the production of TPSD's Virtual Tour sponsored by Renasant Bank

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Attended the Mississippi School Public Relations Association in December, 2007– elected secretary for 2008-2009
- Continue providing articles and pictures for the Tupelo Magazine to celebrate TPSD students and staff
- Begin compiling data on results gathered on the customer service survey from each principal and administrator
- Continue updating the TPSD website with information celebrating students and staff
- Begin preparing for a National School Public Relations Association audio presentation on TPSD's Internal Communications Program – *TPSD's Ambassadors' Voice*
- Begin preparations for the AEE Annual Meeting

Early Childhood Education Center

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Promote learning to the highest level by identifying student's individual learning needs through the Early Prevention of School Failure Assessments and develop strategies to meet them according to the Tupelo Learning Continuum Curriculum
- Systematically monitor progress through portfolios, based on EPSF assessment tool
- Grade level team meetings as professional learning communities to analyze and plan appropriate educational strategies based on individual strengths and needs
- Implement an Extended Day Program to focus on the academic needs of at-risk students
- Value and recognize student achievements through "Spotlighting Students"
- Create safe and secure environments that promote learning by establishing school safety procedures and conducting safety drills

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Foster collaboration and cooperation among educators through staff development which focused on the FRED Factor
- Foster collaboration and cooperation among educators by reviewing the attributes of a Tupelo Teacher and Principal
- Foster collaboration and cooperation among educators through staff development which focused on The Seven Simple Secrets of teacher
- Foster and sustain cooperation and teamwork among educators by focusing on teaching strategies such as individual and small group instructions during weekly team meetings and staff development
- Foster and sustain cooperation and teamwork among educators by focusing on teaching strategies utilized in centers during weekly team meetings and staff development
- Foster the highest quality instruction by monitoring and reviewing educator's professional development experiences
- Foster and sustain cooperation and teamwork through the Strategic Planning Committee

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Implement specific activities to increase family involvement
 - Doughnuts for Dads
 - Thanksgiving Feast
 - Holiday Workshop
 - Kindergarten Sing-Along
- Ensure efficient, effective and customer service oriented responses to community requests through communication logs
- Ensure efficient, effective and customer service responses through exit interviews as needed

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students

- On-going registration
- School and classroom tours
- Presentation for Parent Council

Fillmore Center

Goal #1, Objective 4, pg. 11 Provide each student with personalized learning opportunities that reflect his/her unique needs.

Fillmore Center student's individual learning needs are identified in the following ways:

- Mississippi Curriculum Test Data
- Subject Area Test Data
- Student Work Samples
- Credit Analysis for High School Students
- GED Pre- tests
- Student Interest Inventories
- Parent/Student Conferences
- TABE 9 and 10 Diagnostic Test

Teachers use the gathered information to develop and implement strategies that will assist all learners with becoming successful. These strategies are reviewed periodically to monitor effectiveness. Conferences are held with every student to make sure that goals are clearly communicated and understood. Sixth grade students and parents receive information regarding the course offerings at TMS. TMS and Fillmore Center counselors work closely with parents and students to make sure that informed decisions are made regarding course selections. Individualized lesson plans are developed for GED students to concentrate on areas of weakness. Child find or "at-risk" students receive fifty minutes of individualized computer based instruction per day to help increase their chance of success by working on weaknesses.

Goal # 1, Sub-Goal B Objective 2, pg. 13 Use different means to provide information to families and the community about the rigorous courses available in TPSD:

The Fillmore Center staff distributes a monthly newsletter entitled "The Fillmore Center Flyer" to all students and parents. Information in this newsletter includes:

Required Reading List

- ACT Test Dates
- Report on Discipline Issues
- Testing Schedule

The Fillmore Center also hosts an Open House each semester to invite community members and parents in to discuss and share what is going on at our site. The staff works diligently to make sure that the TPSD web information is up to date as it relates to the Fillmore Center. Weekly grade sheets are distributed each week that requires a parent signature to insure that parents and students are informed about their progress.

Goal #1, Sub-Goal B Objective 3, pg. 14 Collaborate with the private sector to recognize, honor and develop incentives to promote student achievement.

The Fillmore Center has formed partnerships with Coca Cola, McDonald's, and Barnhill's to provide incentives for students that perform well academically and socially. We have also worked with Wendy's, McDonald's, and Todd's Big Star to provide jobs for our students that are enrolled in our GED program. The Fillmore Center has also formed a partnership with "The Yoga Center" that will assist our students with finding alternative methods to relieve stress. This is offered to our students free of charge.

Goal #1, Sub-Goal C Objective 3 pg. 14 Ensure that students enrolled in the alternative education programs have the support needed to succeed academically and guidance needed to mature and develop appropriately.

A system of communication has been established between the Fillmore Center and other district sites that feed into the program to ensure that students have access to the same resources across the board. All Fillmore Center staff members work throughout the year to improve instruction by studying the curriculum and sharing best practices with one another. Each new

teacher to the Fillmore Center is given a mentor teacher to assist them with any questions or concerns that may arise. Our guidance counselor hold's individual and group counseling sessions with students and staff members to discuss topics of interest. Students are given the opportunity to enroll in Yoga classes as way to relieve stress and develop the proper breathing techniques.

Goal #2, Objective 3 pg. 17 Establish school and classroom based annual student achievement goals and plans to attain them. Goals and plans should reflect those of TPSD and should contain interim benchmarks by which progress toward fulfilling goals can be measured.

Site based professional development is constantly held with staff members to discuss and plan as to how instruction can be improved. Test data from the previous year is distributed among staff members so that lesson plans can be constructed to address strengths and weaknesses of students. Test blueprints and teachers guides are also utilized to make sure that teachers are concentrating on material that is applicable to required test. Practice MCT and SATP tests are given to monitor student progress. The goals that have been established for the 2007-2008 school year are as follows:

- Test 100% of the students that are eligible for the MCT in grades 4-8
- Have all students that are enrolled in the CORE program score proficient or advanced on the MCT.
- Have a first time passing rate of 95% for the students that are involved in the SATP.

Human Resources Department

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Continue to work with TPSD Safety Team.
- Continue to work with developing safety team briefings for site and department use.
- Continue to create and make presentations to administrative council and TPSD Safety Team on district wide workers compensation accidents and how to provide a safe work environment.

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Continue to present "practicing progressive discipline" presentations to administrative council.
- Continue to present "diversity issues" to administrative council.
- Continue practice of initiating Minority Call Team to contact minority applicants by telephone.
- Continue to develop additional "TPSD Exclusive Education Career Fair Days" at historically black colleges / universities.
- Continue to network with recruiters across the south in the recruiting of HQ staff including special recruiting techniques for acquiring minority applicants.
- Continue monitoring and reviewing effectiveness of specific recruiting locations.
- Continue follow up on exit interview questionnaires.
- Continue to attend teacher job fairs.
- Continue attending Teacher Advisory Council.
- Continue conducting New Hire Orientations.
- Continue Board of Trustees briefing concerning hiring statistics.
- Continue progress on obtaining local businesses and non-profits to join PERKS.
- Continue progress on building employee morale with submission of Friday Humor e-mailings.
- Continue promoting communication of college recruiting dates and New Hire Orientation dates through the posting of these events on the TPSD Website HR Calendar.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Continue to promote participation from Community in joining our Volunteer Community Representative program at recruiting events.
- Continue providing support for school events
- Continue PTA involvement in student intern receptions.
- Continue to publicly present district recruiting results statistics to community members to develop and foster additional approaches to challenges.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Continue providing presentations, at recruiting events, highlighting the district's awards / achievements.

Joyner Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Continue to conduct faculty meetings and grade level meetings on DOK
- Continue school focus on reading comprehension strategies
- Continue conducting exit interviews
- Review test data from practice MCTII tests, Orchard, and reading text levels
- Design teaching strategies based on results of MCTII practice tests, Orchard, and text levels
- Continue High Hat program to increase vocabulary development for kindergarten students
- Review student failures for first semester and plan individualized instructional strategies
- Continue to monitor behavior of students and provide interventions
- Continue safety drills: tornado, fire, earthquake, and lockdown

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Continued evaluation of students in Reading Recovery and Intensified Time
- Continue with grade level team meetings
- Continue to implement AEE drama and art grants
- Mentor, grade level support, and resources for new staff
- Achievement goals set based on results of MCTII practice tests, Orchard, and text levels
- Continue *Reading with Meaning* book talk during faculty meetings
- Reading coach, Marilyn Wood, working with second/third grades
- Guided Reading and Bridges training
- Reading progress monitoring and training by reading recovery teacher for K & 1st staff

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- PTA newsletters and meetings
- Newspaper coverage of can drive and Cub Partners rocket launch
- Web site and message board outside school
- Big Brothers/Big Sisters, Junior Auxiliary, Clothes Closet, Cub Partners
- First grade Christmas program
- Memphis Theatre Group performed
- Can Drive for Sanctuary Hospice House
- Christmas Sing-A-Long
- Parents as Reading Partners Meeting
- Fantastic Fall Activities
- Parent/teacher conferences to provide first semester student progress

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Accelerated Reader recognition program
- WJOY announcements, recognitions, and special features
- Teacher of the Year – Sherry Willis
- Parent of the Year – Ann Haire
- ArtSonia – Internet showcase of students' artwork
- PREPS Value Added Award

Lawhon Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Lesson plans indicating objective numbers and DOK levels have been submitted and monitored weekly.
- Search and Rescue has continued to assist low performing students.
- Intensified time teacher has continued working with third grade students.
- After-school tutoring has been planned for at-risk third grade students with teacher volunteers to begin on January 15, 2008.
- Orchard assessments were administered to identify students' learning needs to enhance personalized instruction.
- On the Mark assessments have been conducted.
- Teachers participated in grade level meetings.
- Teachers provided parents with weekly newsletters in addition to the Family School Coordinator providing monthly event newsletters.
- First grade students went to The Enchanted Forest at Strawberry Plains Audubon Center in October to learn about Mississippi animals and their habitats.
- Accelerated Reader committee honored students who met their goal with a special celebration.
- School improvement team initiated planning for a student recognition program to enhance character education that will begin in January 2008.
- A full-time security person has been utilized throughout the school day.
- Monthly facility safety inspections were conducted.
- Fire, tornado, and lock-down drills were practiced.

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Nancy Sullivan presented Depth of Knowledge training for Lawhon teachers.
- Felicia Pollard presented a lesson on reciprocal teaching for all teachers.
- Kindergarten and first grade teachers attended Early Prevention of School Failure and Bridges training. Tommi Touchstone came in December for follow-up visits including classroom demonstrations and discussions with all kindergarten and first grade teachers.
- Second grade teachers met with Marilyn Wood for training on reading strategies weekly.
- Third grade teachers worked with Sue Shepard on reading strategies and DOK.
- Cindy Pike attended training on the Fountas and Pinnell Benchmark Assessment System for reading in Ellicott City, Maryland.
- Courtney Rutherford attended a workshop conducted by clinician Casey Gerber to gain information on music skills for implementation in the lower elementary classroom.
- Cindy Pike met with kindergarten and first grade teachers to discuss strategies for implementation and running records.
- Lawhon teachers signed up for the *Take One!* Project through National Board for Professional Teaching Standards, Inc.
- Vision, Mission, and Goals are posted in each classroom.

- School improvement team met to suggest/implement instructional strategies.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Lawhon's Strategic Communication Plan was developed in December 2007.
- The annual Veteran's Day Program was held to honor veterans in our community. Local veterans also visited to present flags to first grade students.
- Dental screening provided to all students by ACS Government Healthcare Solutions was highlighted by WTVA.
- Second grade students performed their annual Christmas musical on December 14, 2007.
- Ongoing monthly events and accomplishments were published in a newsletter by the Family School Coordinator.
- Teachers provided weekly newsletters.
- Monthly PTO meetings were held.
- Teachers hosted THS students for the Shadow a Teacher Program.
- A parent training session for the Early Literacy Program was held and conducted by Cindy Pike on October 25, 2007.
- First grade students visited the "Let's Pretend Hospital."
- Tupelo Parks and Recreation utilized Lawhon gym for youth basketball games.
- The Junior Auxiliary of Tupelo worked with Lawhon students participating in their programs, Cub Partners and Integrity Time.
- Regular education students, teachers, and assistants met weekly with a hearing impaired community member and school interpreters to learn sign language.
- Senator Alan Nunnelee visited third grade students to explain the law making process.
- Mayor Ed Neely and Sheriff Jim Johnson visited to talk to all first grade students. Other community representatives from the Tupelo Fire Department, North Mississippi Medical Center, and Tupelo Water and Light Department visited Lawhon students.
- The principal attended Presley Heights Neighborhood Association meetings.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Denise Hodge presented during the 2007 Mississippi Science Teachers Association Annual State Conference on October 22, 2007.
- Accomplishments of the school were communicated through parent newsletters.
- Exit interviews were conducted with parents of all students who transferred out of our school/district.
- Invitations were sent to the *Daily Journal* for coverage of school activities.
- Janice Garrett presented Lawhon's success with Orchard for teachers in the Lee County School District at Saltillo Primary School.

Lawndale Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

Days of Peace Program reported daily

- Emergency Drills
- Tornado Drill October 17, 2007
- Fire Drill October 16, 2007
- Grade level team meetings weekly
- 9 Weeks common assessment for all grades
- Honor Roll Breakfast- October 22, 2007
- DARE Graduation - October 31, 2007
- Red Ribbon Week- October 22-26
- Spelling Bee at THS Auditorium on December 21
- Proactive counseling provided for students
- Monthly Emergency Drills
- Accelerated Reader Goal Celebration
- 6th grade students tutoring 4th grade students
- Lawndale Elementary School After School Clubs

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Monthly Staff meetings
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Take One Process for National Board Certification
- Grade Level Chorus Programs
- Wilson Anderson Training

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Weekly newsletters to parents
- Informative parent letters were sent home the first day of school
- Monthly PTO meetings
- Orientation night (August 20th for 4th graders, August 21st for 5th & 6th)
- Southern Heights Neighborhood Meeting (July 23, August 27, and September 24)
- Open House on September 18 from 5:00-7:00
- Praise Acres Field Trip on September 25
- 4th Grade Wax Museum
- Toyota Motor Company visits in cooperation with the Community Development Foundation
- Lawndale Turkey Trot
- Carnival For Christmas Caring
- Mitten Drive
- Toy Drive
- Care Packages for Soldiers Overseas
- Grandparents Day
- 4th Grade Conservation Day
- Lawndale Art Work Displayed throughout Tupelo businesses
- Turkiest Turkey of the all-Community Service Project

- Tupelo High School Athletic Camps at Lawndale Elementary School
- Paws to Read Program
- Veterans Day Program
- Box Tops Collections
- Nestle Water Bottle Label Collections

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Progress Reports (September 18)
- Fall Book Fair (September 17-21)
- Monthly PTO Meetings
- 9 weeks test administered at all grade levels
- After School Clubs
- Teacher inducted into the Hall of Master Teachers
- Teacher recognized as the Art Teacher of the Year
- One National Board Certified Teacher this year

Milam Elementary School

- 1. Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.**

- Weekly Accelerated Reader Reports
- Weekly Reading Counts Reports
- Days of Peace reports, weekly
- Proactive Counseling
- Emergency drills, monthly
- Grade level team meetings
- Administer common academic tests
- Crisis management training
- Monthly disaster drills
- Red Ribbon Week
- Honors Breakfast
- AR grade level celebration
- AED certification
- Milam Character Education program

- 2. Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.**

- Monthly Staff meetings
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Monthly grade level meetings
- Nutcracker field trip
- NAEP Assessment(4th grade)
- Wilson Anderson training
- Fourth grade chorus program
- 5th/6th grade chorus program
- Teachers attend Mark McLeod workshop
- Milam Reading Fair
- Milam String program
- Milam Spelling Bee
- Milam Student Mentor program

- 3. Promote community knowledge about, participation in and support for excellent public education in Tupelo.**

- Facilities utilization
- Weekly newsletters to parents
- Monthly PTO meetings
- PTO newsletter
- Update website
- Kids Changing Milam
- National School Lunch Week
- Boy Scouts of America recruitment
- Milam Christmas Stars
- Milam Career Fair

- 4. Ensure that the TPSD is recognized for providing an excellent education to**

students.

- Monthly PTO meetings
- Progress reports
- Character Education program at Milam
- Milam After-school activities
- Monthly team planning sessions
- Common tests administered at each grade level

Parkway Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Monthly Panda Pride and Birthday Celebrations
- Guided Reading Benchmarks
- Communication Log
- Three Teachers and Principal have made home visits
- Safety Drills: fire, lockdown, tornado, and earthquake
- THS Cheerleader Camp
- 1st, 2nd, and 3rd Grade Plays
- Red Ribbon Week Participation
- Reading Fair
- THS Madrigals Perform
- Book Authors and Illustrators
- Accelerated Book Celebration
- Perfect Attendance Award Celebration for 1st Semester

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Six teachers are pursuing National Board Certification
- Depth of Knowledge Training
- Reading Comprehension Training for 2nd and 3rd Grade Teachers
- Dyslexia Training for Teachers

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Weekly Newsletters Highlighting Events
- Head Start Education Focus Meeting
- Parkway Website
- Susan G. Komen for the Cure
- Sanctuary Hospice House Canned Food Drive
- TPSD Preschool Rally
- Let's Pretend Hospital
- Boy Scouts
- Celebration Village for Sanctuary Hospice

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Citizens for Public Schools Preschool Rally
- PREPS Value Added Award

Pierce Street Elementary

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Accelerated Reading Awards Celebration
- Red Ribbon Week
- Kindergarten Vision Screening
- Reading Education Assistance Dogs (R.E.A.D) Grade 3
- Peter Zapetal Puppet Show
- Children's Author - David Sargent Jr.
- Child ID Program
- Conducted Monthly Fire Drills, Lockdown, Tornado Drills, and Earthquake Drills
- Mr. Dolusic came to share weather information with second grade. The students were able to watch a live broadcast from our very own weather tower at Pierce Street.
- Second grade learned about Mississippi Agriculture from Mr. Cagle from the Mississippi State University Extension Office
- 3rd grade Pioneer Day

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Wednesday Staff Development:
 - Classroom Management
 - Differentiating Instruction
 - Book Study - Strategies that Work Second Edition
 - Reading Strategies training - 2nd grade – Marilyn Wood , 3rd Grade Sue Shepherd
- EPSF and Building Bridges training - Kindergarten and First grade teachers with Tommie Touchstone
- Principal conducted training for MS schools at the MAC Whole Schools Initiative Fall Retreat
- Three teachers attended MAC Whole Schools Initiative Fall Retreat
- ER Carpenter Grant Awarded \$13, 000
- Ms. Lee Ann Grace selected Pierce Street Teacher of the Year
- PE teacher attended Physical Fitness Training
- Teachers and Principal attended DOK training
- Recommended for hiring for 2008 second Semester, a former student teacher at Pierce Street for a second grade teaching position

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- PTO County Fair
- Kindergarten Family Fun Night
- Reading is Fundamental Book Distribution
- Hosted School Board meeting
- First Semester Parent/Teacher Conferences.
- Choir sang at Celebration Village
- 3rd Grade performed at the Mall at Barnes Crossing and Beverly Home Health Care
- Student Council Project – Gilbert Hospice Care – Packed 65 boxes of food for the holidays for patients

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students

- Model School Award
- PREPS Value Added Award
- Visitors came to Pierce Street to learn about and observe Arts Integration in the classroom. – One school from Mississippi and 2 schools from Alabama

Rankin Elementary School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Survey parents for school improvement ideas and placement needs of students for upcoming year, (Principal asked in December PTO meeting for parent volunteers to serve on long range planning team- Gaines volunteered), Family/School Coordinator sent home parent survey. Results are being tallied.
- Review our TST process and better document response to interventions, TST process is better organized and better meeting the needs of the students. (Kelly) A process has been established for collecting and monitoring student progress. (Scott and Kelly)
- Continue to monitor student progress (text levels, sight words, fluency, and comprehension). Mid-term reports (Orchard and text levels) were due December 20. Principal collected results for study.
- Continue to support teachers in the implementation of the O.G. Multi-sensory techniques, Second grade teachers are creating mini lessons to address skills students are deficient in. Interventionist is working consistently with children who qualify for her services. Two Scottish Rites groups were formed. (McClendon, Cobb)
- Continue safety emphasis and facility inspection by principal. School is practicing monthly safety drills. SRO's have monitored our procedures and offered suggestions.
- Evaluate special's programs, special education, challenge class for quality update. Challenge teacher is implementing QUEST in her classroom. (Problem solving strategies).

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Continue ongoing review of goals and operating principles with staff
- Continue providing the PTO members with monthly strategic plan updates providing information from both the district and school level.
- Continue to recruit and recommend highly qualified teachers to replace those moving out of the TPSD district or transferring within
- Develop a better in-house mentoring program for new staff and first year teachers
- Continue working toward recruiting minority teachers and placing a minority in each grade level, open communication with Rankin's minority teachers to request their assistance in recruiting minorities.
- Emphasize the importance of teaching the whole child by utilizing the Understanding by Design curriculum model. Grade level performances are integrated with units developed by collaboration between specials staff and the regular education staff.
- Encourage project based learning as opposed to work sheets and over emphasis on test prep. Celebrate teachers who are implementing project based instruction. Provide additional planning time for teaches who are collaborating on units.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Continue to update web site, newly formed communication team is doing an excellent job updating our page.
- Continue to write school articles and submit pictures and articles to the Daily Journal and Courier for publication

- Continue to send home newsletters and share information at monthly Koalaty Kid Celebrations
- Establish local committees for: communications, public relations, and newspaper
This task has been accomplished and teams are meeting and working.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Continue to research interventions to offer lower performing students to help them reach proficiency on the MCT, Staff is becoming more competent in creating interventions
- Purchase professional development resource (Literacy) for each teacher in second and third grade.
- Continue to keep professional development as a top priority at Rankin, update - Rankin teachers were introduced to the QUEST process through teacher led staff development. Second and third grade teachers are receiving support in literacy from the district level mentor teachers (Shepherd, Wood).
- Address through the career appraisal's critical assistants plans the need for improvement or non renewal of any staff member who refuse to embrace the operating principles: (team work, respectfulness, focused on quality, etc.) One teacher is on critical assistances several others have growth areas identified by the principal that they are working on improving.
- Evaluate CLUB TIME activities and BACKPACC activities. Students and teachers are excited about CLUB time. I continue to see wonderful results.
- Celebrate the teachers who achieve national board certification, Teachers of Distinction, Innovation in the Classroom Recognition, and L.D. Hancock recognition. Ongoing commendations in the form of written communications by the principal were shared with staff in December.

Thomas Street Elementary

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Continuation of The Discovery Zone-Webkins Challenge
- Honor roll and AR assembly recognitions
- Character Kids recognition
- Compliments recognition
- 2nd and 3rd grade clubs
- Use of SPMS resources
- Differentiated Instruction
- Student field trips

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Bridges training
- Literacy coaches working with 1st, 2nd, and 3rd grade teachers on a weekly basis

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Field trips to Celebration Village and nursing homes
- Preschool Rally
- THS Pep rally for Homecoming
- March in Homecoming Parade

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Website updates
- TV coverage
- Student handbook
- Newspaper coverage
- Publication of 1st semester Thomas Street Times

Tupelo High School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- Freshman FIRST. Program evaluation continues with some changes....most notably, an incentive plan which will allow first-year ninth grade students to opt out of Freshman FIRST following third-quarter progress reports.
- Teacher Advisory. Program evaluation continues with new and expanded activities for TA.....most notably, an activity which will focus on Dropout Prevention.
- Highly Effective Questioning (HEQ). Program evaluation continues.
- Two sessions on Norman Webb's Depth of Knowledge provided for the instructional staff.
- GED Program. Program evaluation continues with some additions.....most notably, a work component for students enrolled in the program.

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- THS TA Planning Committee. Program evaluation continues as the committee continues to plan and match activities with student interests. TA has become a mechanism to support students and develop strong relationships between faculty and students.
- Algebra I teachers attended a one-day workshop sponsored by the Mississippi Association for Supervision and Curriculum Development.
- Quarterly visits by the members of the THS New Teacher Mentor Team – continuous and ongoing.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- Senior Project Partnership with AEE. Development of the partnership is on-going as dialogue to effectively plan continues with AEE representatives and school officials.
- Parents of THS students enrolled in an accelerated chemistry class participated in lab-based activity.
- Following the second-quarter progress reports, individual contacts were made by teachers to the parents of all students.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- Strategic Plan goals, sub-goals, and objectives are posted daily on Wave Link, the daily THS announcement sheet with a subscriber list of more than 500 parents.

Tupelo Middle School

Goal 1: Establish an educational climate that motivates each student to learn and perform at the highest level possible, that values and celebrates learning and that is safe and secure.

- TMS Teachers have attended SPMS and ESL training.
- Teachers from all departments met with Mrs. Clifton to discuss scheduling for next year.
- TMS students participated in the NAPE testing.
- Miss Kim Padgett, administrative intern from the University of MS, is working with the TST teams and parents.
- Don Robertson is working with at risk students in small groups and individual counseling sessions.
- TMS counselors and Mrs. Clifton attended counselor training with Dr. Sewell.
- TMS has held fire and tornado drills to insure student safety.
- An additional security camera has been added for ISS.
- Brian Foster calls all students who miss school daily and sends letters to parents.
- Mr. Pat Head is checking on students with excessive absences as well as those reported living out of district.

Goal 2: Support TPSD employees in understanding and embracing the district's vision, mission, and goals, in devoting themselves to pursuing excellence in education and in performing at the highest levels possible.

- Mrs. Clifton attended the regional training for Redesign.
- Mrs. Kristy Rozina and Mr. Brad Mixon attended regional training for first year administrators.
- TMS teachers are taking advantage of the many professional development opportunities in the district.
- TMS teachers are providing tutorial assistance to students before and after school.
- Departmental meetings are held weekly to insure tests include all DOK levels and curriculum revisions are aligned with the new framework.
- TMS added another tutoring session for seventh grade math.

Goal 3: Promote community knowledge about, participation in and support for excellent public education in Tupelo.

- A Tom Sawyer Production will be held in January.
- TMS football and Intramural games have been well attended by parents and community members.
- Junior Achievement Volunteers meet weekly with Social Studies Classes.
- Boys and Girls Basketball Teams are doing well.
- Chorus, Strings, and Band Concerts were held in December.
- The Long Range Strategic Planning Team met in January.
- The TMS Musical, "The King and I," was presented on October 25, 26, and 27 TMS teachers and administrators have submitted a proposal to present at the National Pre AP/AP Conference in Seattle in July and the Mississippi Rising Conference in June.
- Seven teams from TMS are competing in the National Bridge Building Competition.
- TMS students will compete in the state science bowl competition.

- TMS teachers will present at the Mississippi Middle School Conference in February.

Goal 4: Ensure that the TPSD is recognized for providing an excellent education to its students.

- TMS ICT I and ICT II received 100% on the recent site visit from MDE.
- Three additional teachers received national board certification.
- PTT Members recognized teachers with a luncheon on January 7.
- Best Buy Teachers of Excellence are recognized each month.
- Students of the Month are recognized each month.