



## **Mission**

**The Tupelo Public School District serves the community by engaging each student in an excellent education that develops skills and citizenship needed for success in a global society.**

## **2014-2015 District Goals**

- 1. Increase student achievement across the District**
- 2. Provide a safe, secure and orderly environment in all schools**
- 3. Attract and retain all stakeholders**
- 4. Maintain sound financial stability**

## **Goal 1: Increase student achievement across the District**

### ***Measureable Indicators***

- a. The District's state ranking of 26<sup>th</sup> will rise.
- b. The District will be rated "B" or above.
- c. The 4-year graduation rate will continue to increase and remain above the state average.
- d. The average daily attendance, as defined by the state, will be 95% or higher.
- e. ACT scores will be above the state's average and core scores will be above national average.
- f. The percentage of students scoring minimal and basic on state tests will decrease.
- g. The percentage of students scoring proficient and advanced will increase.
- h. The percentage of students with a passing score on state tests will increase.
- i. The number of students enrolled in Advanced Placement classes and sitting for the exams will increase.
- j. The number of students enrolled in Dual Enrollment classes will increase.

- k. The percentage of first and second-graders exiting on grade level will improve.
- l. Tupelo High School will have National Merit finalists, semi-finalists, recipients of commendation, and National Achievement Scholars.

**Goal 2: Provide a safe, secure and orderly environment in all schools**

***Measureable Indicators***

- a. A safety and security assessment score of 90% will be maintained.
- b. An action plan addressing staff readiness will be developed.
- c. The District's crisis plan will be monitored by the Board and approved annually by the state.
- d. A long-range facilities maintenance (including roofing and HVAC) plan for all buildings will be prioritized and developed.
- e. The District will continue to track Workers' Compensation claims and incidences.
- f. Discipline referrals will be reported to the Board on a periodic basis.
- g. Discipline practices will reflect that teachers and faculty are supported.

**Goal 3: Attract and retain all stakeholders\***

***Measureable Indicators***

- a. Average daily attendance among teachers will be 96% or above.
- b. Initiatives to improve the overall health of the workforce will continue to be offered.
- c. Surveys will be conducted among all stakeholders (students, teachers and parents) on a regular basis to gauge satisfaction and areas of improvement
- d. The percentage of new or veteran minority teachers recruited will be increased.
- e. Annual recruitment visits to Historically Black Colleges will be completed.
- f. The New Teacher mentoring program and the Assistant Principals' mentoring program will remain active throughout the school year.
- g. Recruitment of prospective students will be tracked and periodically reported to the Board.
- h. Students leaving the District will be tracked and periodically reported to the Board.

**Goal 4: Maintain sound financial stability**

***Measureable Indicators***

- a. A reserve of 15% of the state and local budgets will remain in the District's fund balance as of June 30, 2015.
- b. Student enrollment, withdrawals, and average daily attendance will be monitored and reported regularly.
- c. The superintendent and assistant superintendents will conduct and pass required state and federal audits.

**\*The following reports will be communicated to the Board on an annual basis:**

- A summary of results from employee exit interviews
- A report of recruitment and hiring practices
- A summary of major discipline infractions
- A summary of stakeholder surveys

**Revised 8/4/14**