



## 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.*

## DISTRICT GOALS for 2012-2013

1. Increase student achievement across the district
2. Provide a safe and orderly environment in all schools
3. Improve, develop and retain human capital
4. Improve internal and external communication
5. Increase management effectiveness and efficiency

### Goal 1: Increase student achievement across the district

#### *Measureable Indicators*

- a. The district's 2012-2013 QDI gains will be 50% higher than the state's QDI gains
- b. All schools will have a high performing QDI scores
- c. The percentage of students scoring minimal on state test will decrease
- d. The percentage of students scoring proficient or advanced on state test will increase
- e. Growth will be met district-wide
- f. AYP will be met district-wide
- g. QDI ranking will improve from Academic Watch or 'D' to Successful or 'C'
- h. The percentage of 2<sup>nd</sup> graders reading on grade level will increase
- i. The graduation rate or High School Completion Rate will increase
- j. A wide variety of extracurricular and academic offerings will be provided to all students

### Goal 2: Provide a safe and orderly environment in all schools

#### *Measureable Indicators*

- a. An annual facilities maintenance plan will be developed
- b. A long-term capital improvement plan will be developed
- c. Cameras and campus security systems will be upgraded on an annual basis
- d. The discipline data collected in 2012-2013 will serve as a benchmark for future planning
- e. An electronic background check process will be implemented

### **Goal 3: Improve, develop and retain human capital**

#### ***Measureable Indicators***

- a. Participation in teacher recruitment fairs across the state will continue
- b. A new teacher induction program will be implemented
- c. A new assistant principal development program will be implemented
- d. Teachers and administrators will participate in professional development opportunities which are aligned to district goals and are fiscally feasible
- e. Exit interviews will be conducted to evaluate and adjust policies, procedures and practices
- f. The employee orientation program will be improved
- g. The substitute orientation program will be modified
- h. The employee incentive program will be reviewed and enhanced as needed especially in the areas of employee assistance programs and wellness.

### **Goal 4: Improve internal and external communication**

#### ***Measureable Indicators***

- a. Parents and community members will receive weekly electronic newsletters from each school
- b. Internal and external surveys will be conducted before and/or after key events to evaluate and modify programs
- c. An online teacher/staff suggestion box will be created on the district website
- d. Recognition of student academic achievement will increase
- e. An Intranet serving all employees will be implemented
- f. Community partnerships with schools will be strengthened
- g. Weekly communication from superintendent to board members will increase i.e. Friday Focus

### **Goal 5: Increase management effectiveness and efficiency**

#### ***Measureable Indicators***

- a. The superintendent will revise the organizational chart annually
- b. A reserve of 10% or \$9,000,000 will remain in the district's fund balance. If necessary, the superintendent will recommend possible reduction scenarios in the event reserves are anticipated to fall below aforementioned amount.
- c. The superintendent and assistant superintendents will update the board on the final reports from required federal and state audits.