

Executive Summary – District of Innovation Work Streams
Updated March 19, 2020

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INNOVATION PROGRAM FACILITATOR

District Goals [DG]

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
5. Develop a vision for college and career readiness

TPSD Greatest Needs [GN]

1. **Achievement Gap Closure** – Address the achievement gap of underserved students including students in poverty, EL, and SPED; Create targeted programs to meet all needs
2. **Staffing** – Revisit the staffing structure at the elementary level and class structure, Increase diversity of staff, Revisit EL staffing
3. **Social Emotional Supports** – Increase wrap around services, Utilize trauma informed care, Offer more counseling services, Address bullying / conflict resolution / character education
4. **Career Oriented Pathways** – Create clear career-oriented pathways, Educate students and parents on options, Increase organizational partnerships and opportunities, Focus on employability skills
- 4a. **Testing vs. Soft Skills** – Decrease focus on state standardized testing, Shift focus to ACT / AP exam prep, Create developmentally appropriate soft skill based curriculum at all grades
- 4b. **Communication and Community** – Strengthen public relations, Increase parent and family involvement through streamlined communication at school and grade levels, Share tools for parents to help students including videos and online links

District of Innovation Process – All Encompassing

The Tupelo Public School District’s District of Innovation application’s core tenet is making sure there is a college and career readiness focus across the district. Please see below for a condensed version of the included programs with a note on the programs included in this Executive Summary:

- **9th – 12th grade** – Career Enhancement
 - **Robust Dual Credit / AP Class Offerings** – DG 1/5, GN 1/4/4a
 - **Career Academies** – DG 1/3/5, GN 1/4/4a
 - **Project SEARCH** – DG 3/5, GN 1/4/4a
 - See update in Executive Summary
 - **Middle College** – DG 3/5, GN 1/4/4a
 - See update in Executive Summary
 - **WIOA Gateway In-Schools Program** – DG 1/5, GN 1/4/4a
 - See update in Executive Summary
 - **English Learner Student Targeted Program** – DG 1/5, GN 1/4/4a
- **6th – 8th grade** – Career Exploration

- **English Learner Student Targeted Program** – DG 1/5, GN 1/4/4a
- **PACE Program** – DG 1/5, GN 1/4/4a
- **PROVE** – DG 1/5, GN 1/4/4a
- **Project Lead the Way** – DG 1/5, GN 1/4/4a
 - See update in Executive Summary
- **Pre-K – 5th grade** – Career Opportunities
 - **Project Lead the Way** – DG 1/5, GN 1/4/4a
 - See update in Executive Summary
 - **EL Students** – DG 1/5, GN 1/4/4a
 - **CHAMPS** – DG 1/3/4/5, GN 1/3/4a
 - **Career Fair** – DG 1/5, GN 4/4a/4b
 - **Computer Coding in Technology Labs** – **DG 1/5, GN 4/4a**
 - **Early Childhood Program Expansion** – DG 1/5, 1/4b
 - **TPSD Discovery** – DG 1/3/5, GN 1/4/4a
 - See update in Executive Summary

Please see below for the timeline related to the District of Innovation upcoming actions:

- **March 19, 2020** – The Mississippi State Board of Education unanimously approved the Tupelo Public School District and Rankin County School District’s District of Innovation applications as well as the application of numerous Middle College and Early College Programs. Mr. Ellis and his team have released publicly the social media release of this announcement as well as the press release information, and the Daily Journal has already composed a news article on this workstream update. Ms. McMillan has sent an e-mail to Ms. Clemons and Dr. Johnson (with Dr. Wright and Dr. Oakley cc’d) to request a time for the MDE team to connect with the TPSD team related to next steps. Specifically, we want to find out more about the three waivers that were included in the agenda resources - [https://www.mdek12.org/sites/default/files/documents/MBE/MDE-2020\(3\)/tab-06-districts-of-innovation.pdf](https://www.mdek12.org/sites/default/files/documents/MBE/MDE-2020(3)/tab-06-districts-of-innovation.pdf) - as well as what next steps will be related to the Project SEARCH graduation pathway waiver that had to be removed based on not being included in the state’s current ESSA plan. Additionally, we will need to make sure we are clear on the timeline requirements related to submitting data to MDE and if there is any required format for submission.
- **2020-2021SY** – Start of any waiver related requests

Ms. McMillan is available to answer questions about the outlined programs as well as any suggestions for future college and career readiness work. The only other additions to this Executive Summary are Structured Day Program College and Career (CCR) focus and grants.

Structured Day Program College and Career (CCR) Focus – DG 3/5, TPSD GN 1/4/4a

Virtual Job Shadow is a comprehensive college and career preparation platform that empowers students to pursue their long-term goals aligned with their strengths, interests and priorities. Their holistic approach benefits all students by cultivating self-awareness, improving career consciousness, and underscoring the relevance of academic coursework. Based on the Toyota Wellspring Education Fund grant and available funds, Ms. McMillan and Dr. Smith at the Structured Day Program (SDP) partnered to do a pilot of Virtual Job Shadow.

Dr. Smith implemented Virtual Job Shadow with high school and middle school students. The high school program is less structured and requires the students to work on their assignments on their own pace, but she has a structured middle school implementation under the leadership of Ms. Ashby. If she likes the structure of the middle school program, then she will consider building Virtual Job Shadow into the schedule for high school and middle school students for 20 minutes one or two times a week in the future. All students are currently working on their resumes and career planning work as appropriate for their level via this medium.

Dr. Smith hosted a reality fair for the Structured Day program students on Tues., Feb. 11. Students received a salary based on their selected professions as well as specific family dynamics (spouse or no spouse, working spouse or not working spouse, and number of children). The students then went to different stations to obtain housing, transportation, groceries, etc. with the funding they earned. The stations were manned by TPSD district staff and community volunteers, including local bankers that offered loans and double checked the students math. At the end of the reality fair, the bankers provided a question and answer session for students to talk about saving and building credit. Dr. English, Dr. Thomas, Ms. McRae, and Ms. McMillan all participated in this event, and it might be beneficial to think through how this could be offered at other schools in the district.

The Structured Day Program plans to have a Career Fair in the spring semester, but this date has not been set and will be contingent on school closures related to the coronavirus.

Project SEARCH – DG 3/5, TPSD GN 1/4/4a

Project SEARCH is a partnership with the Mississippi Department of Rehabilitation Services (MDRS), North Mississippi Health Services (NMHS), and the Tupelo Public School District (TPSD). Logistically, this program involves special education students with significant cognitive disabilities finishing their high school career at the North Mississippi Medical Center with internships that would ideally turn into viable employment. The Project SEARCH program has eight students for the 2019-2020 school year, and Susan Dudley is the Project SEARCH Teacher / Transition Coordinator.

Recruitment efforts for the 2020-2021 school year are under way, and there have been 3 official applications. There is a pipeline of 17 potential students, 4 of whom are in their last year of eligibility that will be given priority, and the target is to have 10 students participate in the program with about 6 highly interested.

NOTE: The following dates will have to be updated due to the COVID-19 outbreak. The Project SEARCH team will host the potential candidate THS students on Wed., Mar. 18 at the hospital and a parent information session at THS on the Thur., Mar. 19 early release day so parents will also be able to meet with their child's current teacher. The application deadline for the Project SEARCH program has been set as Thur., Mar. 26 to give adequate time after the student visit and parent information session for interested students to apply. The final step of the Project SEARCH application process will be the interview/ assessment day scheduled for April 22. Ms. Dudley committed to working with the career coaches to help best prepare the interested

and eligible students for this date in a similar fashion to how they offered support last year. The interviews will take place at the hospital and potentially include tasks similar to what the students will do at their internship sites.

As a part of the Project SEARCH program, the students are required to participate in graduation activities, and the Project SEARCH graduation is locked in at North Mississippi Medical Center in the Auditorium on Fri., May 15 from 10:00-12:00 pm. There are some of the Project SEARCH students who will also participate in the THS Graduation on Fri., May 22.

Middle College - DG 3/5, TPSD GN 1/4/4a

The Tupelo Public School District Middle College with Itawamba Community College is in the initial pilot year with eleven participating students. Middle College students who successfully complete the program will graduate from high school with their high school diploma and an Associate's degree.

Mr. Philley, the Middle College/Secondary Counselor, spearheads the 2020-2021 school year Middle College student recruitment efforts. He has met or talked over the phone with 23 students and their respective families who have expressed interest in the Middle College program. There are 16 students verbally committed to Middle College, and there are 13 of these students enrolled in U.S. History this semester to advance this graduation and test requirement prior to the finalization of the program. There are another three students considering this pathway, and there are 4 students and families that have respectfully declined for a variety of reasons.

The Middle College program upcoming decisions for the 2020-2021 school year are funding and high school related requirements.

- **Funding** - The biggest obstacle Mr. Philley has faced is the free/reduced lunch student funding, so the district will need to determine the funding commitment and other outlets. Ms. McMillan's recommendation to Dr. Picou has been to consider fully funding the initial 11 students again and setting the expectation that moving forward the school district would fund half of the students or an anticipated 10 students annually based on need.
- **High School Requirements/Options** - Additionally, there are high school requirements and requests that need to be considered for this cohort and future cohorts of students. The implementation of high school requirements for the initial cohort with senior project next year and the College and Career Readiness course requirement for future year cohorts need to be finalized. There also needs to be a conversation about the opportunity to take Tupelo Career and Technical Center courses. There are seven of the eleven current Middle College students who took the first year of a TCTC course and would like to consider taking the second option their senior year. These second year courses would need to be offered in the first period block at THS and would flip the time of day that these students are at the ICC campus, so this needs to be discussed as well as the logistics for attendance administration. These conversations will need to take place with the THS team, district secondary curriculum office, and Mr. Philley.

WIOA Gateway In-Schools Program – DG 1/5, GN 1/4/4a

The WIOA Gateway In-Schools Program allows at-risk students to receive career experience while still in school to expand their horizons. The TPSD, ICC, and Three Rivers teams are piloting a program for at-risk students in the Tupelo Career Technical Center in one of the four high demand work sectors - (1) Logistics/warehouse/transportation, (2) Advanced manufacturing, (3) Information technology, and (4) Healthcare. In addition to targeting these students in the in-schools program, the TPSD team is partnering with the ICC team to share about the apprenticeship program offerings at ICC in the following pathways:

- **Logistics/warehouse/transportation**
 - **TCTC Offering** - Automotive Service Technology / Collision Repair Technology
 - **ICC Aligned Apprenticeship Offering** – Transportation Sector - Automotive apprenticeship in Diesel Technology, Automotive, Collision Repair
- **Advanced manufacturing**
 - **TCTC Offering** – Welding
 - **ICC Aligned Apprenticeship Offering** – Advanced Manufacturing Sector – Welding, Industrial Maintenance, Precision Machining

There are 12 senior students in the WIOA Gateway In-Schools program this semester. Please see below for a chart of the students placement sites for this semester:

Student Name	Program	Job Placement Company	Contract Received	Job Placement Start Date*
1. Ashby, Jacob Clay	Collision	Crump Body Shop	x	3/2/2020
2. Bradley, William Jacob	Collision	Crump Body Shop	x	3/2/2020
3. Hudson, Kolton Everett	Collision	Tupelo Auto Body & Collision Repair	x	3/2/2020
4. Palode, Turner McNeal Jr.	Automotive	Conditioned Air	x	3/2/2020
5. Pena, Anthony	Collision	CED	x	3/2/2020
6. Richardson, Paul	Welding	Jesco	x	3/2/2020
7. Simmons, Arlishia Lachica	Collision	NMMC	x	3/2/2020
8. Smith, Maurico Lawil	Collision	Hyperion Tech Group / Exceed Technologies		
9. Spratt, Seaonna Ciara	Collision	NMMC	x	3/2/2020
10. Statum, Devin Allen	Collision	Tupelo Auto Body & Collision Repair	x	3/2/2020

11. Story, Ashton Reed	Engineering	Jesco	x	03/02/2020
12. Traylor, Elijah Keshaw	Welding	Jesco	x	03/02/2020

*Note – All internships have been put on hold as of the week of March 16-20 due to the COVID-19 outbreak. The internships will be reevaluated at a later date.

Project Lead the Way Gateway [6th-8th Grade] – DG 3/5, TPSD GN 1/4/4a

Project Lead the Way (PLTW) is a nonprofit organization that develops STEM curriculum focused on three pathways – engineering, computer science, and biomedical science. The structure of PLTW is contingent on the grade level, and the 6th-8th grade levels, called Gateway, involve nine week or semester long courses.

The current PLTW Gateway implementation plan involves the following timeline and modules:

- **2020-2021 School Year** – PLTW Gateway implementation of Medical Detectives (Biomedical Engineering) and Design and Modeling (Engineering) at Milam for 6th grade students. The plan is to train one teacher (Mr. Norris) and target 75 students. The District of Innovation application includes a waiver request to count this PLTW course at the 6th grade level as a Carnegie unit credit towards high school graduation.
- **2021-2022 School Year** – PLTW Gateway implementation of Automation and Robotics (Engineering) coupled with the existing Robotics class or a Computer Science course as an elective for 7th or 8th grade students. There has been an initial meeting to discuss this implementation plan with Mr. Enis, but there will be a more in-depth review of this curriculum and work starting in January. There has not been a decision about the number of teachers and students. The District of Innovation application includes a waiver to request a Carnegie unit credit for this PLTW course towards graduation.

Dr. Thomas, Ms. McMillan, Mr. Morse (AP at TMS), and Mr. Norris (Milam teacher identified for PLTW implementation) went to Trussville, AL on February 26 to observe an exemplar PLTW Gateway and High School program. In terms of next steps, Dr. Thomas and Mr. Norris to go to a one week PLTW training this summer for Design & Modeling that will be implemented in the fall of 2020. Mr. Norris will then complete an online training in the spring related to the second module. Dr. Thomas and Ms. Meadows will offer support with management of this workstream during Ms. McMillan’s absence. The TMS team will not be trained until the summer of 2021.

Project Lead the Way Launch [3rd-5th Grade] – DG 3/5, TPSD GN 1/4/4a

Project Lead the Way (PLTW) at the Pre-K through 5th grade level is called Launch, and it is structured as modules that require 10-20 hours of group based project learning. The TPSD implementation plan includes all four 3rd-5th grade schools with one PLTW Launch engineering module in gifted classes and a PLTW Launch biomedical engineering module in either the STEM lab, technology lab or media center as a specials rotation. As of March 2020, most of the gifted classrooms have finished their respective implementations while the specials classrooms will not finish until April / May based on their shorter class time.

Below is the overview of the teachers and modules at each school:

School	Teacher	PLTW Grade / Module
Lawhon	Keila Glenn	3 rd Grade Gifted / 3.2 Stability & Motion: Science of Flight
	Tabitha Easter	4 th Grade Gifted / 4.2 Energy: Conversion
	Diane Hink	5 th Grade Gifted / 5.1 Robotics & Automation
	Angel Collier [STEM Lab]	3 rd Grade Specials / 3.3 Variation of Traits 4 th Grade Specials / 4.4 Input/Output: Human Brain 5 th Grade Specials / 5.3 Infection Detection
	Mandi Howell [Tech. Lab]	3 rd Grade Specials / 3.3 Variation of Traits 4 th Grade Specials / 4.4 Input/Output: Human Brain 5 th Grade Specials / 5.3 Infection Detection

School	Teacher	PLTW Grade / Module
Lawndale	Emilie English	3 rd Grade Gifted / 3.2 Stability & Motion: Science of Flight
	Madi West	4 th Grade Gifted / 4.2 Energy: Conversion
	Sally Amos	5 th Grade Gifted / 5.1 Robotics & Automation
	Deaon Goree [Tech. Lab]	3 rd Grade Specials / 3.3 Variation of Traits
	Annette Akins [Media Center]	4 th Grade Specials / 4.4 Input/Output: Human Brain
	Lorie Murphy [RIDES]	5 th Grade Specials / 5.3 Infection Detection

School	Teacher	PLTW Grade / Module
Pierce	Katharine Riley	3 rd Grade Gifted / 3.2 Stability & Motion: Science of Flight
	Kimberly Chambers	4 th Grade Gifted / 4.2 Energy: Conversion
	Evangeline Stanford	5 th Grade Gifted / 5.1 Robotics & Automation
	Amy Hildenbrand [Media Center]	3 rd Grade Specials / 3.3 Variation of Traits 4 th Grade Specials / 4.4 Input/Output: Human Brain 5 th Grade Specials / 5.3 Infection Detection
	Tina McDaniels [Tech. Lab]	3 rd Grade Specials / 3.3 Variation of Traits 4 th Grade Specials / 4.4 Input/Output: Human Brain 5 th Grade Specials / 5.3 Infection Detection

School	Teacher	PLTW Grade / Module
Rankin	Sherry Willis	3 rd Grade Gifted / 3.2 Stability & Motion: Science of Flight
	Connie Buse	4 th Grade Gifted / 4.2 Energy: Conversion
	Christy Morgan	5 th Grade Gifted / 5.1 Robotics & Automation
	Lindsey Hester [STEM Lab]	3 rd Grade Specials / 3.3 Variation of Traits 5 th Grade Specials / 5.3 Infection Detection
	Toni Sims [Media Center]	4 th Grade Specials / 4.4 Input/Output: Human Brain

Mr. Ellis, Mr. Coon, and Ms. McMillan created a video on the PLTW implementation that will be released at the Tues., Mar. 24 meeting. The goal of this video is to showcase the work of the students/teachers and share information with our community about this District of Innovation initiative in action. Additionally, we would like to formally recognize the Toyota Wellspring

Education Fund and the Toyota USA Foundation for their full fiscal support of this pilot implementation.

TPSD Discovery – DG 1, TPSD GN 1/4/4a/4b

The TPSD Discovery program is a summer program designed for children who have not previously been to a structured educational environment leading up to kindergarten. It has been fully funded for three years by the Toyota Wellspring Education Fund. The recruitment and logistical planning process for the TPSD Discovery program has been led by Haley Stewart [ECEC Principal], Cheryl Dexter [TPSD Discovery Lead Teacher], Melinda Lee [TPSD Discovery Lead Teacher], Gregg Ellis [Communication], Stewart McMillan [Grant management], Shelly Brooks [Early Childhood Coalition], and Mary Ann Plasencia [Communication].

The official kick off of recruitment has been pushed back to start on Mon., Mar. 23, and the TPSD board should be receiving personnel action forms for the teachers and bus drivers/monitors to approve at the Tues., Mar. 24 board meeting. This timeline has been bumped up from a May start time in the previous school year. Ms. McMillan created a tracker to outline all recruitment efforts and points of contact, and she has contacted all operations departments to keep them updated. She is also committed to making sure the appropriate approval for the grant funds is on the Tues., Mar. 24 board meeting so she can enter the corresponding purchase requisitions in advance of her time off. The board can request relevant recruitment updates from Mr. Ellis if interested and Ms. Stewart and the ECEC team have been informed of the operations and logistics moving forward to manage in Ms. McMillan’s absence.

Grant Management – Alignment contingent on project

Ms. McMillan oversees grant management for the Tupelo Public School District, and you will see below an overview of the grant funds supporting innovative initiatives. If you want additional information about any grants, then Ms. McMillan is available for questions.

AEE Grant Process Tracking			
School Year of Grant Submission	Letters of Intent Submitted	Final Grants Submitted	Approved Grants
18-19SY	Not Tracked	95 Grants	41 Grants
19-20SY	99 Letters	69 Grants	TBD [Apr.]

19-20SY AEE Grants*				
Awarded Grants	Encumbered Grants [Partial and Full]	Awarded Amount	Encumbered Amount	Unencumbered Amount
41 Grants	39 Grants	\$82,312.19	\$62,095.41	\$20,216.78

*Information matches the data presented at the Mon., Mar. 2 AEE board meeting.

Toyota Grants			
Grant Title	Funded Amount	Available Balance	Grant Updates
District of Innovation 1.0 [TWEF – FY 2020]	\$102,000	\$40,776.23	<p>This grant has four focus areas: (1) 3rd-5th grade – Project Lead the Way, (2) TMS – Robotics equipment for Cyber Foundations, (3) TCTC – Engineering and Construction class equipment, and (4) THS – ActivPanel resources.</p> <p>The TMS, TCTC, and PLTW materials have been purchased with the exception of about \$7,500 still pending for PLTW. There are \$33,286.67 in THS funds that need to be amended based on the school district purchase of the interactive boards.</p>
Full STEAM Ahead! [TWEF – FY 2019]	\$102,000	\$41,301.34	<p>The available balance is from the carryover amount from last year due to not purchasing all the anticipated FOSS kit materials. Ms. Ferguson, the instructional coaches, and the principals are developing a plan.</p>
Project Lead the Way [Toyota USA]	\$40,000 [\$10,000 per school; \$7,500 for 19-20SY; \$2,500 for 20-21SY]	\$0	<p>The focus of this grant funding is on the initial implementation costs of Project Lead the Way. This funding has been used to pay the annual participation fee and to purchase the necessary materials for the gifted and specials classrooms.</p>
Professional Development [TWEF]	\$25,000	\$3,505.03	<p>The focus of this grant has been on the CHAMPS training (about \$6,000) and Project Lead the Way training (\$9,500 for the May teacher training, Other for the PLTW Summit and travel to Grenada for observations). The leftover available amount will ideally be used to “train the teacher” for some of the current PLTW teachers so they can train other teachers if we expand our program at the elementary level.</p>

Early Childhood [TWEF]	\$20,000	\$3,854.32 [Carry over amount from July 2019]	Planning for the TPSD Discovery program will begin in January.
WorkKeys [TWEF]	\$15,000	\$7,304	The goal for this funding is to first target at-risk students and then expand so more students take the assessment this school year.
Planting Partnerships [TWEF]	\$10,000	\$2,595.56	This funding can be utilized across all Pre-K through 8 th grade schools during the 18-19 and 19-20 school years. The funds are focused on Rankin and Pierce Street where the Foodcorps member is located; however, there have been funds utilized at Thomas Street and Lawndale.
Outdoor STEM [TWEF]	\$10,000	\$0 [Final amount was encumbered by the September 11 deadline. There is a current balance of \$1,180.04].	This funding was for the greenhouse and materials at Lawndale for the 17-18 school year, and it was extended for the 18-19 school year. All of these funds had to be encumbered by Sept. 11.

Small Grants*			
Grant Title	Funded Amount	Available Balance	Grant Updates
MCOPS Grant	\$70,000	\$70,000	This grant is in support of the School Resource Officers.
E.R. Carpenter Foundation [Growing Healthy Waves]	\$10,000	\$10,000	This grant is to be utilized across all the Pre-K through 8 th grade schools. Based on the Toyota grants, there has not been a need to touch these funds, and there is not a plan to utilize them until the 2020-2021 school year.
TVA Grant – Tupelo Career Technical Center	\$5,000	\$0	This grant funding is for a 4 day camp for 5 th -8 th grade students related to occupational programs at the Tupelo Career and Technical Center.
TVA Grant – Milam	\$5,000	\$0.61	This grant funding is for littleBits STEAM and Code kits so that students can build circuits and robots.
Donations [Growing	\$2,642.66	\$2,342.66	This funding is from donations from local civic organizations. It

Healthy Waves]			is utilized to fund the in-district travel for the FoodCorps service member as a part of the site agreement.
PhRMA Grant	\$2,500	\$0	This funding was utilized at TMS for science equipment.
Northeast Mississippi Community Foundation [Middle College Grant]	\$2,500	\$2,500	This grant funding is for the Middle College. We don't envision using this funding until the 2020-2021 school year to ideally fund the tuition costs for students.
Ashley Furniture Grant – TCTC	\$2,000	\$0	The purpose of this funding is to support the Tupelo Career and Technical Center Skills USA team in competitions.
WIOA Gateway Grant	\$1,500	\$983.54	This grant funding is for the WIOA Gateway In-Schools Program allowable miscellaneous expenses related to student travel, assessment, materials, etc.

*No grants under the \$1,500 threshold have been included in the chart above; however, there are some grants of \$500 or less.

Future Grants			
Grant Title	Grant Request	Funded Amount	Grant Updates
TWEF District of Innovation 2.0	\$102,000	\$102,000	This grant was on the Jan. 21 board meeting as permission to submit, and it is on the Mar. 24 board meeting as permission to accept.
TWEF Early Childhood	\$20,000	\$20,000	This grant was on the Jan. 21 board meeting as permission to submit, and it is on the Mar. 24 board meeting as permission to accept.
TWEF Professional Development/National Conference	\$25,000	\$25,000	This grant is on the Mar. 24 board meeting as permission to submit and accept.
TWEF WorkKeys	\$15,000	\$15,000	This grant is on the Mar. 24 board meeting as permission to submit and accept.