

OUR MISSION

TPSD serves the community by engaging each student in an excellent education that develops skills and citizenship needed for success in a global society.

OPERATING PRINCIPLES

All that we do in the Tupelo Public School District is closely connected to and measured against a set of guiding principles. The Tupelo Public School District strives to be:

- **Student-centered** in the decisions that we make or actions that we take; we will focus on building the spirit of students to embrace education.
- **Open, honest and transparent** about our reasons for our actions, our approaches, our successes and our shortcomings.
- **Respectful and appreciative** of ideas, feelings, aspirations and of differences in background, points of view and desires.
- **Customer-oriented** in all our interactions.
- **Focused on quality** in all aspects of our operations.
- **Innovative and entrepreneurial** in seeking, experimenting with and adapting promising educational ideas and practices that will lead to excellent teaching and learning at the highest level.
- **Accountable** to our students, their families, our community and to each other.
- **Relentless** in our pursuit of excellence.
- **Team-oriented** and committed to shared beliefs.

GOALS

- Ensure a safe and healthy educational environment.
- Promote community knowledge of, involvement in, and support for the TPSD pursuit of excellence.
- Implement and sustain comprehensive programs that address the needs of all students.
- Ensure the budget supports the goals of the district.
- Support quality teaching that inspires students to achieve at their highest potential.

RECOMMENDATIONS

Goal 1. Ensure a safe and healthy educational environment.

Objective 1. Promote the physical, mental, and emotional safety and health of students and staff as measured by annual review of critical data.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review and update district crisis management plan and perform safety audit.	Dr. Johnny Purvis	Purvis review every 2 years; district review annually	Dr. Noflin	Purvis exit report, district approval

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Install security cameras at all schools within the district.	Increased technology budget, training, installation service	2009-2014	Technology Department (Brenda Meriweather/T.J. Higgins)	Installation of cameras in all district schools by 2014, reduction in discipline referrals, positive review of safety issues addressed on the exit review

Objective 2. Ensure all stakeholders are aware of actions taken to create safe and healthy environments at all facilities as measured by the number of communications and/or community survey.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Utilize the communication plan to promote the health and physical education program.	Media, web, Parent Nights, weekly health announcements, principal and teachers to develop plan	2009-ongoing	Kay Bishop	Community survey

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Emphasize appearance of grounds and buildings through regular inspection.	Criteria	Begin Fall 2008	Julie Hinds, Bob Monroe, district appointee(s)	summary report of individual evaluations developed from district form

Goal 2. Promote community knowledge of, involvement in, and support for the TPSD pursuit of excellence.

Objective 1. Foster increased community engagement as measured by annual feedback survey.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Conduct PR campaign to make public aware of TPSD communication instruments.	Knowledge of TPSD Alert System, Key Communicator network, school/teacher, any other electronic communication	Begin Fall 2008	Bishop	Number of new subscribers, surveys, parent comments

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Define community engagement and level of involvement in each area of community engagement.	List of current involvement, benefits to district, gaps, eliminate gaps, groups involved, SACS Standard 6, David Meadows	Begin Fall 2008	Bishop, Noflin, Ezell, Meadows, committee, Project Team	evaluation against baseline data of community involvement, SACS accreditation

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Identify level of involvement in each area of community engagement.	Project Team	Begin Fall 2008	Bishop, Noflin, Ezell, Meadows, committee	evaluation against baseline data of community involvement, SACS standards

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Craft a three-year, comprehensive communication plan including specific goals and strategies to be reviewed and revised annually.	Advisory Committee, SACS	Fall 2008 – 2009	Bishop, Meadows	Communication Plan, survey, SACS Accreditation

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Inform parents of ActiveParent program for online parental access to student grades.	Key Communicator, newsletters, brochures	By August 2008	Kay Bishop, data entry person at each school	surveys and usage rates

Objective 2. Develop a formal TPSD internal communication plan to inform and educate internal publics.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Ensure TPSD departments and schools report the results of the evaluation instruments including academic results, extra-curricular results, number of scholarships awarded, etc.	Web page publication of forms and documents	Quarterly reporting	Bishop, Ezell	Department-generated, quarterly Strategic Plan Reports; administrative feedback

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review and revise yearly the Tupelo Public School District internal communication plan to inform and educate internal publics.	Advisory Committee	2008 – 2009	Bishop	Internal Communication Plan, administrative feedback

Objective 3. Engage the community in the TPSD quest to become the leading school district in Mississippi and one of the best in the nation.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Develop and identify the criteria to define “leading school district in Mississippi,” “one of the best in the nation,” and “pursuit of excellence.”	State audits, ratings, evaluations, survey results, information from benchmark school districts in the nation; leadership profile data; national consultant	Begin Fall 2008	Dr. McCoy	Board report on criteria

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Develop a plan to determine school-based technology needs and develop a timeline for each school site to implement state-of-the-art technology in each classroom.	Data to be collected, benchmark Best Practices	By December 2008	Brenda Meriweather	Acceptance of plan by superintendent designee

Goal 3. Implement and sustain comprehensive programs that address the needs of all students.

Objective 1. By 2014, all students will perform at or above grade level.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review and revise TPSD Curriculum to meet and exceed standards so that students will perform at or above grade level.	Current TPSD Curriculum, curriculum teams, Guided Reading, Fountas and Pinnell, Orton-Gillingham, Scottish Rites, etc.	Begin August 2008	Ezell	Reports from curriculum teams, test scores, dropout rates, promotion and retention

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Provide comprehensive guidance and support to effectively implement revised standards.	Budget, professional development, technology, time, data collected	August 2008	Ezell	faculty and staff input, test scores, dropout rates, promotion and retention, TST

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Set goals and monitor implementation of revised standards and modify as needed.	Time	Begin August 2008	Ezell	student achievement

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review current Pre-K through 12 intervention and remedial programs for possible modification.	time, budget, data collection, anecdotal records, teachers, transportation, teaching resources	Begin August 8, 2008	Ezell	report, program in place, reduction in failure rate

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Implement K-12 reading programs.	Test scores, K-12 reading program, software to evaluate reading skills, reading specialist K-12, funding	Begin planning August 2008	Ezell	Comparison of pre/post test scores (MCT and Terra Nova), Lesson Plans

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Implement fifteen to one student/teacher ratio in grades K-3	Funding	2009-2010	Board of Trustees	Calculation of student/teacher ratios

Objective 2. By 2010, examine all the district's alternative programs to ensure alignment with the district's goals, beliefs and expectations.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Effectively utilize student data to identify students who are not performing at grade level and profile their educational history and current needs.	Student assessment database/ MAARS / Terra Nova / MCT2, TST	Begin Fall 2008	Meadows, Noflin, Ezell	Student Assessment Database/ MAARS/ Terra Nova / MCT2

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Evaluate existing programs for effectiveness in meeting the needs of students.	MCT2 data, names of students by programs	Begin Fall 2008	Meadows, Noflin, Ezell	Number of students served in each program compared to MCT2 performance levels

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Align alternative programs with the district's goals, beliefs and expectations.	District goals, beliefs, and expectations	Following identification of alternative programs	Noflin and Ezell	Aligned goals, beliefs, and expectations

Goal 4. Ensure the budget supports the goals of the district.

Objective 1. Align budget appropriations with strategic plan goals.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
List strategic plan goals and corresponding budget line items that support the goals.	Strategic Plan, Excel budget worksheet	October 2009	Pannell, Dr. McCoy, Board of Trustees	Report to the Superintendent and Board of Trustees, outcome of budget

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Align budget date with the implementation date of the other four plan goals.	Budget and Strategic Plan	October 2009	Pannell	Report to the Superintendent and Board of Trustees

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Annually review prior year budget expenditures to establish percent of funds toward each of the strategic plan goals.	Budget	August 2008	Pannell, Dr. McCoy	Report

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Define and prioritize the strategic plan items that will need additional funding.	Strategic Plan	Immediately	Dr. McCoy, Board of Trustees, Pannell	annual review

Goal 5. Support quality teaching that inspires students to achieve at their highest potential.

Objective 1. 100 percent of certified staff will perform at or above the “proficient” level without any “critical assistance” areas on the Tupelo Public School District appraisal at the three-year evaluation cycle.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
All faculty and staff will be engaged in quality professional development that is aligned with the goals, objectives, and beliefs of the Tupelo Public School District.	GoSignMeUp records, funding	Begin August 2008	Ezell	Classroom visits, lesson plans, student achievement data. All students will achieve at least one-year growth each year.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Teachers will partner with instructional coaches, lead teachers, and principals to improve delivery of instruction as measured by quarterly feedback.	Instructional Coaches, TPSD Curriculum	Begin August 2008	Ezell	Lesson plans, sign-in/sign-out sheets, teacher evaluations, drop-in evaluation forms, student achievement data

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Hire and retain only highly qualified staff as measured by No Child Left Behind and the Tupelo Teacher definition.	Tupelo Teacher definition, Tupelo Teacher training	Begin August 2008	Jim Turner	Personnel reports, career appraisal

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Implement proactive approach to professional development.	Budget, time	Begin August 2008	Ezell	Teacher appraisals

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Monitor to insure teachers are performing at the proficient level.	Teacher appraisal instrument	Begin August 2008	Supervisor/building principals	Teacher appraisals

Objective 2. All teaching staff will be highly qualified as measured by No Child Left Behind and the Tupelo Teacher definition.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review and screen all employment applications and forward only applications to principals that meet the requirements of highly-qualified staff.	Employment applications	Begin August 2008	Turner	Human Resources report

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review applications to determine applicants who meet the qualifications of the Tupelo Teacher.	definition of the Tupelo Teacher, employment applications, interviews	Begin August 2008	Turner, hiring supervisor	Human Resources report, administrative feedback

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Recruit, interview and hire a diverse pool of applicants who meet the qualifications of highly-qualified staff and the definition of the Tupelo Teacher.	qualified applications, budget resources, tracking system	Begin August 2008	Turner, those responsible for making hiring recommendations to the Superintendent	Human Resources report, administrative feedback

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Review and make recommendations related to the incentive program.	Budget, project team	Begin August 2009	Turner	Report to the Board

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
Revise teacher induction program from one year to three years to ensure continuous guidance and support.	time, budget, professional development, personnel	Begin August 2009	Ezell	Human Resources report, Board report

Objective 3. All faculty and staff will be engaged in quality professional development that is aligned with the goals, objectives, and beliefs of the Tupelo Public School District.

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
All full-time certified employees shall complete a minimum of 60 hours of approved professional learning each year and full-time classified staff a minimum of 20 hours.	GoSignMeUp, principals, department heads	January 2009 (pending board approval)	Ezell	GoSignMeUp reports, supervisor reports, student achievement data, Career Appraisal results

<i>Action Step</i>	<i>Resources Required</i>	<i>Implementation Date</i>	<i>Person(s) Required</i>	<i>Means of Evaluation</i>
A growth plan will be developed for faculty and staff who fail to fulfill professional development requirements of the TPSD.	GoSignMeUp records, principals	Begin August 2008	Ezell	Review GoSignMeUp records, Career Appraisal