



VALUING EXCELLENCE:  
A STRATEGIC PLAN FOR THE  
TUPELO PUBLIC SCHOOL DISTRICT  
First Quarterly Report  
2008

Contents

Carver Elementary..... 3

Church Street Elementary School ..... 5

Communication..... 7

Fillmore Center TPSD Strategic Plan Update..... 9

Human Resources Department ..... 11

Joyner Elementary School..... 13

Lawhon Elementary School..... 15

Lawndale ..... 18

Milam ..... 20

Parkway Elementary School..... 22

Pierce Street Elementary..... 23

Rankin Elementary School ..... 26

Tupelo High School ..... 30

Tupelo Middle School ..... 31

Tupelo Public School District Central Office ..... 33

## 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.

- Students participate in assessments that measure student growth
- Use data to enhance individual student growth
- Teachers identified weaknesses of each student by objective
- Big Brothers and Big Sisters worked with students who need mentors
- 4<sup>th</sup> grade classes worked with Mr. Rose and the Tupelo Garden Club
- Students participated in Gum Tree Writing Contest
- Report Cards distributed on January 10
- Honor Roll Luncheon sponsored by McDonalds and PTO
- Region 3 Counselor worked with students with emotional needs.
- Counselor began working with Anger Management Group
- Sixth grade students went on a field trip to the Alabama Music Hall of Fame
- Clubs and Organizations met after school

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.

Teachers continue book study on Strategies that Work

- Counselor reviewed testing procedures and guidelines for MCT 2
- Teachers worked with Dianna Ezell to enhance professional learning communities.
- Student teacher attended grade level meetings
- Student teacher attended faculty meetings
- Teacher Support Team meetings
- TPSD Career appraisal professional development form to ensure teacher growth
- Weekly staff meetings
- Teachers worked on ELL on-line training
- Teachers continued to complete Orton-Gillingham training
- Teachers on each grade level team worked on district assessment

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

- Update website as needed
- Weekly newsletters
- Submission of grants for school improvement
  - (AEE grants submitted)
- Planned the Carver Reunion to be held July 3 with Council woman Nettie Davis
- Future 4<sup>th</sup> graders were invited to make a site visit Scheduled for April 2-4<sup>th</sup>.
- Parents were invited to attend a family night session scheduled for April 3<sup>rd</sup> from 6:00- 7:00.
- TMS Counselors were provided with a meeting area to work out scheduling for next year
- Parents of 6<sup>th</sup> graders were informed of a meeting held at TMS on January 15<sup>th</sup> at 6:00.

- Discussed plans with Mrs. Beverly of Spring Hill M.B. Church to hold a program for honor students in the Carver gym this summer.
- Hosted Parent Forum meeting at Carver where Carver Choir performed.

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

- Recognition in the Daily Journal
- Honor Roll Students received certificates
- Students who met their Accelerated Reader goals received prizes
- Science Fair, Geography Bee, Reading Fair and Spelling Bee winners recognized
- DARE program students recognized for completion of program

## ***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.

- Quest training for a team of Church Street teachers.
- Training for our PlayStation Grant on January 18<sup>th</sup> for 10-12 teachers and staff.
- Held a Reading Fair in our building, January 22-23, 2008.
- Principal attended Strategic Planning meetings for the TPSD Administrative Staff.
- Principal attended mentoring meetings at Hancock Center.
- Mr. Key attended TPSD Crisis Team Meetings.
- Kay Collins attended a workshop in Jackson where Norman Webb spoke.
- Church Street School celebrated President's Day with an assembly program where Harmony sang and performed.
- Second graders presented a Wax Museum of notable people.
- Beth Smith and Kay Collins attended the Family Literacy Conference in Louisville, KY.
- An assembly was held to emphasize Bicycle Safety on April 6, 2008.

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.

- Whole staff was in attendance for Rigor and Relevance DVD's at TMS on January 7, 2008.
- Ongoing Peer Study Teams/Teacher Support Team (TST) meetings
- Whole student body attended the Pied Piper Play in February.
- Third Grade teachers worked with Sue Shepherd. Second Grade teachers worked with Marilyn Wood.
- Carolyn Beasley attended the Textbook Adoption Caravan.
- Book Fair sponsored by PTA
- Family Literacy Night held on February 26.
- Carol Wright, Linda Buchanan, and Kay Collins scored writing papers for the National Writing project.
- The whole school attended a production of Cinderella given by Pied Piper at the Civic Auditorium.
- First Graders attended a ballet at the Civic Auditorium March 28, 2008.
- Third Graders attended a Symphony Concert on April 4, 2008.

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

- Ongoing PTA meetings
- Spot on WTVA News for recycling program
- Spot on WTVA News for Wellness Challenge
- Delta Kappa Gamma meeting was held January 15 in the Challenge classroom.
- THS hosted Church Street Basketball Game Night on February 5, 2008. Some of our students led The Star Spangled Banner.
- Muffins for Moms was held on March 4, 2008.
- First Grade Play was held on March 6 and 7, 2008.

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

- **Teachers attended trainings by Tommie Touchstone for Bridges Training.**
- **The music and PE teachers trained students in dances for parents and other invited guests to watch. February 6-7, 2008**
- **Third graders took practice tests –provided by the State Department.**
- **Sent teachers to the Inspirational Luncheon given by THS Future Educators of America.**
- **Church Street recognized Mary Thomas as its Parent of the Year.**
- **Amy McCain coordinated the Gum Tree Celebration of Writing Contest for Tupelo/Lee County.**

## **Communication**

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 Board of Trustees recognition of TPSD students and staff**
- **Continue Key Communicator Network Program on important TPSD topics**
- **Assist THS with the planning, printing of invitations and program, and purchase of recognition medals for the ACT Scholars Award Program**
- **Plan and purchase decorations for THS Graduation**
- **District Crisis Management meeting**
- **Continue building relationships with Japanese families moving to Tupelo**

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.

- **Distribute meeting minutes from Strategic Planning Meeting with Doug McQueen to administrators**
- **Assist Dr. Tutor in beginning preparations for the TPSD Summer Retreat**
- **Continuing preparing for Board meetings at school sites**
- **Begin planning for distribution for Years of Service Pins**
- **Begin preparing for End-of-the-Year Celebration at THS Performing Arts Center**
- **Continue training new Communication Assistant**
- **Begin the planning process for the AEE Annual Awards Luncheon and meet with school representatives to organize the school display tables, design the table decorations, and coordinate the two community awards with AEE President**
- **Design and print AEE Annual Meeting Program**

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

- **Public Relations Association of Northeast Mississippi Board Meeting**
- **Public Relations Association of Mississippi Board Meeting**
- **TPSD Reading Fair and TPSD and Lee County Spelling Bees**
- **Continue providing school tours for potential TPSD students and their families**
- **Invited to answer questions about TPSD at the Citizens for Public Schools Board Meeting**
- **Continue excellent relationship with media**
- **Continue coordinating parent programs for TPSD Parent Forum meetings**
- **Continue providing realtors with information on the TPSD**

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

- **Assisted THS with the printing of the Black History Program**
- **Submit TPSD publications for the Mississippi School Public Relations Association 2008 Award Program**
- **Submit TPSD publications for the 2008 Public Relations Association of Mississippi PRism Award Program**
- **Prepare for the recognition program for TPSD Teachers of the Year**
- **Prepare for the recognition program for TPSD Parents of the Year**

- **Begin TPSD Specialty Car Tag Campaign, meet with TPSD Graphic Art II students, and correspond with graphic designer for the new THS logo design**

## ***Fillmore Center TPSD Strategic Plan Update***

**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
- Individual conferences with parents and students to develop a "success plan" for each student. Home visits are made if the parent cannot come to the school site.
- After school tutoring on Tuesdays and Thursdays (free of charge)
- An exit plan (GED, diploma) is discussed with parents and students so that realistic goals can be set for all students.

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
- Teacher Recognition
- Community News
- Student Recognition

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 2006-2007 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.

- **Administer Grade 3 Diagnostic MCT II Language Arts and Mathematics practice tests**
- **Provide staff development for 3rd grade teachers to analyze tests and plan instruction**
- **Create and print MCT II teaching charts for skills practice**
- **Attend a 3<sup>rd</sup> grade district meeting led by Marilyn Wood to discuss test teaching strategies**
- **Determine student progress and provide a list of possible retainees**
- **Continue High Hat program to increase vocabulary development for kindergarten students**
- **Continue to plan and teach individualized instructional strategies for Tier I, II, III students**
- **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.

- **Continue evaluation of students in Reading Recovery and Intensified Time**
- **Continue with grade level team meetings**
- **Continue to implement AEE drama and art grants**
- **Continue to provide mentors, grade level support, and resources for new staff**
- **Determine instructional plans based on student results of MCT II practice tests**
- **Continue Guided Reading and Bridges training and presentations by K and 1<sup>st</sup> grade staff**
- **Continue to coach student interns from Blue Mountain, Ole Miss, and MS State**
- **Implement "No Tardies" Program (Counselor initiated measure) to encourage attendance**
- **Interview applicants (including minority and transfer requests) for 2008-2009 openings**

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

- **PTA newsletters and meetings**
- **News coverage from Dr. Seuss Day and AEE Memphis Theater Grant**
- **Web site and message board outside school**
- **Big Brothers/Big Sisters, Junior Auxiliary, Clothes Closet, Cub Partners**
- **Second grade patriotic performance**
- **Memphis Theatre Group performance**
- **Parent/teacher conferences to provide student progress reports**
- **Three AEE small grants and nine AEE large grants submitted**
- **Information packets, school tours, and conferences provided for new Joyner families**

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 recognized**
- **Parent of the Year – Ann Haire recognized**
- **ArtSonia – Internet showcase of students' artwork**
- **Shared Treasures – Gum Tree Art Exhibit and Open House**
- **Gum Tree Writing Contest – two 1<sup>st</sup> place and one 2nd place poetry winners**
- **Gum Tree Writing Contest – three 2<sup>nd</sup> place narrative winners**
- **Dr. Seuss Day with community helpers (mayor, policemen, firefighters) as readers**

## ***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. (ongoing)
- Instructional text levels were recorded weekly. (ongoing)
- Search and Rescue has continued to assist low performing students. (ongoing)
- Intensified time teacher has continued working with third grade students. An additional intensified time teacher was hired to fill Lawhon's second allotted position.
- Weekly after-school tutoring began for at-risk third grade students.
- Orchard assessments were administered to identify students' learning needs to enhance personalized instruction. (ongoing)
- STAR testing was conducted to assess increased reading skills.
- On the Mark assessments have been conducted. (ongoing)
- Teachers participated in grade level meetings. (ongoing)
- The Teacher Support Team met to monitor student performance and suggest strategies to enhance academic and behavioral growth. (ongoing)
- MCT2 diagnostic practice tests were administered to third grade students.
- Teachers provided parents with weekly newsletters in addition to the Family School Coordinator providing monthly event newsletters. (ongoing)
- Accelerated Reader goals were set for the third nine weeks, and the next celebration for those achieving set goals was planned.
- A monthly student recognition program, "Character Counts," to enhance character education began in January 2008. (ongoing)
- "Be Smart Week" was scheduled for March 25 – 27 to educate students about the dangers of tobacco usage.
- Second grade students attended the Sound Wave production on January 30, 2008.
- All kindergarten and first grade students attended the ballet, *Cinderella*, at the Civic Auditorium on March 28, 2008.
- Lawhon students participated in the school and district reading fairs.
- A full-time security person has been utilized throughout the school day. (ongoing)
- Monthly facility safety inspections were conducted. (ongoing)
- Fire, tornado, and lock-down drills were practiced. (ongoing)

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.

- Office personnel, Sandi Erb and Theresa Belcher, attended customer service training.
- The counselor, Karen Givhan, participated in meetings with TPSD counselors and Dr. Spruill from The University of Mississippi. Implementation of her MEASURE, tardiness, has become a school-wide focus for improvement.
- Lawhon teachers, Paula Barton and Felicia Pollard, participated on a district assessment team to prepare materials for MCT2 instruction and practice.
- Tommi Touchstone visited kindergarten and first grade teachers for a Bridges follow-up meeting. (ongoing)

- Marilyn Wood and Sue Shepard completed scheduled visits for modeling reading strategies with second and third grade teachers.
- Third grade teachers worked together to develop materials aligned to the MCT2 for practice and instruction. Materials were shared with the other TPSD third grade teachers.
- Third grade teachers met with other TPSD third grade teachers at Joyner Elementary to discuss ideas and learn more about the “Unraavel” reading strategy as modeled by Marilyn Wood.
- Lawhon teachers began the *Take One!* Project through National Board for Professional Teaching Standards, Inc.
- Christy Carroll, Janice Garrett, Karen Givhan, and Merrie Grayson attended QUEST training. Ideas were shared and implemented during staff meetings.
- Suzanne Randle and Jalema Tidwell attended training, "Sensory Integration for the Out of Sync Child," on February 28, 2008.
- Lawhon teachers supervised student teachers from The University of Mississippi.
- TPSD Operating Principles were reviewed, and teachers identified ways to ensure Lawhon Elementary adheres to those guiding principles.
- Vision, Mission, and Goals are posted in each classroom. (ongoing)
- School improvement team met to suggest/implement instructional strategies. (ongoing)

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

- Lawhon hosted the first honor roll breakfast for honor roll students and their parents.
- A Black History Month program, “African Americans with Character – Living Legends,” was held on February 29, 2008 in conjunction with our monthly student recognition program.
- Parents joined students for lunch on Valentine’s Day as part of “Be Our Date” Day.
- First grade students performed their annual musical on February 21, 2008.
- Families joined students for breakfast as part of the annual “Donuts for Families” event.
- Pre-registration was held for new kindergarten and first grade students.
- Ongoing monthly events and accomplishments were published in a newsletter by the Family School Coordinator. (ongoing)
- Home visits were made by the Family School Coordinator. (ongoing)
- Teachers provided weekly newsletters. (ongoing)
- Monthly PTO meetings were held. (ongoing)
- AEE grants were submitted by several teachers.
- Students participated in “Pennies for Patients” for St. Jude Children’s Research Hospital.
- Pied Piper began rehearsal for their April production in the Lawhon auditorium. Over thirty Lawhon students committed to participate.
- The Junior Auxiliary of Tupelo worked with Lawhon students participating in their programs, Cub Partners and Integrity Time. (ongoing)
- Regular education students, teachers, and assistants met weekly with a hearing impaired community member and school interpreters to learn sign language. (ongoing)
- Community members tutored Lawhon students during school hours. (ongoing)
- The principal attended Presley Heights Neighborhood Association meetings. (ongoing)

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

- Accomplishments of the school were communicated through parent newsletters. (ongoing)

- Exit interviews were conducted with parents of all students who transferred out of our school/district. (ongoing)
- Invitations were sent to the *Daily Journal* for coverage of school activities. (ongoing)
- Lawhon parent surveys were completed in January to aid Lawhon's strategic decision-making process.

## **Lawndale**

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.

- ✓ Students participate in quarterly assessments that measure student growth (March 5-7)
- ✓ Use data to enhance individual student growth
- ✓ Teachers make data driven decisions based on student success on diagnostic tests
- ✓ Implemented a counselor lead program to target “Bullying” (Implemented during Feb)
- ✓ 4<sup>th</sup> Grade Writing contest to assist with student success (Students awarded weekly)
- ✓ Model classroom per grade reward for student behavior (Popsicles at Lunch~ Weekly)
- ✓ Weekly Blue Card Winners recognized on Friday ( Picture taken of students and posted in hallway and mailed home to parents)
- ✓ School-wide Science Fair ( January 23-24)
- ✓ Participated in regional Science Fair at NEMCC ( 3<sup>rd</sup> place)
- ✓ Report Cards distributed on January 10
- ✓ Honor Roll Luncheon (January 18)
- ✓ Display useful data in conference room for teachers to review (attendance, tardies, honor roll, discipline, etc.)
- ✓ Students display graphs in hall to display attendance, tardies and behavior

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.

- ✓ Provided student teachers with definition of Tupelo Teacher
- ✓ Provided student teachers with DVD “Expect Excellence Everyday”
- ✓ Provided student teachers with information about 4-6 Elementary Schools
- ✓ Provided student teachers with district and school handbooks
- ✓ Student teachers attend grade level meetings
- ✓ Student teachers attend faculty meetings
- ✓ Quarterly report on data information gathered from practice test results (Compare Oct test results with Mar test results)
- ✓ Weekly Teacher Support Team meetings
- ✓ TPSD Career appraisal professional development form to ensure teacher growth
- ✓ Monthly Staff meetings
- ✓ Weekly meetings to complete TAKE ONE! Process

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

- ✓ Developed a Communication Team to develop a CD that will be given to future students and parents (PowerPoint presentation to be given out on 4/1/08- 4/3/08 during site visit)
- ✓ Update website as needed
- ✓ Second semester newsletter to parents ( Sent out )

- ✓ Submission of grants for school improvement  
(AEE grants submitted and Target Field Trip grant)
- ✓ Hold monthly meetings with the Southern Heights Association
- ✓ Future 4<sup>th</sup> graders were invited to make a site visit Scheduled for April 2-4<sup>th</sup>.
- ✓ Parents were invited to attend a family night session scheduled for April 3<sup>rd</sup> from 6:00- 7:00.
- ✓ TMS Counselors were provided with a meeting area to work out scheduling for next year
- ✓ Parents of 6<sup>th</sup> graders were informed of a meeting held at TMS on January 15<sup>th</sup> at 6:00.
- ✓ Family involvement night on February 22, 2008 (Winterfest)
- ✓ Attended Thomas Street PTO meeting on March 28<sup>th</sup> to bridge communications with parents of upcoming students

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

- ✓ Use Create a Graph to display all student achievement data
- ✓ Publish Lawndale E-Link~ Constant Contact is a newsletter that is now sent out once a month by email starting in March. (Monday Memos go out on Monday, PTO newsletters are distributed monthly).
- ✓ Recognition in the Daily Journal
- ✓ Wall of Fame located in Foyer
- ✓ WCBI news
- ✓ Student class report card wall
- ✓ Honor Roll recognition
- ✓ Accelerated Reading recognition
- ✓ Blue Card winners picture displayed in hallways (good behavior)
- ✓ Science Fair, Geography Bee, Reading Fair and Spelling Bee winners
- ✓ Reading Education Assistance Dogs (R.E.A.D.) Program students awarded for completion of program
- ✓ Gang Resistance Education and Training (G.R.E.A.T.) program students recognized for completion of program
- ✓ Leadership Academy traveled to MSU to meet with MSU Leadership Academy

## **Milam**

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.

- **Customer service training for secretaries**
- **Nine weeks report cards**
- **Monthly safety drills**
- **Math celebration sixth grade**
- **Honors Lunch**
- **District Reading Fair**
- **DARE graduation**
- **Science Fair**
- **Crisis Management Training**
- **Mississippi Science Test**
- **MCT II common test**
- **AR celebration**
- **FEA luncheon**
- **Student mentoring by Milam staff**

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.

- **Teacher Support Team meetings**
- **FEA luncheon**
- **Character Education for students**
- **Teacher yearly evaluations**
- **Weekly recognition of teacher accomplishments**
- **Administrator QUEST training**
- **Grandparents day**
- **Counselor MAP training**
- **ELL training for staff**
- **Monthly faculty meetings**

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

- **Sharing of school gym with community(P&R)**
- **Middle School parent night**
- **Scheduling 6<sup>th</sup> grade for Middle School**
- **District & school Reading Fair**
- **District and school Science Fair**
- **Hoops for Heart**
- **Black History Program**
- **FEA luncheon**
- **Ripple Review for upcoming 3<sup>rd</sup> grade students**
- **PTO newsletter to parents**
- **Weekly newsletter from teachers**

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

- **Teacher advisory committee**
- **Faculty meetings**
- **Weekly recognition at school**
- **PTO newsletter**
- **Daily Journal recognition of students and staff**
- **AR recognition**
- **Science Fair, Reading Fair**
- **Update website**
- **Good news contacts**

## ***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 Continues**
- **Safety Drills: fire, lockdown, tornado, and earthquake**
- **Kindergarten Play**
- **Camp Healthy Kids- AEE Grant**
- **Parkway Family Breakfast**
- **Wizards Science Fair**
- **Participated in TPSD Reading Fair**
- **Cinderella Ballet for 1<sup>st</sup> Grade**
- **School wide Recycling**

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 Continues**
- **Reading Comprehension Training for 2<sup>nd</sup> and 3<sup>rd</sup> Grade Teachers Continues**
- **ELL Training**
- **Building Bridges Training with Tommie Touchstone**
- **Writing Consultant for 3<sup>rd</sup> Grade**
- **Participation in the TPSD Wellness Challenge**

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

- **Weekly Newsletters Highlighting Events**
- **Parkway Website**
- **Boy Scouts**
- **1<sup>st</sup> Grade Mississippi Forestry Commission Program**
- **Dulcimer Musical Group**
- **“PEEK AT PARKWAY”**
- **Pre registration for Kindergartens and new First Grade students**

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

- **Parkway Pride Newspaper**
- **Numerous pictures in Neighbor Section of Daily Journal**

## ***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.

- **Continued to conduct monthly fire drills, lock-down drills, and tornado drills - SRO Officers participate in all lock-down drills and make recommendations**
- **Reviewed data from the MCT2 Diagnostic Assessment, Reading Running Records, and Orchard**
- **Continued TST meetings weekly to review the progress of students at Tier II and Tier III**
- **Reviewed end of semester grades and reading text levels for students in danger of being retained**
- **Began conducting second semester parent/teacher conferences**
- **Served on IEP meetings as agency representative**
- **Continued to conduct classroom observations, check lesson plans, and newsletters**
- **Each class participated in our school wide Reading Fair**
- **The first place winners in our school wide Reading Fair participated in the district's Reading Fair**
- **Pierce Street's spring Book Fair was the week of February 4-8**
- **Camp Healthy Kids, an AEE grant with Rankin, and Thomas St., provided students with information about living healthy**
- **Students learned about Rain Forest animals at the Natural History Educational Company's wildlife assembly presented by wildlife biologist, Bob Tartar - live animals from the Rain Forest visited our school for this assembly**
- **Students attended the Tupelo Ballet, "Cinderella"**
- **Pierce Street students attended The Pied Pipers Theatre production of "Cinderella Kids"**
- **Second and Third grade students attended the Tupelo Symphony's Children's Concert Students learned about the symphony during the conductor's (Steven Byess) visit to our school**
- **Continued to have a "Blue Party" each Friday afternoon to recognize students with exemplary behavior**
- **Continued to recognize Citizens of the Week with a ribbon to wear all week and a recognition assembly on Friday afternoon**
- **Accelerated Reading Awards were given each month for the students who met their AR goals, and the top three students who met their goals and have the highest averages**
- **The grade with the best cafeteria manners received a special recognition from the principal**
- **The class from each grade level with the fewest tardies for the week received a special treat from the principal**
- **The grade with the fewest tardies for the month received a popsicle party**
- **Third grade students who will attend Lawndale next year toured the school**
- **Challenge classes took a field trip to the McWane Center to correlate with their Egyptian unit of study**

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.

- **Reviewed the Strategic Plan Quarterly Report with staff**
- **Reviewed the Strategic Plan Quarterly Report with PTO Board**
- **Reviewed the Strategic Plan and Quarterly Reports with the Building Leadership Team and received input on the development of the upcoming Quarterly Report**

- Pierce Street continued with its “Teachers Teaching Teachers – Tried and True Reading Strategies” presented by teachers for Wednesday’s professional development
- Analyzed results of third grade MCT2 Diagnostic Assessment for re-teaching
- Third grade teachers developed “Smart Words” posters for vocabulary development for the MCT2
- Interview Team began conducting interviews with the principal for vacancies in 08-09
- Principal provided TPSD Career Appraisal training for new teachers
- Professional development for 08-09 school needs assessment conducted with teachers and new teachers
- Reading Coach, Marilyn Wood, continued to work with second grade teachers and new teachers
- Reading Coach, Sue Shepherd, continued to work with third grade teachers
- Reading Coaches and principal conducted classroom observations of second and third grade teachers teaching reading strategies
- Samantha Cox continued to teach the Tupelo Teacher for the district
- Cindy Beasley and Janice Anthony attend the Tupelo Teacher district professional development session
- Lindsay Adams, Tara Harris and Christy Jordan attended the Depth of Knowledge training provided by the district
- Tara Harris worked on the Gifted Curriculum Development Team for the district
- Samantha Cox and Norma Pardin attended the district meeting at Joyner Elementary on test strategies
- Kit Stafford attended the National Arts Education Association conference
- Lee Ann Grace attended the Mississippi Music Educator’s Conference
- Lindsay Adams, Kayla Mitchell, Tara Harris, Rasheda Kemp, Ada Pannell, and Pam Garner attended the Mississippi Arts Commission’s spring retreat
- Completed AEE grants for the grant writing team to review and submitted to AEE

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

Board

- PTO Newsletter distributed monthly
- Weekly newsletters distributed by teachers/grade level teams
- Web site updated
- Important news and events included on each progress report and report card
- Continued to meet with PTO Board each month
- PTO General Meeting was held on February 4
- 2<sup>nd</sup> Grade Famous African Americans Wax Museum – attended by parents, central office representatives, school board representative, community members and news media
- “All Jazzed Up” student performance –attended by parents, central office representatives, school board representative and community members and news media
- Arbor Day tree planting ceremony in honor of Mr. Ludt and Dr. Davis presented by PTO for parents, central office representatives, city council representative, community members, and news media
- Third grade Family Fun Night, “Spew, Shock, Slam and Sink Night” – fun science experiments
- Second grade Family Fun Night, Black History Program
- Career Day – local career people provided information to students

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

- Teacher of the Year – Lee Ann Grace
- Parent of the Year – Cheryl Ware

- **Hosted school visitors from Gordo Elementary, Choctaw Elementary, Pickering Elementary, and Dothan School District in Alabama to learn more about Arts Integration**
- **Conducted a tour of Pierce Street for the University of Mississippi Arts Class and spoke with them about Arts Integration at Pierce Street**
- **Samantha Cox, Jeni Chandler, Jan Key and Debbie Davis conducted RIDES training for teachers across Mississippi**
- **Nominated Samantha Cox for the Presidential Award for Excellence in Teaching Math and Science**

## ***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.

- **Update school improvement plan using data gathered from surveys and input from the Strategic Planning Team( Gains, Coggins, Richey, Mize, Clay, Alvarez, Wood, Dye and Scott)**
- **Implemented staff discussions and training around the information gathered from staff survey.**
- **Ask Mrs. Ezell’s assistant in facilitating relationship building training**
- **Continue to monitor student progress and share grade level data with staff**
- **Evaluated the results of the MCT2 assessment to determine areas of growth**
- **Implemented “Bell Ringer” strategies in third grade to address DOK level questions**
- **Addressed some issues of teacher supervision with individual staff and reminded all staff of the importance of active supervision**
- **Continue encouraging teachers to make changes in instructional practices to better incorporate depth of knowledge questions.**
- **Continue monitoring the grade level interventions and checking calendars and assessment**
- **Used poverty funds to purchase district recommended and researched based supplemental reading materials, level books, computers, and a writing program for K-3 teachers.**
- **Identify teachers who will become ELL support for English Language Learners and train staff on techniques. Pay special attention to growth of this subgroup.**
- **Continue emphasis on programs that support students with dyslexic tendencies.**
- **Attended Bridges training with first grade teachers and Tommi Touchstone**

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.

- **Ask staff to reflect on teacher comments taken from staff survey to determine if the staff is making decisions that support the operating principles, values, goals, mission etc. (The activity is attached.)**
- **Continue sharing and updating PTO on progress of the strategic plan**
- **Continue to be positive and supportive about the reorganization of schools and communicate positively with parents and staff to alleviate unnecessary stress.**
- **Continue trying to better support novice teachers**
- **Ensure the mission statement is printed in yearbook and on school correspondence**
- **Define Learning Community for the Staff through a brainstorming session.**

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

- **Revised parent information packet for kindergarten registration.**
- **Continue giving school tours to prospective parents. (Family School Coordinator/Principal)**
- **Encourage staff to participate in the TPSD car tag initiative.**
- **To guide staff toward establishing better working relationships with peers and administration (continue this training through April and May on the subject of relationship building. Ms. Ezell will help facilitate)**

- Continue to update the webpage and write school news items that are interesting
- Continue to assist PTO in the beautification project. The results are really improving the curb appeal of Rankin School.
- Established a partnership with Merchants and Farmers Bank for our second graders as part of the Koalaty Community Grant we received from AEE.
- Rankin administration is working on trying to build trust among the staff so coaching can be perceived as a natural process in the goal toward school improvement. (Help teacher better understand that feedback from the supervision is a natural part of the improvement process. It should not be perceived as a negative process and would not be perceived that way in a true learning community.)
- Update Rankin Handbooks

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

- Based on research completed in the first and second quarters of the school year, allocated poverty money to purchase researched based interventions and computers (10)
- Continue working with interventionist to ensure she is supported in her role and is capable of providing interventions that are helpful.
- Continue kudos to staff and students to celebrate quality work and success
- Encourage staff to participate in national board certification
- Encourage staff to take continue their education by taking advantage of the University of Mississippi's Bank Credit Hour system.
- Celebrate Mrs. Lambert (Rankin's Teacher of the Year)
- Encouraged teachers to reflect on the most innovative practices for the year and submit applications for Innovation in the Classroom

## ***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.

- Completion of new flooring in the hallways and music room
- Asbestos removal
- Hallways painted
- Registration/open house
- Parent night with teachers
- Level 5 celebration
- Implementation of Handwriting Without Tears
- Continuation of The Discovery Zone
- Honor roll and AR assembly recognitions
- Character Kids recognition
- Compliments recognition
- 2<sup>nd</sup> and 3<sup>rd</sup> grade clubs
- Use of SPMS resources
- Differentiated Instruction
- Student field trips
- Read Across America-Kiwanis Club readers
- Storyteller Motoko week's residency
- MLK celebration
- Wax Museum

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.

- Professional development for staff
  - Music workshop
  - Speech Pathology Training
  - RIF training for Media
  - Differentiated Instruction training
  - DOK training at site and district
  - Test Data analysis
  - Autism training for SPED and regular ed teachers
  - SPIRE training for SPED
  - Training for interventionists
  - TST
  - Bridges training
  - Literacy coaches working with 1st, 2<sup>nd</sup>, and 3<sup>rd</sup> grade teachers on a weekly basis
  - Art teacher attend national conference
  - Continued DOK training

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

- Publication of 2007 student handbook
- Parent night
- Spaghetti supper
- Level 5 celebration

- Teacher of Distinction recognition
- Visitor tours
- Website
- Field trips to Celebration Village and nursing homes
- Preschool Rally
- THS Pep rally for Homecoming
- March in Homecoming Parade
- Family Pancake Breakfast
- Family movie nights

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

- Website
- Telephone calls to parents from teachers and administrators
- PTO calendar
- TV coverage for Level 5 celebration
- Student handbook
- Newspaper
- Publication of 1<sup>st</sup> semester Thomas Street Times
- Newspaper coverage of Motoko
- Newspaper coverage of Camp Healthy Kids

## ***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.

- **THS teachers participated in a safe schools workshop.**
- **Algebra I, Biology I, English II, and US History teachers attended training sessions on SPMS and Depth of Knowledge in preparation for the administration of the subject area tests.**
- **Initiated preliminary discussions with the ninth-grade assistant principal and counselor to develop two ninth-grade teams for the 2008-09 school year.**
- **THS guidance counselors completed individual pre-registration conferences with students in preparation for the 2008-09 school year.**

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.

- **Disseminated the most current data on THS graduation and dropout rates to the faculty as well as the most current research and best practices regarding dropout prevention.**
- **The THS Differentiated Instruction Leadership Team attended the ASCD National Conference in New Orleans and attended various workshops on Differentiated Instruction.**
- **A team of four THS teachers attended the 2008 Secondary Schools Showcase in San Diego. Twenty-six of the nation's most innovative secondary schools facilitated sessions on such topics as the importance of creating a purposeful advisory program, how to integrate literacy across the curriculum, and what students learn from project-based learning.**

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

- **The Northeast Mississippi Medical Society Alliance collaborated with THS and presented a series of sessions to THS juniors and seniors on alcohol awareness prior to the Junior-Senior Prom.**
- **In an attempt to better support Hispanic students and parents of THS, two Spanish teachers organized Hispanic Unity.**
- **A Parent Link is added to the THS web page. The link will contain articles on a variety of subjects designed to strengthen the family-school partnership and support parents in the education of their children.**
- **Golden Apple Award. Continuous and ongoing. Presented to THS parents for their outstanding contributions to the school and district.**
- **Parents of upcoming ninth-grade students attended Parent Night Class of 2012.**

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

- **Strategic Plan Goals, Sub-Goals, and Objectives are listed daily on the THS Wave Link as well as the agenda for THS faculty meetings.**

## ***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 participated in the 8<sup>th</sup> grade science Test.
- Miss Kim Padgett, administrative intern from the University of MS, is working with the TST teams and parents. Ongoing
- Don Robertson is working with at risk students in small groups and individual counseling sessions. Ongoing
- TMS counselors attended counselor training with Dr. Sewell.
- TMS has held fire and tornado drills to insure student safety.
- TMS worked with the school resource officers to conduct a practice 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.

- Mrs. Clifton will attend ICT II Design Meeting
- Mrs. Clifton and a team of teachers attended Norman Webb's DOK training in Jackson.
- TMS teachers are taking advantage of the many professional development opportunities in the district. Ongoing
- TMS teachers are providing tutorial assistance to students before and after school. Ongoing
- Mr. Mixon and a team of teachers attended Assessment Training in Jackson.
- Departmental meetings are held weekly to insure tests include all DOK levels and curriculum revisions are aligned with the new framework.

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

- TMS has a baseball team for the first time.
- Junior Achievement Volunteers meet weekly with Social Studies Classes.
- Chorus, Strings, and Band Concerts will be held in the spring.
- Holly Harrington received first place in National Thespian competition.
- Math and Science Teams placed at district competition.
- One Bridge Building Team has been selected for national competition in Branson, Missouri.
- TMS participated in the Grenada Band Festival.
- TMS participated in the Northeast MS. Jr. High Band Clinic
- TMS held a Solo Festival.
- TMS Choral Students rated superior at the state competition.

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

- Students of the Month are recognized each month.
- Holly Bailey received the CIBA National Middle School Science Teacher Award.

- SPLASH performance is scheduled for April 16.
- TMS ICT I teachers will be conducting ICT training for the state at TMS this summer.

## ***Tupelo Public School District 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**
  - *DEPTH OF KNOWLEDGE*  
*Filled Seats: 20*
  - *DEPTH OF KNOWLEDGE*  
*Filled Seats: 23*
  - *CURRICULUM ADAPTATION IN CONTENT AREAS*  
*Filled Seats: 17*
  - *(SCI, MATH, GIFTED, SPED ONLY) FUN PHYSICS W/NASA*  
*Filled Seats: 21*
  - *THE TUPELO TEACHER*  
*Filled Seats: 18*
  - *THE TUPELO TEACHER*  
*Filled Seats: 19*
  - *THE TUPELO TEACHER*  
*Filled Seats: 20*
  - *(SPED AND SPEECH ONLY) MAAECF TRAINING*  
*Filled Seats: 35*
  - *(SPED AND SPEECH ONLY) MAAECF TRAINING*  
*Filled Seats: 22*

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.

- **TPSD Strategic Plan Revision facilitated by Doug McQueen**
- **Teacher Advisory Committee – QUEST**
- **Administrative Council Meetings and principal Meetings**
- **TLC – teaching and learning connection**
- **QUEST training for Administrators**

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

- **STATE PHYSICAL, HEALTH EDUCATION RULES CHANGING BY DR. MCCOY, DAILY JOURNAL**
- **RANDY MCCOY: SCHOOLS WITH LARGE ENROLLMENTS HAVE ADVANTAGES BY DR. MCCOY, DAILY JOURNAL**
- **School Counseling Role is Redefined: Daily Journal**

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

- **Tupelo Strategic Planning Survey**
- **Positive Behavior Supports Survey**
- **Professional Development Survey**