

Tupelo Public School District Meeting
School Board Meeting
October 9, 2018

Good Morning!

We have all survived the dog days of summer. Now that October is upon us, it seems that we can almost smell Fall in the air. Pumpkins, hot apple cider, warm sweaters, and camp fires are just a few of the things we have to look forward to in the coming weeks. This also marks day 102 since my official start as the superintendent. This initial period has primarily been focused on establishing relationships with the administrative team and with community leaders. Over the next fifty days, I intend to dig deeper into the organization by getting to know the classified and certified staff better as I learn more about systems, protocols, and programs throughout the school district.

The next stage of our efforts will be defined by the development of a foundation for program delivery and continuous improvement. This foundation will be developed according to the following delivery framework that is taken from the work of the Education Delivery Institute in *Delivery in Practice: How Education Leaders Are Improving Student Outcomes*:

The Delivery Framework

1) Develop a foundation for delivery

- Define our aspiration
- Review the current state of delivery
- Build the delivery unit
- Establish a guiding coalition

2) Understand the delivery challenge

- Evaluate past and present performance
- Understand root causes of performance

3) Plan for delivery

- Determine our reform strategy
- Draw the delivery chain
- Set targets and establish trajectories

4) Drive delivery

- Establish routines to drive and monitor performance
- Solve problems early and rigorously
- Sustain and continuously build momentum

5) Create an irreversible delivery culture

- Build system capacity all the time
- Communicate the delivery message
- Unleash the alchemy of relationships

The delivery framework focuses on results by relentlessly asking four simple questions:

1. What are you trying to achieve?
2. How are you planning to achieve your goal?
3. At any given moment, how will you know whether you're on track to succeed?
4. If you are not on track, what are you going to do about it?

I have good faith that we could all sit in a room over the course of a few hours and come to a consensus on the outcomes we hope to achieve here in the Tupelo Public School District. We could also probably agree on the reforms necessary to achieve those outcomes. The last several years have been a time of considerable progress not only in TPSD but throughout the state of Mississippi. But we all know it hasn't been enough. We have seen improvements but they have been hard fought and inconsistent, especially when it comes to closing the achievement gaps that separate students of color, English language learners, students with disabilities, and children of poverty from their more

advantaged peers. We have great cause for celebration, but we can't possibly be satisfied.

This leads us to a very important question. Given that the educational community has achieved significant success and we have clearly defined the problem, what is keeping us from a major breakthrough? The Delivery Institute defines the culprit in a single word: *implementation*.

Over the past several years, a lot of energy has been spent throughout the American education system identifying the *what* of educational reform. There has been very little guidance on the *how*. This is particularly problematic when we all know poor implementation is like poison to education reform and continuous improvement. The Delivery in Practice approach to system reform and program implementation will provide powerful tools for setting goals, planning the strategies to achieve our goals, and regularly monitoring performance. It is our intention to focus on implementation and use the delivery framework as we attempt to deliver excellent education services to students and families of the Tupelo Public School District. The delivery framework is designed to help an education system set and achieve ambitious goals for students.

Mrs. Britton presented our results on the first Star 360 assessment. The Star 360 assessment is designed to measure reading and math proficiency levels. The Star 360 assessment delivers the valid, reliable screening, progress monitoring, and student growth data we need to make informed decisions about individual education programs. We will use these results as a baseline to measure future growth on the Star 360 assessment.

Our first group of students has completed all requirements in the PACE program. We had our celebration of their accomplishments and will be recognizing those students at tonight's meeting. This first nine weeks

has been fast and full of many exciting experiences for students. I want to thank the staff of TPSD for a successful start of the school year. This concludes the superintendent report. I welcome any questions.