



MISSION

The Tupelo Public School District serves the community by engaging each student in an excellent education that develops skills and citizenship needed for success in a global society.

DISTRICT GOALS for 2012-2013

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

Goal 1: Increase student achievement across the District.

Measureable Indicators

- a. The District's 2012-2013 QDI gains will be 50% higher than the state's QDI gains.
- b. All schools will have high performing QDI scores.
- c. The percentage of students scoring minimal on state tests will decrease.
- d. The percentage of students scoring proficient or advanced on state tests will increase.
- e. Growth will be met District-wide.
- f. All schools will be at Annual Measurable Objectives (AMO) target or approaching Annual Measurable Objectives (AMO) target .
- g. QDI ranking will improve from Academic Watch or 'D' to High Performing or 'B'.
- h. The percentage of 2nd grade students reading on grade level will increase.
- i. The graduation rate or High School Completion Rate will increase.
- j. A wide variety of extracurricular and academic offerings will be provided to all students.

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

Measureable Indicators

- a. An annual facilities maintenance plan and safety audit plan will be developed.
- b. A long-term capital improvement plan will be developed.
- c. The annual safety plan will be improved.
- d. The discipline data collected in 2012-2013 will serve as a benchmark for future planning.

Goal 3: Improve, develop, and retain human capital.

Measureable Indicators

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

Goal 4: Improve internal and external communication.

Measureable Indicators

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

Goal 5: Increase management effectiveness and efficiency.

Measureable Indicators

- a. The superintendent will annually revise the organizational chart.
- b. A reserve of 7% or \$8,000,000 will remain in the District's fund balance. If necessary, the superintendent will recommend possible reduction scenarios in the event reserves are anticipated to fall below the aforementioned amount.
- c. The superintendent and assistant superintendents will present final reports from required state and federal audits to the Board.