



TPSD Strategic Plan
3rd Quarter Report

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Valuing Excellence: A Strategic Plan for the Tupelo Public School District

In the Mississippi Accountability System:							
1. All TPSD public schools will be at level five and meet or exceed growth projections.	Goal	Tupelo 2005	State/National 2005	Tupelo 2006	State/National 2006	Tupelo 2007	State/National 2007
Level 5	12	8	224/27%	6	228/27%	8	207/25%
Meet/Exceed Growth	12	6	211/25%	10	228/27%	4	148/18%
2. Ninety-eight (98) percent of students eligible for testing to measure Adequate Yearly Progress will be tested.		99.3	99	99.3	93.5	99	98
3. There will be first-time passing rates of 100 percent in Algebra I, U.S. History, Biology and English II.	Goal	Tupelo 2005	State/National 2005	Tupelo 2006	State/National 2006	Tupelo 2007	State/National 2007
Algebra I	100%	96.6	91.3	93.9	91	92.5	90.8
U.S. History	100%	98.3	96.3	96	95.9	96.9	93.9
Biology	100%	95	91.4	97.4	93.3	93.7	92.2
English II - Multiple Choice	100%	86.2	82.2	86.4	78.1	85.4	77.2
English II - Writing Assessment Informative	100%	89.7	90.2	96.8	93.7	100.8	98.8
4. Students will post a mean of 3 in the fourth grade and seventh grade Writing Assessments.	Goal	Tupelo 2005	State/National 2005	Tupelo 2006	State/National 2006	Tupelo 2007	State/National 2007
Grade 4	3	2.7	2.6	n/a	n/a	2.5	2.5
Grade 7	3	2.5	2.5	n/a	n/a	2.6	2.6
In the National Accountability Measures, TPSD students will achieve as follows on the Terra Nova:							
	Goal	Tupelo 2005	State/National 2005	Tupelo 2006	State/National 2006	Tupelo 2007	State/National 2007
1. 1st Grade 80th NPR	80th NPR	79	50	71	50	71	50
2. 2nd Grade 80th NPR	80th NPR	81	50	76	50	77	50
3. 3rd Grade 75th NPR	75th NPR	75	50	72.9	50	77	50
4. 4th Grade 75th NPR	75th NPR	68	50	67.6	50	67	50
5. 5th Grade 75th NPR	75th NPR	62	50	63.5	50	68	50
6. 6th Grade 75th NPR	75th NPR	67	50	66.9	50	65	50
7. 7th Grade 75th NPR	75th NPR	63	50	56.5	50	67	50
8. 8th Grade 75th NPR	75th NPR	63	50	61	50	64	50
Eighty (80) percent of TPSD students will enroll in the high school core	80%	51%	56%	53%	53%	49	49
Both core and non-core students will score above the national average on the ACT.	Goal	Tupelo 2005	State/National 2005	Tupelo 2006	State/National 2006	Tupelo 2007	State/National 2007
ACT Non-core		19.3	19.5	18.5	19.7	18.6	17.3
ACT Core		22.6	21.9	23.2	22	22.8	20.0
The high school graduation rate will be above 90 percent.	90%	88%	84%	86%	85%	85%	87%
TPSD students will be taught by excellent teachers, 125 of whom will be National Board Certified.	125	87		90		97	

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.

- Student Registration- August 6, 2007 4:00-6:00
- Review of Crisis Management procedures in faculty meeting—August 9
- Emergency drills, monthly Fire Drill- September 27
- Each teacher contacted parents by phone at the beginning of the year.
- Each teacher sent home post cards introducing themselves to students and parents before school began.
- The counselor conducted exit interviews with parents whose children transferred from our district.
- TPSD in conjunction with the Tupelo Police Department implemented GREAT (gang resistance education)
- Counselor began meeting with groups of students to improve class participation (i.e. anger management group, grief group, and self-esteem group).
- Region 3 Counselor began meeting with student who exhibited problems in the classrooms.
- Carver implemented suggestions made by Tupelo Police and TPSD security to increase safety during student pick-up.
- PTO along with TPSD painted Carver's hallways and placed awnings over each teacher's door improving the overall atmosphere.

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.

- Weekly Staff meetings
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Developing Professional Learning Communities workshop- August 31
- Test Data workshop September 5
- Staff Development relating to reading strategies-- September 12 and 19
- Academic Coach met with teachers during their planning periods weekly
- Depth of knowledge training
- Each student was assessed on Orchard
- Academic Coach modeled lessons in classrooms while teachers observed
- Teachers attended Orten Gillingham training for students with Dyslexia.
- Kimberly Britton attended NISIL (training for administrators)
- Deniece Salters trained teachers around the district for National Boards.
- TST team attended training
- Cathy Tallant Rankin did a presentation about the Daily Journal and ways to integrate the newspaper with instruction.
- Specials teachers began tutoring students that had problems with reading and math or students who had failed the previous year.

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

- Informative parent letters were sent home the first day of school
- Monthly PTO meetings
- Realtors Association meeting – August 2
- Registration- August 6
- Praise Acres Field Trip on September 26
- 5th grade had a recycling competition as they studied ways to improve the environment.
- Choir performed at the Celebration of Cultures Festival at Ballard Park
- Carver students participated in the Homecoming Parade.
- Principal attended Teacher of Distinction Luncheon.
- Jack Reed Sr. spoke to Mrs. E. Stanford's class while studying World War II.
- Big Brothers and Big Sisters Program

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

- Progress Reports (September 18)
- Weekly newsletters to parents
- Three teachers (E. Stanford, A. Chiles, and I. Shumpert) were nominated for Teacher of Distinction
- Leadership tour—Challenge students toured CDF, City Hall, Business luncheon and First Methodist Church, and Justice Center
- Principal and Counselor attended Junior Auxiliary Luncheon.

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
 - Orton-Gillingham Introduction (grades 4-6 and new teachers K-3)
 - Introduction to Methodology and Assessments in Orton-Gillingham
 - Career Teacher Appraisal Process
 - CPR/First Aid
 - (Gr K-2) Guided Reading
 - Ap Spanish Institute
 - (K-2)Running Records, Phonological Aware & Identify Read Problems
 - Understanding Poverty By Dr. Ruby Payne
 - Primary Writing For K-2
 - Working With Families And Children Of Poverty
 - Whole Schools Institute: The Winds Of Change
 - (Gr 6-12) MDE Math Curriculum
 - (Gr K-5) MDE Math Curriculum
 - Beginning Teachers Training
 - Experienced Teachers New To TPSD
 - Reading Specialists' Organization Day
 - (Sped Only) S.P.I.R.E. Training
 - (Coaches/PE)Head And Other Sports Related Injuries
 - (Gr 6-9) Depth Of Knowledge
 - (Gr 7-8)English Curriculum Review
 - (Pierce) Curriculum Review
 - (THS) New Teacher Orientation
 - AP National Conference
 - Pre-AP Institute
 - Pre-AP World History Conference
 - (Gr 3-8 Math)Techniques For Differentiating Instruction In Math
 - (Thomas St.) Differentiated Instruction
 - (Thomas St.) Differentiated Instruction 2
 - (Pierce St.) Differentiated Instruction
 - (Lawndale)Using Inference/Knowledge To Strengthen Reading
 - (THS Only)Review Of Differentiating Instruction &Understanding Poverty
 - (Milam) Instructional Strategies That Work
 - (Rankin)Orton Gillingham Review & Assess Protocol
 - (Joyner) Picture Perfect Science
 - (Joyner)Imitate & Originate 3 Little Pigs & 1 Big
 - (TMS)Integrating Technology Into Soc Studies Curriculum
 - (Gr PkK-6) Kidspiration For Teaching And Learning
 - (Gr 4-12)Magnolia-Teaching Research Thru Magnolia
 - (Gr 7-12) Inspiration For Teaching And Learning
 - (Gr Pre-K - 3) Orchard For Curriculum Integration
 - (Gr 4-6) Orchard For Curriculum Integration
 - (Gr 7-12) Orchard For Curriculum Integration
- Academic coaches began work at grades 4-6

- Started mentoring program for National Board Standards Certification
- TLC – professional development newsletter published monthly
- Purchased six buses and 33 digital cameras for bus safety
- Security cameras in use at TMS and THS
- City donated land behind Joyner

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.

- Dr. McCoy presented “the Tupelo Way and the Toyota Way” at district’s back to school meeting
- Mr. Meadows trained each school staff in “Depth of Knowledge - Using Data to Improve Student Achievement”
- Each staff trained in the Three Tier Model

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

- Marketing plan for newcomers
- Tours of schools in cooperation with CDF
- TPSD marketing folders supplied to local realtors
- Citizens for Public Schools (CPS) Partnership
- Realtors luncheon at Carver
- Pre-school Rally at Tupelo City Hall

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

- Articles written for Daily Journal
 - RANDY MCCOY: *Tupelo Scores Above Norms on Terra Nova*
 - RANDY MCCOY: *Tupelo Schools Committed to Dyslexia Training*

Church 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.

- Church Street School hosted Open House/Family Literacy Night where the Book Fair was open for students and parents to purchase books.
- We hosted the first general PTA meeting to introduce the PTA officers and the Church Street School staff.
- Teachers contacted parents by phone during the first two weeks of school.
- New students and parents toured the facility.
- The principal conducted an exit interview of student leaving the school district.
- EPSF pre-tests were administered for K and first grade students.
- The counselor, interventionist, PE teacher, music teacher, administrative intern and the 2 kindergarten assistants work with kindergarten groups every morning on EPSF skills.
- Third grade students celebrated Grandparents' Day with a reception for their grandparents. Students also read stories they had written, and grandparents shared memories of long ago.
- Safety drills (fire, lockdown, and tornado practices) are carried out.
- Church Street Champion Awards were presented September 28.
- A summer writing camp was sponsored by PTA for our second and third grade students.
- Assemblies are held each Friday to promote a sense of community and to teach various things.
- Third Graders have worked on a play with singing, dancing and speaking parts.
- Kindergarten classes cook every Friday. A child in each class brings a recipe and ingredients for making the dish. The dish is then divided among classmates and teachers.

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.

- Mr. Meadows conducted training for the staff on Test Data and Depth of Knowledge.
- Mrs. Cathy Tallant Rankin presented Newspapers in Education information for staff.
- Mrs. Jodie Parham presented training on interventions to entire staff. She also worked with the TST team to write specific interventions for the 3 Tier process.
- Second grade teachers began training with Mrs. Marilyn Wood on reading strategies. Some first grade teachers sat in on it too.
- Mrs. Sue Shepherd trained third grade teachers on reading strategies.
- The TST team attended training at the Hancock Center.
- Miss Anita Williams is pursuing her doctoral degree at the University of Mississippi.
- Miss Tabitha Easter attended the Mississippi Association for Gifted Children Conference in Jackson, MS.
- Mrs. Kay Collins attended a Regional Administrators Meeting in Oxford for the Mississippi Department of Education.
- During the summer Miss Tabitha Easter attended a National Endowment for the Humanities workshop in Lowell, Massachusetts to study the Industrial Revolution.
- Several teachers have worked with student teachers to train them.
- The School Improvement Team met to discuss items of importance to the school.

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

- Kindergarten teachers participated in the Pre-School Rally at Fair Park for the Public Schools.
- Harmony, our third grade performing arts groups, showed off their skills for parents and guests at the Pre-School Rally at Fair Park.
- PTA sent out a school-wide newsletter.
- Miss Anita Williams (teacher) and Mrs. Nikki Logan (parent) initiated a Book Drive at Church Street School to give every child at the school a book that matches their reading level.
- Church Street School's recycling project was highlighted in the NE MS Daily Journal.
- Teachers send home weekly newsletters.
- Boy Scouts of America held a recruiting night at Church Street School in the cafeteria where they got more boys registered than ever before.
- Church Street School hosted a soccer mini-camp for students in the activities building that was conducted by the THS boys' soccer team.
- A cheerleading camp was held for students in the activities building by the THS cheerleaders.
- Mrs. Kim Fandel serves as our school's PR contact person and represents our school on the TPSD Public Relations Team.
- Mrs. Kathy Tucker, a parent, serves as the PR/Newsletter person for our PTA and parent council.
- Students from Church Street Elementary School have been selected to record original writing pieces on Mississippi Broadcast Network (PRM).
- Several members of the Church Street School staff are members of Delta Kappa Gamma, which promotes professional and personal growth of women educators and excellence in education.
- The principal, counselor, school nurse, and home/school coordinator attended a luncheon sponsored by Junior Auxiliary to gain support and information.
- Church Street students and staff participated in the THS Homecoming Parade with a float decorated by parents and teachers.
- Church Street students made cards for Congressman Roger Wicker to take to Iraq for the soldiers.
- Church Street students sent thank you notes to NMMC for the backpacks they distributed

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

- Mrs. Kim Fandel was the recipient of the CREATE Teacher of Distinction Award.
- Semi-annually we publish a school newspaper in cooperation with the North Mississippi Daily Journal.
- Through the district's website and web calendar, we keep the community informed of the excellent educational opportunities that our students and teachers engage in on a daily basis.
- Newsletters, Open House, print publications, videos (CDF DVD), and grant competitions promote our school and district.
- WTVA and WCBI showed spots on their news shows about our recycling program.
- We send pictures and write-ups about activities our students are doing to the North Mississippi Daily Journal.

Communications

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.

- Back-to-School Administrative Meeting at HLC
- Work with Citizens for Public Schools on the Pre-K Celebration at Fairpark
- Continue Board of Trustees recognition of TPSD students and staff
- Continue Key Communicator Program on important TPSD topics
- Designed the PowerPoint presentation for the Board of Trustees Budget Hearing

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.

- Begin TPSD United Way campaign and trained school representatives
- Met with Parent Forum Chairman and planned events for the 2007-2008 school year
- Designed the New Teacher PowerPoint presentation for the Faculty Back-to-School meeting in August 2007
- Continue planning for the 2007-2008 Employee Directory
- Continue administrative Staff meeting reports on TPSD events, projects, and goals

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

- Assist CREATE with the Teacher of Distinction Awards Luncheon
- Presented the New Resident Marketing Plan
- Continue TPSD tours for CDF, NMMC, local realtors, and other businesses and individuals
- Provide communication to TPSD employees regarding the Junior Auxiliary School Aid Luncheon
- Met with the Communication Advisory Council to ask for campaign suggestions on our Future Excellence Plan
- Begin planning timeline for communication of the Future Excellence Plan
- Begin compiling information for the Communication Advisory Council regarding the 2007-2008 Strategic Communication Plan

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

- Presentation: National School Public Relations Association - July, 2007 – TPSD's Communication Audit process
- Presentation: National School Public Relations Association - July, 2007 – How to Develop and Implement a School Multimedia Campaign
- Asked by the National School Public Relations Association to be a panelist for their PR Power Hour session in April, 2007
- Continue providing articles and pictures for the Tupelo Magazine to celebrate TPSD students and staff
- Begin preparing for the application to the National School Boards MAGNA Award – TPSD Ambassadors' Voice Internal and External Communications Program
- Continue attending the Northeast Mississippi Public Relation Association meetings
- Distribute beginning of school parent survey questions to staff
- Continue Updating the TPSD website with information celebrating students and staff

Early Childhood Education Center

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.

- Promote learning to the highest level by identifying student's individual learning needs through the Early Prevention of School Failure Assessments and develop strategies to meet them according to the Tupelo Learning Continuum Curriculum
- Systematically monitor progress through portfolios, based on EPSF assessment tool
- Grade level team meetings as professional learning communities to analyze and plan appropriate educational strategies based on individual strengths and needs
- Implement an Extended Day Program to focus on the academic needs of at-risk students
- Value and recognize student achievements through "Spotlighting Students"
- Create safe and secure environments that promote learning by establishing school safety procedures and conducting safety drills

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.

- Foster collaboration and cooperation among educators through staff development which focused on the FRED Factor
- Foster collaboration and cooperation among educators by reviewing the attributes of a Tupelo Teacher and Principal
- Foster and sustain cooperation and teamwork among educators by focusing on teaching strategies such as individual and small group instructions during weekly team meetings and staff development
- Foster and sustain cooperation and teamwork among educators by focusing on teaching strategies utilized in centers during weekly team meetings and staff development
- Foster the highest quality instruction by monitoring and reviewing educator's professional development experiences

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

- Implement specific activities to increase family involvement
 - Open House
 - Welcome to Kindergarten Night
 - Make-A-Book Night
 - Excellence in Reading Week
- Ensure efficient, effective and customer service oriented responses to community requests through communication logs
- Ensure efficient, effective and customer service responses through TPSD website
- Ensure efficient, effective and customer service responses through exit interviews as needed

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

- Registration
- School and classroom tours

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 members 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.

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.

- MCT - Level 5 – Met AYP
- Terra Nova – Composite Score
 - Grade 1 – Joyner – 69
 - Grade 2 – Joyner – 72
 - Grade 3 – Joyner - 75
- Joyner teacher, Caren Barber, completed & awaiting National Board Certification
- Faculty meetings and grade level meetings to discuss Depth of Knowledge
- Lesson plans to include activities matched to curriculum
- Base scores obtained from A.R., Orchard, On the Mark, EPSF
- Whole school focus on reading comprehension strategies
- Staff development for first year and new to TPSD employees
- Summer flex day training and implementation
- TST training on all Tiers of instruction

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.

- Reading Recovery, Intensified Time for individualized instruction
- Grade level team meetings
- AEE Drama and Art grants implemented
- Customer service – letters to all students from teachers
- Phone calls from all staff to all students
- New teacher mentor program and grade level support
- Provide resources for new teachers and new start-up classrooms
- Achievement goals set based on initial testing of subject matter
- High Hat language program utilized by counselor and Spanish teachers
- *Reading with Meaning* book talk during faculty meetings
- Reading coaches, Marilyn Wood and Sue Shepherd working with second/third grades
- Implementation of whole school focus on reading comprehension strategies

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

- PTA newsletters
- Newspaper coverage
- Message board outside school
- Phone interviews/surveys
- Exit interviews
- PTA meetings
- Quality team meetings
- Web site
- AEE Grants
- Big Brothers/Big Sisters, Junior Auxiliary, Clothes Closet
- Participation in Preschool Rally at Fair Park
- Participation in THS Homecoming Parade – Joyner Dragon float

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

- “Specials” teachers newsletter to parents
- PTA Newsletters
- Teacher weekly newsletters
- One Clear Voice
- Teacher of Distinction winner – Deanna Rutledge
- Accelerated Reader program
- WJOY announcement and special features
- Students’ presentation (WJOY) for preschool rally

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.
- Search and Rescue has been initiated to identify and assist low performing students.
- Intensified time teacher has begun working with third grade students in the upper and lower quartile.
- EPSF pre-test was administered for each kindergarten student and new first grade students.
- Orchard assessments were administered to identify students' learning needs.
- On the Mark assessments have been conducted.
- Grade Level Orientation was held for each grade level to familiarize parents with grade expectations, policies, and procedures.
- Book Fair Family Night was held for parents and students.
- Grandparents were invited to eat lunch with their grandchildren in honor of Grandparents Day. Pictures were taken and sent home as a keepsake for each grandparent.
- Teachers provided parents with weekly newsletters in addition to the Family School Coordinator providing monthly event newsletters.
- Teachers contacted parents within the first two weeks of school.
- Customer service phone surveys were conducted with five parents from various grade levels by the principal.
- Accelerated Reader committee met to discuss goals, incentives, and recognition procedures for the year.
- A full-time security person has been utilized throughout the school day.
- The School Crisis Manual was updated and discussed with the staff.
- Fire, tornado, and lock-down drills were practiced.

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.

- Mr. Meadows conducted a "Curriculum and Data Analysis Workshop" for teachers.
- TST training was provided for teachers by Jodie Parham.
- Cathy Tallant presented "Newspapers in Education" training for staff members.
- Second grade teachers met with Marilyn Wood for training on reading strategies beginning with prediction.
- Third grade teachers began training with Sue Shepard on reading strategies and DOK.
- Cindy Pike met with kindergarten and first grade teachers to discuss running records and reading instruction.
- Vision, Mission, and Goals are posted in each classroom.
- School improvement team met to suggest/implement instructional strategies.

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

- Third grade students began preparing for their musical on October 11.
- Book Fair Family Night, Hotdog Supper, and Fall Festival chorus performance was planned for families.
- Participated in the Preschool Rally for Public Schools and THS Homecoming Parade.

- Boy Scouts met in the cafeteria to recruit Lawhon students.
- On going monthly events and accomplishments were published in a newsletter by the Family School Coordinator.
- Teachers provided weekly newsletters.
- PTO board met to discuss plans for the school year. Monthly general PTO meetings began in August.
- THS boys' soccer team held a mini soccer camp for students in the gym.
- A cheerleader clinic was provided for students in the Lawhon gym by THS cheerleaders.

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

- Mrs. Sandra Monts was recognized as Assistant Teacher of Distinction.
- Accomplishments of the school were communicated through parent newsletters.
- Exit interviews were conducted with parents of all students who transferred out of our school/district.
- Invitations were sent to the *Daily Journal* for coverage of school activities.
- Orchard training was arranged by Janice Garrett for teachers from Greenville, Mississippi.

Lawndale 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.

- Student Registration- August 6, 2007 4:00-6:00
- Days of Peace reports, daily on the intercom
- Emergency drills, monthly Fire Drill August 15 at 9:45, Lock Down Drill -September 14, 2007 at 10:00

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.

- Weekly Staff meetings (Book Review on Fountas & Pinnell concluded on Aug 2)
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Staff Development relating to reading strategies (Aug 1&2)
- Staff retreat on August 1, 2007 (Whitten Center in Fulton)
- TST Training on September 5
- Test data workshop on September 13
- Take One Process- Teachers committed to complete one entry of the National Board Process (September 26)

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

- Weekly newsletters to parents
- Informative parent letters were sent home the first day of school
- Monthly PTO meetings
- Orientation night (August 20th for 4th graders, August 21st for 5th & 6th)
- Southern Heights Neighborhood Meeting (July 23, August 27, and September 24)
- Open House on September 18 from 5:00-7:00
- Praise Acres Field Trip on September 25

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

- Progress Reports (September 18)
- Fall Book Fair (September 17-21)

Milam 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.

- Weekly Accelerated Reader Reports
- Weekly Reading Counts Reports
- Days of Peace reports, weekly
- Proactive Counseling
- Emergency drills, monthly
- Grade level team meetings
- Administer common academic tests
- TST training
- Distribute 06-07 test results to parents
- Parent phone calls beginning of year
- Crisis management training
- Monthly disaster drills

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.

- Monthly Staff meetings
- Review mission, vision, values, goals in staff meetings
- Teacher Support Team meetings on student achievement
- Monthly grade level meetings
- Mentor new staff
- New teacher orientation
- Strategies that work workshop in July
- Open House
- Field trips to Praise Acres and Natchez Trace

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

- Facilities utilization
- Weekly newsletters to parents
- Monthly PTO meetings
- Update website
- Open House
- Parent phone calls beginning of year
- Teacher of Distinction ceremony

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

- Monthly PTO meetings
- Milam Profile 2007
- Level 5 celebration with staff
- Disseminate test results to parents
- Progress reports

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.

- AR Assessments and Orchard Assessments
- Early Prevention of School Failure Pre Testing
- On the Mark Assessments
- Monthly Panda Pride and Birthday Celebrations
- Punch with the Principal and Cookies with the Counselor
- Communication with all parents
- Parent Conferences
- Communicate instructions and perform fire, tornado, and lock down drills
- Grade Level Parent Meetings
- THS Cheerleading Camp for K-3 Students
- THS Soccer Camp for K-3 Students
- THS Game Day for Parkway
- Back to School Night

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
- New Teacher Orientation Reception
- Depth of Knowledge Training
- Back to School Meetings
- Guided Reading Training
- Teacher of Distinction
- Reading Comprehension Training
- Teacher Support Team and Intervention Training

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

- Weekly Newsletters Highlighting Events
- Approximately 250 Grandparents invited for Celebration
- Open House- Drive for the Kids with Chrysler Corporation
- CDF/Toyota Representatives Visit to Parkway
- Let's Pretend Hospital – NMMC
- Parkway Website
- NMMC Backpacks and Thank you Letters

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

- Parkway students have been recognized numerous times in Neighbors Section of Daily Journal
- Citizens for Public Schools Preschool Rally

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.

- Each grade level conducted Parent Orientation nights to share information specific to that grade and teacher's class.
- Kindergarten teachers began beginning of year parent/teacher conferences to discuss the results of the EPSF pre test.
- Hosted the first general PTO meeting to introduce PTO officers, PSE staff and the choir for the 2007-08 school year.
- Began implementation of the Fresh Fruits and Vegetables grant. A tasting party was held at the end of the first PTO meeting for parents, students, and staff.
- Each teacher contacted parents by phone during the first two weeks of school.
- A phone survey was conducted by the principal with parents of five new students.
- Toured new parents/students throughout the building.
- Exit interviews conducted by the counselor with parents of students leaving the school/district.
- Report of students exiting the school/district was compiled for the superintendent.
- Administered EPSF pre test for K and first grade students.
- Celebrated Grandparents' Day - Grandparents ate lunch with their grandchildren and created a book mark with their grandchild to keep as a momentum of the day.
- Book fair was conducted for students and parents – Oct. 8-12.
- Safety drills: earthquake, fire, lockdown, tornado, and bus evacuation practiced.

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 received two principal days' training. Topics were: Test Data Analysis/ Review of School and District Strategic Plan/School Goals and Differentiating Instruction.
- Mr. Meadows conducted training for the staff on Test Data and Curriculum Revision.
- Teachers participated in Orchard training and curriculum revision.
- Staff development was conducted by Cathy Tallant on Newspapers in Education.
- The TST met with Jodie Parham to receive training on the 3 Tier process.
- Second grade teachers began training with Marilyn Woods on reading strategies – prediction.
- Third grade teachers began training with Sue Shepherd on reading strategies – prediction.
- Principal modeled teaching the prediction strategy to kindergarten and first grade teachers in their classrooms with their students.
- The staff received training conducted by peers in *Touch Math* and other teaching strategies, and resources

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

- Participated in the Preschool rally for Public Schools.
- PTO Board met to plan for the 2007-08 school year.
- PTO Newsletter
- School Weekly newsletters

- Boy Scouts held a recruiting night at Pierce Street in the cafeteria/auditorium.
- Pierce Street hosted a soccer mini camp for students in the activities building. The THS boys' soccer team conducted the training.
- A cheerleader camp was conducted for students in the Pierce Street activities building by the THS cheerleaders.
- Pierce Street's Fresh Fruits and Vegetables Grant was featured in the *Daily Journal*.
- Mrs. Jenny Wright's kindergarten class was featured in the *Daily Journal*. The article reported on the first day of school in a kindergarten class.

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

- Mrs. Lee Ann Grace received the Office Max Outstanding Teacher of the Year award. Office Max presented Mrs. Grace with many new school supplies and new equipment for her classroom.
- Mrs. Leslie VanBuskirk was the recipient of the Teacher of Distinction award.

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.

- Survey parents for school improvement ideas and placement needs of students for upcoming year, update –a PTO team is improving the curb appeal of the campus}
- Review our TST process and better document response to interventions, update,- this is a struggle for us, Jodie Parham is working with our TST chairperson}
- Continue to monitor student progress (text levels, sight words, fluency, comprehension,) update,- reviewing new reports in the TPSD student assessment data base.
- Continue to support teachers in the implementation of the O.G. multisensory techniques, update,- second grade teachers are creating mini lessons to address skills students are deficient in.
- Request additional computers from PTO to support the Orchard program (update, - PTO allocated 3,000.00 to this project.
- Continue safety emphasis and facility inspection by principal update, - alarm system and pull stations have been activated.
- Evaluate special's programs, special education, challenge class for quality update,- sped program has improved due to a change in sped personnel

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 ongoing review of goals and operating principles with staff
- Continue providing the PTO members with monthly strategic plan update from the principal
- Continue to recruit and recommend highly qualified teachers to replace those moving out of the TPSD district or transferring within
- Develop a better in-house mentoring program for new staff and first year teachers
- Continue working toward recruiting minority teachers and placing a minority in each grade level update, - all grades have a minority except kindergarten, a minority sped teacher and reading recovery teacher is on staff.
- Emphasis the importance of teaching the whole child by utilizing the Understanding by Design curriculum model update, - continue review of units and team planning
- Encourage project based learning as opposed to work sheets and over emphasis on test prep. Update, - educate staff on the DOK information and review Understanding by design curriculum model

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

- Continue to update web site, update - newly formed communication team is doing an excellent job updating our page
- Request training for staff on reddit update, - two staff members were trained in September to help update the page
- Work with Citizen for TPSD, as well as other civic groups to promote TPSD, update, - rally was a success
- Continue to send home newsletters and share information at monthly Koalaty Kid Celebrations

- Establish local committees for: communications, public relations, and newspaper Update, - this task has been accomplished and teams are meeting and working

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

- Continue to research interventions to offer lower performing students to help them reach proficiency on the MCT, update, - staff is becoming more competent in creating interventions
- Create a literacy manual for Rankin Staff to utilize along with the pacing guide, update, - such work is needed to produce the manual - on going
- Continue to keep professional development as a top priority at Rankin, update - $\frac{3}{4}$ of Rankin's third grade teachers have been trained by the district on DOK
- Address through the career appraisal's critical assistants plans the need for improvement or non renewal of any staff member who refuse to embrace the operating principles: (team work, respectfulness, focused on quality, etc.) update, - principal is receiving support at the district level to remediate employees
- Evaluate CLUB TIME activities and BACKPACC activities. Update, - CLUBS is phenomenal
- Celebrate the teachers who achieve national board certification, Teachers of Distinction, Innovation in the Classroom Recognition, and L.D. Hancock recognition.

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

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

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

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

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.

- Replaced FMP with Freshman FIRST – a 10-year educational and career plan.
- Redesigned TA (Teacher Advisory) to better explore, understand, and strengthen student engagement. The length of time in TA now varies from 20 to 40 minutes. Students will be administered the Holland personality/career inventory on October 11; a learning style inventory will follow.
- Disseminated the data from the HSSSE (High School Survey of Student Engagement) to faculty and staff. Data will be used to improve the THS teaching and learning environment.
- Introduced Highly Effective Questioning (HEQ) to faculty as a professional development activity. HEQ trains teachers on how to use intensive oral questioning in the classroom as a core way of teaching.
- Designed a professional development activity for English II teachers on the revised 2006 Language Arts Framework.
- Expanded the district's GED program with the creation of a GED program at THS.

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.

- The TA Planning Team was organized to develop and design TA activities for the 2007-08 school year and to foster collaboration across the grade levels.
- THS AP teachers completed the AP Course Audit process prior to the 07-08 school year. All courses were authorized upon first review. (Each AP teacher was required to submit an electronic copy of his/her syllabus outlining the course of study to be followed for the 2007-08 academic year).
- Teachers new to THS attended a one-day professional development activity which focused on procedures, practices, and policies.
- Quarterly visits by the members of the THS New Teacher Mentor Team will be scheduled to the classrooms of teachers new to THS to offer continued support and guidance.

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

- A partnership with AEE was secured to strengthen and enhance the Senior Project at THS. AEE sub-committees have been formed to recruit and train more than 100 community members to become project mentors and evaluators.
- A "tailgate party" was held for all ninth grade students and their families prior to the first 9th grade home football game.
- Community businesses will participate and support Tupelo High School's GED program by providing part-time employment to students enrolled in the program.
- Following the first-quarter progress reports, individual contacts were made by teachers to the parents of students who did not make satisfactory progress. Individual conferences were scheduled with parents on September 24.

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

- Strategic Plan goals, sub-goals, and objectives are posted daily on Wave Link, the daily THS announcement sheet with a subscriber list of more than 500 parents.

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.

- Tupelo Middle School is a Level Four, however, scores improved on all subtests of the MCT and the Terra Nova.
- Ninety-nine percent of students eligible for testing to measure AYP were tested.
- All special needs students were tested on grade level on the MCT with the exception of those who qualified for alternate assessment.
- TMS had a 100% passing rate on the Algebra I Subject Area Test.
- TMS seventh and eighth grade students scored at or above the 60th percentile on the Terra Nova. Seventh grade Language Arts students scored at the 71st percentile. The percentile composite score was 67 for 7th graders and 64 for eighth graders on the norm referenced test.
- Fifty Percent of TMS seventh grade students scored Advanced in Math on the MCT.

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.

- Four TMS Teachers attended Information Communication Technology Training during the summer of 2007.
- TMS teachers attended training on A Framework For Understanding Poverty at TMS during the summer of 2007.
- Talina Knight conducted training for teachers on how to use Pre-AP strategies in the classroom.
- Staff Development was held for teachers on the Mission Statement and Goals of the school and school district.
- Counselors and Administrators attended SAMS 6I training in Jackson
- TMS teachers and Mrs. Clifton attended Understanding By Design training during the summer of 2007.
- TMS Language Arts Teachers have attended training on the new framework and made revisions to their curriculum. They will attend an additional training on September 11th.
- Math Teachers attending training on the new math framework and have made revisions in their curriculum and methods of testing.
- Mrs. Clifton and TMS teachers presented at the Mississippi Rising Conference in Biloxi.

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

- TMS Tidal Wave goes to all parents who provide their e-mail address.
- Letters were mailed to all parents prior to the opening of school.
- TMS teachers held a meeting for Pre AP students.
- Mrs. Clifton meets with PTT parents.
- TMS is partnering with Junior Achievement again this year.
- TMS received a pilot program grant from MDE (one of 15) for the new ICT curriculum.
- TMS served as a mentor school for Aberdeen Middle School.
- TMS teachers and administrators called the parents of all students the first two weeks of school.
- Post Cards were sent to all students.

- The Drama Department has invited feeder schools to their production of “The King and I” in October.
- Family Night will be held in September.
- Parent Teacher Team is active.

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

- Mrs. Clifton and TMS teachers presented at the Mississippi Rising Conference.
- Mrs. Clifton received the Junior Achievement Principal Of The Year Award.
- Outstanding students are recognized annually by the Rotary Club.
- TMS served as a model for the new ICT curriculum.
- TMS students participated in the National Science Bowl in Denver.
- TMS Bridge Builders were recognized by Dr. Bounds and the State Board.
- All honors and Awards are recognized on the public address system.
- Articles are published in the school newspaper – all students receive a copy.
- TMS recognizes a student of the month.
- Teachers of Excellence are recognized each month.