



# **West Point School Consolidated District**

## **Strategic Plan**

*Revised*

*July 2023*

# West Point Consolidated School District

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of Instruction and Federal Programs

Dr. Kendall Pickens, Assistant Superintendent of Operations

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Ms. Susan Cothren, Business Manager

Mr. Paul Lockett, Technology Director

Mr. Ricky Melton, Maintenance Director

## Administrators

Mrs. Jacqueline Gray, East Side Elementary

Mr. Jon Oswalt, Church Hill Elementary

Ms. Ternice Brownlee, Church Hill/South Side

Mrs. Casey Glusenkamp, South Side Elementary

Mrs. Talisha Randle, Fifth Street School

Mrs. Tiara Brown, Fifth Street School

Ms. Roulette Hosey, Fifth Street School

Dr. Temeka Shannon, West Point High School-South

Mrs. Felicia Shumaker, West Point High School – South

Mr. Jacob Gentry, West Point High School-South

Mr. Brad Cox, West Point High School-North

Dr. Shameeka Deanes, West Point High School-North

Mr. Patrick Ray, Career and Technology Center

Mr. Richard Bryant, West Point Learning Center

Mrs. Lucy McKellar, West Clay Elementary

## **MISSION STATEMENT**

The mission of the West Point Consolidated School District is to provide an educational system characterized by innovation, individualized instruction, and shared responsibility in a safe and supportive environment.

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## **VISION STATEMENT**

All students will be successful.

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## **BELIEFS and VALUES**

We will not compromise the quality of our educational purpose. We will not tolerate anything that diminishes the dignity of any person. We will engage in no program, course or activity that does not directly contribute to the elementary and secondary instructional program.

# GOALS AND OBJECTIVES

- GOAL 1: PROVIDE AND MAINTAIN SAFE AND ORDERLY SCHOOLS
- GOAL 2: IMPROVE STUDENT ACHIEVEMENT
- GOAL 3: INCREASE PARENTAL AND COMMUNITY INVOLVEMENT
- GOAL 4: PROMOTE THE USE OF TECHNOLOGY BY TEACHERS AND STUDENTS

## GOAL 1: PROVIDE AND MAINTAIN SAFE AND ORDERLY SCHOOLS

### Objective 1.1: Establish guidelines and rules to provide a safe and orderly environment.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
1.1.1	Develop and publish student handbooks and faculty handbooks for the entire school district.	Annually	School Administrators
1.1.2	Conduct monthly and quarterly safety meetings with Safety Committee and faculty members in each building.	Monthly	School Administrators or Designee
1.1.3	Conduct safety drills in accordance with Mississippi School Safety Manual Guidelines.	As Required	School Administrators
1.1.4	Develop security plans for extracurricular events.	Annually	School Administrators

### Objective 1.2: Maintain an up-to-date Crisis Intervention Response Plan.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
1.2.1	Review and revise Crisis Intervention Response Plan and share with all faculty members during staff meetings, professional development, etc.	Annually	Assistant Superintendent School Administrators
1.2.2	District employees will participate in CRASE training.	Annually	Assistant Superintendent School Administrators
1.2.3	Distribute Crisis Intervention Response Plan to local law enforcement, social service, and emergency agencies.	Annually	Assistant Superintendent of Operation

### Objective 1.3: Utilize resource officers and other school safety resources to promote a strong sense of security.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
1.3.1	Monitor all school sites through the use of security cameras within the district.	Daily	District Administrators School Administrators

1.3.2	All building level access is limited and monitored by the use of cameras, buzzers, key fobs and controlled access through the main office.	Ongoing	Assistant Superintendent Maintenance School Administrators
1.3.3	SROs and SSOs will complete monthly safety walks.	Monthly	SROs and SSOs School Administrators

**Objective 1.4: Focus on teaching and reinforcing positive behaviors.**

	ACTION STEPS	TIME-LINE	PERSON(S) RESPONSIBLE
1.4.1	Establish and utilize Positive Behavioral Interventions and Supports (PBIS) at each building level.	Ongoing	School Administrators and Staff

## GOAL 2: IMPROVE STUDENT ACHIEVEMENT

### Objective 2.1: Increase graduation rate.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
2.1.1	Utilize a student academic tracking list beginning in the ninth grade. <ul style="list-style-type: none"> <li>• Track ACT and MAAP Scores as well as grades</li> <li>• Use data to determine need for foundational classes, credit recovery and ongoing interventions and to drive instruction.</li> </ul>	Ongoing	District Administrators, High School Administrators, High School Counselors, Teachers and Interventionist
2.1.2	Host parent meetings at each grade level.	Quarterly	School Administrators, Counselors, Teachers
2.1.3	Host community graduation rally. <ul style="list-style-type: none"> <li>• Include previous graduates and non-graduates.</li> <li>• Solicit support from community/churches/civic groups.</li> </ul>	Annually	District and School Administrators, Counselors, Teachers, Students, and Community Members
2.1.4	Revive and implement student advisory program (FS and WPHS) to guide students along the path to graduation.	Monthly	FS/HS Administrators, Counselors, and Teachers
2.1.5	Secure and provide mentors for all seniors.	Annually	Community Relations Liaison School Administrators and Counselors
2.1.6	Monitor student discipline and attendance.	Ongoing	School Administrators, Counselors, Interventionist and Teachers
2.1.7	Review, revise, promote, and implement the Destination: Graduation campaign for all grades and throughout community.	Ongoing	District and School Administrators, Counselors, Teachers, Community Members
2.1.8	Require all juniors to take College and Career Course.	Ongoing	School Administrators, Counselors and Teachers

**Objective 2.2: Increase the percentage of students scoring proficient and advanced in order to meet Annual Measurable Objectives.**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
2.2.2	Analyze common assessment benchmark data to drive instruction.	Quarterly Ongoing	District and School Administrators, Counselors, Teachers
2.2.3	Conduct formative and summative assessments.	Weekly Ongoing	School Administrators, Teachers
2.2.4	Implement continuous quality professional development for training administrators and teachers.	Ongoing	District and School Administrators
2.2.5	Establish Professional Learning Communities, data room and data wall at each school.	Ongoing	School Administrators
2.2.6	Implement District wide lesson plans and a corresponding instructional model that are aligned to College and Career Readiness Standards.	Ongoing	District and School Administrators
2.2.7	Implement vertical teaming for cross-grade collaboration on curriculum mapping, effective instructional strategies, resource management, and assessments.	Monthly Quarterly	District and School Administrators, Teachers
2.2.8	Implement effective Response to Intervention and Teacher Support Teams at each school.	Ongoing	District and School Administrators, Counselors, Teachers
2.2.9	Devise an incentive program for staff and students for rewarding growth.	Ongoing	District and School Administrators

**Objective 2.3: Meet growth standards as measured by the state and federal Accountability Model.**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
2.3.1	Analyze common assessment benchmark data to drive instruction.	Quarterly Ongoing	District and School Administrators, Counselors, Teachers
2.3.2	Conduct formative and summative assessments.	Weekly Ongoing	School Administrators, Teachers
2.3.3	Implement continuous quality professional development for training administrators and teachers.	Ongoing	District and School Administrators
2.3.4	Establish Professional Learning Communities, data room and data wall at each school.	Ongoing	School Administrators
2.3.5	Implement District wide lesson plans and a corresponding instructional model that are aligned to College and Career Readiness Standards.	Ongoing	District and School Administrators
2.3.6	Implement vertical teaming for cross-grade collaboration on curriculum mapping, effective instructional strategies, resource management, and assessments.	Monthly Quarterly	District and School Administrators and Teachers
2.3.7	Implement effective Response to Intervention and Teacher Support Teams at each school.	Ongoing	District and School Administrators, Counselors, Teachers
2.3.8	Devise an incentive program to reward staff and students for achieving growth on state level assessments.	Ongoing	District and School Administrators

**Objective 2.4: Provide opportunities for high quality professional development for teachers and support staff.**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
2.4.1	Establish and submit for school board approval a District-wide Professional Development Calendar and Professional Learning Plans for the school district and each school based on <i>Learning Forward Standards</i> , Comprehensive Needs Assessment data, analysis of test data, and personnel evaluations.	Annually	District and School Administrators
2.4.2	Provide in-district and out-of-district professional development for all teachers; peer training by teachers who have received out-of-district training in faculty/department meetings or Professional Learning Communities.	Ongoing	District and School Administrators, Teachers
2.4.3	Conduct annual Comprehensive Needs Assessment through Office of Federal Programs, analyze Benchmark and Statewide test data, and complete personnel evaluations with Mississippi Educator Professional Growth System.	Annually Ongoing	District and School Administrators

**Objective 2.5: Decrease dropout rate**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
2.5.1	Assign every student to a counselor to determine their graduation pathway.	Ongoing	School Administrators
2.5.2	Review, revise, promote, and implement the Destination: Graduation campaign for all grades and throughout community.	Ongoing	District and School Administrators, Counselors, Teachers, Community Members
2.5.3	Establish partnerships with area universities and colleges.	Ongoing	District and School Administrators
2.5.4	Revive and implement student advisory program (FS and WPHS) for guiding students along the path to graduation.	Quarterly	School Administrators, Counselors, Teachers
2.5.6	Secure and provide mentors for all seniors.	Annually	District Community Relations Liaison, School Administrators and Counselors
2.5.7	Review, revise and publish Dropout Prevention Restructuring Plan to include ways to reduce retention rates in early grades, and review safety nets that are in place for prevention of dropouts and increased graduation.	Annually	District and School Administrators
2.5.8	Publish trends for review by all stakeholders.	Annually	District Administrators

### **GOAL 3: INCREASE PARENTAL AND COMMUNITY INVOLVEMENT**

**Objective 3.1: Increase parental level of knowledge and engagement concerning student achievement and school accountability.**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
3.1.1	Conduct parent meetings and conferences.	Ongoing	School and District Personnel
3.1.2	Utilize website and digital software communication tools most efficiently.	Ongoing	School and District Personnel
3.1.3	Conduct community meetings outside of the district and within the community.	Ongoing	School and District Personnel

**Objective 3.2: Increase parental participation in school related activities**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
3.2.1	Implement parent recognition programs.	Ongoing	District Community Relations Liaison, School Administrators, School Personnel
3.2.2	Provide opportunities for parents to give input and feedback.	Ongoing	District and School Administrators
3.2.3	Educate parents on digital resources.	Ongoing	District and School Administrators

**Objective 3.3: Utilize various resources to communicate with parents and community members.**

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
3.3.1	Utilize district webpage, digital software communication tools, area newspapers, TV, radio, teacher, and school newsletters.	Ongoing	District and School Administrators

**Objective 3.4: Increase community partnerships in school related activities and utilize community resources.**

	ACTION STEPS	TIME-LINE	PERSON(S) RESPONSIBLE
3.4.1	Establish new community partnerships and maintain existing community partnerships.	Ongoing	District and School Administrators

## GOAL 4: PROMOTE THE USE OF TECHNOLOGY BY TEACHERS AND STUDENTS

### Objective 4.1: Increase the integration of technology in the classrooms.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
4.1.1	Provide ongoing Professional Development and support for the use of technology resources.	Ongoing	Federal Programs Director
4.1.2	Continue to provide and maintain adequate equipment and software needed to implement state mandated assessment program.	Ongoing	Curriculum & Testing Director Technology Director
4.1.3	Provide needed in-house technical personnel/support.	Ongoing	Superintendent Assistant Superintendent
4.1.4	Conduct needs assessment that addresses use of technology.	Annually	Technology Director Federal Programs Director
4.1.5	Provide in-district training on integrating technology within the classroom.	Ongoing	Federal Programs Director District and School Administrators
4.1.6	Provide technology to enhance daily classroom instruction.	Ongoing	Technology Director and Technology Instructional Coaches

### Objective 4.2: Increase student mastery/application of technology in real world situations.

ACTION STEPS		TIME-LINE	PERSON(S) RESPONSIBLE
4.2.1	Provide ongoing Professional Development and support for the use of technology and digital resources.	Ongoing	Federal Programs Director
4.2.2	Introduce and teach basic computer skills district wide.	Ongoing	Principal Computer Lab Teacher
4.2.3	Explore the adoption of STEAM Career Labs district wide.	Ongoing	Principal Superintendent Federal Programs Director

