

CARROLL COUNTY
SCHOOL DISTRICT

**A FIVE- YEAR
STRATEGIC PLAN**

2026- 2030

www.ccsd.ms

VISION

All students will leave our schools prepared to be successful at the next level.

MISSION

The Carroll County School Board of Education, administrators, teachers, support staff, students, parents, and community of the Carroll County School District are devoted to academic excellence and the cultivation of individual strengths and talents in a supportive environment where individual differences and respect for the rights of others guide school and community behavior.

SCHOOL BOARD

President-Stella Bell

Vice President-James DeLoach

Secretary-Teresa Vanlandingham

Member-Meridith Cobbins

Member-Thomas Hunt



Executive Summary

Carroll County School District (CCSD) serves as the heart of a historic and close-knit rural community in Carroll County, MS. We are committed to providing each student, regardless of background, zip code, or circumstance, with a safe, supportive, and academically rich environment that prepares them for success in college, career, and life. This five-year Strategic Plan outlines our priorities and our path forward. Developed with input from educators, families, students, and community leaders, this plan reflects our shared belief that every child can learn, every voice matters, and every school should be a place where opportunity thrives.

Our district is small enough to know each student personally and strong enough to deliver world-class instruction grounded in high expectations, innovation, and community partnerships. Through this plan, CCSD commits to strengthening academic outcomes, cultivating safe and nurturing schools, supporting educators, engaging families, and advancing operational excellence.

This strategic plan is both a roadmap and a promise, to lead boldly, work collaboratively, and place students at the center of every decision we make.

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Carroll County School District

Core Beliefs of Carroll County School District:

- All students can learn and deserve access to high-quality instruction every day.
- Safe, nurturing, and structured learning environments are essential for academic and personal growth.
- Strong schools are built on strong relationships, among students, educators, families, and community partners.
- Effective teaching is the single most important factor in student success.

Core Values of Carroll County School District:

- **Integrity**-We act with honesty and accountability.
- **Respect**-We honor the dignity and diversity of every student and staff member.
- **Excellence**-We strive for high performance and continuous improvement.
- **Collaboration**-We work together to achieve shared goals.
- **Innovation**-We embrace new ideas that support student learning.
- **Service**-We are committed to serving our students, families, and community with purpose and pride.
- **Accountability**-We hold ourselves and each other accountable for strict success and ethical conduct.
- **Safety and wellbeing**-We are committed to fostering a secure, welcoming, and protected environment-physically, emotionally, and digitally- where every individual feels safe to learn, explore, and be themselves.

Carroll County School District

About Us

Carroll County School District serves the communities of North Carrollton, Vaiden, Carrollton, and surrounding areas. As a rural district with deep roots and strong traditions, we are proud of our hardworking families, dedicated staff, and resilient students. Our district encompasses diverse learners with unique gifts, talents, and aspirations.

We believe our small size is a strength, it allows us to build meaningful relationships, personalize instruction, and ensure no child is overlooked. We embrace innovation, value community partnerships, and work tirelessly to create opportunities that help students rise to their greatest potential.

Overview

The Carroll County School District will use this plan as its guide and focus for engaging in planning to review the educational status of each school in the district and to address specific actions relative to accreditation and performance for each school.

The Carroll County School District Strategic Planning Committee will meet bi-annually to discuss and analyze data as outlined in the Strategic Plan. Timelines and yearly measurable increases will be reviewed and revised as necessary to ensure the five year goals are met.

The Carroll County School District Strategic Plan will be actively in place from January 2026 to December 2030. It will be monitored and revised as needed during this time frame.

Monitoring and Updating

The Carroll County School District has established that the Carroll County School District's Superintendent is responsible for monitoring the development and implementation of the district's strategic plan. The Superintendent will report to the planning committee on the progress that is made toward the completion of the strategic plan yearly through scheduled meetings.

As part of the monitoring and updating process, the Carroll County School District Superintendent will address the following questions:

- Is the strategic plan on target?

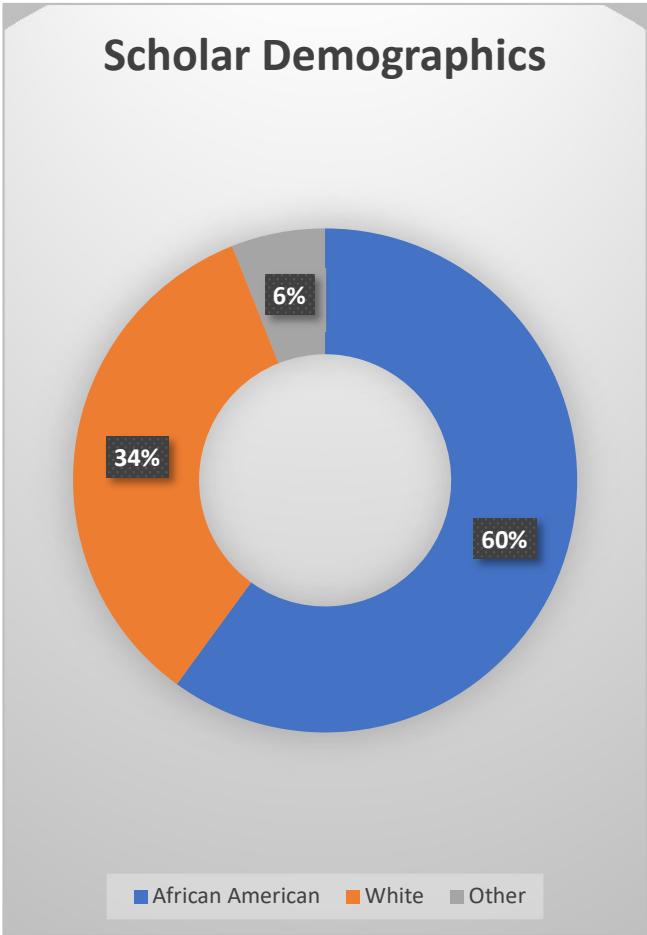
- What has or has not been accomplished?
- Are the assumptions of the internal and external environments still valid?
- What are the current issues facing the school district, and after discussing these issues, are there any changes or new priorities that have to be added to the strategic plan?

The Carroll County School District Strategic Planning Committee will meet with the Superintendent as needed to discuss the above questions, and agree on overall priorities. Changes and updates will be approved by the Carroll County School District's school board.

Detailed monitoring reports given before the meeting to the Board for review. An annual Board self-assessment of our practices and effectiveness in monitoring the plan, reinforcing accountability and promoting a culture of continuous improvement. A proposed strategic plan monthly monitoring calendar to keep on track with where we are and where we need to be.



AT-A-GLANCE



\$11,105,990
ANNUAL BUDGET
(INCLUDES LOCAL, STATE, AND FEDERAL FUNDS)

Specialized Programs
Grade Results

SCHOLARS

704 PreK12 Enrollment	390 Elementary Enrollment
152 Special Education 13 Limited English	314 High School Enrollment

STAFF

119 Full-time	7 Administrators
2 Certified Librarians	72 Certified Teachers

SCHOOLS

1 Elementary School	1 High School (grades 7-12)
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STRATEGIC GOALS

GOAL 1:

Safe, Healthy, and Orderly



GOAL 2:

Student Achievement



GOAL 3:

Effective Teaching and Learning Environment



GOAL 4:

Community and Family Engagement



GOAL 5:

District Resources



Carroll County School District

Strategic Plan

Goal I: Ensure a safe, healthy, and orderly learning environment that is conducive to learning for all.

Key Initiatives	Implementation Years				
	25-26	26-27	27-28	28-29	29-30
1.A: Develop and implement a Strengths, Weaknesses, Opportunities and Threats (S.W.O.T.) analysis for each school.	P	P	I	R	R
1.B: Implement Positive Behavior Interventions and Supports (PBIS)	P	P	I	R	R
1.C: Involve all counselors/therapists in our counseling program.	P	P	I	R	R

Legend: Planning Implementation Refinement

The following objectives will be completed:

Form a crisis management team. Conduct SWOT analysis at the beginning and ending of school. Review and use analysis to update the crisis management plan. Review crisis management plan with districtwide staff prior to the beginning of the school year and continuously with new hires. Maintain documentation for all training and drills. Create a written S.W.O.T. summary for each school and share key findings with stakeholders. Use S.W.O.T. results to develop school-level action plans aligned to district priorities. Marshall Elementary School will create a PBIS committee. The PBIS committee will attend training through REACH MS. Training certificates will be kept on file in the curriculum office. School staff will be trained by the PBIS team. Monthly PBIS team meetings to monitor progress of data. District administration and the school board will review data and update policies annually as needed. Train administrators, teacher, and support staff on PBIS expectations and tiered supports. Establish school-wide behavior expectations and create visible signage throughout campuses. Develop positive reinforcement systems (e.g. incentives, recognitions, and training programs). Continue JZ George’s Behavior and Academic Reward System. Community resources such as

Life Help will be contacted to work with the counselor in the district. Parents will be given information pertaining to community resources such as Life Help that may be valuable to their child's life. The schools will check in with the community resources to check the participation of the students and parents.



Goal II: Focus on student achievement.

Key Initiatives	Implementation Years				
	25-26	26-27	27-28	28-29	29-30
2.A: Improve graduation rate and decrease dropout rate.	P	P	I	R	R
2.B: Increase the percentage of students scoring proficient and advanced on state assessments.	P	P	I	R	R
2.C: All students will show growth in all assessed areas.	P	P	I	R	R

Legend: Planning Implementation Refinement

The following objectives will be completed:

Update the dropout prevention plan annually. Implement MTSS with fidelity at both schools. Review PreK-3rd grade universal screener results to target at-risk students. Review monthly attendance, discipline, and course data in accordance with the Early Warning System. Implement high quality early childhood programs. Increase all classes to help students score at or above state average. Incentives Identify at-risk students using early warning indicators (attendance, grades, discipline). Implement credit recovery, tutoring, and mentoring programs. Strengthen transition supports between middle and high school. Expand career and technical education pathways and dual-credit opportunities. Conduct quarterly parent conferences for struggling students. Assign coaches for graduation, CTE and special populations to monitor student progress. Partner with community agencies to address barriers such as transportation, mental health, or basic needs. Develop and implement a grades 7-12 post-secondary advising framework to help students identify interests and discover potential careers. Increase access to college exposure, trade, and work-based learning opportunities. Use Grade results and other programs as needed. Develop 7-12 Postsecondary advisory network. Increase exposure to colleges. Extend CTE classes. Increase dual enrollment. Identify and implement best practices. Infuse literacy across all content areas. Provide PD on and observe implementation of Mississippi College and Career Readiness

Standards. Administrators will monitor and ensure success. Implement data-driven instruction cycles (assess, analyze, adjust). Provide high-quality professional development on state standards and best instructional practices. Administer all universal screeners and benchmarks with fidelity. Review of data during PLCs. IRP/MTSS integrity checks will be conducted every two weeks. Administrators will monitor and ensure success. Utilize individualized learning plans for students needing academic support (MTSS, IEP, IRP, EL). Track student progress through growth-monitoring assessments. Differentiate instruction based on student readiness and skill level. Provide enrichment opportunities for advanced learners. Utilize and sustain resources.



Goal III: Providing an effective teaching and learning environment.

Key Initiatives	Implementation Years				
	25-26	26-27	27-28	28-29	29-30
3.A: Recruit, develop, and retain a workforce that is committed to the district’s mission and vision.	P	P	I	R	R
3.B: Improve the culture and climate of each school as determined by the culture/climate survey.	P	P	I	R	R
3.C: Increase staff and student attendance.	P	P	I	R	R

Legend: Planning Implementation Refinement

The following objectives will be completed:

Strong teacher mentor program. PD and partnership with universities and recruitment. Advertise job openings better. (MDE, FaceBook, Website). Partnership with local colleges. Provide the teachers with proper training/professional development according to their needs. Strengthen recruitment efforts through partnerships with universities and teacher preparation programs. Implement a district new-teacher induction and mentoring program. Create recognition and retention initiatives to celebrate educator excellence. Create a district wide communications goal and objectives with clear metrics to show engagement and success. Bulletin boards at the front doors of schools to advertise. Attend recruiting fairs. Create a culture/climate survey. Conduct the culture/climate survey and analyze the data. Recognize student and staff/teacher of the month. Conduct annual culture and climate surveys for staff, students, and families. Develop improvement plans based on Comprehensive Needs Assessment. Implement wellness and morale boosting initiatives for staff and students. Offer incentives for perfect attendance, growth, and good behavior. Incorporate team building activities to create a family environment at staff professional development. Offer more tokens of appreciation for staff and students. Monitor attendance weekly and follow up promptly with families of chronically absent students. Create attendance incentives for students and staff. Identify and remove barriers to attendance through community partnerships

and support services. Complete universal screeners with incentives. Celebrate grades increasing in each class or subject not just honor roll. Continue AR Reading, Perfect attendance awards and rewards for growth in attendance.



Goal IV: Increase community and family engagement.

Key Initiatives	Implementation Years				
	25-26	26-27	27-28	28-29	29-30
4.A: Create effective parental and family engagement workshops and monthly engagements/events.	P	P	I	R	R
4.B: Engage community leaders.	P	P	I	R	R
4.C: Incorporate multiple ways for parents and families to be involved in school functions.	P	P	I	R	R

Legend: Planning Implementation Refinement

The following objectives will be completed:

Post online copy of monthly calendar of events. Host an educational family night. Set up quarterly reading program for community and parent volunteers. Offer a class to parents and students on financial aid and scholarships. Develop a yearly calendar of family workshops based on parent feedback. Offer in-person and virtual sessions to increase accessibility. Partner with local agencies to provide resources on literacy, college readiness, health, and financial stability. Post regular updates to website with links to resources and meetings. Host more literacy nights. Conduct award ceremonies each nine weeks. Invite community helpers/leaders and businesses to sponsor classrooms. Offer school projects where family and community work together. Add a column in the paper to update about school events. Form a community Advisory Council representing local government, business, churches, and nonprofits. Establish ongoing partnerships supporting mentorships, internships, and school events. Sign parents up to volunteer to help with the strategic plan being carried out. Change climate at schools so families feel welcome. Advertise positive events and activities. Post suggestion boxes in offices for parents, students, community and staff. Create volunteer opportunities aligned to school needs (classroom helpers, event support, reading buddies). Use multiple communication platforms (SchoolStatus, district website, social media, community outlets) to keep families informed. Host family-oriented events such as literacy nights, STEM showcases, and student exhibitions. Include digital form as an option to capture suggestions such as a Google Form or a JotForm. Encourage more staff involvement at PTO meetings. Send more paperwork home to parents (dates and times for tests and

events). Use ActiveParent to give parents news. Incorporate more virtual meetings for in person meetings. Utilize individual school websites with regular updates and resources with more interaction. Use infographics on website showing our improvements and successes. Celebrate big and small wins on website and in newspapers, honor roll, growth, etc. Incorporate newspaper involvement such as Letters to Santa.



Goal V: Manage the district’s resources in a financially responsible manner.

Key Initiatives	Implementation Years				
	25-26	26-27	27-28	28-29	29-30
5.A: Monthly checks and balances with documentation with each funding source.	P	P	I	R	R
5.B: Use facilities and transportation data to improve district resources.	P	P	I	R	R
5.C: Improve technology across the district.	P	P	I	R	R

Legend: Planning Implementation Refinement

The following objectives will be completed:

Conduct Spring budget meetings prior to budget approval for the next fiscal year. Transparency with single audit findings. Conduct monthly budget reviews across all federal, state, and local funding streams. Maintain detailed documentation for all expenditures to ensure full compliance. Develop procedures and conduct a facility audit yearly. Focus on maintenance and safety. Review findings and create an action plan to improve the facilities department. Prioritize upgrades and safety. Analyze maintenance, safety, the number of people and date to prioritize upgrades. Create a facilities improvement plan based on needs and available resources. Develop a district wide technology team. Develop district and school technology plans. Audit all technology in the district periodically. Update fixed asset reports in accordance with district policy. Upgrade outdated devices and classroom technology across the campuses. Conduct annual technology needs assessments for staff and students. Provide professional development on digital literacy and instructional technology. Ensure technology resources support remote learning and digital accessibility incase needed in the district.



5-YEAR STRATEGIC GOALS

GOALS	5-Year Strategic Goals	
	Base Year 2026	Goal 2030
MKAS	%	%
3 rd grade proficiency		
Honor students		
CTE students		
Absenteeism		
Graduation		
ACT		
EL		
CCR		
Proficiency		
Growth		

Data will be updated once 2026 data is in the district in July 2026.



Carroll County School District Committee Members and Positions

Community Strategic Planning Team

Mr. Joey Carpenter-Superintendent

Mrs. Jennifer Prestridge-Director of Finance

Dr. Wendy Hubbard-Special Education Director

Mrs. Sara Johnson-Director of Federal Programs, District Testing, and 21st CCLC

Ms. Shatasa Smith-Marshall Elementary School Principal

Mr. Nathan Moncrief-JZ George High School Principal

Mrs. Kizzie Edwards-JZ George Assistant Principal/Coordinator for EL, MTSS, and 504

Mrs. Kristel Dunn- Marshall Elementary School Teacher

Mr. Charlie Jones, Jr.-JZ George High School Teacher

Judge Tinesha Earnest-JZ George High School Parent

Mrs. Katina Duren-Marshall Elementary School Parent

Kyndale Edwards-JZ George High School Student/ Class president

Dominique Curry-Marshall Elementary PTO President

Brandi Lacy-JZ George PTO President

Willette Thomas-Community Member

Cortney Cobbins-Parent

Mr. Clint Walker-Carroll County Sheriff

Core Strategic Planning Team

Mr. Joey Carpenter-Superintendent

Mrs. Jennifer Prestridge-Director of Finance

Dr. Wendy Hubbard-Special Education Director

Mrs. Sara Johnson- Director of Federal Programs, District Testing, and 21st CCLC

Ms. Shatasa Smith-Marshall Elementary School Principal

Mr. Nathan Moncrief-JZ George High School Principal

Mrs. Kizzie Edwards-JZ George Assistant Principal/Coordinator for EL, MTSS, and 504

Mr. Cory Blaylock-Child Find Coordinator/Director of Maintenance and Athletics

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2026- 2030

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