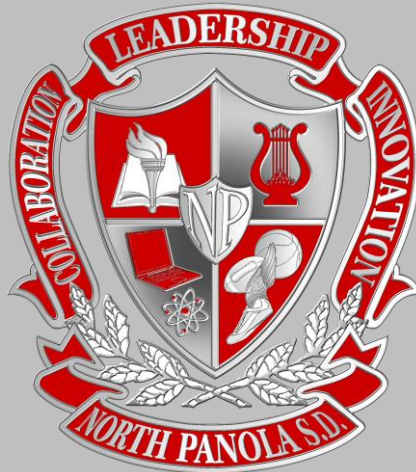


North Panola School District

# STRATEGIC PLAN

2025-2028

•Leadership •Collaboration •Innovation•



***"Student Achievement Is Our #1 Priority"***

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## VISION

North Panola School District vision is to create an academic culture where all student graduate college and career ready.

## MISSION

North Panola School District will provide high-quality instruction, a safe supportive learning environment, and strong partnerships with families and the community to ensure every student is prepared to graduate college and career ready.

## CORE VALUES

- **Leadership** – North Panola School District believes strong leadership yields great success. Leadership is extended from the district to the classroom. We believe in empowering leaders, teachers, and students. With effective leadership, our district performance will enhance and so thrive as institution of learning.
- **Collaboration** – North Panola School District believes through collaboration we multiply our contribution. Together, schools, parents and community members are stronger and can contribute more to the task of educating all students. Shared goals and mutual support lead to greater success than isolated work and individual focus.
- **Innovation** – North Panola School District believes in order to compete with a global society; we must find new ways to educate our children by adapting to the changes of our global community. It is our desire to consistently find new ways to apply enhanced solutions that meet new requirements, unarticulated needs, or existing educational needs accomplished through unique processes, services, and technology.

## GOALS

**Goal 1: Ensure district and schools maintain or increase an academic letter grade C or Above.**

**Goal 2: Ensure all schools have a safe and orderly learning environment.**

**Goal 3: Cultivate strong partnerships with families and the community to support student success.**

**Goal 4: Increase workforce development opportunities for all students.**

**GOAL 1: ENSURE DISTRICT AND SCHOOLS MAINTAIN OR INCREASE AN ACADEMIC LETTER GRADE C OR ABOVE.**

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DATA INDICATORS:

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- A. Increase MAAP proficiency and growth scores (ELA, Math, and Science)
- B. Increase the number of students passing the 3<sup>rd</sup> Grade Reading Assessment (LBPA)
- C. Increase the number of students exiting 2<sup>nd</sup> grade scoring proficient 80%.
- D. Increase the number of students reading on-grade-level K-2 – Target 80% or above.
- E. Increase the graduation rate (4-year cohort) – Target 90% or above.
- F. Increase the number of students participating in Dual Enrollment/Credit

## STRATEGIES:

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1. Data-Driven Instruction: Regular benchmark assessments with data analysis to adjust instruction and provide targeted interventions.
2. Hire Director of Academics and Student Support.
3. Tiered Interventions (MTSS): Implement Response to Intervention systems with small-group remediation based on student needs.
4. Professional Learning Communities (PLCs): Weekly PLC meetings focused on standards-based instruction, student work analysis, and pacing.
5. Curriculum Alignment: Ensure district curriculum is fully aligned to MAAP standards and includes rigorous, high-yield strategies.
6. Literacy Screeners & Progress Monitoring: Use tools such as i-Ready and STAR to track growth and provide interventions.
7. Literacy Block Fidelity: Ensure 90–120-minute uninterrupted reading blocks in grades K–3 with guided reading and small group instruction.
8. MDE Coaches: Place instructional coaches in elementary schools to model lessons, co-teach, and support literacy interventions.
9. Family Literacy Engagement: Host parent nights that provide tools and strategies for supporting reading at home.
10. Teacher Professional Development: Ongoing training in Science of Reading practices, including decoding, phonemic awareness, and vocabulary.
11. Personalized Reading Plans: Create individual reading improvement plans for students reading below grade level.
12. Classroom Libraries & Reading Culture: Encourage independent reading through daily DEAR time and classroom libraries stocked with diverse texts.
13. Reading Incentive Programs: Implement school-wide reading challenges and incentives to increase motivation.
14. Summer Literacy Programs: Partner with community libraries and organizations to reduce summer reading loss.
15. Maintain Graduation Coach at the high school
16. College & Career Readiness Support: Implement Individual Graduation Plans (IGPs) and career pathway exploration by 10th grade.
17. Partnerships with Colleges: Strengthen relationships with local colleges to expand course offerings, scheduling flexibility, and academic support.



**GOAL 2: ENSURE ALL SCHOOLS HAVE A SAFE AND ORDERLY LEARNING ENVIRONMENT.**

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**DATA INDICATORS:**

- A. Decrease the number of discipline referrals at schools
- B. Decrease the number of students in and out of school suspensions
- C. Decrease the number of bullying reports
- D. Increase the percent of parents who feel their child is safe at school
- E. Increase the percent of students who feel they are safe at school
- F. Maintain a teacher attendance rate of 90% or higher
- G. Maintain a student attendance rate of 93% or higher

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## STRATEGIES:

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1. Positive Behavioral Interventions and Supports (PBIS): Implement PBIS systems school-wide to teach and reinforce expected behaviors.
2. Restorative Practices: Train staff and students in restorative circles and conflict resolution to reduce repeat incidents.
3. Classroom Management Training: Provide professional development on proactive strategies and de-escalation techniques.
4. Social-Emotional Learning (SEL): Incorporate SEL curriculum into daily instruction to address emotional regulation and decision-making.
5. Tiered Behavior Supports: Provide consistent interventions at Tier 2 and 3 levels, including counseling and check-in/check-out systems.
6. Staff Coaching: Support teachers in building positive classroom climates that reduce the need for office referrals.
7. Parent Involvement: Engage families early in behavior conversations before escalation leads to suspension.
8. Anti-Bullying Campaigns: Launch school-wide campaigns with student ambassadors, posters, and pledge drives.
9. Parent Surveys & Follow-Up: Actively review survey data and make transparent changes based on feedback.
10. Positive Work Culture: Recognize staff contributions and build a collegial environment that supports wellness.
11. Incentives: Recognize and reward strong attendance with monthly shout-outs, small perks, or attendance bonuses.
12. Attendance Incentives: Offer individual and class-wide recognition for strong and improved attendance.

## GOAL 3: CULTIVATE STRONG PARTNERSHIPS WITH FAMILIES AND THE COMMUNITY TO SUPPORT STUDENT SUCCESS.

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### DATA INDICATORS:

- A. Increase parent-teacher conferences attendance rate
- B. Increase the percent of families attending school events (e.g. Open House, Literacy Nights, Family Nights)
- C. Increase the number of active community partnerships (with local businesses, churches, universities, etc.)
- D. Increase parent portal usage Active Parent (login frequency, percentage of active accounts)
- E. Increase parent and community members participation on school-based decision-making committees (e.g., PTO, School Improvement Team)
- F. Increase parent and community communication using various methods to keep parents informed (social media, callouts, text messages)

## STRATEGIES:

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1. Flexible Scheduling: Offer conferences during evenings, weekends, and virtually to accommodate family schedules.
  2. Reminders & Invitations: Send multiple reminders via text, calls, and flyers—preferably personalized from teachers.
  3. Student-Led Conferences: Involve students in presenting their progress, increasing parent interest and accountability.
  4. Incentivize Participation: Offer incentives (raffles, door prizes, refreshments, childcare) to encourage attendance.
  5. Follow-Up Opportunities: Provide make-up sessions for families who missed the initial conference window.
  6. Themed & Relevant Events: Align events with student learning, cultural celebrations, or fun family interests (e.g., “Math & Muffins,” “STEM Night”).
  7. Collaborate with Students: Have students perform, present projects, or showcase work to increase parent motivation to attend.
  8. Designate a Community Liaison: Appoint a staff member to cultivate and manage relationships with local businesses, nonprofits, and churches.
  9. Create a Partnership Menu: Provide a clear list of ways partners can support (e.g., guest speaking, mentorship, donations, internships).
  10. Host a Community Partnership Breakfast: Invite potential partners to hear about school goals and student needs.
  11. Recognize Partners Publicly: Use social media, newsletters, and plaques to celebrate partners and keep them engaged.
  12. Align with Community Needs: Tailor partnerships around shared goals such as literacy, career readiness, or health initiatives.
  13. Personal Invitations: Have principals or teachers personally invite parents and community leaders to serve.
  14. Flexible Meeting Options: Allow hybrid meetings (in-person and virtual) to maximize accessibility.
  15. Public Recognition: Highlight member contributions in newsletters or school events to elevate visibility and appreciation.



## **GOAL 4: INCREASE WORKFORCE DEVELOPMENT OPPORTUNITIES FOR ALL STUDENTS**

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### **DATA INDICATORS:**

- A. Increase the number of students attending CTE
- B. Increase WorkKeys (CTE) performance levels: Silver, Gold, Platinum
- C. Increase the number of students receiving industry certifications
- D. Increase partnerships with businesses, industries, and post-secondary institutions of learning
- E. Increase participation in student organizations (fall/conference attendance, competitions)

### **STRATEGIES:**

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1. CTE Recruitment Campaign: Host CTE Showcase Days, classroom visits, and informational sessions for students and parents.
2. CTE Exploration Courses in Middle School: Offer career exploration or tech foundation courses starting in grades 7–8. CCR Legacy Leaders program for elementary, middle, and high school to promote CTE awareness.
3. Scheduling Support: Ensure flexible course scheduling and counselor training to help students select CTE pathways.
4. Targeted WorkKeys Prep: Integrate practice tests and targeted instruction (e.g., Key Train or ACT WorkKeys curriculum) into CTE classes.
5. Mock Testing & Boot Camps: Host WorkKeys preparation boot camps before test windows with incentives for participation.
6. Performance Monitoring: Track student data to identify who needs support to reach Silver and above.
7. Align Instruction to WorkKeys Skills: Embed math, reading, and locating information tasks into daily CTE lessons.
8. Student Incentives: Offer rewards (e.g., cords, certificates, job fair priority) for students achieving silver level or higher.
9. CTE Advisory Council: Form an advisory group with local business reps, college partners, and industry professionals to guide program decisions.

10. Host Partnership Events: Organize a “CTE Business Breakfast” or “Workforce Roundtable” to engage potential partners.
11. Offer Internships/Job Shadowing: Collaborate with local businesses to provide real-world experience opportunities.