

North Pike School District

Comprehensive Strategic Plan

June 7, 2018



Kevin Matthew, District 1

Scott Campbell, District 2

Etta Taplin, District 3

Freddie Deer, District 4

Jamie Jackson, District 5

Dennis Penton, Superintendent of Education

BOARD OF TRUSTEES

Freddie Deer

Signature Date

Jamie Jackson

Signature Date

Kevin Matthew

Signature Date

Scott Campbell

Signature Date

Etta Taplin

Signature Date

Dennis Penton, Superintendent

Signature Date

District Overview:

North Pike School District is located in Southwest Mississippi on the outskirts of Summit, MS. Students in North Pike School District attend grades K-12 and can receive a broad range of services. The North Pike School District is a fully accredited progressive district that offers students a wide range of extracurricular activities.

The North Pike School District is organized as a unitary district where every child attends all the existing schools. This organizational system works well for providing a common interest in each campus since all kids will eventually attend them. Each campus has its own administration, teaching and support staff. The elementary is currently K-4, the middle school 5-8, and the high school is 9-12 and includes a Career Technical Center.

In 2014, the North Pike School Board commissioned Bailey Educational Group, LLC to evaluate the district as a whole and each of the schools related to their effectiveness educationally and how the facilities meet the needs of the district. After examining the results of the study, North Pike School District along with the North Pike School Board created a strategic plan with five goals. Many of the action steps for the five goals have been reached or are on-going.

Creating and updating strategic plan is a recognized best practice in accelerating an organization and keeping it on an upward trajectory. This is a fluid document that will be regularly reviewed and potentially revised for continuous improvement. The North Pike School District Strategic Plan will provide focus and direction throughout the district and will enable each school to make continued positive progress.

By implementing the 2018 Strategic Plan, the North Pike School District can close achievement gaps and continue to increase the graduation rate. The North Pike School District is committed to the expectations and invested in the goals established in this plan. The district will continue to invest in educational excellence and leverage resources in order to make an impactful difference in the lives of our students.

STRATEGIC PLAN

Mission/Vision Statement

It is the mission of the North Pike School District to provide a quality educational climate that enables all students to develop to their fullest potential.

Core Beliefs

- All students have the inherent desire and capacity to develop their unique potentials. Providing the leadership and resources for learning is the shared responsibility of families, students, teachers and community.
- Learning happens best in a safe environment, which respects the individual, values diversity and encourages effort.
- All students, including those with special needs, should be prepared for a rapidly changing technological world and should be able to access information, solve problems, think critically, make decisions, and learn to cooperate and work productively with others.

- **Goals**

North Pike School District will:

1. Improve academic achievement

a. Increase student achievement each year

Indicators of Increased Student Achievement:

- **Student growth by assessed subject areas**
- **Increase in performance levels**
- **Increase in ACT**
- **Increase in Graduation Rate**
- **Decrease in Dropout Rate**

b. Increase District rating to a B over the next 3 years

c. Increase the middle school letter grade from a D to a C within the next three years

2. Increase leadership capacity

3. Strengthen communications among all stakeholders.

4. Develop and implement a sound operational budget and organizational plan.

5. Improve the environment for learning.

Goal #1: Improve academic achievement.

○ Action Steps

1. Adhere to and follow the district-wide educational plan based on Mississippi College and Career Readiness Standards which strives to increase student achievement by:

- Clear instructional goals based on the Mississippi College and Career Standards
- Strong Instructional Leadership
- Cohesive curriculum paired with effective teaching practices
- Instructional materials which enrich and clarify content
- Quality Classroom Instruction utilizing the three-tier process;
- A culture that fosters a community of professional learning
- Rigorous Formative Assessments
- A pervasive character education program
- Data Driven Decision Making

1.1 Establish research action teams made up of teachers and principals to engage in a compilation of research related to curriculum, assessment, etc, and to complete an analysis of this research to culminate in a recommendation to the Superintendent.

1.2 . The District Curriculum Coordinator plans and actively works alongside school teams to align its curriculum, instruction, and assessment practices so that students reach their highest level of personal success and graduate ready for college and/or a career.

2. Review and update the North Pike Instructional Management plan on an annual basis.

2.1 Establish teams of teachers and principals to develop written curriculum standards and related instructional strategies and activities and to gain feedback on the content and implementation of the standards.

2.2 Review and analyze the matching Mississippi College and Career Readiness Standards and personalize the set of curriculum standards to meet the needs of North Pike School District students.

2.3 Provide focused, comprehensive professional development opportunities for schools as the Mississippi College and Career Readiness Standards are implemented.

2.4 Provide support for the implementation of Mississippi Educator and Administrator Professional Growth System by principals to monitor and give guidance and support to teachers as the curriculum standards are implemented.

3. Expand curriculum offerings as funds are available.

3.1 Expand course offerings at the high school including advanced placement courses and CTC Course Offerings

3.2 Provide more exploratory classes at the elementary and middle school and make progress towards the Implementation of Computer Science K-12.

SEE ATTACHMENT

3.3 Actively seek funding for Work Keys Testing of High School Students

4. Create a district- wide educational technology plan.

4.1 Evaluate curriculum and instruction plan to evaluate where technology can reinforce learning.

4.2 Create an inventory of all hardware and **software** and evaluate its Effectiveness. SEE ATTACHMENT

4.3 Work with the instruction team to establish goals, budgets, and specifics to develop and implement a technology plan.

4.4 Evaluate all options available such as smart boards, tablets, laptops, one to one initiatives, software systems etc.

Goal #2: Increase leadership capacity.

- Action Steps
 - 1. Develop a district leadership plan.
 - 1.1 Evaluate and update Central Office Organizational Plan on an annual basis.
 - 1.2 Annually assess and plan for school level leadership that addresses needs for counselors, records clerks etc.
 - 2. Establish a strategy to grow and develop leaders.
 - 2.1 Complete a review of potential positions for leadership
 - 2.2 Establish a mentoring process for potential leaders in the district to help train future leaders such as Principal Core Internships

Goal #3: Strengthen communications among school district stakeholders.

- Action Steps
 - 1. Train key stakeholders in communication skills.
 - 1.1 Provide customer oriented training to central office and school staff members regarding appropriate responses via communication tools, phone, email, internet, etc.
 - 1.2 Provide training for selected staff such as central office administrators and secretaries and school staff members such as principals, secretaries, and counselors on the use of communication strategies that de-escalate confrontational situations such as Critical Conversations Training
 - 1.3 Conduct periodic monitoring of application of communication techniques by randomly calling central office and schools.
 - 2. Develop a communication plan (who, what, where, how, etc).
 - 2.1 Identify and implement methods/processes to ensure principals and teachers have information about issues, policies, and practices that affect teaching and learning.

- 2.2 Establish ways for principals and teachers to give regular feedback to central office staff on teaching and learning.
- 2.3 Develop and implement specific methods/processes to support communication. Such methods/processes might include interactive website, quarterly report from Superintendent on implementation of Strategic Plan, School Status, Feedback, Phone Calls, AIM Notification, Face Book, and Twitter
- 2.4 Hold community-wide Strategic Plan Progress Report meetings at each school.
3. Establish a district faculty council.
 - 3.1 Identify and complete review of school districts with existing faculty councils for the purpose of council makeup, number of meetings, bylaws, etc.
 - 3.2 Seek input from principals and teachers on organization and purpose of district faculty council.
 - 3.3 Establish guidelines for membership and host initial meeting of the District Faculty Council.
 - 3.4 Formation and Regular Meetings of Superintendent's School Advisory Council
4. Establish a district- wide community council.
 - 4.1 Identify and complete review of school districts with existing district-wide community councils.
 - 4.2 Seek input from principals, teachers, and community members on organization and purpose for establishing a District-Wide Community Council.
 - 4.3 Establish guidelines for membership, publish and implement guidelines

4.4 Select and host first meeting of District-Wide Community Council.

5. Reinforce PTA/PTO's at each school.

5.1 Initiate discussions with principals and teachers about the importance of school PTA/PTO.

5.2 Host school/community meetings to discuss ways to improve PTA/PTO groups.

5.3 Hold yearly training at each school for all parents/guardians serving as volunteers on campuses to ensure the safety and privacy of all students.

Goal #4: Develop and implement a sound operational budget and organizational plan.

Action Steps-

1. Review and analyze existing budgeting processes.

1.1 Through the leadership of the business manager set up an inclusive budgeting process that involves representatives from all stake holder groups.

1.2 Design a budgeting calendar which clearly communicates to the community the process for budgeting and the community meetings that will allow their input.

1.3 Compare the districts funding with other similar size districts.

1.4 Evaluate the tax base and trends toward future taxation and other funding.

1.5 Consider funding improvements, in capacity and positive/negative impacts.

2. Develop an educational, revenue and expenditure framework that addresses the strategic plan.
 - 2.1 Institutionalize the concepts of the approved strategic plan to ensure all actions approved are given priority in the annual budgeting process.
 - 2.2 Fund priority items first in budgeting process.
3. Conduct a staffing/organizational analysis (to ensure proper utilization of human capital).
 - 3.1 Conduct an internal financial audit to determine the percentage of budget that is spent on instruction.
 - 3.2 Conduct an internal financial audit of federal funds to determine the amount expended on personnel.
 - 3.3 Conduct an audit of non teaching personnel to determine job match between perceived job responsibilities and actual job responsibilities.
 - 3.4 Develop job descriptions for all district employees.
 - 3.5 Review the current organizational chart to better reflect the management of the district. SEE ATTACHMENT
 - 3.6 Conduct a compensation audit to ensure equity in pay among non teaching personnel.

Goal #5: Improve the environment for learning.

- Action Steps
 1. Provide annual inspections and continued planning to evaluate and meet future needs of the district based on financial availability and student growth patterns
 2. Update and review full site safety/security plans to look at how the existing campuses can improve from a safety and security point of view.

Goal 1 Action Step 3.2-Computer Science Timeline:

Computer Science: Implementation of Standards

School:	Program:	Year:	Teacher Training:	Needs:
North Pike Elementary	20-40 Hours Per Year/Per Student Covers Keyboarding, Coding, and Robotics Code.Org	Full Implementation Fall 2019-2020	Teacher Training will be available Summer of 2018 The teacher of record for the K-5 Material must be a licensed teacher but a lab teacher or teacher aid can assist with the delivery of this material. The teacher who will deliver content SHOULD attend all PD 1.5 Days in the Summer Follow-Up Throughout the Year	2018-2019 Students are currently required to complete 45 minutes per week <u>IReady</u> Reading 45 minutes per week <u>IReady</u> Math Working Laptops/Computers with stable internet Connections
North Pike Middle School	Cyber Foundations I Cyber Foundations II	Full Implementation Fall 2018-2019	Must be a licensed teacher Must attend all PD 5 Day Training in the Summer 2 additional days throughout the school year	Curriculum Requirements Educator License Requirements Will Replace ICT I and ICT II
North Pike High School	Exploring Computer Science Computer Science Principles	Full Implementation Fall 2018-2019	5 Days Training During the Summer 4 additional days each quarter 5 additional days the following summer	CTE Initiative Curriculum Requirements Educator License Requirements

- 2017-2018 Final year of computer science Pilot
 - **January 2018 –Computer Science Standards released for APA comment**
 - 2018-2019 Computer Science Standards in place
 - Continue development of new high school computer science courses
 - Courses currently in development that will be mapped to the new CS Standards include:
 - Cyber Security
 - Web/Mobile App Development
 - Programming
 - Data Science
 - Website Design
-

District Software Expenditures: (Goal 1: Action Step 5.2):

North Pike Elementary Software Expenditures:

PROGRAM	ESTIMATED COST	BENEFITS OF PROGRAM	Student Population
<u>iReady</u>	\$37,000	Rdg/ELA K-4 th grade Curriculum and Instruction and Diagnostic Benchmarking	School-Wide
<u>Aimsweb</u>	\$780.00	This program is used to progress monitor Tier II and III students 100 Students	Tier II and Tier III Students
Accelerated Reader/Renaissance Learning	\$6,500.00	Reading comprehension and incentive K-4.	School-Wide
STAR Math Renaissance Learning:	\$1571.40	We will use for Math Benchmark K-4.	School-Wide
Essential Skills	\$521.50	Tier III Interventions for Rdg./ELA K-4 th . <u>7 programs with 25 spots each</u>	Tier III Intervention
Hear Builder	\$200.00	Tier Students that fail the Dyslexic/Lang. Also used for intervention students. <u>100 students minimum</u>	Tier III Intervention
Reading Eggs	\$1680.00	Phonemic Awareness and Phonics <u>200 students</u>	Kindergarten
<u>FastMath</u>	\$0	No cost (We own the license). <u>600+ students</u>	Tier II and Tier III Students
Brain Pop Jr.	\$2395.00	Activities and animations aligned to state standards. Curriculum supplement	School-Wide
Flocabulary	\$2000.00	Library of songs and activities to supplement students for motivation and engagement.	School-Wide
	TOTAL COST: \$52,647.90		

North Pike Middle School Software Expenditures:

PROGRAM	ESTIMATED COST	BENEFITS OF PROGRAM	Student Population
ABE Behavior	\$1750.00	<p>This program provides individualized behavioral interventions that one behavioral specialist or classroom teacher can provide. Each intervention takes one hour to complete and provides the necessary documentation to assist school personnel with the necessary tools to correct unwanted behaviors.</p> <p>This program also offers the ability to write paperless discipline referrals, write BIP's and FBA's at no additional cost. The district may benefit from moving to this program collectively.</p>	Tier II and Tier III Behavior Students
Accelerated Reader	\$5121.00	Reading Comprehension and Incentives	School-Wide
Adobe Creative Cloud	\$2500.00	Required component of ICT I and ICT II	7 th and 8 th Grade ICT Students
Follett	\$450.00	Library Inventory, required component	Librarian for all students
<u>IReady Math/IReady Reading</u>	\$25,500.00	Diagnostic and Progress Monitoring	School-Wide
IXL Science Instruction	\$3220.00	Standards-Based Questions and Assessments for Science Instruction	5 th and 8 th Grades
<u>Netop Visionware</u>	\$450.00	Required component of ICT I and ICT II	7 th and 8 th Grade
Odyssey Ware	\$3500.00	Summer School/ Credit Recovery	Tier III Students
Star Reading	\$3500.00	Provides diagnostic results in as little as 20 minutes compared to i-Ready which take 2 days or more. The diagnostic reports provided by Star allows teachers to adjust their instructional methods more often based on need than what i-Ready diagnostic results would otherwise allow.	Tier II and Tier III Students
	TOTAL: 45,991.00		

North Pike High School Software Expenditures:

PROGRAM	ESTIMATED COST	BENEFITS OF PROGRAM	Student Population
Adobe Creative Cloud	\$2500.00	Provided for Computer Courses such as Graphic Design- Can Be used by all Staff	Available for all Staff
Odyssey Ware	\$10,000.00	Summer School/Credit Recovery	Tier II and Tier III Students
USA Test Prep	\$5,000.00	Instructional Support- Provides Practice Questions	CTC and Instructional Support Teachers and Students
Algebra Nation	\$3,000.00	Endorsed by MDE- Provides Curriculum to Algebra I Students	Algebra I Teachers and Students
Renaissance Learn 360- Math and Reading	\$ 8,000.00	Diagnostic and Progress Monitoring	9 th , 10 th , TST and Special Populations
Rosetta Stone	\$1,000.00	Tutorial for Foreign Language Students	Homebound Second Language Students ELS Students and Tier II and III Students
ELS	\$8,000.00	Database-Benchmark Assessment Tool	Students in Tested Subject Areas
<u>Tunit In</u> *2018-2019	\$14,000.00	Students turn in papers on-line Prevents Students from plagiarism and sharing work	School-Wide
Ed Helper	\$1,200.00	Skill Sheet Generator	School-Wide
<u>Hudl</u>	\$2,000.00	On-line Athletics Program <u>Hudl</u> provides video review and performance analysis tools for sports teams and athletes at every level	Coaches and Athletes
Destiny	\$700.00	Library Organizational Tool	Librarian and Students
	Total: 55,400.00		

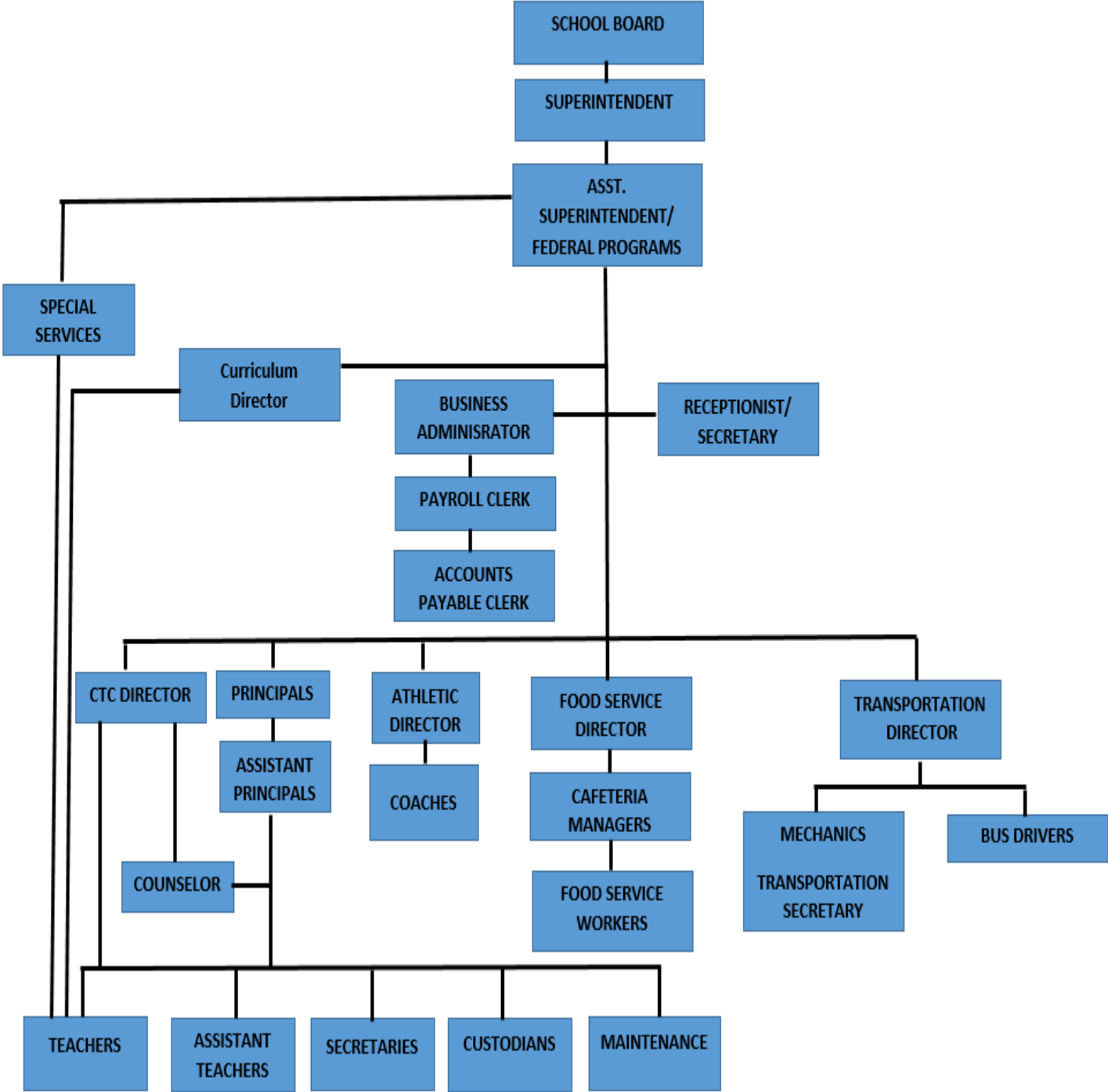
2017-2018 North Pike School District Software Expenditures:

Software	Estimated Cost	Benefits of Program	Student Population
SAM SPECTRE Annual License and Support AIM Notification for Students AIM Notification for Employees Total: 16,838.75	9,776.25 6,187.50 875.00 Total: 16,838.75	Student data system-tracks all student information such as attendance, discipline, and grades	District-Wide for Students and Employees
School Status	\$6,900.00 (prorated 8 months)	Collects and stores multiple student data points in one location to help visualize and track the whole student snapshot	District-Wide for Students and Employees
SEAS Behavior Plus Annual Maintenance	\$7,500.00	Stores and creates student behavior plans for students in Tier II and Tier III <ul style="list-style-type: none"> • Special Populations purchases the SEAS Behavior for writing IEP's and Behavior Intervention Plans (3,600.00) 	District-Wide for Interventionists, Teachers, and Behavioral Specialist
	Total: \$31,238.75		

Total Software Expenditures: \$185,277.65

Goal 4 Action Step 3.5

NORTH PIKE ORGANIZATIONAL CHART



Cumulative Enrollment Yearly Report

52-Pre-Kindergarten SPED 54-Kindergarten Self-Contained SPED

56-Elementary/Middle Self-Contained SPED 58-Secondary Self-Contained SPED

62-Pre-Kindergarten 64-Kindergarten 78-Secondary GED

Year	62	52	54	64	56	1	2	3	4	56	5	6	7	8	58	9	10	11	12	78	Total
2017-18	0	0	3	208	13	203	184	221	215	9	230	189	201	199	5	223	172	213	163	0	2651
								Total	1047				Total	828					Total	776	2651
2016-17	0	0	2	188	15	175	219	205	238	5	189	199	211	213	5	194	234	177	181	0	2650
								Total	1042				Total	817					Total	791	2650
2015-16	0	0	4	162	16	218	194	228	190	9	197	187	222	200	5	216	192	194	180	0	2614
								Total	1012				Total	815					Total	787	2614
2014-15	0	0	4	208	11	214	243	193	206	7	190	210	217	221	4	211	237	193	134	0	2703
								Total	1079				Total	845					Total	779	2703
2013-14	0	0	6	206	8	231	179	207	192	7	207	213	225	197	5	242	219	153	126	0	2623
								Total	1029				Total	849					Total	745	2623
2012-13	0	0	2	221	10	189	205	195	200	5	216	230	209	229	6	239	177	147	158	0	2638
								Total	1022				Total	889					Total	727	2638
2011-12	0	0	1	193	6	217	204	196	226	5	230	203	221	222	6	194	165	173	150	0	2612
								Total	1043				Total	881					Total	688	2612

ORGANIZATION-

Educational Analysis and Profile

1. The district needs a comprehensive review and training of the role and function of the School Board with specific attention to:
 - a. Role and timing of the Board in disciplinary hearings.
 - b. Review and evaluation of the board's policies to make sure they are all update with state, federal and local requirements. A systemic process is needed to update board policies that will keep them current in the future as well.
 - c. Review publication and notifications of board meetings, minutes review and public information. Consider legal requirement but also potential of the districts web site for communication of these issues.
 - d. Review and evaluate board agenda format as well as use and documentation of executive sessions.

- 2. The district needs to review recent law changes concerning counselors.**
 - a. The district will continue to monitor and make adjustments to counselor numbers based on student enrollment and accreditation standards.
 - b. Roles of counselors needs to be reviewed to allow proper time on task for counselors.

- 3. The district needs a thorough review and documentation of residency problems.**
 - a. Conduct a study to see where residency problems are coming from.
 - b. Develop a plan to police legal requirements of residency.
 - c. Review the financial impact of residency.
4. The district needs to evaluate school day/time on task issues.

- a. Evaluate the impact of busing schedules on school day length.
 - b. Review the schedules at the high school concerning seniors leaving early and their reported time/attendance.
5. The North Pike School District Professional Development Plan will be updated on a yearly basis to reflect the needs of the district and each campus. The plan will be based on the Learning Forward Standards. This is in accordance with the MS Public School Accountability Standards #15.
 - a. Each school has professional development that needs to be balanced with district wide needs.
 - b. Verify use of federal funding for professional development to avoid supplanting.
6. Review the districts SPED performance data and results indicators.
 - a. Review low achievement concerns and low graduation.
7. The school district will implement an instructional management system that has been adopted by the school board and includes, at a minimum, the competencies and objectives required in the curriculum frameworks approved by the State Board of Education that are available to all teachers in each school. This is in accordance with the MS Public School Accountability Standards #20
 - a. Evaluate continuity of elementary/middle school and high school transition related to instructional plans and objectives.
8. Conduct a detailed evaluation of the alternative education efforts of the district.
 - a. Evaluate the existing programs and effectiveness.
 - b. Address the needs of discipline referrals but also the educational needs of students who are behind 2 or more grade levels.
 - c. Continue to monitor the alternative education facilities and make changes as needs arise
9. Review and evaluate student teacher ratios.

- a. Review state maximums but also the educational impact of overcrowding.
- b. Study the impact of overcrowding on classroom space capacities.

10. Review and evaluate the transportation plan

- a. Study the impact and cost effectiveness of current schedules and plans
- b. Review the age appropriateness of all ages being on common buses.

ACCOUNTABILITY REPORT

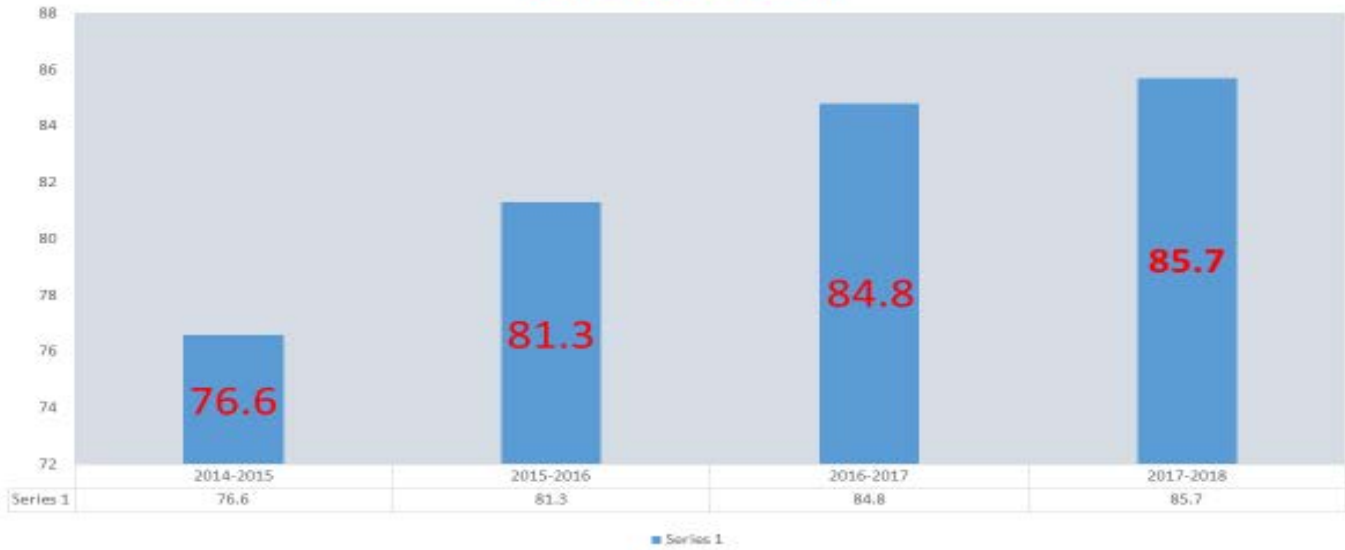
2017 Official Grade	Total Points	Reading Prof	Math Prof	History Prof	Science Prof	Reading Growth	Math Growth	Reading Low Growth	Math Low Growth	Readiness	Acceleration	Participation Rate	Grad Rate
C NPSD	567 549	38.8 34.5	35.3 36.5	54.5 62.8	57.5 57.3	58.3 56.2	48.1 53.5	57.9 55.5	49.1 51.4	48.5 35.4	58.5 41.7	99.6 99.5	84.8 81.3
D NPMS	313 306	33.3 29.9	32.2 28.8		54.1 53.2	52.3 48.3	50.8 51.3	45.1 40.9	45.1 53.3			99.5 99.2	
B NPES	377 405	47.3 36.7	50.1 49.2			64.9 67.7	44.4 61.7	76.3 88.6	40.4 43.2			99.8 100	
C NPHS	618 588	42.1 49.7	18.0 45.8	54.5 62.8	63.5 65.9	73.8 64.9	41.9 48	86.1 71.7	74 42.1	48.5 35.4	58.5 41.7	99.8 99.9	84.8 81.4

North Pike High School

Graduates and Completion Counts

Year	Graduates	GED	Basic Cert.	Occ. Diploma	Total
2016-2017	174	0	2	2	178
2015-2016	160	0	3	1	164
2014-2015	126	0	2	2	130
2013-2014	110	0	5	0	115
2012-2013	130	0	1	3	134
2011-2012	132	0	2	0	134

Graduation Rates



DROP-OUT RATE



ACT

