Tangipahoa Parish School System

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Strategic Plan Update
July 2021

Be Respectful. Be Compassionate. Be Great.

Strategic Plan Process

01 **Steering Committee Members**

Partnership with Vendor

02 **Diagnostic (Data & Feedback)**

Surveys, Focus Groups & Interviews
Latest Student Data

03 **Identify Priority Areas**

Initiatives, Deliverables, &
Actions

04 **Implementation**

Progress Monitoring & Public
Reporting

Steering Committee Members

Melissa M. Stilley, Superintendent
Ron Genco, Assistant Superintendent
Byron Hurst, Assistant Superintendent
Bret Schnadelbach, Chief Financial Officer
Lisa Fussell, Director of Academics
Andrew Jackson, Chief Equity Officer
Gary Porter, Director of Student Services
Maureen Terese, Project Manager
Robin Abrams, Board President

Feedback from our Stakeholders

1. Surveys to families, students and employees
2. Small Focus Groups: families, students, teachers, leadership
3. Individual Interviews with community leaders
4. Additional feedback on draft (Principals, Teacher Advisory, and Board Members)

Latest State Data

Discipline
State Test Data
School Performance Results

Our Steering Committee has responded to the diagnostic by aligning on six strategic priorities for Tangipahoa Parish Public Schools:

1. Implement Tier I curriculum and assessments as intended with an emphasis on content and instructional expertise in teachers and school leaders.

2. Build a positive school culture that supports student well-being.

3. Strengthen communication and relationships between the central office, schools, and families.

4. Recruit and retain a diverse team of highly effective teachers and leaders.

5. Strengthen effective and sustainable staffing, operations, and budgets that align resources to strategy and program effectiveness.

6. Create a comprehensive turnaround model for schools in need of intensive support.

Next, we generated, prioritized, and sequenced a set of initiatives.

Potential universe of initiatives	Prioritized list of initiatives	Right-sized set of initiatives
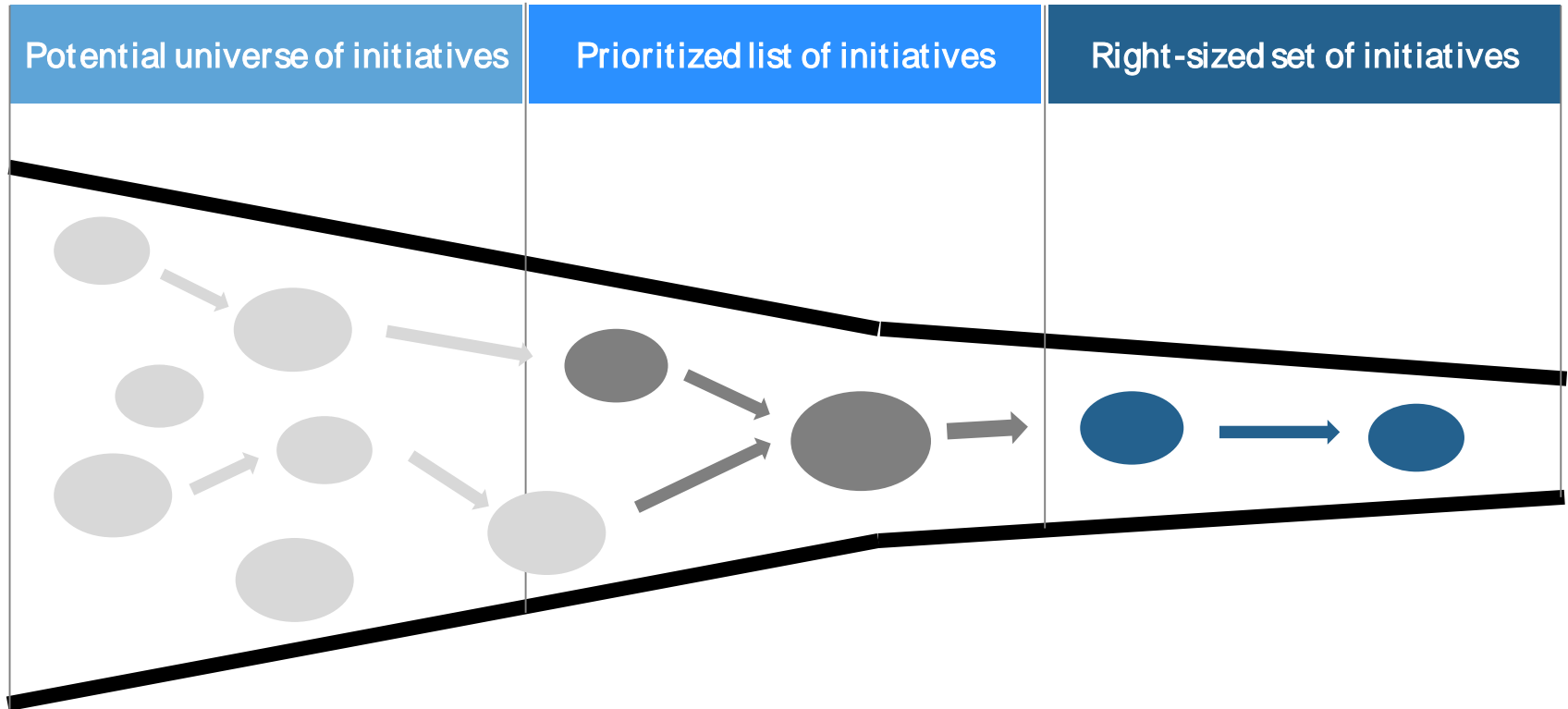
We mapped multi-year initiatives to the priorities and sequence those initiatives over time with deliverables and action steps [here](...)…

SP #2	Build a positive school culture that supports student wellbeing.				
#	Initiatives/deliverables/actions	DRI	Type	Start Date	Due Date
2.1	Reevaluate the use of SEL curriculum that we use (Character First) and SEL Assessment tools (Panorama) in order to ensure full alignment to our equity vision of providing a culturally inclusive, anti-biased, and anti-racist approach to learning and assist schools with providing a dedicated SEL time in their schedules.	Byron Hurst	Initiative	6/7/2021	7/30/2021
2.101	Develop and utilize the District Well-being Team and include key individuals from the Learning Community to identify the existing SEL strategies that TPSS is currently implementing as a district and at each school.	Byron Hurst	Deliverable	6/7/2021	6/11/2021
	Identify district team members	Byron Hurst	Action	6/7/2021	6/11/2021
	Survey prinicpals on current SEL structures in their schools	Byron Hurst	Action	6/17/2021	6/24/2021
	Schedule 1st meeting	Byron Hurst	Action	6/23/2021	6/30/2021
	Review survey results of current SEL practices in each school and district overall	Byron Hurst	Action	6/28/2021	7/7/2021
	Develop a list of SEL practices that support the districts overall SEL Framework	Byron Hurst	Action	6/28/2021	7/7/2021
2.102	Define the overall goal and mission of SEL for TPSS utlizing researched best practices that we can algin to our core values and gauge stakeholders in developing an operational definitions of SEL across all departments and share with stakeholders	Byron Hurst	Deliverable	6/14/2021	7/30/2021
	Identify a departmental team that is representative of all departments to work with the district team.	Byron Hurst	Action	7/5/2021	7/9/2021
	Present survey data to departmental team.	Byron Hurst	Action	7/5/2021	7/16/2021
	District team will present their research on how TPSS defines SEL and what the vision and goal should look like.	Byron Hurst	Action	7/5/2021	7/16/2021
	District and departmental team will finalize the goal and vision for TPSS.	Byron Hurst	Action	7/5/2021	7/16/2021
	Share the vision and goal with parents, community partners, teachers (TAC), etc.	Byron Hurst	Action	7/19/2021	7/23/2021
	Use feedback from stakeholders to finalize vision and goal.	Byron Hurst	Action	7/26/2021	7/30/2021

We developed professional development calendars to support the Strategic Plan's initiatives…

Domain	Relevance	Topic	PD planner	PD audience						Mode	Timing		
				Teachers	Teacher leaders	APs	Principals	Other	Notes		Date(s)	# days	Total available
Summer													
Curriculum, Instruction, and Assessment	Supports the strat plan	National Institute for Excellence	NIET		X	X	X	X	Curriculum Specialists	Leader PD day	8/2-3	2	No Limit
Curriculum, Instruction, and Assessment	Supports the strat plan	Learning Community Kick-Off	Academic Dept.	X	X	X	X			Stipended	8/6/2021	1	1.25
Student Wellbeing	Supports the strat plan	Development of Social Emotional Learning (SEL) Framework	Byron Hurst					X	District Well-being Team	Leader PD day	8/1/2021	0.25	No Limit
Student Wellbeing	Supports the strat plan	Collaboration/Training on SEL Framework	Byron Hurst			X	X	X	Principal Supervisors	Leader PD day	8/9/2021	0.25	No Limit
Student Wellbeing	Supports the strat plan	Suicide and Threat Assessment	SOS		X	X	X	X	nurses, couselors, SPED	Stipended	7/30/2021	0.25	1.25
Student Wellbeing	Supports the strat plan	Student Assistance Team Refresher	Director of Student Services		X	X	X	X	504 chairs	School-based	8/9/2021	0.25	2
Student Wellbeing	Supports the strat plan	Student Assistance Team Training	Gary Porter			X	X	X	School Disciplinarians	School-based	8/10/2021	0.25	2
CIA	Supports the strat plan	NIET Training for District Leadership/Coaching	NIET										
Workforce	Supports the strat plan	Diversity and Equity Training	Principals	X	X	X		X	All School Site Staff	Staff PD day	8/5/2021	0.5	1
Workforce	Supports the strat plan	Diversity and Equity Training	Ron Genco					X	All Non-School Site Staff	Staff PD day	8/5/2021	0.5	
CIA	Supports the strat plan	NIET Training for Teachers	Jill Foster	X	X					Staff PD day	8/10/2021	0.5	1
		Total								Staff PD day		1.5	**2**
		Total								Leader PD day		2.5	**5**
		Total								Stipended		1.25	**1.25**
		Total								School-based		0.5	**1**
School year													
Student Wellbeing	Supports strat plan	Training of Social Emotional Learning (SEL) Framework	Byron Hurst	X	X					Staff PD day	10/4/2021	0.5	5
Student wellbeing	Supports strat plan	Safe Schools for Students	Gary Porter	X					PE teachers in grades 6-12	School-based	10/1/2021	0.25	1
Student wellbeing	Supports strat plan	Suicide Prevention Intervention	Gary Porter	X					All teachers at 2 selected high schools	School-based	8/31/2021, 9/30/2021, 10/29/2021, 11/30/2021, 12/17/2021 (0.25 each)	1.25	1.25
Student Wellbeing	Supports strat plan	Student Assistance Team Process	School content leads	X					All Teachers	School-based	10/1/21	0.25	No Limit
Student Wellbeing	Supports strat plan	Training of Social Emotional Learning (SEL) Framework Follow-Up	Byron Hurst	X	X					Staff PD day	1/6/21	0.25	5
Workforce	Supports strat plan	Diversity and Equity Training Follow-Up	Principals	X	X	X		X	All Staff	Staff PD day	10/4/2021, 1/6/2022, (0.25 day each)	0.5	2

We created a comprehensive budget to support funding the Strategic Plan's initiatives here...

	Initiative	Cost	Type (when relevant)	Description and rationale for estimate	Sufficient funds available?
Source: ESSER, Title 4					
	2.2 Develop a plan to provide student and staff education regarding depression awareness and suicide prevention by implementing evidenced-based curriculums such as Safe Schools for Students, Signs of Suicide (SOS), Training Trusted Adults and/or Plan, Prepare, Prevent: The SOS Online Gatekeeper.	$ 11,940.00	Other	Stipends for Signs of Suicide Training to train all staff members at two schools as trusted adults. Training is 2.5 hours and could be completed on a PD day or after school for the two school teams. Hiring substitutes for an entire campus is impossible.	Yes
	2.2 Develop a plan to provide student and staff education regarding depression awareness and suicide prevention by implementing evidenced-based curriculums such as Safe Schools for Students, Signs of Suicide (SOS), Training Trusted Adults and/or Plan, Prepare, Prevent: The SOS Online Gatekeeper.	$ 5,520.00	Other	Subs for Safe Schools for Students Training so all PE teachers in Grades 6-12 can attend training, $240 per school at 23 schools	Yes
	2.1 Reevaluate the use of SEL curriculum that we use (Character First) and SEL Assessment tools (Panorama) in order to ensure full alignment to our equity vision of providing a culturally inclusive, anti-biased, and anti-racist approach to learning and assist schools with providing a dedicated SEL time in their schedules.	$ 20,000.00	Supplies + Equipment	Purchase of SEL Curriculum K-12 (Character First), expanding the pilot from the existing cohort to the whole district	Yes
	2.2 Develop a plan to provide student and staff education regarding depression awareness and suicide prevention by implementing evidenced-based curriculums such as Safe Schools for Students, Signs of Suicide (SOS), Training Trusted Adults and/or Plan, Prepare, Prevent: The SOS Online Gatekeeper.	$ 1,000.00	Services	Signs of Suicide Training $500 per school, at 2 schools	Yes

We created mission measures and corresponding targets so we can measure our progress towards our long-term goals...

Mission	Mission measures	Baseline	Targets	Rationale
Tangipahoa Parish School System provides every student a high quality education and a pathway to success.	1. Percent of students graduating with college and/or career credentials	37.1%	72%	TPPS is striving to be above the 70th percentile in all measurements. This target is at the 93rd percentile. 43% of districts are improving at this rate or better.
	2. Percent of students graduating on time	75.1%	93%	TPPS is striving to be above the 70th percentile in all measurements. This target is at the 72nd percentile. This will require a 2.6 percentage point gain per year.
	3. Percent of 3rd graders achieving mastery on LEAP 2025	42.2%	60%	TPPS is striving to be above the 70th percentile in all measurements. This target is at the 78th percentile. This will require a 2.5 percentage point gain per year.
	4. Percent of 8th graders achieving mastery on LEAP 2025	36.7%	56%	TPPS is striving to be above the 70th percentile in all measurements. This target is at the 75th percentile. This will require a 2.8 percentage point gain each year.
	5. Percent of students reporting high levels of school belonging and engagement	Baseline collected by November 15	[tbd after baseline data collection]	TPPS will gather survey data around school belonging and engagement and set a target using that baseline and compare it with national norms to set a target.
	6. Mastery achievement gap between white students and students of color	-21% pts.	-16% pts.	TPPS is striving to be above the 70th percentile in all measurements. This target is at the 76th percentile. This will require a .71 percentage point gain each year.
	7. Percent of African-American students enrolled in AP, IB, DE, and Honors courses as compared to their white peers	CLASS Submission will be collected in late fall as baseline	[tbd after baseline data collection]	TPPS will average enrollment rates for the 2021-22 school year with the previous four years of historical data to determine a timely and relevant baseline. They will utilize baseline data to set a rigorous goal for increasing enrollment of African-American students in advanced courses.

Over the next month, we will be communicating our plan with all stakeholders.

Stakeholder Group	Aims	Types of /venues for presentations	Presenter	Presentation date(s)
District leaders	● Practice presentation ● Engage central leaders in the details of the plan (need prompting/ facilitation Qs)	● District ILT meeting	Superintendent	7/28/2021
School leaders	● Practice presentation ● Engage principals in the details of the plan (need prompting/ facilitation Qs)	● Principal Meeting	Superintendent	7/28/2021
Board	● Have the Board approve the plan	● Board Committee Meeting ● Board meeting	Superintendent	7/13/2021 7/20/2021
Teachers and other school staff	● Provide overview of and inspire people about the plan	● Back to School Rally Presentation and Speech ● Email Video	Superintendent	8/6/2021
District staff	● Provide overview of and inspire people about the plan	● Superintendent Presentation	Superintendent	7/30/2021
Family members	● Provide overview of and inspire people about the plan	● Email message and video ● Open House Presentations	Superintendent Principals	8/12/2021 10/1/2021
Community members	● Provide overview of and inspire people about the plan	● Superintendent Presentation at Community Advisory Board Meeting ● Social Media Video of Superintendent	Superintendent	8/7/2021
Students	● Provide overview of and inspire people about the plan	● Principals share overview ● Email Video through homeroom teachers ● Open House Presentations	Superintendent Principals Teachers	8/12/2021

Questions & Comments