

Cleveland School District
Department of Curriculum and Instruction
Strategic Plan
2020-2026



Prepared by:
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STRATEGIC PLANNING WORKSHOP PARTICIPANTS

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Executive Summary

Located in Cleveland, MS, the Cleveland School District serves about 3,300 students in grades pre-Kindergarten to twelve. The district is currently a C rated school district, and consists of 10 campuses: Bell Academy, D.M. Smith Elementary, Hays Cooper Center, H.M. Nailor, Parks Elementary, Pearman Elementary, Cleveland Central Middle School, Cleveland Central High School, Cleveland Career Development and Technology Center, and Walter Robinson Achievement Center.

Process

During the fall and spring of the 2019-2020 school year, the superintendent led the district administrative team in over 40 hours of district strategic planning. In addition to drafting the district strategic plan, the superintendent also trained the team to lead their school teams in subsequent school level strategic planning. The department of curriculum and instruction will work with the superintendent, deputy superintendent, and school administrators in creating the strategic plan for the 2020-2025 school year.

Accountability for Implementation

- ❖ Quarterly reviews of the strategic plan
- ❖ Monitoring of plan implementation by Superintendent, Deputy Superintendent, Curriculum Director, and Instructional Coaches
 - ❖ Monthly status reports submitted to the Board of Trustees
 - ❖ Integrity checks to gauge progression
 - ❖ Review, revise, and modify as needed
 - ❖ Document changes

STRATEGIC PLAN

Vision

To develop a community of lifelong learners who are productive citizens that engage in studies that will enable them to creatively and effectively learn and apply information.

Mission

To improve the quality of instruction and student learning in order to empower all to learn, create, contribute, and grow.

Fundamentals

Data * Planning * Questioning * Feedback * Relationships * Management * Content Knowledge.

Values

Growth Mindset

*Learning is a continuous process. *Welcoming of persistent effort and practices leads to improvement * Understanding the importance commitment and consistency in achievement *Mistakes and failure are opportunities for growth*

Equity

Collaborative team effort in pursuit of goals * Respectful and professional interactions
* Acceptance of different viewpoints *Build relationships* Maintain high resiliency

Positive Culture

*Shared vision and mission *Develop positive relationships *Celebrate successes among members of the organization *Supportive environment

Accountability

Provide clear expectations about outcomes * Clarify roles and responsibilities *Ensure individual's capability to achieve task *Ensure clear measurement of performance
*Ensure objective, honest feedback, consequences, and milestones

Critical Success Factors

- ❖ Alignment of curriculum throughout the system
- ❖ Long range planning and implementation process
- ❖ Effective programs and partnerships
- ❖ Motivated and highly qualified staff
- ❖ Ongoing quality and professional learning
- ❖ Build teacher capacity
- ❖ Student growth and achievement
- ❖ Equity and access for all students

Goal 1: To focus organizational efforts and align resources to close achievement gaps and ensure all students are college or work ready.

Synopsis: Department of Curriculum and Instruction will serve and support stakeholders in planning and development of curriculum and professional development activities to support the overall achievement of students and the Cleveland School District.

Supporting Objectives:

- Complete a curriculum audit to determine the effectiveness and usage of resources that support student achievement.
- Aligned professional development that promotes teacher effectiveness and student learning.
- Create a system for students that promotes college and career readiness.

Goal Managers: Dr. Otha Belcher, Ms. Shannon Thompson, Instructional Coaches

Supporting Objective 1a: Complete a curriculum audit to determine the effectiveness and usage of resources that support student achievement.

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Review of related policies	Mrs. McCarty Ms. Thompson	Yearly
Review and revise IMS	Ms. Thompson Instructional Coaches	Yearly
Review and align curriculum documents and pacing guides	Ms. Thompson Instructional Coaches	Yearly
Ensure all textbooks are related to current subject area standards	Ms. Thompson Instructional Coaches	Yearly
Ensure all computer-based programs are aligned with current academic focuses.	Ms. Thompson Instructional Coaches	Yearly

	Mrs. McCarty Dr. Harris Mrs. Brinkley	
Create a systematic process for selecting and retiring textbooks and instructional resources.	Ms. Thompson Instructional Coaches Mrs. McCarty Mrs. Brinkley Administrators	August 2020

Supporting Objective 1b: Aligned professional development that promotes teacher effectiveness and student learning.

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Review of related policies	Mrs. McCarty Ms. Thompson	Yearly
Review and revise PD budget	Ms. Thompson Mrs. Cociclova	May 2020
Review and revise PD plan	Ms. Thompson	May 2020
Review Student Assessment Data	Ms. Thompson	June 2020
Review Teacher Growth Rubric Scores	Ms. Thompson	July 2020
Develop and disseminate professional development needs assessment to teachers	Ms. Thompson Instructional Coaches	July 2020
Develop and implement a system for planning, implementing, and evaluating professional development	Ms. Thompson Instructional Coaches	July 2020

Supporting Objective 1c: Create a system for students that creates college and career readiness.

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Develop an ACT focus for middle school and high school	Ms. Thompson Instructional Coaches Administrators	2020-2025
Collaborate with DSU, MDCC, and MVSU to offer more opportunities for Dual Credit and Dual Enrollment Classes	Dr. Belcher Mrs. McCarty Ms. Thompson Mr. Foster	2020-2023 Ongoing
Collaborate with MDE, Business & Industry to implement Career Academies	Dr. Belcher Mrs. McCarty Ms. Thompson	2020-2025

	Mrs. Mitchell Mr. Foster	
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Goal 2: Recruit and retain highly qualified teachers and administrators that will lead schools that are safe orderly and high achieving.

Synopsis: Department of Curriculum and Instruction will create systems to recruit, develop, retain and advance highly qualified teachers and administrators within the Cleveland School District.

Supporting Objectives:

- Provide high quality mentorship program to promote teachers and administrators
- Develop and implement a program to career advancement
- Develop an ongoing systematic process for recruitment

Goal Managers: Dr. Otha Belcher, Ms. Shannon Thompson, Instructional Coaches

Supporting Objective 2a: Provide high quality mentorship program to promote teachers and administrators

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Develop Teacher Academy	Ms. Thompson Instructional Coaches	2020-2021
Execute Teacher Academy	Ms. Thompson Instructional Coaches	Yearly
Develop Teacher Mentor program	Ms. Thompson Administrators	2020-2021
Execute Teacher Mentor program	Ms. Thompson Administrators	Yearly

Supporting Objective 2b: Develop and implement a program to career advancement.

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Build relationships with universities to assist with certifications and test prep	Ms. Thompson Instructional Coaches	Ongoing
Develop professional development series aligned to career advancement opportunities	Ms. Thompson Instructional Coaches	2020-2021
Execute professional development series aligned to career advancement opportunities	Ms. Thompson Instructional Coaches	2021-2025

Supporting Objective 2c: Develop an ongoing systematic process for recruitment

<i>Task</i>	<i>Persons Responsible</i>	<i>Timeline</i>
Develop and execute district intern program	Ms. Thompson	Ongoing