



DRAFT

Strategic Planning Report

Tangipahoa Parish Public Schools

June 4, 2024

Tangipahoa Parish Public Schools

MISSION STATEMENT

Tangipahoa Parish School System will provide every student a high-quality education and pathway to success.

VISION STATEMENT

Tangipahoa Parish School System, in partnership with families and community, will build a safe and innovative environment where each student will be career ready.

CORE VALUES

Be Respectful. Be Compassionate. Be Great.

The Tangipahoa Parish public schools has developed a new Strategic Plan to guide our work into the future. Our plan is grounded in community input and reflects a commitment to ensuring that every child in our system graduates ready to thrive in their future.

The new strategic plan is framed around six entry points that guide our work. Each of the six entry points has corresponding goals, outcomes, and strategic actions.

Six Entry Points

1

Excellence in Teaching and Learning for every child in every school, every day.

2

A commitment to Shared Values that bind us together and are reflected in our decisions.

3

Transparent Decision Making that engages stakeholders.

4

Resource Allocation according to our collective vision and the needs of our children.

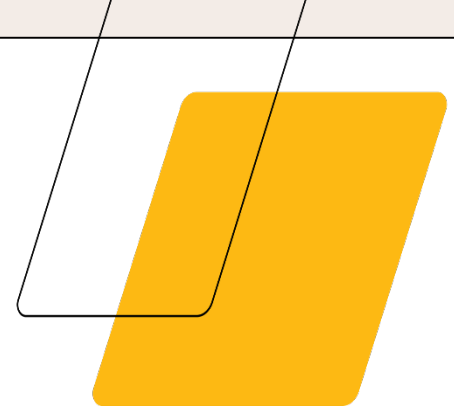
5

A system of Talent Management that enables all of our employees to do their best work.

6

A positive and supportive Culture of excellence and inclusiveness.

A commitment to Shared Values that bind us together and are reflected in our decisions.



Relationships

We believe that relationships throughout the school system are the glue that hold us together; through strong relationships among adults and students within our schools and throughout the community our schools will be great places for all students and staff.

Therefore, we will work to strengthen bonds among students, among staff, between students and staff, and between schools and community as we ensure that all of our students are seen as individuals and their various needs are supported in their efforts to graduate college and career ready.

Transparency

We believe that all stakeholders deserve to know how decisions are made in our school system and they should be part of the decision-making process, as diverse opinions and perspectives leads to stronger decisions and transparency promotes trust.

Therefore, stakeholders will have access to timelines, supporting information, and intended outcomes for decisions made at the system and school level, and they will have opportunities to participate where appropriate.

Engagement

We believe that our schools and system are stronger when we all work together to support our students, families, and educators in pursuit of our collective goals, and that the community plays a vital role in supporting our schools.

Therefore, we will reach out to and support all of our families and students to ensure they have what they need to succeed in school; we will engage our administrators, educators, and staff in decision making, and we will engage the entire community in supporting and strengthening our schools.

Citizenship

We believe that to be successful in school and life you need to work hard, manage your emotions, set goals, treat everyone with respect and kindness, and work well with others.

Therefore, we will support our students so that they act in ways that will enable them to achieve their goals of graduating college and career ready.

Excellence in Teaching and Learning for every child in every school, every day.

- GOAL 1** / Every student will be reading on grade level by 3rd grade.
- GOAL 2** / Every student will have access to a high-quality core curriculum with appropriate personalization, including interventions and acceleration.
- GOAL 3** / By the end of 9th grade every student will be on a personalized college and career pathway that results in graduating with a workforce credential and reflects the essential competencies that Tangipahoa envisions for all graduates including critical thinking, citizenship, collaboration, multiple literacies, and communication.

Teaching & Learning

Goal 1

Every student will be reading on grade level by 3rd grade.

Why

Students need to be able to read by third grade in order to succeed as they move through school. When students aren't reading on grade level by 3rd grade, they tend to fall further behind, which limits their chances of graduating and succeeding beyond school. Moreover, the financial and social costs to the community are significant when students aren't reading on grade level.



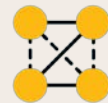
Outcomes

- Increase every demographic group's scores every year



Metrics

- Dibels
- LEAP
- Observation rubrics



Strategies

- Regular observations of instruction and student learning
- Family engagement
- Hi quality early childhood education
- Professional development
- Innovative interventions and supports

Teaching & Learning

Goal 2

Every student will have access to a high-quality core curriculum with appropriate personalization, including interventions and acceleration.

Why

Every child deserves access to a high-quality curriculum, regardless of where they attend school. If they need additional supports to achieve on grade level, it's incumbent on the school system to provide them. And, if students master grade-level curriculum quicker than their peers, they must have opportunities to accelerate their learning. Core curriculum at every grade level, with appropriate supports and acceleration opportunities, also increases efficiencies for the school system.



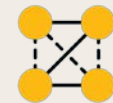
Outcomes

- Increased efficiencies
- Equity among schools
- Increased supports for students



Metrics

- Observations and walk-throughs
- Teacher feedback
- Student feedback
- Benchmark assessments



Strategies

- Professional development
- Centralized procurement
- School-based decision making on evidence-based practices

Teaching & Learning

Goal 3

By the end of 9th grade, every student will be on a personalized college and career pathway that results in graduating with a workforce credential and reflects the essential competencies that Tangipahoa envisions for all graduates, including critical thinking, citizenship, collaboration, multiple literacies, and communication.

Why

Success in 9th grade is tied to graduation rates – if a student is not successful in 9th grade, their chances of dropping out increase considerably. By the beginning of 10th grade, students must take advantage of opportunities to pursue their interests, whether it's college, career, or service. Increasing graduation rates lifts the success of the entire community.



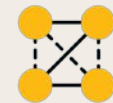
Outcomes

- Increased graduation rate, by demographic
- Students pursue one of four options:
 - Military
 - Four-year college
 - Two-year college without remediation
 - Career-path job



Metrics

- Graduation/drop-out rate
- College attainment
- CTE certification
- Decreased remediation
- Qualification for LSU or other state system
- ACT/SAT scores



Strategies

- Early Warning Indicator system
- Professional learning for all educators
- An advocate for every student
- Continued SEL support
- Continued counseling/guidance support
- Community and family engagement
- Coordinated CTE access to top industries in Tangipahoa

Transparent Decision Making that engages stakeholders.

GOAL 1 / School and system-level decisions will be made with transparency.

GOAL 2 / The community will be engaged in decision making.

GOAL 3 / School based decision-making teams will be established to increase collaboration.

Decision Making

Goal 1

School and system-level decisions will be made with transparency.

Why

The Board and Superintendent have a sacred trust with taxpayers and citizens of Tangipahoa.

Transparent decision making is essential in order for the community and internal and external stakeholders to trust and support the school system.



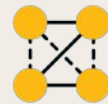
Outcomes

- Increased support
- Stable leadership
- Increased engagement



Metrics

- Survey Data



Strategies

- Parish-wide committees
- Establishment of regulations/procedures
- Training in interest-based negotiations
- Training in governance
- Dedicated community engagement/communications office
- Leverage technology to increase accessibility

Decision Making

Goal 2

The community will be engaged in decision making.

Why

The Tangipahoa school system serves the community as a public entity. When families, community members, students, and staff are engaged in collaborative decision making with district leadership, decisions are strengthened by having diverse voices and perspectives. Support for, and confidence in the system will also increase when the community is involved in decision making.



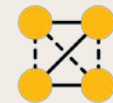
Outcomes

- Increased engagement
- Stable leadership
- Increased support



Metrics

- Survey data
- Attendance at community events



Strategies

- Training in governance
- Training in interest-based decision making
- Establishment of district-wide committees
- Establishment of office for community engagement

Decision Making

Goal 3

School based decision-making teams will be established to increase collaboration.

Why

When school-level teams are involved in decision making they are able to meet the needs of their students, families, and staff within their unique context. Given the range of schools in Tangipahoa Parish, by embracing a collaborative approach that ensures adherence to system-wide standards while allowing for local flexibility, school cultures will improve, and outcomes will increase.



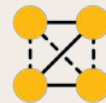
Outcomes

- Increased engagement
- Increased support
- Increased innovation



Metrics

- Surveys



Strategies

- Establishment of office for community engagement
- Development of guidance and procedures
- Training for school-based teams

Resource Allocation according to our collective vision and the needs of our children.

- GOAL 1** / Site-based accounting for school-based expenditures will be increased.
- GOAL 2** / A long-term comprehensive facilities plan will be developed and shared with the community.
- GOAL 3** / A tiered system of academic and social emotional supports for students will be established.

Resource Allocation

Goal 1

Site-based accounting for school-based expenditures will be increased.

Why

Maximum transparency increases public support. Citizens, taxpayers, and stakeholders have the right to know how resources support the overall system vision and distinct school-based needs. By having site-based budgets, system leadership will be able to more efficiently allocate resources.



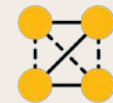
Outcomes

- Increased support
- Increased efficiencies
- Increased equity



Metrics

- Budget reviews
- Surveys



Strategies

- CFO adopt a site-based budgeting model
- Training for leadership team, board, central office and principals
- Community engagement

Resource Allocation

Goal 2

A long-term comprehensive facilities plan will be developed and shared with the community.

Why

Facilities disparities and needs are significant throughout Tangipahoa Parish Schools. The system needs a comprehensive and transparent plan that the community supports and clearly shows how buildings will be addressed.



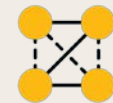
Outcomes

- Increased support
- Increased efficiencies
- Improved school buildings



Metrics

- Surveys
- Facility plan review with corresponding budget



Strategies

- Establishment of parish-wide facilities committee
- Community engagement
- Engagement of external expertise

Resource Allocation

Goal 3

A system of tiered supports for schools will be established.

Why

There is significant variability of outcomes among schools throughout the parish. A system of differentiation that clearly shows the various needs of schools will enable system leaders to provide the appropriate support and accountability.



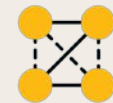
Outcomes

- Appropriate transparency
- Community support
- Appropriate accountability
- Increased student achievement
- Improved adult performance.



Metrics

- VAM scores
- Student achievement
- Surveys
- Schedule review
- Site-based budget review



Strategies

- Development of comprehensive accountability system
- Establishment of system “turnaround” leader
- Appropriate allocation of resources
- Community engagement
- Training at school and system level
- Continuation of district learning communities

A system of Talent Management that enables all of our employees to do their best work.

GOAL 1 / Career ladders will be established for all employees.

GOAL 2 / A comprehensive leadership development strategy will be established.

GOAL 3 / A system for equitable distribution of personnel will be established.

Talent Management

Goal 1

Career ladders will be established for all employees.

Why

Employees are more engaged when they know that there are opportunities to learn, grow, and advance their careers. Since so many Tangipahoa employees are also community members, the system will get stronger through internal advancement.



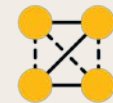
Outcomes

- Increased retention
- Improved recruitment
- Increased engagement



Metrics

- Surveys
- Retention/attrition data
- Certification data



Strategies

- Development of comprehensive plan by HR
- Training for school and system leadership

Talent Management

Goal 2

A comprehensive leadership development strategy will be established.

Why

Increased leadership at all levels will strengthen the school system, especially since so many Tangipahoa employees are life-long residents of the community. A leadership development strategy will not only improve outcomes at the school level, but also build a bench of future school and system level leaders.



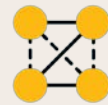
Outcomes

- Improved outcomes
- Stable leadership
- Increased engagement



Metrics

- Surveys
- Retention/attrition data
- Increased VAM
- Increased student achievement



Strategies

- Establishment of plan and program
- Designation of system-wide leader
- Training for system and school leadership
- Appropriate allocation of resources

Talent Management

Goal 3

A system for equitable distribution of personnel will be established.

Why

An effective teacher is the most important factor in student performance. Given the significant variability among schools in Tangipahoa parish, it's essential that all students have access to highly qualified teachers.



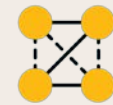
Outcomes

- Increased student achievement
- Increased teacher effectiveness
- Increased community support



Metrics

- Surveys
- VAM
- Student outcomes
- Certification



Strategies

- Development of comprehensive plan by HR office
- Budget allocation
- Training in interest-based decision making

A positive and supportive Culture of excellence and inclusiveness.

GOAL 1 / A comprehensive approach to improving student discipline will be established.

GOAL 2 / The community will be increasingly engaged.

GOAL 3 / All schools will be positive places for students and employees.

Culture

Goal 1

A comprehensive approach to improving student discipline will be established.

Why

Discipline is essential to learning, and all students and staff deserve to learn and work in a safe environment where everyone feels supported and respected.



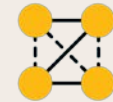
Outcomes

- Increased student achievement
- Decreased suspensions and incidents
- Increased community support



Metrics

- Surveys
- Discipline data
- Student achievement data



Strategies

- Comprehensive system-wide training
- Establishment of system-level leadership
- Increased family outreach and support
- Increased student voice
- Strengthening of current procedures and practices

Culture

Goal 2

The community will be increasingly engaged.

Why

A school system serves and is responsible to the community. Too many families and community members don't feel connected to the schools. And many families need increased support to ensure their child gets the education they deserve.



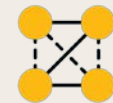
Outcomes

- Increased engagement
- Increased student achievement
- Increased support
- Stronger families
- Decreased disciplinary incidents



Metrics

- Surveys
- Student achievement data



Strategies

- Adoption of a community engagement framework
- Establishment of an office of community engagement
- Resource allocation
- Training for system, school and families/community

Culture

Goal 3

All schools will be positive places for students and employees.

Why

Children learn best, and adults do their best work, when they're in a physically and psychologically safe environment. A positive culture drives school improvement.



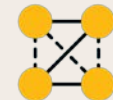
Outcomes

- Increased student achievement
- Decreased disciplinary incidents
- Increased engagement
- Increased community support
- Increased adult performance



Metrics

- Surveys
- Student achievement
- Discipline rates
- VAM



Strategies

- System-wide training
- Establishment of system-level leadership
- Resource allocation



**Center for
Model Schools™**



TANGIPAHOA
PARISH SCHOOL
SYSTEM
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