

St. Mary Parish Public School System

Strategic Plan—2025-2030

Introduction

The St. Mary Parish Public School System is committed to ensuring that every child is prepared for success in college, career, and life. This strategic plan establishes a clear vision, shared priorities, and measurable goals to guide our schools over the next five years.

Developed through collaboration with educators, students, families, and community partners, this plan reflects both the aspirations of our school district and alignment with the Louisiana Department of Education's *Strong School Systems* framework. It is built upon the careful analysis of student performance data, classroom observations, and stakeholder feedback. The St. Mary Parish Public School System will utilize this comprehensive plan to prioritize student learning, development, and achievement, as well as to strengthen teacher pipelines by enhancing experiences, resources and collaborative engagement for the benefit of our school families.



Every Student. Every Day, Together – We are St. Mary Parish Strong!

Vision and Mission

Vision: The vision of St. Mary Parish Schools is to provide a unified effort grounded in commitment, service, and tradition that is aimed at supporting children, families, and communities in order to thrive.

Mission: The mission of St. Mary Parish Public Schools is to provide every student with the educational, social, and emotional supports necessary to become productive and engaged citizens.

Alignment of St. Mary Parish Strategic Priorities with LDOE Priorities

1. SP1: Prioritize High-Quality and Engaging Teaching and Learning

Students meet or exceed academic expectations in literacy, math, and core subjects.

Deliver effective, innovative, and purposeful instruction that engages students, ensures mastery of essential standards, and drives measurable growth across all content areas.

Aligned LDOE Priorities:

- ✓ Priority 2: Literacy instruction aligned to the Science of Reading
- ✓ Priority 3: Math instruction from foundational to advanced skills
- ✓ Priority 4: Opportunities ensuring a meaningful high school experience
- ✓ Priority 5: An effective teacher for every student

2. SP2: Prioritize Student Success and Achievement

All graduates leave high school with the skills and credentials necessary for success in college, career, or service.

Provide equitable opportunities for every student to excel academically, complete rigorous coursework, and access pathways that lead to postsecondary success in higher education, the workforce, or military service.

Aligned LDOE Priority:

- ✓ Priority 4: Opportunities ensuring a meaningful high school experience

3. SP3: Prioritize Safe, Healthy, and Supportive Schools

Schools provide safe, supportive, and inclusive environments where students and staff thrive.

Ensure student safety, promote mental and physical well-being, and cultivate the power of presence through strong attendance, restorative practices, and positive school climates that remove barriers to learning.

Aligned LDOE Priorities:

- ✓ Priority 4: Opportunities ensuring a meaningful high school experience
- ✓ Priority 5: An effective teacher for every student
- ✓ Priority 6: Expand educational choice for students and families

4. SP4: Community and Family Partnerships

Families and community partners are active participants in the education of our children.

Strengthen collaboration with families, businesses, and community organizations to increase engagement, expand learning opportunities, and support students both inside and outside the classroom.

Aligned LDOE Priorities:

- ✓ *Priority 1: Early childhood leading to kindergarten readiness*
- ✓ *Priority 2: Literacy instruction aligned to the Science of Reading*
- ✓ *Priority 4: Opportunities ensuring a meaningful high school experience*
- ✓ *Priority 6: Expand educational choice for students and families*

5. SP5: Strengthen Excellent Educators

Educators are valued, supported, and retained at high rates.

Recruit, support, and retain effective teachers and leaders by providing mentoring, professional growth opportunities, and recognition programs that foster a strong pipeline of high-quality educators.

Aligned LDOE Priority:

- ✓ *Priority 5: An effective teacher for every student*

6. SP6: Boost Efficient and Equitable Use of Resources

District resources are managed with transparency and aligned to priorities that benefit students.

Maintain fiscal responsibility and strategically allocate funding, facilities, and technology to ensure equity across schools and maximize the impact of resources on student learning.

Aligned LDOE Priority:

- ✓ *Priority 6: Expand educational choice for students and families.*

St. Mary Parish Public Schools is building a culture of collective responsibility where system leaders, schools, families, and community partners work together to ensure students grow, thrive, and achieve. The priorities outlined here establish clear expectations for measurable progress and sustainable improvement across the district.

Note: *Updates may be made as needed to remain aligned with requirements and guidance from the LDOE.*

Strategic Priorities in Action

To ensure that the St. Mary Parish Public School System is prepared for long-term success and remains a trusted, relevant, and valued partner in the community, district and school level leadership gathered and analyzed input through stakeholder conversations and surveys. From this feedback, key strategic focus areas with both short- and long-term initiatives were identified to guide the district's actions and position St. Mary Parish for a strong and successful future.

Strategic Priority 1: Prioritize High-Quality and Engaging Teaching and Learning

Initiative 1.1: Strengthen Literacy and Numeracy Through Ongoing Professional Development and Continuous Progress Monitoring

Preparing every child to become a lifelong learner by ensuring teachers receive sustained training in effective reading and math instruction and by maintaining district-wide systems to monitor student growth throughout the year.

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- 1.1.01** Advance student achievement through the launch of a district-wide numeracy initiative and the ongoing renewal of the literacy plan.
 - 1.1.02** Maintain and refine district common assessments for literacy and numeracy aligned with state standards.
 - 1.1.03** Provide ongoing professional development for teachers focused on evidence-based instructional practices.
 - 1.1.04** Continue district-wide progress monitoring with quarterly reviews to track student growth and adjust supports.
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Initiative 1.2: Deliver a Rigorous and Supportive Curriculum for All Learners

Providing learning experiences that meet the needs of every student by maintaining aligned Tier I curriculum, strengthening supports for diverse learners, and refining pacing and intervention strategies over time.

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- 1.2.01** Implement an curriculum evaluation review process cycle for all subject areas.
 - 1.2.02** Expand embedded supports for diverse learners (SPED/504/EL).
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1.2.03 Maintain and refine pacing guides with intervention checkpoints to ensure consistent progress.

1.2.04 Cultivate and grow students who are lifelong learners ready for educational and career options after high school.

1.2.05 Provide targeted professional development for teachers on addressing individual student needs, including accommodations, modifications, and differentiated instructional strategies.

Initiative 1.3: Strengthen Teaching Through Sustained Coaching and Collaborative Practices

Fostering safe, inclusive classrooms by investing in ongoing instructional coaching and professional learning communities (PLCs) that continuously support teacher growth and improve student outcomes along with professional learning structures of Instructional Leadership Teams and Teacher Collaboration.

1.3.01 Identify and refresh teacher leaders to serve as PLC facilitators.

1.3.02 Develop and update a PLC calendar focused on data-driven practices.

1.3.03 Provide continuous training for facilitators on best-practice PLC protocols.

1.3.04 Sustain district-wide coaching cycles and expand collaborative practices across schools.

1.3.05 Emulate best practices for cultivating environments that support diverse students

1.3.06 Intentionally foster collaboration and education about the needs of a varied student population promoting mutual respect and understanding

1.3.07 Provide differentiated support (e.g., advising, mentoring) to meet the needs of all students

Strategic Priority 2: Prioritize Student Success and Achievement

Initiative 2.1: Strengthen and Sustain Dual Enrollment and CTE Pathways

Expanding opportunities for students to earn college credit and workforce credentials by building lasting partnerships with higher education and industry, while ensuring counselors and staff are equipped to guide students through these pathways.

2.1.01 Conduct regular audits of dual enrollment and CTE opportunities to identify gaps and growth areas.

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| 2.1.02 | Establish and expand MOUs with local colleges and industry partners to provide sustainable opportunities. |
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| 2.1.03 | Provide ongoing training for school counselors on updated pathway options and requirements. |
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| 2.1.04 | Diversify educational options and specialty programs to meet students' interests, specifically through early college access, work-based learning, and apprenticeship programs |
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| 2.1.05 | Maintain active Industry Advisory Board, hosting regular meetings to gather input, strengthen partnerships, and ensure program alignment with workforce demands. |
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Initiative 2.2: Increase and Sustain Access to Industry-Based Certifications (IBCs)

Preparing students for high-demand careers by growing the number of IBC courses aligned with workforce needs and ensuring equitable access to certification opportunities.

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| 2.2.01 | Conduct recurring audits of IBC programs and enrollment patterns. |
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| 2.2.02 | Expand course offerings ly to align with local and state workforce priorities. |
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| 2.2.03 | Provide sustained funding support to reduce barriers for students pursuing certifications. |
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| 2.2.04 | Support continuous teacher training, including opportunities for recertification, advanced coursework, and earning new industry-recognized credentials aligned to student pathways. |
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Initiative 2.3: Improve and Expand College and Career Advising Supports

Ensuring all students graduate prepared for life after high school by strengthening advising systems, expanding FAFSA and college planning supports, and equipping schools with resources that connect families and students to postsecondary opportunities.

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| 2.3.01 | Provide ongoing training for counselors in college and career advising. |
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| 2.3.02 | Offer college and career planning workshops for students and families. |
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| 2.3.03 | Maintain and update a comprehensive School Counseling handbook for schools to use in supporting students. |
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Strategic Priority 3: Prioritize Safe, Healthy, and Supportive Schools

Initiative 3.2: Strengthen Safety Measures

Creating safe and supportive environments by maintaining strong reporting systems, expanding prevention strategies, and promoting ongoing awareness for students, families, and staff.

3.2.01 Conduct regular audits of reporting and response systems to ensure effectiveness.

3.2.02 Relaunch and sustain anonymous reporting tools (apps, hotlines).

3.2.03 Implement student and family awareness on safety and anti-bullying resources.

3.2.04 Host an Administrator Safety Summit to train school leaders on policies and procedures related to bullying prevention, crisis response, and overall school safety measures.

3.2.05 Revise and refine Emergency and CPI plans to promote safe school environments

Initiative 3.3: Promote Student and Staff Well-Being

Fostering safe and supportive learning environments by strengthening social and emotional awareness, providing continuous training for educators, and embedding practices that nurture resilience, emotional health, and overall well-being for both students and staff.

3.3.01 Field a survey to assess student and staff well-being and needs.

3.3.02 Provide ongoing professional development for teachers on well-being strategies and practices.

Initiative 3.4: Strengthen and Align Discipline Practices

Promoting equity and positive school culture by shifting from punitive discipline to restorative approaches, supported by ongoing training and data-driven adjustments.

3.4.01 Audit suspension and expulsion data trends annually.

3.4.02 Provide ongoing PD for administrators and teachers on behavioral practices.

3.4.03 Implement and sustain a district-wide discipline matrix framework.

3.4.04 Provide ongoing CPI (Crisis Prevention Intervention) training for teachers and staff to ensure safe, supportive, and de-escalating responses to student behavior.

Initiative 3.5: Expand Access to Counseling and Wellness Supports

Prioritizing student and staff well-being by increasing access to counseling services, expanding wellness programs, and ensuring high-need schools have additional support.

3.5.01 Coordinate with school counselors in alignment with student needs.

3.5.02 Providing counseling schedules and services in all schools.

3.5.03 Provide direct student support through a district Behavior Interventionist who works with students on behavior management, coping strategies, and positive decision-making.

3.5.04 Provide external resources and referrals to families of students in need of additional support, including community mental health, social services, and wellness programs.

Strategic Priority 4: Enhance Community and Family Partnerships

Initiative 4.1: Build and Sustain a District-Wide Family Engagement Framework

Strengthening trust and collaboration with families by developing consistent engagement practices, equipping principals with effective strategies, and refreshing supports as community needs evolve.

4.1.01 Revisit and revise a district-wide family engagement framework with input from families.

4.1.02 Engage with both students and parents in dialogue around what is going well and areas for improvement.

4.1.03 Provide ongoing training for principals on family engagement strategies.

Initiative 4.2: Establish and Maintain Industry and Advisory Councils

Giving families, students, and teachers a voice in decision-making by creating advisory councils at every school and ensuring they meet regularly to support student success.

4.2.01 Identify council members representing parents, students, and teachers on district committees.

4.2.02 Hold industry, advisory council, and community meetings to gather input and guide improvements.

4.1.03 Host family engagement nights and provide academic resources to support families in promoting student success at home.

Initiative 4.3: Expand Partnerships with Local Business and Industry

Creating meaningful student opportunities by strengthening ties with community partners and expanding access to real-world experiences and work-based learning.

4.3.01 Conduct an survey of community and business partners.

4.3.02 Establish and expand work-based learning agreements.

4.3.03 Establish and maintain active Industry Advisory Board, hosting regular meetings to gather input, strengthen partnerships, and ensure program alignment with workforce demands.

4.3.04 Collaborate with regional economic development and workforce leaders to identify new industry and business partners that align with emerging labor market needs

Strategic Priority 5: Strengthen Excellent Educators

Initiative 5.1: Sustain Teacher Mentorship and Induction Programs

Supporting teacher growth and retention through structured mentorships, induction programs, and professional learning opportunities for new educators.

5.1.01 Identify mentor teachers across the district.

5.1.02 Develop mentor/mentee training modules.

5.1.03 Launch and sustain mentor/mentee pairings ly.

Initiative 5.2: Develop and Sustain Educator Pipelines

Building a strong future workforce by recruiting, supporting, and retaining talented educators, providing structured professional development, and creating clear pathways for teachers and staff to advance into leadership roles.

5.2.01 Engage regional community and four-year colleges to enhance recruiting efforts and program offerings that align with SMP's identified priorities

5.2.02 Create a calendar of professional development and training offerings based on feedback from education stakeholders

5.2.03 Engage with faculty and staff to learn desired leadership objectives and goals

Initiative 5.3: Expand and Sustain Professional Development for Excellence in Teaching

Ensuring instructional excellence by maintaining a robust PD calendar and providing consistent, high-quality training opportunities aligned to district priorities.

5.3.01 Develop an Professional Development calendar aligned with district goals.

5.3.02 Provide professional development for all teachers.

5.3.03 Strengthen engagement opportunities among students, educators, staff, and community partners to increase participation, build awareness, and ensure that every voice is heard and valued.

5.3.04 Provide an Educational Leadership cohort in partnership with a local university for teachers to earn their M.Ed. in Educational Leadership.

5.3.05 Support teacher and paraprofessional certifications.

Strategic Priority 6: Boost Efficient and Equitable Use of Resources

Initiative 6.1: Conduct and Refresh Equity Audits of Resources

Ensuring fairness in funding, technology, and facilities by conducting recurring equity audits and making recommendations to strengthen student access and outcomes.

6.1.01 Audit funding allocations, technology, and facility use.

6.1.02 Report findings and equity recommendations annually.

6.1.03 Revitalize learning spaces by providing technology upgrades that align with curriculum and subject areas

Initiative 6.2: Sustain Technology for 1:1 Access and Digital Learning

Maintaining equitable access to technology by regularly assessing needs, upgrading infrastructure, and ensuring devices remain reliable for teaching and learning.

6.2.01 Conduct district technology audit.

6.2.02 Implement replacement and repair cycle for outdated devices.

6.3.03 Solidify a prioritization assessment to determine which technology needs should be attended to in short-, medium-, and long-term.

Resources to Support Priorities

Teaching and Learning Environments

- ✓ [St. Mary Parish Curriculum and Instruction](#) District Curriculum Page
- ✓ Pear Assessment for Common Assessments
- ✓ [District Curriculum One-Pagers \(K-12\)](#) Tier I Curriculum and Interventions
- ✓ [LDOE Instructional Materials](#)
- ✓ STAY St. Mary Initiative- Supporting Teachers, Advancing Youth (Professional Development)
- ✓ [St. Mary Parish Pupil Progression Plan](#)
- ✓ ULL Leadership Cohort
- ✓ Job-Embedded and Summer Professional Learning Structures
- ✓ Observation and Feedback Coaching Cycles
- ✓ [District Literacy and Numeracy Plans](#)

Opportunities for Student Success

- ✓ [Dual Enrollment Courses and Post-Secondary Options](#)
- ✓ [Louisiana Course Choice](#)
- ✓ Credentialing with IBCs
- ✓ [Summer School Learning and Remediation Programming](#)
- ✓ [Early Childhood Education](#)
- ✓ [STEM Opportunities for Students](#)

Student Safety, Health, and Well-Being

- ✓ Positive Behavioral Interventions and Supports (PBIS)
- ✓ Power Schools Module Completions- Training for All Employees
- ✓ CPI (Crisis Prevention Institute) Implementation

- ✓ Health Awareness in Physical Education Courses
- ✓ Riskwise Program from Department of Health and Hospitals / Local Fire Marshall's Office
- ✓ District and School Handbooks
- ✓ Emergency Operational Plan

Community Engagement and Partnerships

- ✓ [Family Support Resources](#) from LDOE Website
- ✓ Early Childhood Ready Start Networks
- ✓ Instructional Partnerships with Community Colleges
- ✓ [Parent and Family Engagement Activities](#)
- ✓ Media Communication via [District/School Websites](#), JTEXT/JCall, and Social Media Outlets

Equitable Use of Resources

- ✓ Budget
- ✓ District Instructional Continuity Plans
- ✓ District Handbooks
- ✓ 1:1 Student/Technology
- ✓ Virtual Learning Program

St. Mary Parish Public School System and all of its entities (including Career and Technical Education Programs) do not discriminate on the basis of age, race, religion, national origin, disability, or sex in its educational programs and activities (including employment and application for employment). Discrimination on the basis of sex is prohibited by Title IX of the Education Amendments (20 U.S.C. §1681), and discrimination on the basis of disability is prohibited by Section 504 (42 U.S.C. §794).