DISTRICT STRATEGIC PLAN

CLARKSDALE MUNICIPAL SCHOOL DISTRICT

Every Student. Every Need.

MISSION

We strive to meet every need of every student.

VISION

We envision all students graduating ready for college and careers.

CORE VALUES

- Work-ethic
- Integrity
- Leadership
- Determination
- Coachable
- Achievement
- Teamwork

GOALS

- Goal 1: Every CMSD student will graduate ready for college and careers.
- Goal 2: Every CMSD student will meet growth and/or score proficient on all state assessments.
- Goal 3: Increase district rating to a B or higher with all schools being rated a C or higher.
- Goal 4: CMSD will provide students with a comprehensive educational experience.
- Goal 5: CMSD will prepare students for success beyond high school by increasing achievement, acceleration, and assessment performance.

Strategic Plan

2025-2028

Goal 1: Every CMSD student will graduate ready for college and careers.

1. Increase percentage of students graduating to 90 percent or higher.
2. Increase the percentage of students meeting ACT college readiness benchmarks in English and Math to 30 percent or higher.
3. Increase percentage of students participating and passing acceleration courses to 40 percent or higher.
4. Increase the percentage of students earning industry certifications to 10 percent or higher.
5. Increase the percentage of students graduating with a distinguished diploma.

Strategies

- Provide resources and guidance to schools on the Early Warning System based on student and school data to provide appropriate interventions.
- Collect and analyze data on high school cohorts and monitor their progress.
- Continue implementation of the ACT Prep Program
- Provide guidance and time for students to work with counselors and graduation coach to successfully pass all dual enrollment coursework.
- Partner with local industries to align our programs to meet industry demands and provide work-based learning opportunities.
- Implement and monitor Individual Success Plans (ISP) for all grade 7 students and revise annually through grade 12.
- Provide professional development and resources to support student success and the implementation of the district's Dropout Prevention Plan.
- Provide early exposure to ACT through tutorials and test-taking for students in grades eight and nine.

- Cohort tracker set up starting in the 8th grade.
- Provide counseling and advisement for students on graduation and postsecondary pathways.

Goal 2: Every CMSD student will meet growth and/or score proficient on all state assessments (MAAP, MAAP-A EL).

1. Increase MAAP proficiency rate in ELA and Math to 35 percent or higher.
2. Increase students meeting growth in ELA and Math to 55 percent or higher.
3. Increase percentage of students passing (Level 3) the 3rd grade ELA MAAP assessment to 70 percent or higher.
4. Reduce the percentage of students scoring level 1 by 10 percent annually.
5. Increase MAAP proficiency rate in Science to 50 percent or higher.

Strategies:

- Provide literacy-based professional development and resources for all teachers.
- Provide professional development for school leaders and coaches to support the application and implementation of effective instruction.
- Provide quarterly parental engagement activities to inform parents on the grade level requirements and scholar progress towards grade level expectations.
- Utilize academic coaches in schools as a resource for teachers to provide support in lesson plan development, instructional strategies, and data analysis.
- Provide blended professional development for general education and special education teachers to increase equitable access for all students.
- Track the progress of students via progress monitoring assessments and adjust instructional strategies based on the results.
- Provide teachers and students with access to high quality instructional materials to assist in the delivery of grade-appropriate standards-aligned instruction.
- Implement timely evidence-based academic interventions that support content mastery for all subgroups.
- Recognition of students and teachers meeting growth and/or proficiency goals

Goal 3: Increase district rating to a B or higher with all schools being rated a C or higher.

1. All schools will increase a letter grade or points within a letter grade.

Strategies:

- Monitor all staff and student data (attendance (teacher and student), discipline, assessments) each nine weeks. Establish a tracking system for monitoring the internal and external providers.
- Data talks will occur every 9 weeks. Adjustments to instruction and/or student supports will be made based on the data analysis.
- Provide leadership support to building administrators as identified through formal and informal evidence collection practices.
- Provide professional development and coaching for teachers identified by school leaders through data as needing intensive instructional support.
- Engage parents and community stakeholders in improvement efforts and decision making processes with our Community Engagement Council.

Goal 4: CMSD will provide students an enriching educational experience

1. Update and improve facilities to ensure we have facilities conducive for learning.
2. Increase percentage of highly qualified teachers (i.e. Grow Your Own program).
3. Maintain a healthy fund balance.
4. Offer comprehensive supports (i.e. Academic/Behavioral/Medical Supports).

Strategies:

1. Establish a district Grow Your Own program to develop a new cadre of leaders as well as teachers to diversify the pipeline.
2. Provide mentors and monthly opportunities for new teachers to strengthen their skill set.
3. Meet regularly with the financial officer to ensure district finances are not in the negative.
4. Ensure our facilities are kept clean and are maintained by providing professional development to our custodial staff and maintenance team yearly.

Goal 5: CMSD will prepare students for success beyond high school by increasing achievement, acceleration, and assessment performance.

1. Increase acceleration participation (dual enrollment, AP, advanced coursework) by 5% annually.
2. Increase the percentage of students scoring 18 or higher on the ACT to 10%.
3. Increase readiness index points earned across all sub-indicators by 10% annually.
4. Increase the percentage of students scoring silver or higher on the ACT Work Keys by 10%.
5. Increase the percentage of students scoring 31 or higher on the ASVAB by 5%.

Strategies:

1. Expand opportunities for students to participate in advanced coursework.
2. Partner with higher education institutions and local employers to increase access to college and career pathways.
3. Regularly analyze readiness index data to identify gaps and adjust supports.

Key Roles and Responsibilities for Superintendent:

These key roles and responsibilities complement and support the responsibilities of educators in other roles. Collaboration with other educators is embedded in many of these responsibilities.

THE SUPERINTENDENT WILL:

- Implement board policies related to curriculum and operations
- Report to the board concerning implementation
- Oversee the work of district staff in accomplishing their responsibilities

Key Roles and Responsibilities for Board of Trustees

THE BOARD OF TRUSTEES WILL:

- Review and provide feedback regarding the progress towards meeting strategic goals
- Adopt goals that provide a well-balanced curriculum resulting in improved student learning
- Establish policies to direct and support ongoing curriculum development and evaluation
- Adopt a budget that provides for the development, implementation, training, and evaluation of curriculum
- Authorize the implementation and review of an instructional management plan for the district that identifies expectations of curriculum
- Communicates to its constituents the Board's curricular expectations

Key Roles and Responsibilities for Central Office Staff

THE CENTRAL OFFICE STAFF WILL:

- Oversee the strategic alignment of all district resources
- Coordinate the efforts of all schools and departments to work collaboratively towards the Strategic Plan's goals
- Conduct periodic evaluations to monitor progress, making adjustments as necessary
- Communicate transparently and consistently with all stakeholders including school staff, parents, and the community

- Support staff members in attaining the resources and professional knowledge necessary to implement the strategic plan's goals.

Key Roles and Responsibilities for Curriculum Team:

For the purpose of this document, "Curriculum Team" includes the Assistant Superintendent, Director of Federal Programs, and District Instructional Coaches.

THE CURRICULUM TEAM WILL:

- Provide district-wide professional development needed to implement the curriculum
- Provide materials and support instructional programs that deliver district curriculum effectively
- Support principals and teachers in their roles of delivering and managing curriculum and professional development
- Provide support for analysis and interpretation of assessment data

Key Roles and Responsibilities for Principals

THE PRINCIPALS WILL:

- Manage resources to assist in the attainment of district goals
- Develop a working knowledge of the curriculum content for all subjects/courses to effectively, monitor delivery of the curriculum; Conduct informal and formal classroom observations
- Translate the importance of effective curriculum and instructional practices on a daily basis
- Monitor and ensure effective delivery of the district curriculum and supervise instruction through improvement of achievement and monitoring learning of students;
- Facilitate and participate in professional development
- Work with teams to review and interpret assessment data, set goals, and plan for continuous improvement
- Ensure student progress is reported regularly to parents in an understandable manner
- Collaborate with colleagues
- Promote the success of all students by advocating, nurturing, and sustaining a school culture and instructional program conducive to student learning and staff professional growth

Key Roles and Responsibilities for Teachers

THE TEACHERS WILL:

- Participate in district, school, and personal professional development
- Assess student learning with a variety of classroom, district, and state assessments
- Use assessment data to drive instructional decisions
- Involve parents in the learning process
- Differentiate based on individual student needs
- Deliver the adopted curriculum using effective strategies for the students
- Involve students in the learning and assessment process
- Communicate strengths and weaknesses to students, parents, and others as appropriate

Mississippi Accountability Standards

Standard 9: The school district engages in planning to review the educational status of each school in the district and to address specific actions relative to accreditation and performance separately. Miss. Code Ann. § 37-3-49(2)(e).

Approval of District Strategic Plan

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Superintendent

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School Board Representative

Approval Date: _____