



# **Canton Public School District's Strategic Plan 2025–2030**

*A Roadmap to Success*

*"Perseverance Conquers All"*

***Dwight J. Lockett, Sr., Superintendent***

# Canton Public School District's 2025-2030 Strategic Plan

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# Canton Public School District's 2025-2030 Strategic Plan

## Goals At a Glance

### Target 1

#### ***Student Achievement***

The District and all schools will be rated high performing (B) or higher with a strong focus on academics and Career and Technical Education (CTE) using accessible, innovative technology.

### Target 2

#### ***Human Resources***

Recruit and retain highly qualified teachers, staff, and administrators, foster a positive work culture, and ensure adherence to employment standards.

### Target 3

#### ***Fiscal Management***

Remain fiscally solvent and responsible as the district's financial portfolio changes.

### Target 4

#### ***Operations***

Provide access to state-of-the-art facilities that support student learning.

### Target 5

#### ***Parental Outreach and Public Relations***

Increase external stakeholders' engagement through outreach initiatives.



# Canton Public School District's 2025-2030 Strategic Plan

## OUR VISION

Canton Public School District will be the epicenter of excellence in education-producing productive citizens and lifelong learners prepared for the workforce, military service, college and careers, and beyond.

## OUR MISSION

The Mission of the Canton Public School District, with active engagement of parents and the total community, is to enable all students to become analytical thinkers, self-directed learners, and effective communicators who are prepared to continue their education and/or enter the global workplace and to participate in society as responsible citizens.

## OUR SLOGAN

Canton Public School District's slogan is, "**Perseverance Conquers All.**" This slogan reflects our approach to learning. Students are encouraged to persist in their learning, even when subjects are difficult or progress is slow. We reinforce a growth mindset: success comes not just from talent, but from sustained effort. Teachers and staff believe that their consistent dedication can overcome barriers to student achievement. We promote resilience in adapting to changes, including curriculum shifts and technological challenges. Our main responsibility is to ensure that **all** students succeed, no matter their background or obstacles they may face. We believe that working together works, and through that belief, we can overcome any challenge.

# Canton Public School District's 2025-2030 Strategic Plan

## *Superintendent's Message*

*Dear Canton Public School District Family,*

*I am pleased to share with you the exciting new direction our district is taking through the launch of our comprehensive Five-Year Strategic Plan. This ambitious plan represents our commitment to continuous improvement and sets forth a clear vision to elevate our schools to new heights, including our goal of achieving a "B" rating or higher for our district as a whole and across all schools.*

*Our strategic plan is built around five key pillars that are essential to the success of our students:*

- 1. **Student Achievement:** We are dedicated to fostering an environment where every student can excel. By implementing innovative teaching methods, expanding academic programs, and focusing on personalized learning, we will ensure our students are well-prepared for college, careers, and lifelong success.*
- 2. **Human Resources:** Our teachers, staff, and administrators are the heart of our district. We will invest in professional development, recruitment, and retention strategies to attract and support the best educators and staff, ensuring that our team is equipped to meet the needs of every learner.*
- 3. **Fiscal Management:** Responsible stewardship of our resources is vital. We will maintain transparent and efficient fiscal practices, prioritizing spending that directly benefits student learning and long-term sustainability.*
- 4. **Operations:** To provide a safe, efficient, and welcoming environment, we are undertaking several ambitious construction projects. These initiatives will provide our students with state-of-the-art facilities, equipped with modern technology and spaces designed to inspire creativity and collaboration.*
- 5. **Parental Outreach and Public Relations:** Building strong partnerships with families and the community is fundamental. We will enhance communication channels, increase opportunities for parental involvement, and foster community engagement to create a supportive and inclusive educational environment.*

*This plan reflects our collective dedication to excellence and our shared belief in the potential of every student. It is a roadmap that will guide us through the coming years, with measurable goals and accountability to ensure progress. I invite you to join us on this journey. We value your support, input, and involvement as we work together to make our district a leader in education.*

*Together, we can realize this vision and create an exceptional educational experience for all.*

*Sincerely,*

*Dwight J. Luckett, Sr.*  
Superintendent

# Canton Public School District's 2025-2030 Strategic Plan

## **Strategic Plan Development and Leadership Team**

*Mr. Dwight J. Lockett, Sr. Superintendent*

*Mr. Tony Foster, Executive Director of Business and Finance*

*Mr. Rodney Harris, Chief of Operations and Workforce Development*

*Dr. Candra Nelson Scott, Executive Director of Elementary Schools and Technology*

*Ms. Victoria Johnson, Executive Director of Secondary Schools, Teacher Retention,  
and Communications*

## **Strategic Plan Implementation Team**

*Staff and stakeholders of the Canton Public School District*

## **Board of Trustees 2025-2030 Strategic Plan Approval Date**

*January 13, 2026*

## **Board of Trustees**

Mr. Johnny Brown, President

Mr. Lenderrick Taylor, Vice-President

Mr. Glen Lacey, Secretary

Mr. Peter Brown, Member

Dr. Jacqueline Griffin, Member

Attorney Lisa Ross, Board Attorney

# Canton Public School District's 2025-2030 Strategic Plan

## *Strategic Planning Purpose*

Canton Public School District's Strategic Plan is a roadmap that outlines how departments, schools, parents, students, and the community will take a unified approach to align our efforts with our goals.

## *Data in the Strategic Planning Process*

The strategic planning development team reviewed multiple forms of data to identify recurring themes, opportunities for growth, and areas of success. Data used included parent and staff surveys, student achievement data, and fiscal evaluation. These elements led to the development of the 2025-2030 Strategic Plan.

## **Current Organizational Strengths**

- High expectations for students and staff
- Quality of instruction
- Preparation for college and career
- Strong district partnerships
- Availability of advanced technology for students and staff
- Open and transparent systems of communication
- Highly qualified teachers and administrators
- Well-maintained facilities
- Quality curriculum, instructional programs, and resources
- Supportive parents and community
- Limited number of severe behavioral problems or incidents in schools
- Fiscally responsible
- Strengthened teacher recruitment and retention efforts
- Increased graduation rate
- Strong resources for student interventions and foundational skills-building
- Intervention support in all schools
- Caring teachers and administrators

## **Current Opportunities for Growth**

- High quality systems of professional development, including National Board cohorts
- Recognition for teachers
- Supports for English Learners, including communication processes
- Ability to sustain growth year to year
- Implement strategies for student engagement
- Site-based personnel to meet the emotional needs of students
- Resources for parents to support children's learning at home
- Opportunities for teachers' career advancement
- Advanced internet capabilities

# Canton Public School District's 2025-2030 Strategic Plan

## **Current Opportunities for Growth (continued)**

- More electives for secondary students
- Opportunities for collaboration at the district level
- Customer service training
- Digital systems to eliminate the need for paper
- Redesigned, modern Central Office

# Canton Public School District's 2025-2030 Strategic Plan

## 2025-2030 Districtwide Targets and Goals

### 1. Student Achievement

- *The district and all schools will be rated high performing (B) or higher.*
- Produce a climate and culture in our schools that is conducive to increasing student achievement and overall academic performance.
- Increase the graduation rate, decrease the dropout rate, and increase enrollment to ensure that students receive maximized opportunities for learning.
- Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.
- Expand the district's pre-kindergarten program to support students' academic readiness.
- Expand CTE offerings, especially in areas that offer certification.
- Provide alternative paths to graduation for the district's students.
- Build a Parent/Teacher Resource Center to provide resources for instructional support; offer afterschool tutorial services for students.
- Provide continuous access to devices and the internet to support students' learning and teachers' instruction.
- Ensure students, educators, and parents have continuous access to digital content and resources aligned to district's curriculum.
- Implement a digital citizenship and literacy program that supports students in acquiring 21st century skills, online safety, and student rights and responsibilities to privacy.
- Effectively utilize instructional technologists to ensure that teachers cultivate an empowered learning environment.
- Encourage and facilitate a student-centered technology-rich learning environment.

### 2. Human Resources

- *Recruit and retain highly qualified teachers and administrators.*
- Expand recruitment efforts to attract more highly qualified staff.
- Implement a structured orientation and mentoring program designed to retain new teachers and administrators.
- Create high-quality professional development activities to support new teachers and administrators in their professional growth.
- Assess, plan, track, and continue to implement requirements for evaluation of teachers and administrators as mandated by the Mississippi Department of Education.
- Utilize principals and teachers as recruitment ambassadors for the district.
- Increase the local supplement to continue to attract high quality teachers to the district.

### 3. Fiscal Management

- *Remain fiscally responsible.*
- Utilize district resources efficiently and effectively to accomplish programmatic and organizational goals.
- Establish and implement a prioritized list of projects based on need and availability of funds.
- Evaluate and improve processes to facilitate efficacy.
- Explore long-term investment options with financial planning.

# Canton Public School District's 2025-2030 Strategic Plan

## 4. Operations

- *Effectively utilize district resources to ensure safe and orderly environments.*
- Identify and complete building projects to improve facilities in the district.
- Quickly identify and correct maintenance issues in the district.
- Explore technology resources that are designed to improve student and staff safety.
- Maintain attractive and safe buildings and structures in the district.
- Build a new career center.

## 5. Community Engagement

- *Increase stakeholder engagement through outreach initiatives.*
- Effectively communicate the district's accomplishments and initiatives to ensure that stakeholders are knowledgeable about the district.
- Facilitate outreach to community organizations and businesses through sponsorships, activities, and collaborative activities.
- Partner with the City of Canton to increase students' involvement in activities organized by the city.
- Host activities throughout the year to engage parents and support them with home-centered learning activities.
- Hire a parent liaison and build a parent resource center.

# Canton Public School District's 2025-2030 Strategic Plan

## Target 1: Student Achievement

*Goal: The district and all schools will be rated successful or better.*

**Strategy:** Produce a climate and culture in all schools that is conducive to increasing student achievement and overall academic performance.

Action Step	Staff Responsible	Timeline	Resources Needed
Establish partnerships with local businesses to provide opportunities for students to increase college and career readiness. <b>(Ongoing)</b>	Superintendent Leadership Team Principals Public Relations Director	2025-2030	Access to local businesses through networking and outreach.
Structure time and resources for counselors to address issues such as bullying, self-esteem, academic achievement, and college and career readiness. <b>(Ongoing)</b>	Principals Counselors	2025-2030	Curricula for counselors' use
Utilize a proactive approach to addressing student behavior by increasing student engagement and implementing behavior curricula at school sites. <b>(Ongoing)</b>	Principals Counselors	2025-2030	Curricula for counselors' use Incentives for students
Identify methods to increase staff morale at school and district sites. <b>(Ongoing)</b>	Superintendent Leadership Team Principals	2025-2030	Incentives for staff
Identify engagement strategies specifically for high school students, such as lunch stations with appetizing options, more activities during the school day, and increased opportunities for student exposure to the arts, sciences, and technology. <b>(Ongoing)</b>	Superintendent Leadership Team Principals	2025-2030	Resources for engagement activities
Establish Parent/Teacher Center and an After School Tutorial Center	Superintendent Leadership Team Principals	2025-2030	Resources Parent Coordinator Building
Hire a Lead Counselor to lead the development and implementation of effective counseling programs at school sites.	Superintendent Executive Directors Personnel Director	2025-2030	Funding Qualified applicants
Develop a districtwide initiative to address student absenteeism.	Superintendent Executive Directors Principals	2025-2030	Funding for incentives and outreach programs

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Increase the graduation rate, decrease the dropout rate, and increase student engagement to ensure that students receive maximized opportunities for learning.

Action Step	Staff Responsible	Timeline	Resources Needed
Provide opportunities for students to increase their ACT scores, including Jumpstart and summer bootcamps. <b>(Ongoing)</b>	Executive Dir. (Sec.) Principal Counselors	2025-2030	Federal Programs
Provide early ACT testing for middle school students. <b>(Ongoing)</b>	Executive Dir. (Sec.) Principal Counselors	2025-2030	Funding for registration costs
Refine documentation processes and procedures to adequately capture graduation numbers; this will include but is not limited to defining cohorts as purely as possible, track and document successful completion of graduation requirements, review and monitor graduation data. <b>(Ongoing)</b>	Executive Dir. (Sec.) Principal Counselors	2025-2030	Training for staff; independent review from consultant
Provide effective instructional and behavioral support for students at-risk of dropping out. <b>(Ongoing)</b>	Executive Dir. (Sec.) Principal Counselors Teachers Interventionist	2025-2030	Training for staff; intervention resources
Add electives to increase student engagement to encourage students to remain in school. <b>(Ongoing)</b>	Executive Dir. (Sec.) Principals Counselors Teachers	2025-2030	Additional teacher units
Expand the High School Equivalency Program to offer additional student slots as needed and explore the feasibility of opening the program to the community. <b>(Ongoing)</b>	Superintendent Executive Dir. (Sec.)	2025-2030	Additional teacher units
Provide professional development for attendance clerks, office managers, counselors, and principals on using MSIS 2.0 to manage student enrollment. <b>(Ongoing)</b>	Technology Director Principals	2025-2030	MDE Presenters Consultants
Hire qualified teacher assistants in all K-3 classrooms; explore district-funded pathways to teacher certification for teacher assistants.	Superintendent Executive Dir. (Elem.) Director of Personne Principals	2025-2030	Funding; pool of qualified applicants

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.

Action Step	Staff Responsible	Timeline	Resources Needed
Provide increased learning time opportunities through afterschool, Saturday School, and Extended School Year to fill learning gaps and ensure grade-level readiness. <b>(Ongoing)</b>	Executive Directors Principals Teachers Transportation	2025-2030	Instructional resources Teacher and administrator salaries
Develop, implement, and promote specific strategies for teachers to use at each grade level to reinforce instruction in the five components of effective reading instruction as applicable for each grade band. <b>(Ongoing)</b>	Executive Directors Principals Assistant Principals Teachers Interventionists	2025-2030	Stipends for teachers for summer professional development Resources for materials
Implement intervention time in each school's master schedule to focus on deficient standards in ELA and mathematics. <b>(Ongoing)</b>	Executive Directors Principals Assistant Principals Teachers Interventionists	2025-2030	Cost of intervention materials
Implement pull-out targeted interventions specifically for 3 <sup>rd</sup> grade students with reading deficiencies; effectively use reporting tools for interventionists to document and report services to students. <b>(Ongoing)</b>	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2025-2030	Cost of intervention materials
Continue to implement highly focused schedules for language acquisition and content support for English Learners; provide strategic use of EL resources and best practices. <b>(Ongoing)</b>	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2025-2030	Cost of intervention materials
Provide interventions for SATP re-testers, including assigned intervention time, boot camps for re-testers, and online resources. <b>(Ongoing)</b>	Executive Dir. (Sec) Curriculum Staff Principals Assistant Principals Teachers Interventionists	2025-2030	Cost of intervention materials
Establish a Pre-K school; implement the use of a research-based Pre-K curriculum and research-based strategies in elementary schools that incorporate age-appropriate learning tasks; continue and expand partnerships with local Early Childhood providers including professional development and additional collaboration activities. <b>(Ongoing)</b>	Curriculum Department (Elem.) Principals Assistant Principals Teachers	2025-2030	Cost of curriculum materials

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Develop a clear instructional vision and high expectations for English Learners.

Action Step	Staff Responsible	Timeline	Resources Needed
Employ an EL Instructional Coach to support EL Interventionists in the district. Employ additional teachers and assistant teachers to support EL students.	Superintendent Executive Directors	2025-2030	Cost of salary and benefits
Employ an EL Parent Liaison to support EL parents in the district.	Superintendent Executive Directors	2025-2030	Cost of salary and benefits
Conduct an inquiry (including analysis of data, student interviews, and focus groups, review of cumulative file histories, and classroom observations) to develop a deeper understanding of our own Long Term English Learner population. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	TBD
Analyze data longitudinally to assess issues of program consistency and long-term program impact for our English Learners. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	EL Progress Monitor Data State Data
Identify “Long Term English Learner candidates” in fourth grade and develop a catch up and program consistency plan for those students. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	EL Progress Monitor Data State Data
Develop specially designed English Language Development plans to focus on the unique needs of Long-Term English Learners, including academic language and writing. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	EL Progress Monitor Data State Data
Ensure that parents of English Learners are involved as members of school and LEA committees and engaged in decision-making activities affecting their children’s education. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	Materials for parents Communication tools
Prevent over and under identification of EL students by regularly reviewing data points and making recommendations. <b>(Ongoing)</b>	EL Coordinator Executive Directors Principals EL Interventionists	2025-2030	Data points

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy (continued):** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.

Action Step	Staff Responsible	Timeline	Resources Needed
Revise the structure/use of instructional time at the elementary schools to ensure a structured approach to Reading Instruction, specifically the 5 components of Reading - Phonological Awareness (sounds), Phonics (letters), Fluency, Vocabulary, and Comprehension. Provide professional development to principals and teachers on the elements of effective literacy instruction, and small group instruction. <b>(Ongoing)</b>	Executive Dir. (Elem) Principals Curriculum Staff Interventionists Teachers	2025-2030	Funding for Curriculum Associates
Increase professional development in ELA and mathematics around standards-based instruction; provide job-embedded and small-group professional development to ELA and mathematics teachers; streamline PLCs to focus on data analysis, unpacking standards, working and reviewing test items, and developing strategies. <b>(Ongoing)</b>	Executive Directors Principals Curriculum Staff Interventionists Teachers	2025-2030	Funding for consultants as needed
Refine district-level reporting processes; administrative teams will meet monthly, by individual school, with the district-level administrative team to review data, including student progress monitoring, student and staff attendance, discipline, safe and orderly schools, and community/stakeholder engagement. <b>(Ongoing)</b>	Executive Directors Principals Curriculum Staff Interventionists Teachers	2025-2030	None
Use available resources to enhance technology at identified schools. <b>(Ongoing)</b>	Superintendent Executive Directors Principals	2025-2030	Upgrade technology in libraries; provide STEM training for staff; upgrade technology labs at all schools; offer coding and robotics courses in grades 3-12.

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy (continued):** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.

Action Step	Staff Responsible	Timeline	Resources Needed
Streamline Exceptional Services' instructional programs to address skills in self-contained classes and standards in inclusion classes. <b>(Ongoing)</b>	Exceptional Services Director Principals Teachers	2025-2030	TBD
Establish autistic support classrooms with small student-teacher ratios to support autistic children in lessons, behavior support, speech development, and social skills training. Provide professional development for teachers to strengthen classroom support for autistic students. <b>(Ongoing)</b>	Exceptional Services Director Principals Teachers	2025-2030	TBD
Ensure that the Exceptional Services Director has regular collaborative meetings with the Elementary and Secondary Executive Directors and principals to ensure open communication and best practices for students. <b>(Ongoing)</b>	Superintendent Executive Directors Principals	2025-2030	Regularly scheduled meetings
Develop and implement a plan to address students' misbehavior proactively through counseling, behavior modifications, the TST Process for behavior, and effective parent collaboration; explore the option of hiring behavior interventionists at school sites. <b>(Ongoing)</b>	Superintendent Executive Directors Principals Teachers Counselors	2025-2030	TBD
Hire a Truancy Officer that will work directly with students, parents, and school staff to create strategies that promote consistent attendance as well as enforce district and state school attendance requirements.	Superintendent Executive Directors Principals Teachers Counselors	2025-2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Increase students' and teachers' access to state-of-the-art technological resources.

Action Step	Staff Responsible	Timeline	Resources Needed
Provide continuous access to devices and the internet to support students' learning and teachers' instruction. <b>(Ongoing)</b>	Executive Directors Director of Technology Principals Instructional Technologists	2025-2030	TBD
Ensure students, educators, and parents have continuous access to digital content and resources aligned to district's curriculum. <b>(Ongoing)</b>	Executive Directors Director of Technology Principals Instructional Technologists	2025-2030	TBD
Implement a digital citizenship and literacy program that supports students in acquiring 21st century skills, online safety, and student rights and responsibilities to privacy. <b>(Ongoing)</b>	Executive Directors Director of Technology Principals Instructional Technologists	2025-2030	TBD
Effectively leverage instructional technologists to support teachers in cultivating empowered, innovative learning environments. <b>(Ongoing)</b>	Executive Directors Director of Technology Principals Instructional Technologists	2025-2030	TBD
Encourage and facilitate a student-centered technology-rich learning environment. <b>(Ongoing)</b>	Executive Directors Director of Technology Principals Instructional Technologists	2025-2030	TBD
Upgrade the district's network and infrastructure to support advanced technology integration and ensure reliable, high-speed connectivity across all schools.	Director of Technology	2025-2030	TBD
Ensure that all software and equipment are regularly updated and maintained, providing teachers and students with consistent and equitable access to the latest tools and technologies. <b>(Ongoing)</b>	Executive Directors Director of Technology Instructional Technologists	2025-2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

## Target 2: Human Resources

**Goal:** *Recruit and retain highly qualified teachers and administrators.*

**Strategy:** Expand recruitment efforts to attract highly qualified staff.

Action Step	Staff Responsible	Timeline	Resources Needed
Increase the number of visits to colleges and universities to recruit high quality teachers; establish a team to include principals and teachers on some visits. <b>(Ongoing)</b>	Human Resources Director Principals Teachers	2025-2030	Travel expenses
Host one District Career Day in mid-February to attract potential teachers to the district. <b>(Ongoing)</b>	Superintendent Human Resources Director	2025-2030	Breakfast costs CPSD promotional items
Establish a Leadership Academy for Principals and Assistant Principals. <b>(Ongoing)</b>	Superintendent Executive Directors Consultants as needed	2025-2030	Funds for consultants Resources for learning
Implement a proactive notification system to alert teachers and administrators well in advance of their license expiration dates. <b>(Ongoing)</b>	Human Resources Director	2025-2030	Access to MDE's Licensure System
Develop and implement a financial incentive plan for teachers and principals to reward meeting or exceeding student achievement goals, incentives for teaching in tested areas and areas in which a certification or graduation equivalent is earned, and incentives for high teacher attendance; explore "whole building" incentives for meeting and exceeding accountability goals.	Superintendent Leadership Team Principals	2025-2030	Funding for incentives Policy

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Implement a structured orientation and mentoring program designed to retain new teachers.

Action Step	Staff Responsible	Timeline	Resources Needed
Develop mentoring plans for new teachers; establish a calendar of district and school-based meetings for new teachers. Provide stipends to Teachers of the Year to serve as mentors; develop a menu of professional development sessions for new teachers. <b>(Ongoing)</b>	Executive Directors Principals Human Resources Director Business Manager	2025-2030	Mentor/Mentee Pairing Stipend for Mentors Funding for consultants as needed
Provide opportunities for teachers to earn CEU credits and administrators to earn Semi credits; partner with an organization to offer CEUs and SEMIs. <b>(Ongoing)</b>	Executive Directors Principals	2025-2030	Training Resources
Assess, plan, track, and continue to implement requirements for evaluation of teachers and administrators as mandated by MDE. <b>(Ongoing)</b>	Human Resources Director Executive Directors Principals	2025-2030	MDE's Evaluation System

# Canton Public School District's 2025-2030 Strategic Plan

## Target 3: Fiscal Management

*Goal: Remain fiscally responsible.*

**Strategy:** Utilize district resources efficiently and effectively to accomplish programmatic and organizational goals; establish and implement a prioritized list of projects based on need and availability of funds.

Action Step	Staff Responsible	Timeline	Resources Needed
Identify needs and priorities of all students by examining data; build financial goals based on these priorities. <b>(Ongoing)</b>	Superintendent Executive Directors	2025- 2030	Data
Track where money is currently allocated, assess available resources, align spending with goals. <b>(Ongoing)</b>	Superintendent Executive Director of Business and Finance	2025- 2030	District Expenditure Records
Provide training to administrators and financial staff on best practices for record keeping that is aligned with the district's policies and procedures. <b>(Ongoing)</b>	Executive Director of Business and Finance	2025- 2030	Training Resources
Increase the fund balance to maintain 25% required balance.	Superintendent Executive Director of Business and Finance	2025- 2030	TBD
Increase the local supplement.	Superintendent Executive Director of Business and Finance	2025- 2030	TBD
Streamline operational and fiscal processes within the Business Department. <b>(Ongoing)</b>	Executive Director of Business and Finance	2025- 2030	TBD
Develop a long-term investment portfolio to include certificates of deposits, mutual funds, and stocks and bonds. <b>(Ongoing)</b>	Executive Director of Business and Finance	2025- 2030	TBD
Use "Donors Choose" as a resource to assist teachers with purchasing classroom resources; develop and implement a policy for using the program. <b>(Ongoing)</b>	Executive Director of Business and Finance Building Principals	2025- 2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

## Target 4: Operations

- **Goal:** *Effectively utilize district resources to ensure safe and orderly environments.*

**Strategy:** Build new facilities and enhance existing facilities.

Action Step	Staff Responsible	Timeline	Resources Needed
<ul style="list-style-type: none"> <li>• Increase security measures at all school sites. <b>(Ongoing)</b></li> </ul>	Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>• Renovate and expand Nichols Middle School.</li> </ul>	Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>• Build a new Porter Middle School Field House.</li> </ul>	Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>• Pave Tiger Lane; complete renovations and improvements at Canton High School.</li> </ul>	Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>• Rehabilitate the old Trolio building.</li> </ul>	Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy (continued):** Build new facilities and enhance existing facilities.

Action Step	Staff Responsible	Timeline	Resources Needed
<ul style="list-style-type: none"> <li>Expand Pre-K Program</li> </ul>	Board of Trustees Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Build a new Central Office; build a Parent/Teacher resource center, a student tutorial center, and a maintenance and transportation facility; explore the options of selling or demolishing the current central office.</li> </ul>	Board of Trustees Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Build a State-of-the-art CTE Center</li> </ul>	Board of Trustees Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Upgrade facilities at the bus shop.</li> </ul>	Board of Trustees Superintendent Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Create Tennis courts at CHS; upgraded CHS' library.</li> </ul>	Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Upgrade restroom facilities throughout the district (larger stalls, restroom amenities, handicap accessible, etc.)</li> </ul>	Chief of Operations Executive Director of Business and Finance	2025-2030	TBD
<ul style="list-style-type: none"> <li>Install digital marquees at all school sites; install tv screens in all cafeterias for educational purposes.</li> </ul>	Executive Director of Business and Finance Director of Technology	2025-2030	TBD
<ul style="list-style-type: none"> <li>Upgrade all self-contained Exceptional Education rooms to include fully operable bathrooms and changing areas.</li> </ul>	Chief of Operations Director of Exceptional Education Principals	2025-2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

## Target 5: Parental Outreach and Public Relations

**Goal:** *Increase parental engagement and public support through outreach activities.*

**Strategy:** Facilitate outreach to community organizations and businesses through sponsorships, activities, and collaborative activities; increase awareness of positive news about the district.

Action Step	Staff Responsible	Timeline	Resources Needed
Make the district's website more accessible for those inside and outside the district. <b>(Ongoing)</b>	Executive Directors Director of Public Relations	2024	Webmaster
Partner with the City of Canton and other organizations to involve students with activities such as sports and summer camps when they are not in school. <b>(Ongoing)</b>	Superintendent City Officials Chief of Operations	2025-2030	TBD
Collaborate with local television and radio stations as well as print media to promote district events and positive news, including students and teachers of the month. <b>(Ongoing)</b>	Superintendent Director of Public Relations	2025-2030	Cost of ads as needed
Create regular district newsletters to update stakeholders on relevant information; continue to use social media platforms, You Tube, and the district's website to promote the district; establish a district-operated studio and news channel to highlight and promote the achievements, events, and initiatives within our schools. <b>(Ongoing)</b>	Superintendent Director of Public Relations	2025-2030	TBD

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Encourage parental participation through events, resources, and involvement in district improvement.

Action Step	Staff Responsible	Timeline	Resources Needed
Include parents in district improvement initiatives via Parent of the Year competitions, committee appointments, and satisfaction surveys. <b>(Ongoing)</b>	Superintendent Ex. Directors Directors Principals Teachers	2025-2030	None
Provide resources to parents to provide insight into academic processes and policies including but not limited to grading, state testing, and grade level expectations. <b>(Ongoing)</b>	Superintendent Ex. Directors Directors Principals Teachers	2025-2030	Printing costs as needed
Hire an EL Parent Coordinator and a District Parent Liaison.	Superintendent Executive Director of Business and Finance Director of Federal Programs	2025-2030	Costs of salaries
Create a Parent Resource Center to support families with educational tools, training opportunities, and workforce readiness assistance.	Superintendent Executive Director of Business and Finance Director of Federal Programs	2025-2030	Location for Parent Center Resources Presenters

# Canton Public School District's 2025-2030 Strategic Plan

**Strategy:** Focus on strengthening the district's branding and public perception to build trust, pride, and community engagement.

Action Step	Staff Responsible	Timeline	Resources Needed
Develop a consistent brand identity by creating and implementing a unified brand guide (logos, colors, messaging, tone); ensure consistency across all communication platforms — website, social media, newsletters, signage, and print materials. Train staff on proper brand use and messaging. <b>(Ongoing)</b>	Superintendent Director of Public Relations	2025-2030	Publishing and design software
Launch a district-wide awareness campaign that will highlight student success stories, teacher excellence, program innovation, and facility upgrades; use video storytelling, social media spotlights, and short features that focus on everyday successes; develop a slogan or tagline that reflects the district's mission and vision; have journalism and digital media students produce regular broadcasts that showcase school events, academic achievements, community partnerships, and behind-the-scenes stories. <b>(Ongoing)</b>	Superintendent Director of Public Relations Executive Directors Principals	2025-2030	Publishing and printing materials Media Video and recording equipment Social media platforms

# Canton Public School District's 2025-2030 Strategic Plan

## **Board of Trustees**

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Mr. Lenderrick Taylor, Vice-President  
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## **School Principals and School Program Directors/School Program Coordinators**

Ms. Alpha Myers, Principal, RB Myers Canton School of Arts and Sciences  
Dr. Kyairra Thomas, Principal, Canton Elementary School  
Mrs. Marsha Warfield, Principal, Goodloe Elementary School  
Ms. Kara Paige, Principal, McNeal Elementary School  
Dr. Shelethia McGruder, Principal, Nichols Middle School  
Mr. Henry Doyle, Principal, Huey Porter Middle School  
Ms. Kari Johnson, Principal, Canton High School  
Mr. Michael Ellis, Director, Canton Career Center  
Mr. Koche Anderson, Director, Canton Educational Services Center  
Mrs. Monica McGhee, Coordinator, High School Equivalency Program  
Mr. Octavian Davis, Coordinator, High School Equivalency Program

## **District Instructional Support Coordinators**

Dr. Tina Manning, District Data and Test Coordinator  
Ms. Tarro Funches, District EL Coordinator