



MOSS POINT SCHOOL DISTRICT

STRATEGIC PLAN 2024 - 2029

MESSAGE FROM LEADERSHIP



We are honored to present the 2024 Strategic Plan of the Moss Point School District. This effort is the result of collaboration between students, educators, and community leaders. We appreciate the efforts of these individuals and the groups they represent to guide district actions that will grow and improve our organization and communities. This plan will initiate and expand efforts to increase student learning and support lifelong learning. We appreciate the shared responsibility of the entire community for ensuring our students are offered the learning experiences necessary for their futures.



**DR. OSWAGO HARPER
SUPERINTENDENT**



**BOARD OF EDUCATION
ANTOINETTE MORRIS
SEARCY KEY
DAPHNE VIVERETTE
JENNIFER ANDERSON
DONNA STEWART**





MISSION

The Moss Point School District will collaborate with students, families, and the community to prepare, graduate and support lifelong learners through challenging and engaging learning experiences.

BELIEFS

- **We believe all students are entitled to a superior education.**
- **We believe learning is an essential and life-long process.**
- **We believe teachers should challenge, engage and inspire all students to achieve their full potential.**
- **We believe all students are capable of learning and succeeding.**
- **We believe a positive, safe, secure, and well-maintained environment is conducive to student success.**
- **We believe learning should be fun.**
- **We believe family and community are vital to student success.**





OUR SCHOOLS

Kreole Elementary School
Grades Pre-K to 2nd
2023-24 Enrollment – 418

Escatawpa Upper Elementary School
Grades 3rd to 5th
2023-24 Enrollment – 341

Magnola Middle School
Grades 6th to 8th
2023-24 Enrollment – 367

Moss Point High School
Grades 9th to 12th
2023-24 Enrollment – 497

Career and Technical Education Center

Alternative Learning Center

Family Education Center

STRATEGIC PLAN DELIMITERS

All actions in the strategic plan shall consider:

- **Need**
- **Sustainability and Cost**
- **Transparency**
- **Measurable Outcomes**
- **Mission, Vision and Beliefs**
- **Stakeholder Impact**



GOALS



Effective Teaching and Learning

Our district will grow all students through effective teaching practices and engaging learning opportunities.

High Quality Employees

Our district will recruit, develop and retain individuals that possess integrity, professionalism and superior job-related skills.

Supports for Students

Our district will proactively provide appropriate student supports through various cultural, social-emotional and educational experiences to increase student success.

Collaboration and Connections

Our district will build trust with the community through consistent collaboration and transparent communication.

Learning Environments

Our district will provide positive learning environments that are safe, clean, secure and appropriately equipped.

Operational Effectiveness

Our district will define, publish and execute effective control systems for each facet of operations.



STRATEGIES



Effective Teaching and Learning

Our district will grow all students through effective teaching practices and engaging learning opportunities.

Culture of Data Driven Instruction

The district will ensure that evidence-based actions will guide instruction and student learning. The effective analysis of data and adjustment of instruction based on data will occur across all grades and subjects. Student and family understanding of assessment results as indicators of student learning will be addressed. Educator collaboration will be guided by identification of learning standards and student assessment results. Appropriate resources to support understanding and usage of data will be developed and acquired.

Measures of Success

- **Student assessment results**
- **Family engagement with assessment results**
- **Student ownership of assessment results**

Usage of High-Quality Instructional Materials

The district will provide scheduled professional development throughout the school year to address achievement gaps and challenge students to meet expectations through the usage of high-quality instructional materials. Coordinated professional development on effective usage of materials purchased by the district. Educator proficiency in the identification and usage of high-quality instructional materials will further enhance student learning opportunities.

Measures of Success

- **Observable use of high-quality instructional materials**
- **Observable use of instructional practices targeted in professional development actions**
- **Educator performance in professional growth system Domain I**
- **Student achievement outcomes**



STRATEGIES



Effective Teaching and Learning

Our district will grow all students through effective teaching practices and engaging learning opportunities.

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Educator Collaboration

The district will facilitate weekly grade level/subject area educator collaboration groups and quarterly vertically aligned educator collaboration groups. These opportunities for educator growth will focus on the sharing of data, mentorships, collaboration on instructional practice, and support for educator efficacy. Annual professional development planning will provide opportunities for educators to support each other in the maximization of student learning.

Measures of Success

- **Collaboration meeting documentation**
- **Lesson planning documentation**
- **Increased student achievement**
- **Improved educator morals, trust, and support**



STRATEGIES



High Quality Employees

Our district will recruit, develop and retain individuals that possess integrity, professionalism and superior job-related skills.

Coordinated Recruiting Efforts

The district will utilize external recruiting efforts including recruiting teams and connections with educator preparation organizations. The internal capacities of the district will be leverages to include event hosting, job fairs, and professional development opportunities for area educators.

Measures of Success

- **Candidates for employment**
- **District perception**
- **Opportunities for educators**

Employee Selection Process

The district will continue to assess its employee selection process to ensure it evaluates an educator's instructional capacity and alignment with district expectations. The district's desired educator competencies will be identified. These competencies can be used to develop selection, professional development, and evaluation components for the district's personnel.

Measures of Success

- **Employment of highly qualified educators**
- **Student assessment results for newly employed educators**
- **Employee retention**
- **Need for improvement plans**



STRATEGIES



High Quality Employees

Our district will recruit, develop and retain individuals that possess integrity, professionalism and superior job-related skills.

New Employee Orientation

The district will continue to assess and improve its actions to orient new employees to the district and their individual positions and responsibilities. Orientation will be aligned to a defined set of educator competencies. Mentorship opportunities will be offered for educators.

Measures of Success

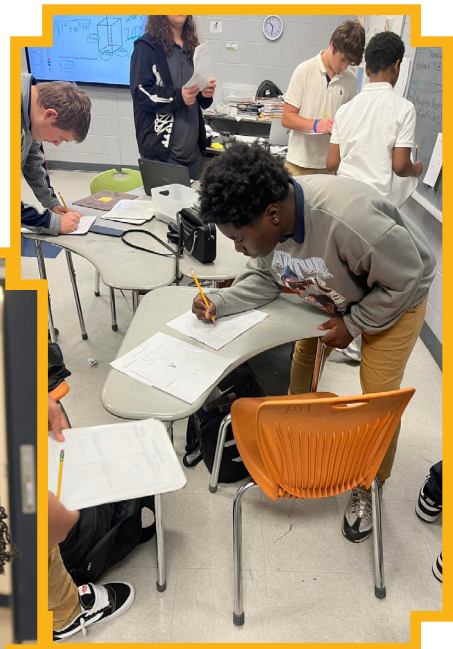
- **Student assessment results for newly employed educators**
- **Employee retention**
- **Need for improvement plans**

Employee Retention

The district will continue to identify specific actions and resources to increase employee engagement, satisfaction, and retention. Research of effective practices will be performed to target specific actions. External partnerships will be enhanced to support employee retention efforts.

Measures of Success

- **Employee retention**
- **Employee engagement**
- **Cost for employee turnover**



STRATEGIES



Supports for Students

Our district will proactively provide appropriate student supports through various cultural, social-emotional and educational experiences to increase student success.

Educator Growth in Social Emotional Supports

The district will increase educator efficacy in meeting student needs by providing professional growth opportunities on social emotional learning strategies. Appropriate resources and activities by experts will increase an educator's capacity to appropriately respond to the need of students.

Measures of Success

- **Student attendance**
- **Disciplinary infractions**
- **Risk threat assessments**
- **Placements in Alternative Learning Center**

Individualized Social Emotional Supports for Students

The district will continue to utilize internal and external resources and expertise in addressing the specific educational, behavioral, and social emotional needs of identified students through a coordinated response to student needs beyond the classroom setting.

Measures of Success

- **Student attendance**
- **Disciplinary referrals**
- **Student assessment outcomes**
- **Grade level student retention**
- **Student enrollment**



STRATEGIES



Collaboration and Connections

Our district will build trust with the community through consistent collaboration and transparent communication.

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Family Participation

The district will continue to engage its families to increase communication, trust, and understanding. Events will be held to provide communication opportunities with families and to help families support student learning. Two-way engagement efforts will continue to be expanded.

Measures of Success

- **Student attendance**
- **Family attendance at district events**
- **Participation in district activities**
- **Student assessment results**

Student Involvement

The district will encourage and increase student involvement in district and community activities. Student opportunities are increased with expanded offerings to participate in athletics, fine arts, student organizations and community support efforts. All graduates will have opportunities for service, collaboration, and exploration.

Measures of Success

- **Student assessment results**
- **Student attendance**
- **Student participation in extracurricular activities**
- **Student discipline**



STRATEGIES



Collaboration and Connections

Our district will build trust with the community through consistent collaboration and transparent communication.

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Community Support

The district will focus efforts to increase involvement and support of community organizations, businesses, and faith-based groups. The trust and understanding between the district and its partners will serve to improve the community and its district. Efforts to expand two-way communication will be key to improvements. Increased opportunities will be provided for students to engage with the community and expand their learning.

Measures of Success

- **Attendance at district events**
- **Participation by community/business/faith-based groups**
- **Opportunities for student participation**
- **Student learning experiences**



STRATEGIES



Learning Environments

Our district will provide positive learning environments that are safe, clean, secure and appropriately equipped.

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Facility Safety and Access

The district will continue to address facility and student safety through a combination of efforts. Access to district facilities will continue to be monitored and improved, where necessary. Employee safety concerns will be addressed.

Measures of Success

- **Installation of facility access systems**
- **Number of safety incidents**
- **Number of workers' compensation claims**

Crisis Response Systems

The district will continue to assess, prepare and train its responses to varied situations that may arise in a school environment. Coordination with external support agencies and coordinated communication efforts will be assessed and enhanced. Training and drills will continue to be performed to assess performance and identify needs.

Measures of Success

- **Stakeholder awareness**
- **Protection measures**
- **Response time and protocols**



STRATEGIES



Learning Environments

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Long Term Facilities Planning

The district will continue to assess the status, needs, useful lives, current uses, potential uses, and possible repurposing of its existing facilities. Creation of a long-range facilities improvement plan with a coordinated long range financing plan for facility improvements will be performed. Facility financing plans will work in conjunction with annual district budgeting.

Measures of Success

- **Creation of a long-term facilities plan**
- **Creation of a long-term facilities improvement financing plan**
- **Assessment of annual facility improvement expenditures**



STRATEGIES



Operational Effectiveness

Our district will define, publish and execute effective control systems for each facet of operations.

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Effective Operational Control Systems

The district will continue to monitor, assess, and revise its operational systems to ensure effective practices and regulatory compliance. Resources and training will be developed and enhanced to increase user proficiency in the practices reflected in the district's processes. Safeguarding of resources and increased student opportunities will be the guiding principles in developing effective systems.

Measures of Success

- **Operational systems effectiveness**
- **Training of appropriate users**
- **Number of non-compliance incidents**

Needs Assessment and Financial Planning

The district will continue to perform needs assessments across all components of the organization. The needs assessment process will be used in the budgeting process and will be assessed for ease of use. Needs assessments will identify immediate and longer range needs. Annual budgeting and longer range financial planning will be based on needs assessment results.

Measures of Success

- **Identification and response to needs**
- **Actions that are proactive not reactive**
- **Financial condition of district**

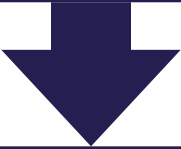


A MOSS POINT GRADUATE



Hopes, Dreams and Aspirations of Our Community

- Prepared for a Successful Life
- Enrolled, Employed, Enlisted, Entrepreneur
- Innovator



Skills and Habits of Mind of Our Students

- Collaborative
- Responsible
- Empathetic
- Reader, Writer, Speaker and Thinker



Learning Experiences of Our District

- Hands On Learning
- Real World Application
- Collaboration and Exploration
- Service





MOSS POINT SCHOOL DISTRICT

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