

EVERY STUDENT COUNTS.
EVERY MOMENT MATTERS.



STRATEGIC PLAN
2019

LETTER FROM SUPERINTENDENT

Every student counts. Every moment matters. From the time our children step on a school bus to the time they exit our school doors, every student and every moment has life-changing value. The Laurel School District is the heartbeat of our city, and the work being done daily is shaping the future of our community.

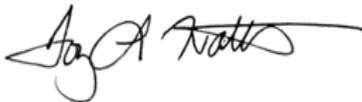
The mission of the Laurel School District is to develop productive citizens and successful lifelong learners by providing diverse educational opportunities. To accomplish our mission, we must continue to be creative, innovative, and dedicated to excellence.

Throughout our strategic planning process, we received encouraging input from various members of our community. We are grateful for their passion for student success and their willingness to join alongside us to encourage, motivate, and inspire our employees and, most importantly, our children.

This strategic plan will act as our roadmap for the next five years, and we look forward to seeing positive progress in our schools. Every decision made and every change instituted will be done with student achievement in mind. Our students' success today is important, but our expectation is that our students are successful beyond the Laurel School District. We hope all of our students will take their talents, creativity, and energy into the next chapter of their lives and create a future that gives them much fulfillment and joy.

We look forward to the challenges and triumphs that this new season will bring, and we hope that you will join us in providing the best opportunities for students.

Sincerely,



Dr. Toy Watts



BOARD OF TRUSTEES

Jeremy Adams	Secretary
Nancy W. Breland	Member
Dr. James Johnson-Hill	President
Jim Rasberry	Vice-President
Doncella Milton	Member

(pictured left to right)



TABLE OF CONTENTS

OUR DISTRICT - 2018-2019 DATA	3
OUR SCHOOLS - 2018-2019 DATA	4
PORTRAIT OF A GRADUATE	5
MISSION AND BELIEFS	6
GOALS	7
GOALS AND STRATEGIES	
1. STUDENT ACHIEVEMENT	8
2. SAFE SCHOOLS	11
3. FINANCIAL OPERATIONS	14

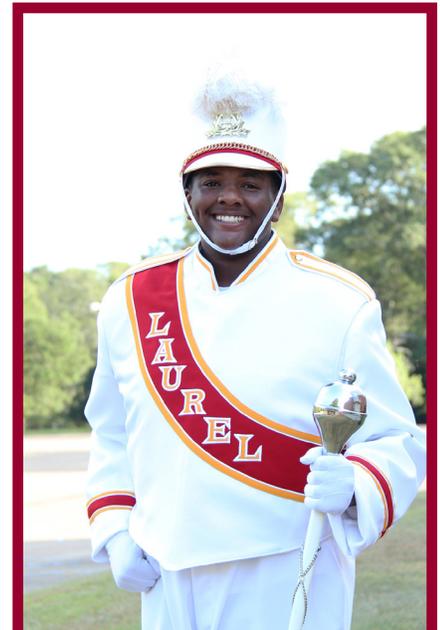


OUR DISTRICT - 2018-2019 DATA

Enrollment - 3,173
Number of Licensed Employees - 264
Number of Non-Licensed Employees - 222
Number of Teachers with Advanced Degrees - 136
Number of National Board Certified Teachers - 8
Number of Advanced Placement Courses Offered - 5
Number of Dual Credit Courses Offered - 7
Number of Career and Technical Education Programs - 6

2019 Graduates

187 Graduates
35 Mississippi Scholars
5 Tech Masters
15 Honor Graduates
40 Highest Honor Graduates
1 All-American Bowl Athlete
Over \$4.4 Million in Scholarships
32 Academic Scholarships
28 ACT Scholarships





OUR SCHOOLS 2018-2019

Maddox Elementary School
Kindergarten - 5th Grade
Enrollment - 326

Mason Elementary School
Kindergarten - 5th Grade
Enrollment - 503

Nora Davis Magnet School
Pre-Kindergarten - 5th Grade
Enrollment - 349

Oak Park Elementary School
Pre-Kindergarten - 5th Grade
Enrollment - 531

Laurel Middle School
6th Grade - 8th Grade
Enrollment - 689

Laurel High School
9th Grade - 12th Grade
Enrollment - 775

Career and Technical Center
9th Grade - 12th Grade

Laurel Education Center
6th Grade - 12th Grade



PORTRAIT OF A GRADUATE

What are the skills and habits of mind that our children need for success in this rapidly changing and complex world?





MISSION

The mission of the Laurel School District is to develop productive citizens and successful lifelong learners by providing diverse educational opportunities.

BELIEFS

- We believe every student counts and every moment matters.
- We believe learning is a shared responsibility.
- We believe accountability serves as a foundation for excellence.
- We believe a positive educational environment produces positive outcomes.
- We believe an understanding and supportive educational family will produce innovative learners.





GOALS

1. STUDENT ACHIEVEMENT

Our district will increase student achievement by supporting the academic needs of all students.

2. SAFE SCHOOLS

Our district will maintain a safe school climate to provide an optimal learning environment for every student.

3. FINANCIAL OPERATIONS

Our district will maintain a sound financial fund balance of at least seven percent while providing diverse educational opportunities.





GOALS AND STRATEGIES

1. STUDENT ACHIEVEMENT

Our district will increase student achievement by supporting the academic needs of all students.

Strategy 1 - Administrative Support and Relationships

- Increase instructional capacity of school leaders
- Extend resources of Curriculum and Instruction
- Protect instructional supervision time
- Empower support staff
- Continue leadership mentoring
- Develop and expand renaissance teams
- Offer expanded professional development choices
- Provide staff team building

Measurement of Success

Teacher attendance

Teacher turnover rate

Teacher input results

It is the purpose of every school to improve student achievement. Research shows that effective teachers are the most important factor contributing to student achievement. Effective instruction should take place in appropriate learning environments.





1. STUDENT ACHIEVEMENT

Strategy 2 - Behavior Management and Discipline

- Provide character education
- Maintain parent contact logs
- Increase telecommunication devices
- Provide mental health/behavior specialist support
- Provide classroom management training
- Provide parenting education classes

Measurement of Success

Discipline referrals

Multi-Tiered System of Supports (MTSS) outcomes

Strategy 3 - Attract, Develop and Retain Quality Teachers

- Host job fairs
- Increase teacher appreciation efforts
- Celebrate student achievement
- Provide supplements for tested area teachers
- Provide teacher leadership opportunities
- Provide professional development opportunities
- Expand New to Us mentoring program

Measurement of Success

Teacher turnover rate

Online application status



“This process will prove to be very valuable to the district because it lets the community know the intended direction for the district.”

District Employee



1. STUDENT ACHIEVEMENT

Strategy 4 - Quality Instruction

- Build student relationships
- Increase data intelligence
- Provide training on available resources
- Provide differentiated instruction opportunities
- Increase Tier 1 effectiveness
- Increase MTSS effectiveness

Measurement of Success

Student achievement data

Bottom 25% data

Progress monitoring data



“Having clarity about the future will lead to excellent outcomes for our students-our community’s future leaders.”

Community Member



2. SAFE SCHOOLS

Our district will maintain a safe school climate to provide an optimal learning environment for every student.

Strategy 1 - Safe and Secure Facilities

- Expand physical presence of school resource officers at every campus
- Install cameras in all classrooms
- Establish user-friendly anonymous tip line
- Provide district-wide identification badges

Measurement of Success

Consistent presence of school resource officers
Student referrals
Major discipline infractions

It is the responsibility of every school district to provide learning environments that allow students to explore, grow, and learn. These actions must address the physical and emotional safety of students. Instructional time and resources should be maximized to offer the most learning opportunities for students.





2. SAFE SCHOOLS

Strategy 2 - Positive Culture and Climate

Student Supports

- Expand character education program
- Initiate conflict and gang resistance education
- Expand diverse academic, art, and athletic opportunities for students
- Create external relationships and partnerships to support students
- Provide behavioral specialists at all campuses
- Create systematic incident report for all students
- Expand character education program

Staff Supports

- Increase cultural awareness of Laurel
- Provide training on safety procedures
- Ensure district-wide discipline procedures for major and minor offenses
- Create shared leadership responsibility among staff
- Institute training for all staff on cultural proficiency
- Provide culture and climate training for substitute teachers

Measurement of Success

Student referrals

Major discipline infractions

Survey respondent data





2. SAFE SCHOOLS

Strategy 3 - Effectiveness of Daily Operations

- Increase number of buses and drivers to eliminate late dismissal
- Install cameras on all buses
- Upgrade campus lighting
- Establish system of master keys and locks
- Upgrade secure entrances at all schools and entrance points
- Establish systematic emergency communication system
- Provide classroom safety kits
- Ensure emergency procedure training for all staff

Measurement of Success

Parental communication

Completion of safety upgrades





3. FINANCIAL OPERATIONS

Our district will maintain a sound financial fund balance of at least seven percent while providing diverse educational opportunities.

Strategy 1 - External Partnerships

- Create policies and procedures for partnership donations
- Communicate with external partners

Measurement of Success

Financial fund balance
Amount of partnership donations

Strategy 2 - Human Resource Options

- Continually perform staffing and enrollment analyses
- Expand teacher recruitment efforts
- Continually perform teacher certification analyses

Measurement of Success

Staffing based on enrollment

Strategy 3 - Inventory Control

- Perform inventory of available resources
- Analyze and update fixed asset procedures
- Identify available instructional and operational resources

Measurement of Success

Financial fund balance

As stewards of public funds, every school district must accept its responsibility to operate with proper financial controls. The district should ensure that students are provided with the most educational opportunities available. Fiscal actions should never impede or preclude resources for students.





3. FINANCIAL OPERATIONS

Strategy 4 - Communications and Transparency

- Develop communications with employees about budgets and spending
- Perform mid-year budget reviews with principals and directors
- Prioritize greatest needs by school
- Conduct quarterly update meetings with district and school leaders

Measurement of Success

Amount of debt in comparison to income

Strategy 5 - Planning and Needs Assessment

- Develop technology replacement plan
- Develop facility maintenance and upgrade/improvement plan

Measurement of Success

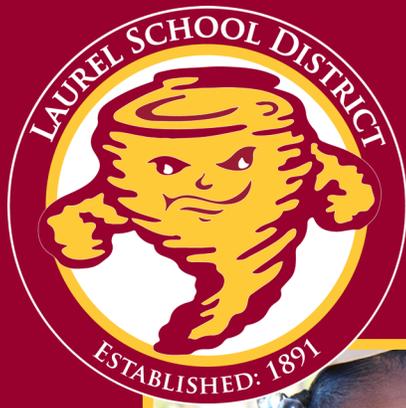
Financial fund balance

Acquisition of instructional and operational resources

“Strategic planning is key to developing a successful organization. Thank you for allowing me to participate in the improvement process for the Laurel School District.”

Community Member





EVERY STUDENT COUNTS.
EVERY MOMENT MATTERS.



LAUREL SCHOOL DISTRICT
303 WEST 8TH STREET
POST OFFICE BOX 288
LAUREL, MISSISSIPPI 39441
WWW.LAURELSCHOOLS.ORG
@LAURELSCHOOLS