Lauderdale County School District Strategic Plan 2019

Lauderdale
County School District
Education. Growth. Success.

Leadership. Community. Service. Determination.

#LCSDExcellence

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About Our District

John-Mark Cain, Ph.D.
Superintendent

Terry Harper
Kelvin Jackson
Barbara Jones
Dusty Culpepper
Josh Thompson
(left to right)

Board of Education

B
District Accountability Grade

86.4%
Graduation Rate

$4.7
Million in Scholarships Awarded

78%
Post-Secondary Enrollment

64
National Board Certified Teachers

91.6%
Experienced Teachers

44.9%
Masters Degree Recipients

50.9%
Bachelors Degree Recipients

18.9
District ACT Average Composite Score

98%
Pass Rate for Dual Credit Enrollment

95%
Pass Rate for 3rd Grade Reading Assessment

62.8%
Score Silver or Higher ACT WorkKeys

Our Schools

Clarkdale Elementary School
Kindergarten - 4th Grade
Enrollment - 390

Clarkdale Middle School
5th Grade - 8th Grade
Enrollment - 321

Clarkdale High School
9th Grade - 12th Grade
Enrollment - 315

Southeast Elementary School
Kindergarten - 4th Grade
Enrollment - 610

Southeast Middle School
5th Grade - 8th Grade
Enrollment - 406

Southeast High School
9th Grade - 12th Grade
Enrollment - 380

Northeast Elementary School
Kindergarten - 4th Grade
Enrollment - 710

Northeast Middle School
5th Grade - 8th Grade
Enrollment - 680

Northeast High School
9th Grade - 12th Grade
Enrollment - 627

West Lauderdale Elementary School
Kindergarten - 4th Grade
Enrollment - 682

West Lauderdale Middle School
5th Grade - 8th Grade
Enrollment - 656

West Lauderdale High School
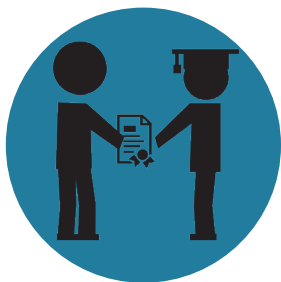9th Grade - 12th Grade
Enrollment - 661

Beliefs

- We believe our success is critical to the development of our workforce and the growth of our economy.
- We believe all students deserve a safe, orderly, and productive learning environment.
- We believe all learners deserve effective educators.
- We believe individuals deserve to be respected and valued.
- We believe a meaningful education maximizes student potential.
- We believe educational success demands a collective effort.

Mission

The Lauderdale County School District exists to provide students with a diverse, innovative education that develops the skills necessary to become productive citizens of the 21st century.
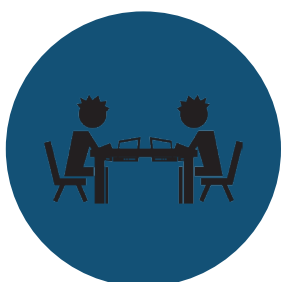
Goals

Opportunities and Engagement

We will provide opportunities for student achievement and career awareness through engagement, motivation, and relevant technology.

Collaboration and Equity

We will work together in a transparent manner to provide necessary resources and establish high expectations for the success of each student.

Quality Educators

We will recruit and retain highly effective educators committed to meeting the needs of students and to being lifelong learners.
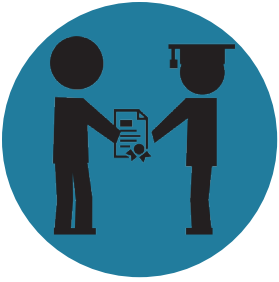
Learning Environments

We will ensure safe, orderly learning environments and invest to create optimal facilities that meet the needs of today and tomorrow.

Positive Relationships

We will build positive relationships that maximize student potential.

Goal 1: Opportunities and Engagement

Opportunities and Engagement

We will provide opportunities for student achievement and career awareness through engagement, motivation, and relevant technology.

Quality learning for all students is critical to the success of the school district. Cohesive and purposeful learning opportunities must occur across all schools. Students must be equipped with the knowledge and 21st century skills to grow and compete in an ever-changing workforce.

Strategy 1 - Increase career awareness

- Research partnerships with businesses and colleges to develop CTE programs focused on our local workforce needs
- Incorporate career awareness in the K-12 curriculum
- Provide professional development for teachers to learn about student career opportunities
- Improve the perception of student participation in CTE programs by educating parents
- Research the feasibility of a centralized district CTE center
- Remove organizational barriers to increase CTE/AP participation
- Emphasize career research
- Standardize scheduling across schools to allow distance learning opportunities
- Expand programs identifying a variety of career choices and educational tracks

Measures of Success
Career and Technical Education participation
Advanced placement participation
ACT WorkKeys results

Goal 1: Opportunities and Engagement

Opportunities and Engagement

We will provide opportunities for student achievement and career awareness through engagement, motivation, and relevant technology.

Strategy 2 - Increase student engagement through use of relevant technology

- Develop a plan to integrate technology into everyday instruction to increase student engagement
- Provide professional development for staff on effective integration of instructional technology
- Recruit a district instructional technologist to assist in ongoing instructional technology professional development
- Develop a plan to purchase and sustain the technology infrastructure required to support the 21st century classroom
- Provide each student with age appropriate/grade level technology devices and allow daily access to the devices
- Research and implement a district-wide learning management system (LMS)
- Provide interactive engagement tools for classrooms
- Provide digital textbook adoptions to reduce reliance on costly hardcover textbooks and provide access for all students
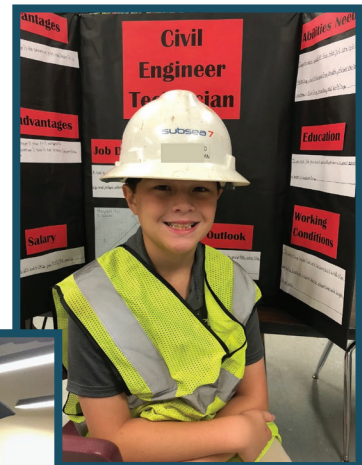
Measures of Success
Graduation rate
Student attendance
Program completers
CPAS/ACT/EOC scores

Goal 1: Opportunities and Engagement

Opportunities and Engagement

We will provide opportunities for student achievement and career awareness through engagement, motivation, and relevant technology.

Strategy 3 - Provide opportunities for student-centered instruction

- Provide professional development for teachers on instructional strategies for student-centered instruction
- Research online platforms for student-centered instruction
- Provide opportunities for district and state-wide peer observations of student-centered instructional strategies
- Implement student-centered instruction in the K-12 curriculum

Measures of Success
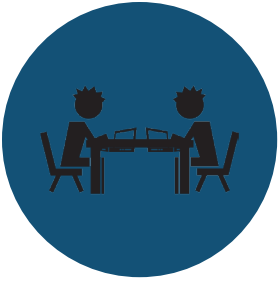Principal evaluations
Graduation rate
Student attendance
Program completers
CPAS/ACT/EOC scores

Goal 2: Collaboration and Equity

Collaboration and Equity

We will work together in a transparent manner to provide necessary resources and establish high expectations for the success of each student.

The very essence of a collaborative culture focuses on a commitment to each student. Understanding the need for equitable resources and transparent, student-centered decision making is key to student success. Helping all students learn requires a collaborative and collective effort of all stakeholders.

Strategy 1 - Expand workforce readiness

- Create advertising identifying scholarship opportunities
- Provide training for administrators, counselors, and teachers
- Expand collaboration with community colleges
- Collaborate with community leaders

Measures of Success
ACT WorkKeys results
ACT results
Graduation rate
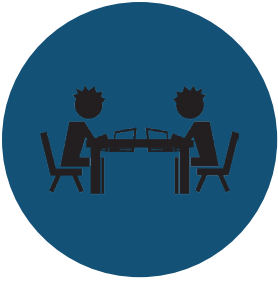
Strategy 2 - Improve graduation rate

- Identify at-risk students by the end of 7th grade
- MTSS training and monitoring
- Expand communication with community colleges
- Continue reading instruction through high school
- Create a graduation advertising campaign
- Expand online learning opportunities
- Implement uniform scheduling

Measures of Success
Graduation rate

Goal 2: Collaboration and Equity

Collaboration and Equity

We will work together in a transparent manner to provide necessary resources and establish high expectations for the success of each student.

Strategy 3 - Improve internal collaboration

- Improve and expand formal and informal collaboration among feeder schools
- Expand opportunities for vertical collaboration
- Improve professional learning communities

Measures of Success
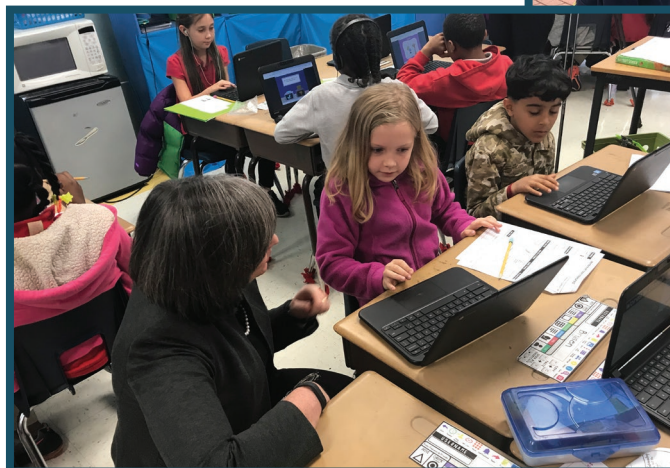Student achievement results
Teacher retention

Strategy 4 - Ensure equitable access to resources

- Implement needs assessment
- Track expenditures by location
- Improve policy review process
- Involve leadership team in budget development
- Identify teacher-level needs
- Consistently monitor enrollment and staffing

Measures of Success
Financial condition
Per pupil expenditure by location

Goal 3: Quality Educators

Quality Educators

We will recruit and retain highly effective educators committed to meeting the needs of students and to being lifelong learners.

The classroom teacher is the most important school-related factor influencing student achievement. A quality teacher is estimated to have two to three times the impact of any other school factor in the area of reading and mathematics. As schools work to become more effective at helping all students learn, it is critical for teachers and school leaders to increase their instructional capacity through job-embedded learning opportunities.

Strategy 1 - Define effective educators

- Create district wide attributes for all employee classifications
- Align personnel systems to defined characteristics

Measures of Success
Uniform interview process
District-wide list of desired employee attributes

Strategy 2 - Expand recruitment

- Promote a district career fair
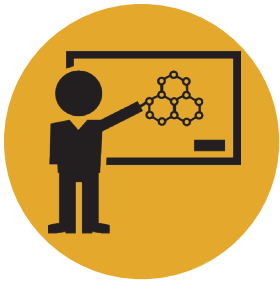- Expand outreach actions
- Track applicants and new hires

Measures of Success
Number of qualified applicants
Number of hired employees in certified area

Goal 3: Quality Educators

Quality Educators

We will recruit and retain highly effective educators committed to meeting the needs of students and to being lifelong learners.

Strategy 3 - Implement a new teacher mentor program

- Develop a new teacher mentor program
- Conduct peer observations and survey effectiveness
- Track number of teachers retained

Measures of Success
Teacher retention after year 1 and year 5
Teacher attendance and participation
Survey of program effectiveness

Strategy 4 - Develop effective educators

- Define the professional learning community (PLC) process and operate effective PLCs
- Provide opportunities for reflection
- Promote professional growth

Measures of Success
Professional growth model
Number of national educator certifications
Number of educators with advanced degrees

Strategy 5 - Provide opportunities for teachers as leaders

- Increase number of teachers participating at national and state levels
- Create a list of opportunities for leadership
- Create a media campaign for teacher development

Measures of Success
Number of teacher leadership opportunities

Goal 4: Learning Environments

Learning Environments

We will ensure safe, orderly learning environments and invest to create optimal facilities that meet the needs of today and tomorrow.

In order to maximize student learning, it is critical for students, staff, parents, and the community to be protected and comfortable while on the school campus. To meet the needs of all students, a clean, safe, positive, and respectful learning environment is expected. Creating a culture of pride and respect ensures continuous support from our community.

Strategy 1 - Increase safety awareness

- Appropriate funding to address school safety
- Align policies and funding
- Develop school crisis team and policy
- Address mental health priorities directly related to school safety
- Provide ongoing professional development, parental engagement, and data for decision making

Measures of Success
Threat assessments
Materials distributed

Strategy 2 - Promote student well-being

- Ensure student needs are met
- Positively state expectations
- Coordinate district-wide student services efforts
- Establish adequate lighting, noise control, air quality, heating, and air conditioning to support learning

Measures of Success
Dropout rate
Student attendance

Goal 4: Learning Environments

Learning Environments

We will ensure safe, orderly learning environments and invest to create optimal facilities that meet the needs of today and tomorrow.

Strategy 3 - Implement technology monitoring measures

- Acquire effective software solutions for device management
- Train teachers to use software
- Identify a school level technology leader
- Educate parents about technology uses and safety concerns

Measures of Success
Student incident data

Strategy 4 - Create a long-term facility plan

- Modernize schools for safety
- Upgrade schools for energy efficiency
- Conduct a district-wide needs assessment
- Develop a comprehensive scope of work/multiphase plan

Measures of Success
Plan development
Completion of projects
Dollars expended

Goal 5: Positive Relationships

Positive Relationships

We will build positive relationships that maximize student potential.

Relationships are the heart of a positive school climate. Research shows positive relationships have a direct impact on a school's academic achievement, school attendance, emotional health and well-being, and self-esteem/self-efficacy for students and job satisfaction, reduced burnout, and higher retention rates for teachers. Equally important are the relationships built with parents and community stakeholders in sustaining desired outcomes.

Strategy 1 - Improve parent relationships

- Train teachers and staff members with effective communication skills
- Expand the use of SchoolStatus to include positive communication with parents/guardians
- Revamp parent-teacher conferences
- Implement parent action teams

Measures of Success
Parent survey responses

Strategy 2 - Strengthen teacher-student relationships

- Train teachers and staff members to use effective communication skills
- Train teachers on cultural sensitivity and understanding
- Implement home visits

Measures of Success
Student discipline
Student attendance

Goal 5: Positive Relationships

Positive Relationships

We will build positive relationships that maximize student potential.

Strategy 3 - Foster school-community partnerships

- Implement parent-community action teams
- Spotlight business partnerships
- Implement a community advisory council

Measures of Success
Participation in community events
Donations

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