



MOSS POINT SCHOOL DISTRICT

#MPALLIN



CHALLENGE. **ACHIEVE.** SUCCEED.

Moss Point School District  
Strategic Plan  
2017–2022



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# A MESSAGE FROM DISTRICT LEADERSHIP

## WELCOME TO THE NEXT PHASE OF GROWTH IN THE MOSS POINT SCHOOL DISTRICT.

This strategic plan is a collaborative effort of our school district employees, students, parents, and community stakeholders. Many hours were spent deciding what was best for our students and community. The outcomes are evident in this document. Our intent is to drive the decision making for the next 3-5 years and create a consistent focus on district growth. It is our hope that we are able to accomplish the stated goals in a manner that well exceed the intended expectations. If we have a plan and know the direction we are to go, nothing will prevent us from achieving greatness.

We thank all those who participated in developing this plan. Together we can make a difference in the Moss Point School District. Together we can make a difference in the city, state, and our country. We expect positive change to occur and are willing to work for it.

### BOARD OF EDUCATION

Clifton Magee	President
Carolyn Moore	Vice-President
Barbara Dumas Marshall	Secretary
Lena Sanders	Board Member
Loretta Jennings	Board Member

### SUPERINTENDENT

Dr. Shannon M. Vincent



**STUDENT  
ACHIEVEMENT**



**CLIMATE**



**POSITIVE K-12  
EDUCATION**



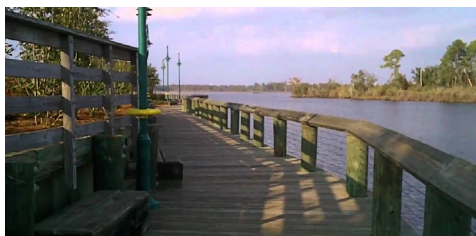
**FINANCIAL**



**HIGHLY QUALIFIED  
EMPLOYEES**



**FAMILIES AND  
COMMUNITY**



## ABOUT MOSS POINT

### THE HISTORIC RIVER CITY

Moss Point is located 100 miles east of New Orleans and 38 miles west of Mobile. Moss Point was incorporated in 1901 and was the first and only community in Mississippi to be incorporated as a city before first being a village or a town. By then, Moss Point had a population of about 3,000. The city has shown many population increases and is now at approximately 14,000.

The city is known for the majestic Spanish moss that hangs in the historic oak trees. It also has the distinction of being the only Mississippi Gulf Coast city with a riverfront.

### COME SEE FOR YOURSELF

Moss cascades through the branches of magnificent live oak trees throughout the city. Magnolias, stately pines, and shade trees are everywhere. Flowering shrubs, azaleas, camellias, bridal wreath, wisteria and crepe myrtle are also in abundance. Beautiful old homes and historic churches enhance the quaint city. The junction of two rivers, Pascagoula and Escatawpa, is located here where clear lakes and bayous abound. Moss Point is truly a beautiful sight to see.

### OPPORTUNITIES FOR EVERYONE

Water sports such as fishing, boating, skiing, and swimming provide year-round recreational opportunities. The city has multiple playgrounds and convenient shopping. Moss Point's schools, library, churches, and medical care facilities are easily accessible. The city is a haven for citizens of all ages.

*Information courtesy of City of Moss Point website*

# ABOUT THE DISTRICT

## SCHOOLS

### KREOLE PRIMARY ELEMENTARY

Enrollment • 406 • K to 2nd

### ESCATAWPA UPPER ELEMENTARY

Enrollment • 440 • 3rd to 5th



### MAGNOLIA MIDDLE SCHOOL

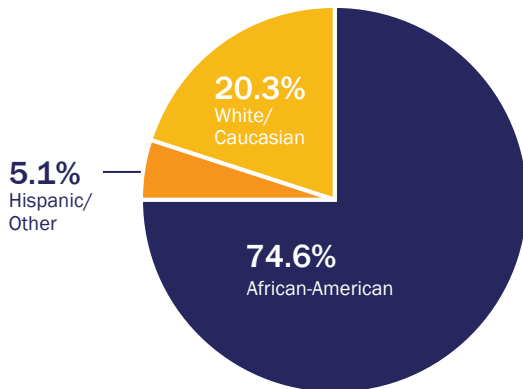
Enrollment • 459 • 6th to 8th

### MOSS POINT HIGH SCHOOL

Enrollment • 591 • 9th to 12th

## DISTRICT INFORMATION

### ENROLLMENT



### EMPLOYEES

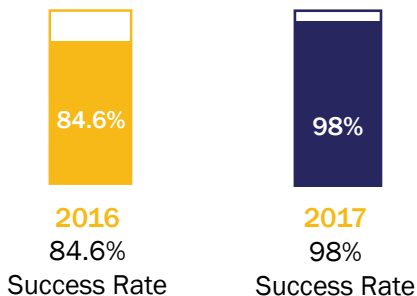


Licensed	182
Non-Licensed	166

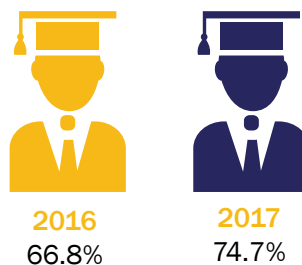
**TOTAL EMPLOYEES 348**

## PERFORMANCE

### 3RD GRADE MAP RESULTS



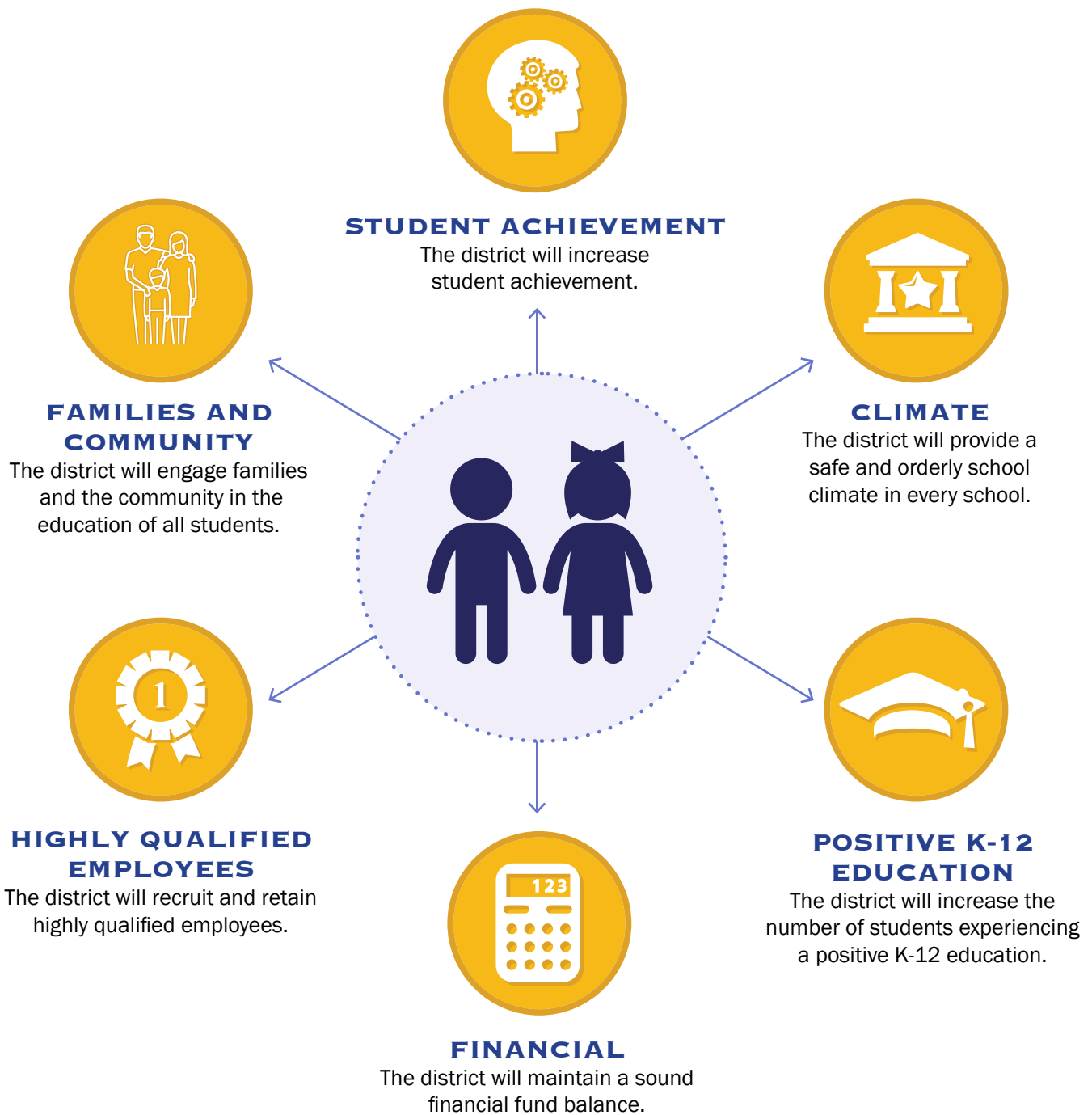
### GRADUATION RATE



### MISSISSIPPI ACCOUNTABILITY SCORES

	2016	2017
Kreole Primary	306	351
Escatwapa Upper	253	325
Magnolia Middle	318	255
Moss Point High	501	637
District	465	493

# AN OVERVIEW OF THE MOSS POINT SCHOOL DISTRICT STRATEGIC PLAN 2017-2022





# MISSION, BELIEFS, AND GOALS

## OUR MISSION

The Moss Point School District will collaborate with students, families, and the community to graduate forward-thinking, globally competitive learners through relevant and rigorous learning experiences.

## OUR BELIEFS

Everyone can achieve his or her full potential through high-quality and challenging learning experiences.

A safe and well-maintained environment is conducive to student success.

Student and staff attendance and involvement are essential to the success of our schools.

An effective, high-quality teacher is vital to student success.

Community involvement and input are valuable in fostering a culture of success.

Family involvement contributes to student success.

## OUR GOALS



1. The district will increase student achievement.



2. The district will provide a safe and orderly school climate in every school.



3. The district will increase the number of students experiencing a positive K-12 education.



4. The district will maintain a sound financial fund balance.



5. The district will recruit and retain highly qualified employees.



6. The district will engage families and the community in the education of all students.



## GOAL 1: STUDENT ACHIEVEMENT

### THE DISTRICT WILL INCREASE STUDENT ACHIEVEMENT.

Increasing student achievement is vital to ensure all students are challenged to achieve and succeed.

#### STRATEGY #1 - STANDARDS BASED INSTRUCTION

##### ACTIONS

- Write school level and district level professional development plans
- Revise pacing guides based on data and feedback
- Conduct school professional learning communities based on data outcomes
- Tailor instruction based on data outcomes
- Create cross-curricular units
- Establish grade level/subject area planning times
- Emphasize literacy strategies in every classroom
- Partner with Headstart and Excel by 5
- Provide parent trainings to increase kindergarten readiness
- Increase kindergarten readiness and enrollment through the expansion of the pre-kindergarten program

##### INTENDED OUTCOMES

- Enhanced teacher methodology through professional development
- Adopted common assessments across the district
- Increased cross curricular literacy
- Increased kindergarten readiness
- Increased student readiness

**“THIS STRATEGIC PLAN IS THE FINISHED PRODUCT OF MANY HOURS OF COLLABORATIVE REFLECTION AND PLANNING AND A DOCUMENT THE DISTRICT SHOULD USE TO MOVE FORWARD.”**

*Moss Point Schools Alumni*



# GOAL 1: STUDENT ACHIEVEMENT

## STRATEGY #2 - PERFORMANCE REPORTING

### ACTIONS

- Conduct monthly recognition of students
- Conduct monthly recognition of staff
- Create school and district professional plans that encompass training on data usage
- Publish academic data

### INTENDED OUTCOMES

- Increase attendance
- Consistent review of student data
- Publication of data

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## STRATEGY #3 - MENTORING

### ACTIONS

- Develop K-12 mentoring program
- Solicit additional community partnerships

### INTENDED OUTCOMES

- Student participation in mentoring program
- Teachers volunteering to mentor students
- Community members volunteering to mentor students





## GOAL 2: SCHOOL CLIMATE

THE DISTRICT WILL PROVIDE A SAFE AND ORDERLY SCHOOL CLIMATE IN EVERY SCHOOL.

A safe and orderly school climate fosters student achievement. The school’s environment is a reflection of the district’s mission and core beliefs. It encourages collaboration and respect among students, staff, and community.

### STRATEGY #1 - INVITING POSITIVE ATMOSPHERE

#### ACTIONS

- Conduct district wide celebrations
- Communicate news to public relations office
- Develop a plan to increase parental response to school/district correspondence and surveys
- Create a committee to make suggestions to the school board on school visitation procedures
- Acknowledge employees of the month from each site

#### INTENDED OUTCOMES

- Acknowledgement of student academic growth and student behavior improvement
- Publication of positive news
- Creation of an effective school visitation policy
- Affirmation of staff

### STRATEGY #2- FAIR AND CONSISTENT DISCIPLINE

#### ACTIONS

- Follow district behavior incentive parameters
- Establish schoolwide rules and correlation of discipline ladder
- Conduct teacher and student orientation/training on rules and correlated ladder
- Adhere to district discipline policy

#### INTENDED OUTCOMES

- Decreased discipline referrals
- Increased student participation in school reward activities

### STRATEGY #3 - CLEAN FACILITIES

#### ACTIONS

- Ensure full staffing at each building
- Conduct staff and student training of cleanliness
- Create graduated custodial schedule
- Maintain building and grounds
- Complete inspections on a consistent basis on all buildings

#### INTENDED OUTCOMES

- Adequate staffing at each building
- Increased ownership of building care
- Schedule that ensures consistent cleanliness of buildings
- Improved appearance and functionality of facilities

## GOAL 2: SCHOOL CLIMATE

### STRATEGY #4 - POLICY AND PROCEDURES

#### ACTIONS

- Review and revision of schoolwide rules and corresponding discipline ladder
- Review pertinent policies with teaching staff

#### INTENDED OUTCOMES

- Consistent schoolwide rules and corresponding discipline ladder
- Increased teaching staff's awareness of district policies

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### STRATEGY #5 - SECURITY, SURVEILLANCE, AND UP-TO-DATE SYSTEMS

#### ACTIONS

- Increase safety of students and staff
- Increase accountability of staff and students
- Secure school playground areas
- Review and update security and surveillance equipment at all sites

#### INTENDED OUTCOMES

- Up-to-date security and surveillance equipment
- Proper employee access to facilities



# GOAL 2: SCHOOL CLIMATE

## STRATEGY #6 - INTERNAL AND EXTERNAL COMMUNICATIONS

### ACTIONS

- Explore digital marquee for school and district announcements
- Consistently update district website
- Create and communicate a chain of command for use in emergency
- Consistently communicate to all stakeholders in a timely fashion
- Engage key personnel in planning schoolwide and district events
- Collect suggestions at all sites
- Create district and school calendars
- Inform parents of communication tools at the beginning of each school year
- Enlist district ambassadors throughout community to consistently communicate district vision/message
- Display strategic plan and progress of strategic plan on MPSD website
- Include district and school data on routine information delivered to parents

### INTENDED OUTCOMES

- Increased publicity regarding school news
- Improved communication between school district and parents/community
- Improved communication to all staff during emergency
- Improved communication to stakeholders and staff
- Solicitation of feedback from all stakeholders after school site visits
- Increased communication of district events
- Increased availability of pertinent information regarding district’s goals

**“INCLUDING ALL STAKEHOLDERS AS A PART OF THE PROCESS FOR STRATEGIC PLANNING IS A WIN-WIN FOR THE DISTRICT AND COMMUNITY AS A WHOLE.”**

*Moss Point Schools Employee*





## GOAL 3: POSITIVE K-12 EDUCATION

THE DISTRICT WILL INCREASE THE NUMBER OF STUDENTS EXPERIENCING A POSITIVE K-12 EDUCATION.

Every student will participate in experiences that are rigorous, diverse, and rewarding through a variety of experiences within and outside the school setting.

### STRATEGY #1 - HIGH EXPECTATIONS

#### ACTIONS

- Implement engaging curriculum
- Develop student leadership
- Increase partnership with local businesses
- Organize post-secondary experiences
- Organize extra-curricular activities

#### INTENDED OUTCOMES

- Increased student engagement in classrooms
- Increased student attendance
- Increased positive student behavior
- Increased support from local businesses
- Increased number of students obtaining post-secondary opportunities

### STRATEGY #2 - MULTIPLE EXPERIENCES

#### ACTIONS

- Consistently plan events and experiences outside the classroom to broaden academic horizons

#### INTENDED OUTCOMES

- Increased exposure to the educational experiences of students





## GOAL 4: FINANCIAL

### THE DISTRICT WILL MAINTAIN A SOUND FINANCIAL FUND BALANCE.

A school district must manage, maintain, and utilize its available resources to provide educational opportunities.

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#### STRATEGY #1 - NEEDS ASSESSMENT

##### ACTIONS

- Conduct annual needs assessment and prioritize per department
- Monitor current financial standing of each department
- Follow pertinent purchasing regulations

##### INTENDED OUTCOMES

- Sound financial condition to meet current and future obligations

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#### STRATEGY #2 - BUDGET DEVELOPMENT, MONITORING, AND FLEXIBILITY

##### ACTIONS

- Schedule training for departments and school leaders
- Conduct yearly peer financial planning

##### INTENDED OUTCOMES

- Increased decision-maker knowledge of district budget and parameters for spending funds

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#### STRATEGY #3 - COMPLIANCE, ACCOUNTABILITY, AND PARTNERSHIPS

##### ACTIONS

- Follow applicable laws for various funding sources
- Explore avenues of outside sources of financial assistance

##### INTENDED OUTCOMES

- More efficient fiscal operations
- Additional educational opportunities for students





# GOAL 5: HIGHLY QUALIFIED EMPLOYEES

THE DISTRICT WILL RECRUIT AND RETAIN HIGHLY QUALIFIED EMPLOYEES.

Recruiting and retaining highly qualified employees is a focus of all successful schools and districts.

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## STRATEGY #1 - RECRUITMENT

### ACTIONS

- Attend recruitment events
- Produce promotional materials

### INTENDED OUTCOMES

- Increased number of highly-qualified teacher candidates
- .....

## STRATEGY #2 - SELECTION

### ACTIONS

- Develop consistent hiring process for certified staff
- Provide current classified employees opportunities to become certified staff

### INTENDED OUTCOMES

- Increased number of highly qualified teachers

**“A STRATEGIC PLAN ALLOWS ACCOUNTABILITY OF ALL  
STAKEHOLDERS AND PROVIDES A BLUEPRINT FOR SUCCESS.”**

*Moss Point Schools Community Member*

# GOAL 5: HIGHLY QUALIFIED EMPLOYEES

## STRATEGY #3 - INDUCTION

### ACTIONS

- Enhance new teacher academy
- Expand new employee orientation
- Supplement new employee mentor program

### INTENDED OUTCOMES

- Increased commitment of workforce

## STRATEGY #4 - TRAINING AND DEVELOPMENT

### ACTIONS

- Conduct district-led training
- Conduct curriculum-led training
- Conduct school-led training

### INTENDED OUTCOMES

- Improved competency of all staff

## STRATEGY #5 - EVALUATION

### ACTIONS

- Develop specific evaluation tool for each position
- Conduct training on evaluation tool
- Create timeline for all evaluations

### INTENDED OUTCOMES

- Increased effectiveness of employees
- Increased employee engagement

## STRATEGY #6 - RETENTION

### ACTIONS

- Continually review employee compensation and benefits
- Analyze employee separation information
- Offer support through training and development
- Expand employee recognition program
- Update employee mentoring program

### INTENDED OUTCOMES

- Increased employee retention
- Increased opportunities for professional advancement



## GOAL 6: FAMILIES AND COMMUNITY

THE DISTRICT WILL ENGAGE FAMILIES AND THE COMMUNITY IN THE EDUCATION OF ALL STUDENTS.

Successful school districts improve relationships with families and surrounding communities by building viable skills and trust through collaborative opportunities and ongoing communication.

### STRATEGY #1 - TRAININGS AND WORKSHOPS

#### ACTIONS

- Develop list of community topics and needs
- Host educational events based on identified needs
- Motivate community participation
- Provide online communication of trainings

#### INTENDED OUTCOMES

- Increased local workforce skills
- Increased positive relationship between community and MPSD
- Increased communication between community and MPSD

### STRATEGY #2 - COMMUNITY RESOURCES

#### ACTIONS

- Consistently communicate needs and information to community stakeholders in multiple forms of communication
- Conduct a stakeholders' needs assessment

#### INTENDED OUTCOMES

- Increased community stakeholder involvement
- Increased identification of community connection opportunities for students

### STRATEGY #3 - TRADITIONS

#### ACTIONS

- Coordinate event schedules
- Continue positive traditions and create new traditions

#### INTENDED OUTCOMES

- Increased collaboration and coordination with community partners and stakeholders
- Promote the history of MPSD and the Moss Point community



Our Website: [MossPoint.schooldesk.net](http://MossPoint.schooldesk.net)



[facebook.com/moss-point-school-district](https://facebook.com/moss-point-school-district)



[facebook.com/people/tiger-nation](https://facebook.com/people/tiger-nation)

**Moss Point School District**  
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