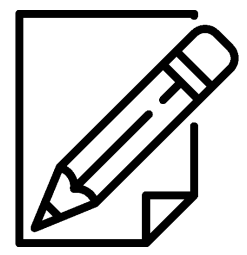
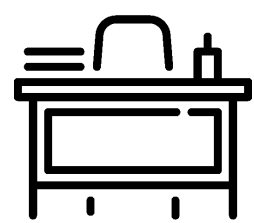
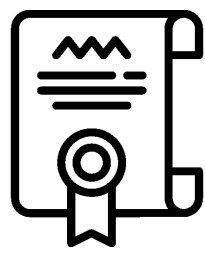




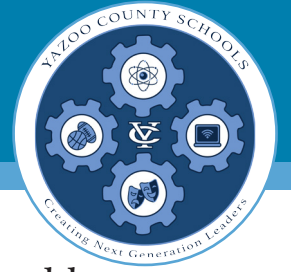
# Yazoo County School District Strategic Plan 2019



*“Creating Next Generation Leaders”*



# Welcome



Yazoo County School District's Strategic Plan is a collaborative, team effort to identify beliefs, goals and action steps to provide world class educational opportunities for our community. With input from our students, parents, community members, and faculty and staff, this living plan has been created. We commit to intentionally focus our actions and decisions on achieving the goals set forth. We would like to take this opportunity to thank all those who worked to help create this road map which paves the way to the success of our district. Through our overwhelming positivity and insatiable commitment to improving the opportunities of our students, recruiting and retaining the best of the best faculty and staff, protecting the "whole child," and understanding that change is inevitable and ongoing, we will exceed the expectations herein.



Strategic Planning Key Stakeholder Group

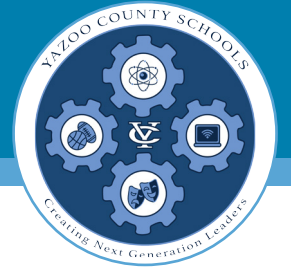


Ken Barron, Ed.D.  
Superintendent

**Board of Education**  
Gregory Moseley, President  
Millicent Ledbetter  
Patsy Burrough  
Chastity Magyar, Ed.D.  
Larry Walls, Secretary  
*(left to right)*



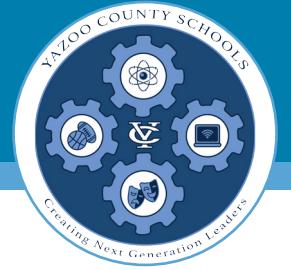
# Table of Contents



<b>About Our District</b>	<b>3</b>
<b>Beliefs and Mission</b>	<b>4</b>
<b>Goals</b>	<b>5</b>
<b>Goals, Strategies, and Action Plans</b>	
<b>1. Student Achievement</b>	<b>6</b>
<b>2. Safe and Orderly Climate</b>	<b>8</b>
<b>3. Human Resources</b>	<b>9</b>
<b>4. Operational Effectiveness</b>	<b>II</b>



# About Our District



**Bentonia Gibbs Elementary School**  
Kindergarten to 5th Grade  
447 Students

**Linwood Elementary School**  
Kindergarten to 5th Grade  
192 Students

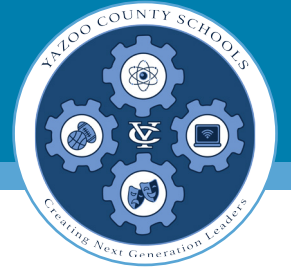
**Yazoo County Middle School**  
6th Grade to 8th Grade  
393 Students

**Yazoo County High School**  
9th Grade to 12th Grade  
463 Students



Licensed Faculty	139
Non-Licensed Staff	75
Faculty with Advanced Degrees	70
Faculty with National Certifications	8

# Beliefs and Mission



## Beliefs

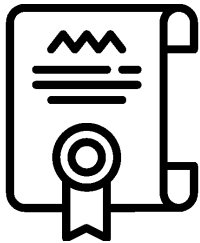
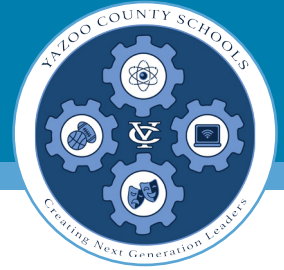
- We believe high quality, committed, and passionate teachers who embrace diversity are essential for student success.
- We believe change is inevitable, and we must adapt to meet the evolving needs of our students and community.
- We believe the success of every student requires nurturing the needs of the whole child.
- We believe positive relationships yield success.
- We believe shared beliefs and norms create an internally cohesive environment.
- We believe a safe, secure environment is foundational to learning.

## Mission

Yazoo County Schools exist to create next generation leaders who pursue purposeful, productive lives.



*“Creating Next Generation Leaders”*



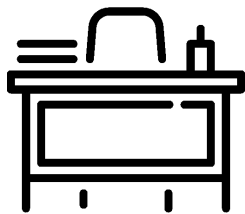
## 1. Student Achievement

We, along with the community, will provide opportunities for the success of each student by intentionally focusing on academic and extra-curricular abilities and celebrating achievement.



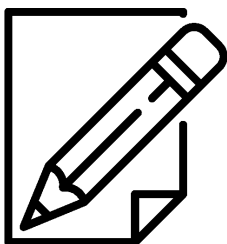
## 2. Safe and Orderly Climate

We will foster an environment that ensures confidence in the safety of the whole child within our school and community.



## 3. Human Resources

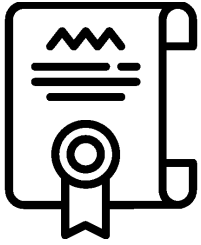
We will recruit, develop, and retain a committed, passionate staff that positively impacts student learning.



## 4. Operational Effectiveness

We will effectively and efficiently focus our resources to ensure equitable opportunities for all students and staff.

# Goals, Strategies, and Action Plans



## I. Student Achievement

We, along with the community, will provide opportunities for the success of each student by intentionally focusing on academic and extra-curricular abilities and celebrating achievement.

### A. Student Recognition

- Expand academic and athletic signing day
- Implement peer mentoring programs
- Create recognition platforms at each school
- Conduct district-wide recognition celebration
- Establish a district newsletter to highlight accomplishments

#### Measures of Success

Student scholarships

Student assessment results

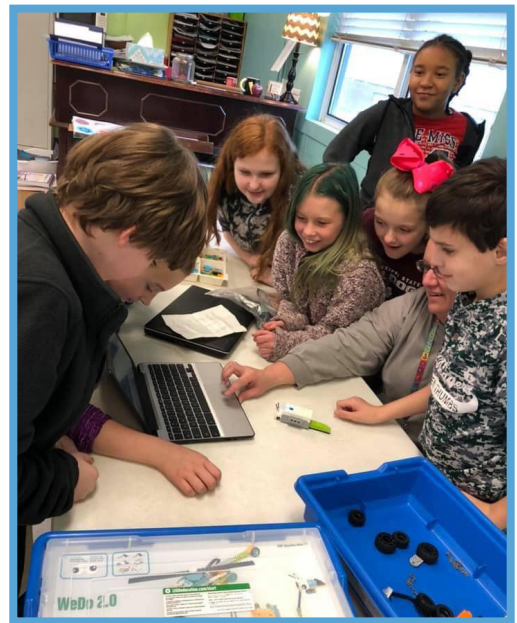
### B. Opportunities for Students

- Expand student clubs at each school
- Establish fine arts competition groups
- Expand MHSAA sanctioned teams

#### Measures of Success

Student participation in extra-curricular activities

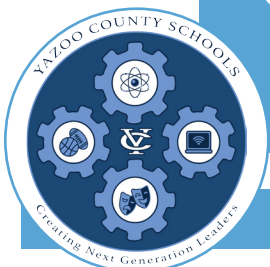
Additional opportunities for students

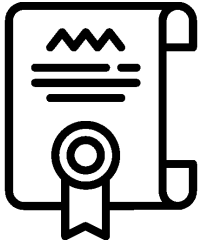


“

Clarifying our purpose and articulating specific goals with strategies attached to them is a powerful step in the right direction in our district. We are poised to make changes that have the potential to impact our whole community.”

*School District Employee*





## I. Student Achievement

We, along with the community, will provide opportunities for the success of each student by intentionally focusing on academic and extra-curricular abilities and celebrating achievement.

## C. Community Partnerships

- Create partnership communication information
- Obtain and utilize feedback from partners
- Develop alumni connections
- Expand parental supports
- Participate in community events

### Measures of Success

Participation and support of community partners  
Parental attendance at events



## D. Utilization of Data

- Develop district-wide data systems
- Increase student knowledge base of interpretation of data
- Provide professional development for educators
- Expand focused planning time
- Utilize data based interventions
- Establish a Pre-K to 2nd grade at-risk early warning system

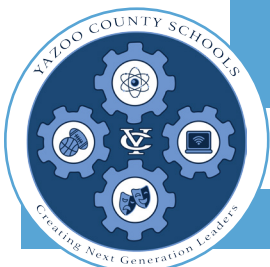
### Measures of Success

Student assessment results  
Academic performance of at-risk students



“I believe that this process of strategic planning is most essential to the overall development of producing our next generation of leaders.”

*Community Member*





# Goals, Strategies, and Action Plans



## 2. Safe and Orderly Climate

We will foster an environment that ensures confidence in the safety of the whole child within our school and community.

### A. Social Emotional Initiatives

- Launch character education initiatives
- Coordinate preventative education trainings
- Develop faculty and staff well-being programs
- Provide early intervention and prevention activities

#### Measures of Success

Student discipline referrals  
Student attendance  
Faculty and staff attendance

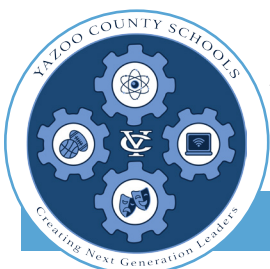


### B. Security and Safety

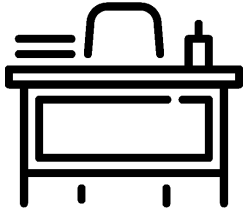
- Increase school security personnel
- Expand monitoring and access measures
- Obtain additional equipment and resources
- Provide appropriate training
- Communicate safety expectations to stakeholders
- Implement proper safety planning and supervision

#### Measures of Success

Obtaining of resources  
Perception survey data  
Number of incidents



# Goals, Strategies, and Action Plans



## 3. Human Resources

We will recruit, develop, and retain a committed, passionate staff that positively impacts student learning.

### A. Recruit Effective Staff

- Empower employees to communicate needs
- Utilize social media and other resources
- Promote and expand available financial incentives
- Develop promotional materials
- Institute a human resources department
- Create stakeholder input mechanisms

#### Measures of Success

Availability of qualified candidates  
Staff retention  
Student achievement results



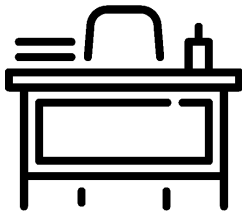
### B. Development and Growth

- Provide incentives for ongoing development
- Improve faculty and staff orientation activities
- Monitor, assess, revise, and expand professional development opportunities
- Expand partnerships with external providers
- Implement needs assessment mechanisms

#### Measures of Success

Student achievement results  
Staff retention  
Expanded professional credentials





### 3. Human Resources

We will recruit, develop, and retain a committed, passionate staff that positively impacts student learning.

#### C. Retain Effective Staff

- Increase leadership opportunities for teacher empowerment
- Recognize employee success in multiple ways
- Create leadership pipeline
- Connect with external partners
- Improve efficient communication through multiple avenues

#### Measures of Success

Staff retention

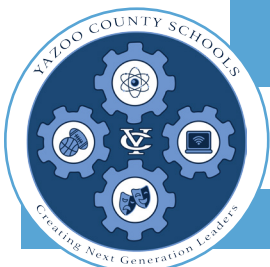
Availability of effective leaders

Student assessment results

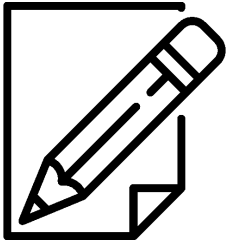


“Strategic planning has laid the foundation to ensure that Yazoo County Schools is moving in the right direction.”

*School District Employee*



# Goals, Strategies, and Action Plans



## 4. Operational Effectiveness

We will effectively and efficiently focus our resources to ensure equitable opportunities for all students and staff.

### A. Technological Effectiveness

- Identify effective usage of technology
- Implement peer observation and training
- Obtain additional external funding for technology
- Provide aligned technology training appropriate to needs

#### Measures of Success

Student assessment results

Acquisition of new technology



### B. Resource Alignment

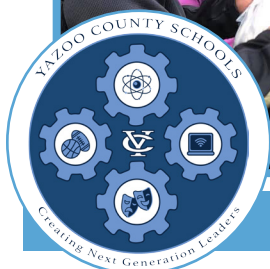
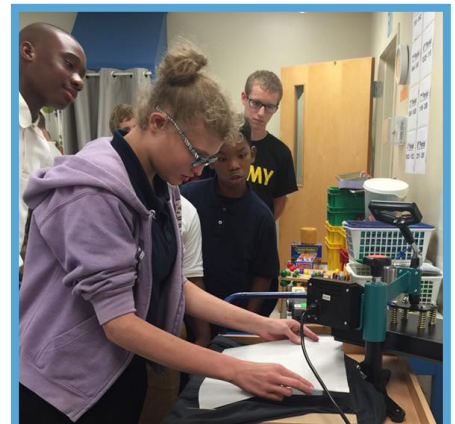
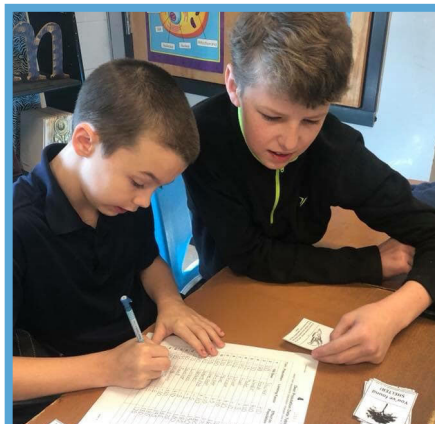
- Evaluate usage and effectiveness of resources
- Allocate resources to meet identified needs

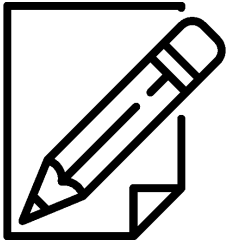
#### Measures of Success

Student assessment results

Acquisition of new resources

Available financial resources





## 4. Operational Effectiveness

We will effectively and efficiently focus our resources to ensure equitable opportunities for all students and staff.

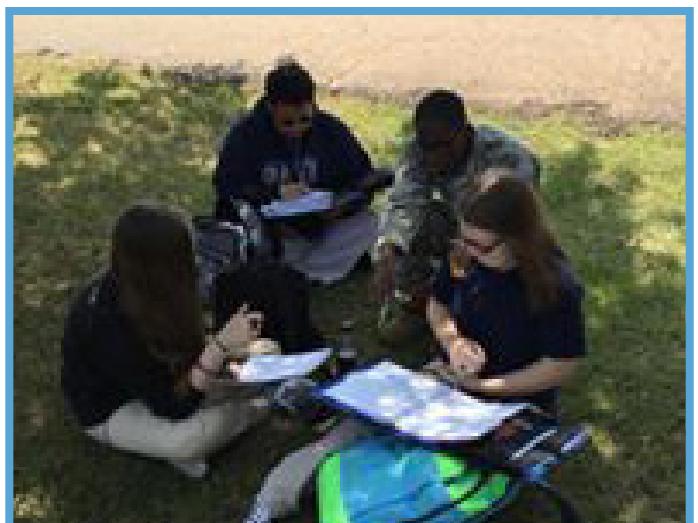
### C. Protect Instructional Time

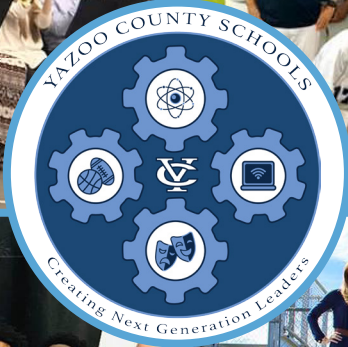
- Identify and train faculty and staff in online resources
- Provide training on relationship building
- Utilize effective communication mechanisms

#### Measures of Success

Student assessment results

Stakeholder survey results





# “Creating Next Generation Leaders”

Yazoo County Schools • 94 Panther Drive • Yazoo City, Mississippi

662.746.4672 • [www.yazoo.k12.ms.us](http://www.yazoo.k12.ms.us) • @YazooCountySD