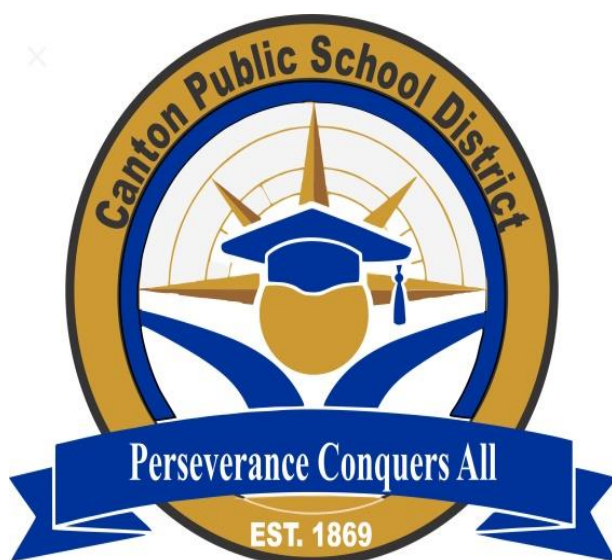


# **Canton Public School District 2019-2024 Five Year Strategic Plan**

## *The Blueprint: Our Next Five Years*





Dear Team CPSD,

On behalf of the Canton Public School District, I am pleased to present our new strategic plan, *The Blueprint: Our Next Five Years*. Our goal for this plan is to build upon the impressive growth of this school district and provide direction for the next five years.

The Blueprint is designed to navigate our academic priorities by focusing on four key areas: student achievement, human resources, fiscal management/ operations, and parental outreach/public relations. Our ultimate goal is to create a system of excellence in which we provide support to our students with learning gaps and stretch our advanced students. The success of this plan is dependent upon sustained engagement and consistent progress review and revision. This strategic plan is our roadmap for a new approach towards managing change and improving performance across our district.

The Blueprint establishes a vision that is purposeful and focused upon setting higher standards for our students and ourselves. I hope that you share in my enthusiasm as we continue to persevere in our quest for Canton Public School District to be rated successful or higher. This journey rests upon the work of our amazing students, outstanding staff, enthusiastic parents, and an engaged community. We can do it together!

Sincerely,

*Gary Hannah*

Gary Hannah,  
Superintendent

## *The Blueprint Targets At-A-Glance*

### **1. Student Achievement**

- *The district and all schools will be rated successful or better.*
- ✓ Produce a climate and culture in our schools that is conducive to increasing student achievement and overall academic performance.
- ✓ Increase the graduation rate, decrease the dropout rate, and increase average daily attendance (ADA) in an effort to ensure that students receive maximized opportunities for learning.
- ✓ Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.
- ✓ Build an enhanced foundational program in the elementary division that includes the addition of at least one Pre-K classroom each school year.

### **2. Human Resources**

- *Recruit and retain highly qualified teachers and administrators.*
- ✓ Expand recruitment efforts to attract more highly qualified staff.
- ✓ Implement a structured orientation and mentoring program designed to retain new teachers and administrators.
- ✓ Create high-quality professional development activities to support new teachers and administrators in their professional growth.
- ✓ Assess, plan, track, and continue to implement requirements for evaluation of teachers and administrators as mandated by the Mississippi Department of Education.

### **3. Fiscal Management and Operations**

- *Remain fiscally responsible.*
- ✓ Utilize district resources efficiently and effectively to accomplish programmatic and organizational goals.
- ✓ Establish and implement a prioritized list of projects based on need and availability of funds.
- ✓ Determine the feasibility for building new facilities and enhancing existent facilities.

### **4. Parental Outreach and Public Relations**

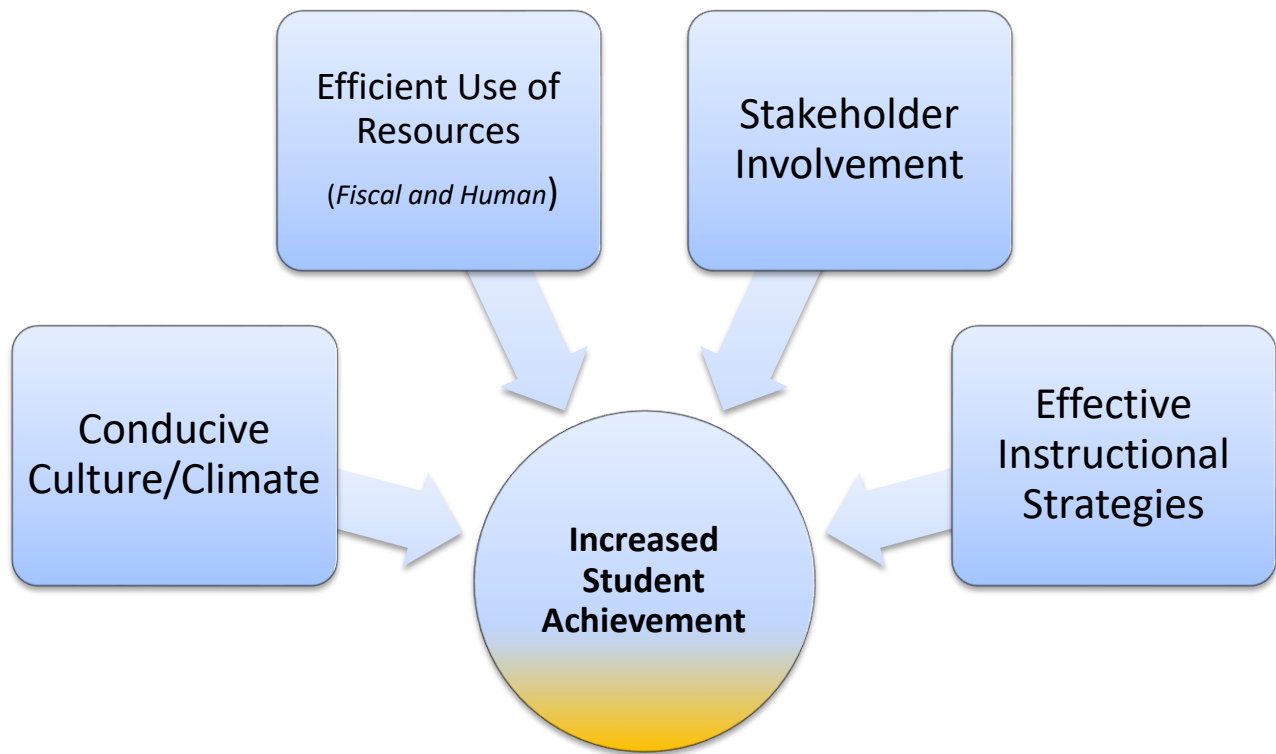
- *Increase parental engagement through parent outreach initiatives.*
- ✓ Implement an organized mentoring program for students to support their academic development, their connections with the community, and their emotional well-being.
- ✓ Facilitate outreach to community organizations and businesses through sponsorships, activities, and collaborative activities.
- ✓ Partner with the City of Canton to increase students' involvement in activities organized by the city.
- ✓ Host activities throughout the year to engage parents and support them with home-centered learning activities.
- ✓ Include parents in the planning of district improvement initiatives.

## *The Blueprint Implementation Teams*

<b><i>1. Student Achievement/Climate &amp; Culture</i></b>	<b><i>2. Human Resources</i></b>	<b><i>3. Fiscal Management &amp; Operations</i></b>	<b><i>4. Parental Outreach and Public Relations</i></b>
Superintendent	Superintendent	Superintendent	Superintendent
Executive Directors	Human Resources Director	Assistant Superintendent	Public Relations Director
Curriculum Staff	Executive Directors	Business Director	Executive Directors
Principals	Principals	Other Appropriate Central Office Departments	Federal Programs Director
School Leadership Teams	Teacher Mentors		Principals
Teachers			School Leadership Teams
Students			Teachers
Other Appropriate Central Office Departments			

## *The Blueprint Framework*

*Our strategic plan includes five main targets- each focused on the goal of increased student achievement.*



***Identification of Strengths and Opportunities for Growth that  
Guided the Development of the Strategic Plan***

<b>Current Organizational Strengths</b>	<b>Current Opportunities for Growth</b>
<ul style="list-style-type: none"> <li>• High quality systems of professional development</li> </ul>	<ul style="list-style-type: none"> <li>• Teacher recruitment and retention</li> </ul>
<ul style="list-style-type: none"> <li>• High expectations for students and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Additional resources for student interventions and foundational skills-building</li> </ul>
<ul style="list-style-type: none"> <li>• District partnerships</li> </ul>	<ul style="list-style-type: none"> <li>• Low graduation rate</li> </ul>
<ul style="list-style-type: none"> <li>• Availability of advanced technology for students and staff</li> </ul>	<ul style="list-style-type: none"> <li>• Supports for English Learners</li> </ul>
<ul style="list-style-type: none"> <li>• Open and transparent systems of communication</li> </ul>	<ul style="list-style-type: none"> <li>• Ability to sustain growth year to year</li> </ul>
<ul style="list-style-type: none"> <li>• Highly qualified teachers and administrators</li> </ul>	
<ul style="list-style-type: none"> <li>• Well-maintained facilities</li> </ul>	
<ul style="list-style-type: none"> <li>• Quality of instructional programs and resources</li> </ul>	
<ul style="list-style-type: none"> <li>• Supportive parents and community</li> </ul>	
<ul style="list-style-type: none"> <li>• Limited number of severe behavioral problems or incidents in schools</li> </ul>	

## Target 1: Student Achievement

**Goal:** *The district and all schools will be rated successful or better.*

**Strategy:** Produce a climate and culture in all schools that is conducive to increasing student achievement and overall academic performance.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Continue and refine a mentoring program for students who have already demonstrated leadership skills and for students who need mentoring support.	Superintendent and designees	August 2019- May 2024	Mentors Funding for curriculum Funding for field trips and incentives	TBD
Continue to promote the “growth mindset” framework in all schools through activities and resources.	Superintendent and designees	August 2019- May 2024	Stipends for training for teachers Funding for incentives for students	TBD
Structure time and resources for counselors to address issues such as bullying, self-esteem, academic achievement, and college and career readiness.	Principals Counselors	August 2019- May 2024	Curricula for counselors’ use	TBD

**Strategy:** Increase the graduation rate, decrease the dropout rate, and increase average daily attendance (ADA) in an effort to ensure that students receive maximized opportunities for learning.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Provide ACT Prep Courses for students.	Executive Dir. (Sec.) Principal Counselors	August 2019- May 2024	Funding for curriculum (Grant 19-20)	TBD
Provide early ACT testing for middle school students.	Executive Dir. (Sec.) Principal Counselors	August 2019- May 2024	Funding for registration costs	\$7500
Offer SREB Math and English readiness courses for students who have not met the required ACT subgroup scores in Reading, English, and/or math.	Executive Dir. (Sec.) Principal Teachers	August 2019- May 2024	Travel costs for teachers' training	\$1000
Refine documentation processes and procedures to adequately capture graduation numbers; this will include but is not limited to defining cohorts as purely as possible, track and document successful completion of graduation requirements, review and monitor graduation data.	Executive Dir. (Sec.) Principal Counselors	August 2019- May 2024	Training for staff; independent review from consultant	\$5000
Provide effective instructional and behavioral support for students at-risk of dropping out.	Executive Dir. (Sec.) Principal Counselors Teachers Interventionist	August 2019- May 2024	Training for staff; intervention resources	\$5000
Partner with New Summit School and New Learning Resources to offer additional graduation options for students who are unable to pass state-required exit assessments.	Superintendent Executive Dir. (Sec.) Principal Counselors	August 2019- May 2024	Cost of programs (at students' expenses)	\$0



**Strategy:** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Provide Saturday School sessions during the second semester to fill instructional gaps and ensure instructional readiness.	Executive Directors Principals Teachers	April 2020- Ongoing	Resources for teachers' stipends Resources for student incentives	\$75,000
Provide afterschool enrichment programs at each site	Executive Directors Principals Teachers Transportation	2019-2024	Resources for teachers' stipends Transportation and maintenance costs	TBD
Develop, implement, and promote specific strategies for teachers to use at each grade level to reinforce instruction in the five components of effective reading instruction as applicable for each grade band.	Executive Directors Principals Assistant Principals Teachers Interventionists	2019-2024	Stipends for teachers for summer professional development Resources for materials	\$10,000
Implement intervention time in each school's master schedule to focus on deficient standards in ELA and mathematics. Close reading will be an essential component of each school's intervention time.	Executive Directors Principals Assistant Principals Teachers Interventionists	2019-2024	Cost of intervention materials	TBD
Implement pull-out targeted interventions specifically for 3 <sup>rd</sup> grade students with reading deficiencies; effectively use reporting tools for interventionists to document and report services to students	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2019-2024	Cost of intervention materials	TBD
Continue to implement highly focused schedules for language acquisition and content support for English Learners; provide strategic use of EL resources and best practices	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2019-2024	Cost of intervention materials	TBD
Provide interventions for SATP re-testers, including assigned intervention time, boot camps for re-testers, online, and print resources	Executive Dir. (Sec) Curriculum Staff Principals Assistant Principals Teachers Interventionists	2019-2024	Cost of intervention materials	TBD
Expand Pre-K program in elementary schools; implement the use of a research-based Pre-K curriculum and research-based strategies in elementary schools that incorporates age-appropriate learning tasks; continue and expand partnerships with local Early Childhood providers including professional development and additional collaboration activities.	Curriculum Department (Elem.) Principals Assistant Principals Teachers	2019-2024	Cost of curriculum materials	TBD

**Strategy (continued):** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students' achievement.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Identify students in the district's bottom quartile and the bottom quartile in each school in ELA and mathematics; develop specific interventions to increase their proficiency levels; improve instructional processes at the Tier 1 level; provide targeted Tier 2 and Tier 3 interventions for students; refine data processes at schools for early, proactive interventions. Utilize Tiger Time, Learning Strategies time, Saturday School, and Extended School Year for increased learning time.	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2019-2024	Cost of intervention materials	TBD
Promote the growth of all students by focusing PLCS on targeted, data-driven discussions in which teachers will review data, unpack standards, review assessment items, and develop strategies.	Executive Directors Curriculum Staff Principals Assistant Principals Teachers Interventionists	2019-2024	Consultants as needed	TBD
Continue to require principals' submission of weekly deliverables that include: lesson plan and assessment checklists, PLC work session documents, classroom observations, student data spreadsheets, intervention checklists, and data analysis forms.	Executive Directors Principals Assistant Principals	2019-2024	None	None
Develop and utilize an intervention checklist to gauge implementation of interventions, fidelity to intervention time, and use of resources.	Executive Directors Curriculum Staff Principals Assistant Principals Interventionists	2019-2024	None	None
Hire a math curriculum specialist to provide professional development to teachers and to assist principals in structuring mathematics interventions	Superintendent	2021-2022	TBD	TBD
Develop Winter and Spring Break packets based on skills identified through district assessments to provide extra practice for students.	Executive Directors Curriculum Staff Consultants as needed	2019-2024	Cost of printing	TBD
Increase the number of students enrolled in AP Courses and Dual Enrollment; utilize online and print resources to assist students in preparing for AP exams; ensure that current staff remains certified to teach AP courses; work with Holmes Community College to implement dual enrollment courses; promote the benefits of dual enrollment to parents and students.	Superintendent Exec. Dir. (Sec) Teachers Counselors	2019-2024	Training costs AP exam Cost of courses	TBD

**Strategy (continued):** Consistently utilize research-based best practices in Pre-K through 12<sup>th</sup> grade to increase students’ achievement.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Promote the Honors Program track at the middle schools and 9 <sup>th</sup> Grade Academy; identify students for the program and monitor their progress; identify resources to accelerate advanced students’ learning; provide opportunities for students to visit colleges and shadow professionals.	Executive Dir. (Sec) Principals Leadership Team Counselors Teachers	2019-2024	Funding for college and career readiness activities	\$10,000
Revised the structure/use of instructional time at the elementary schools to ensure a structured approach to Reading Instruction, specifically the 5 components of Reading - Phonological Awareness (sounds), Phonics (letters), Fluency, Vocabulary, and Comprehension. Provide professional development to principals and teachers on the elements of effective literacy instruction, and small group instruction.	Executive Dir. (Elem) Principals Curriculum Staff Interventionists Teachers	2019-2024	Funding for Curriculum Associates	TBD
Increase professional development in ELA and mathematics around standards-based instruction; provide job-embedded and small-group professional development to ELA and mathematics teachers; streamline PLCs to focus on data analysis, unpacking standards, working and reviewing test items, and developing strategies.	Executive Directors Principals Curriculum Staff Interventionists Teachers	2019-2024	Funding for consultants as needed	TBD
Refine district-level reporting processes; administrative teams will meet monthly, by individual school, with the district-level administrative team to review data, including student progress monitoring, student and staff attendance, discipline, safe and orderly schools, and community/stakeholder engagement.	Executive Directors Principals Curriculum Staff Interventionists Teachers	2019-2024	None	None
Use available resources to enhance technology at identified schools to create 21 Century Learning Environments.	Superintendent Executive Directors Principals	2020-2021	Resources for 3D Printers, ZCams, Hover Screens Professional development for staff	TBD

## Target 2: Human Resources

**Goal:** *Recruit and retain highly qualified teachers and administrators.*

**Strategy:** Expand recruitment efforts to attract highly qualified staff.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Increase the number of visits to colleges and universities; establish a team to include principals and teachers on some visits.	Human Resources Director Principals Teachers	2019- 2020- Ongoing	Travel expenses	TBD
Host two District Career Days to attract potential teachers to the district.	Superintendent Human Resources Director	Spring 2020- Ongoing	Breakfast costs CPSD promotional items	TBD

**Strategy:** Implement a structured orientation and mentoring program designed to retain new teachers and administrators.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Develop mentoring plans for new teachers; establish a calendar of district and school-based meetings for new teachers.	Executive Directors Principals Human Resources Director Business Manager	2020- 2021 Ongoing	Mentor/Mentee Pairing Stipend for Mentors	TBD
Implement a professional development plan that includes targeted professional development for new teachers and administrators.	Executive Directors Principals	2019- 2020- Ongoing	Training Resources	TBD
Assess, plan, track, and continue to implement requirements for evaluation of teachers and administrators as mandated by MDE.	Human Resources Director Executive Directors Principals	2019- 2020- Ongoing	MDE's Evaluation System	None

### Target 3: Fiscal Management and Operations

*Goal: Remain fiscally responsible.*

**Strategy:** Utilize district resources efficiently and effectively to accomplish programmatic and organizational goals; establish and implement a prioritized list of projects based on need and availability of funds.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Identify needs and priorities of all students by examining data; build financial goals based on these priorities.	Superintendent Business Manager Executive Directors	2019- 2020- Ongoing	Data	TBD
Track where money is currently allocated, assess available resources, align spending with goals.	Superintendent Business Manager	2019- 2020- Ongoing	District Expenditure Records	None
Provide training to administrators and financial staff on best practices for record keeping that is aligned with the district's policies and procedures.	Business Manager	2019- 2020- Ongoing	Training Resources	TBD

**Strategy:** Determine the feasibility for building new facilities and enhancing existent facilities.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Identify and use available resources to build new facilities and enhance existent facilities. <ul style="list-style-type: none"> <li>• Enhanced science labs and supplies in all schools</li> <li>• In House Treatment Center</li> <li>• Softball field</li> <li>• Middle School Weight/Equipment Room</li> </ul>	Superintendent Assistant Superintendent Business Manager	2021- 2024	TBD	TBD

## Target 4: Parental Outreach and Public Relations

**Goal:** Increase parental engagement and public support through outreach activities.

**Strategy:** Implement an organized mentoring program for students to support their academic development, their connections with the community, and their emotional well-being.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Identify student leaders in each school and train them to serve as mentors to younger students.	Executive Directors Principals Counselors Teachers	2019-2020- Ongoing	Funds for leadership curriculum and training	TBD

**Strategy:** Facilitate outreach to community organizations and businesses through sponsorships, activities, and collaborative activities; increase awareness of positive news about the district.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Host a Superintendent's Tour that will include informal community and business Question and Answer sessions, Districtwide Parent Nights, and community canvassing; provide CPSD supporters with yard signs, bumper stickers, etc. to promote community engagement.	Superintendent Executive Directors Directors Principals Teachers	2019-2020- Ongoing	Promotional supplies	TBD
Seek community support and funding for the Dual Enrollment program at CHS.	Superintendent CHS Principal Executive Director for Sec.	2019-2020- Ongoing	No District Funds (excluding textbooks)	None
Partner with the City of Canton to involve students with activities such as sports and summer camps when they are not in school.	Superintendent City Officials	2020-2021	TBD	TBD
Collaborate with local news agencies to promote district events and positive news.	Superintendent Director of Public Relations Executive Directors Principals	2019-2020- Ongoing	Cost of ads as needed	TBD

**Strategy:** Encourage parental participation through events, resources, and involvement in district improvement.

Action Step	Staff Responsible	Timeline	Resources Needed	Anticipated Costs
Host Districtwide Parent Nights to provide resources and strategies to parents to help their children with grade-level expectations; continue partnership with <i>Families First</i> to provide resources to the families in the district.	Superintendent Executive Directors Directors Principals	2019-2020- Ongoing	Promotional supplies	TBD
Include parents in district improvement initiatives via Parent of the Year competitions, committee appointments, and satisfaction surveys.	Superintendent Executive Directors Directors Principals Teachers	2019-2020- Ongoing	None	None
Provide resources to parents to provide insight into academic processes and policies including but not limited to grading, state testing, and grade level expectations.	Superintendent Executive Directors Directors Principals Teachers	2019-2020- Ongoing	Printing costs as needed	TBD



The improvement of Canton Public School District is a collaborative effort between district staff, parents, students, and the community. We are guided by the following inherent expectations, and we invite you to hold us accountable to meeting these standards of excellence:

- CPSD's students will graduate college and/or career ready.
- CPSD's students persevere in learning by maintaining a growth mindset.
- CPSD's schools are welcoming to all students, including those with diverse needs.
- CPSD's staff care deeply about students and make decisions that are focused exclusively on the needs of our students.
- CPSD's instructional programs are two-pronged and designed to meet the needs of both struggling and advanced students.
- CPSD's school and district offices support parents and students to help them succeed; they provide high impact resources and encourage transparent communication tied to clear expectations.

## *The Blueprint: Our Next Five Years*

