

**OFFICE OF STATE SUPERINTENDENT**  
**Summary of State Board of Education Agenda Items**  
**December 18-19, 2014**

**OFFICE OF STATE SUPERINTENDENT**

03. Approval of the Mississippi Board of Education's Five-Year Strategic Plan

**Executive Summary**

The Mississippi Board of Education and State Superintendent, Dr. Carey Wright, recently completed a set of goals and strategies for improving education in Mississippi and to guide the work of the Board and the Mississippi Department of Education.

The results of this work is the Mississippi Board of Education's Five-Year Strategic Plan for 2016-2020. The plan places students at the center of every decision, and it will serve as a living document that can be altered and improved as necessary. As part of this process, the MDE will develop action plans to achieve the goals stated in the strategic plan.

The Board's strategic plan has five goals:

1. All students are proficient and show growth in all assessed areas
2. Every student graduates high school and is ready for college and career
3. Every child has access to a high-quality early childhood education program
4. Every school has effective teachers and leaders
5. Every community effectively uses a world-class data system to improve student outcomes

The purpose of this report is for final review and discussion and to take action.

Recommendation: Approval

Back-up material attached



**GOAL 1**

**All Students Are Proficient and Show Growth in All Assessed Areas**

**INDICATORS OF SUCCESS**

- Increase the percentage of students proficient on 3rd grade reading assessments
- Increase the percentage of students proficient on all assessments

**STRATEGIES**

- Implement the required reading assessment for all elementary teachers and add to licensing for SPED and early childhood teachers
- Use the MDE Early Warning System to identify and intervene students needing assistance
- Provide professional development based on data in all content areas
- Expand content coaches in literacy and math
- Increase parental engagement through P-16 councils in lower performing schools



**GOAL 2**

**Every Student Graduates High School and Is Ready for College and Career**

**INDICATORS OF SUCCESS**

- Decrease the percentage of freshmen in MS colleges taking remedial courses
- Increase the number of students taking the WorkKeys assessment and the percentage scoring at the “silver” level
- Increase the number of students participating in work-based learning opportunities and demonstrating 21st-century employability skills

**STRATEGIES**

- Expand advanced coursework opportunities
- Expand advanced STEM pathways
- Continue training all counselors to meet the American School Counselor Association standards of practice
- Establish a statewide Career Readiness Taskforce
- Evaluate current pathways to graduation and make recommendations for modifications or new options

**GOAL 3**

**Every Child Has Access to a High-Quality Early Childhood Program**



**INDICATORS OF SUCCESS**

- Increase participation in providers of high quality programs
- Increase percentage of children enrolled in high-quality programs from birth to age 4
- Increase percentage of students prepared for school on the kindergarten and pre-K assessments
- Improve services to special-needs children in high-quality early childhood programs

**STRATEGIES**

- Staff an early childhood department at the MDE
- Lead a collaborative with public/private partnerships involved with early childhood education
- Identify and improve policy outside MDE that impacts early childhood education
- Develop a review process for early childhood providers
- Identify opportunities to blend and braid funding for early childhood programs

GOAL

4

## Every School Has Effective Teachers and Leaders

### INDICATORS OF SUCCESS

- Increase the number of A- and B-rated schools while decreasing the number of F- and D-rated schools
- Increase the average Praxis and ACT scores of teachers seeking first-time licensing

### STRATEGIES

- Implement educator-evaluation systems with fidelity
- Collaborate with IHL to raise the academic criteria of educator-preparation programs, increasing content knowledge and instructional effectiveness
- Train and place more instructional coaches in the field and focus coaching efforts on low-performing schools
- Implement superintendents' and principals' academy
- Link the educator-licensing system to the educator-evaluation systems
- Implement superintendent-evaluation process

GOAL

5

## Every Community Effectively Uses a World-Class Data System to Improve Student Outcomes

### INDICATORS OF SUCCESS

- Accurate, timely data available when needed for educators to support student achievement
- All decisions driven by data

### STRATEGIES

- Hire chief information officer
- Implement the Office of Technology and Strategic Services plan
- Ensure high support for the system, including infrastructure, training, access, accuracy, and ease of use
- Develop multiple dashboards and ensure dashboard views can be easily interpreted
- Develop a job description for data-entry personnel at the school level
- Collaborate with outside agencies to identify methods for measuring and reporting valuable data supporting student achievement
- Provide training for all stakeholders in understanding and interpreting education data

MISSISSIPPI BOARD OF EDUCATION

# Strategic Plan

*December 17, 2014*



## Vision

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To create a world-class educational system that gives students the knowledge and skills to be successful in college and the workforce, and to flourish as parents and citizens

## Mission

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To provide leadership through the development of policy and accountability systems so that all students are prepared to compete in the global community

# Purpose

## Living Document ---

Revised as needed based on most recent data, legislation, and policy

## Guide Decision Making ---

Influence budgetary and organizational structure

- Guide board agenda
- Impact policy and procedure

# Goals

- ✓ All Students Proficient and Showing Growth in All Assessed Areas
- ✓ Every Student Graduates High School and is Ready for College and Career
- ✓ Every Child Has Access to a High-Quality Early Childhood Program
- ✓ Every School Has Effective Teachers and Leaders
- ✓ Every Community Effectively Using a World-Class Data System to Improve Student Outcomes

## Goal 1

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*All Students Proficient  
and Showing Growth  
in All Assessed  
Areas*





## ***All Students Are Proficient and Show Growth in All Assessed Areas***

### ***OBJECTIVE***

**Implement the Literacy-Based Promotion Act with fidelity**

### ***OUTCOME***

**Increase the percentage of students proficient on 3rd grade reading assessments**



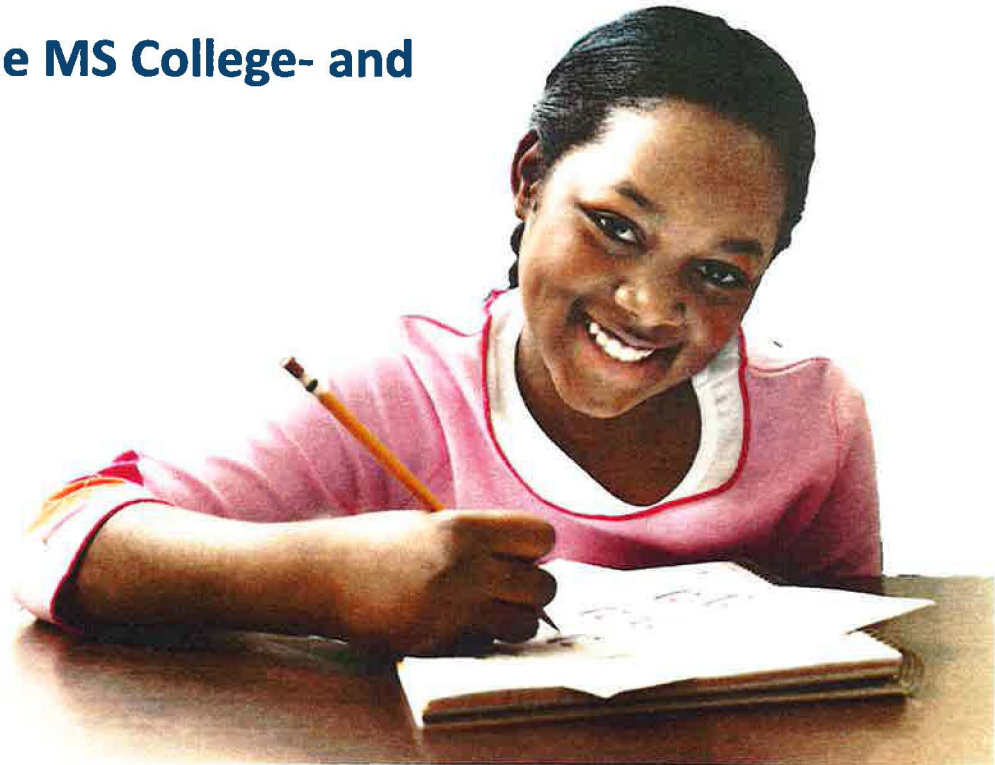
## ***All Students Are Proficient and Show Growth in All Assessed Areas***

### ***OBJECTIVE***

**Continue implementing the MS College- and Career-Ready Standards**

### ***OUTCOME***

**Increase the percentage of students proficient on all assessments**



## ***All Students Are Proficient and Show Growth in All Assessed Areas***

### ***OBJECTIVE***

**Develop a statewide literacy plan addressing literacy from birth**

### ***OUTCOME***

**Increase the percentage of students proficient on all assessments**



## ***All Students Are Proficient and Show Growth in All Assessed Areas***

### ***STRATEGIES***

- Implement the required reading assessment for all elementary teachers
- Add the reading assessment as a licensing requirement for special education and early childhood teachers
- Use the MDE Early Warning System to identify students needing assistance and provide interventions
- Use data to provide targeted professional development in all content areas
- Expand content coaches in literacy and math
- Increase parental engagement through P-16 councils in lower performing schools





## Goal 2

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*Every Student  
Graduates High  
School and is  
Ready for College  
and Career*

## ***Every Student Graduates High School and Is Ready for College and Career***



### ***OBJECTIVE***

**All students enter college prepared for credit-bearing courses, needing no remedial classes in English or math**

### ***OUTCOME***

**Decrease the percentage of freshmen in college taking remedial courses**

## ***Every Student Graduates High School and Is Ready for College and Career***



### ***OBJECTIVE***

**All students graduate prepared for careers, meeting both academic and employability standards**

### ***OUTCOMES***

Increase the number of students taking the WorkKeys assessment and the percentage scoring at the “silver” level on the WorkKeys assessment

Increase the number of students participating in work-based learning opportunities and demonstrating 21st-century employability skills

## ***Every Student Graduates High School and Is Ready for College and Career***



### ***OBJECTIVE***

**Increase the number and percentage of students participating in and successfully completing advanced coursework, such as advanced placement courses, dual credit/dual enrollment courses, articulated credit, and national certifications**

### ***OUTCOME***

**Increase the number of students participating in and passing advanced coursework**





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## ***Every Student Graduates High School and Is Ready for College and Career***



### ***OBJECTIVE***

**Expand the opportunities for students to participate in advanced science, technology, engineering and math (STEM) –related curriculum pathways**

### ***OUTCOME***

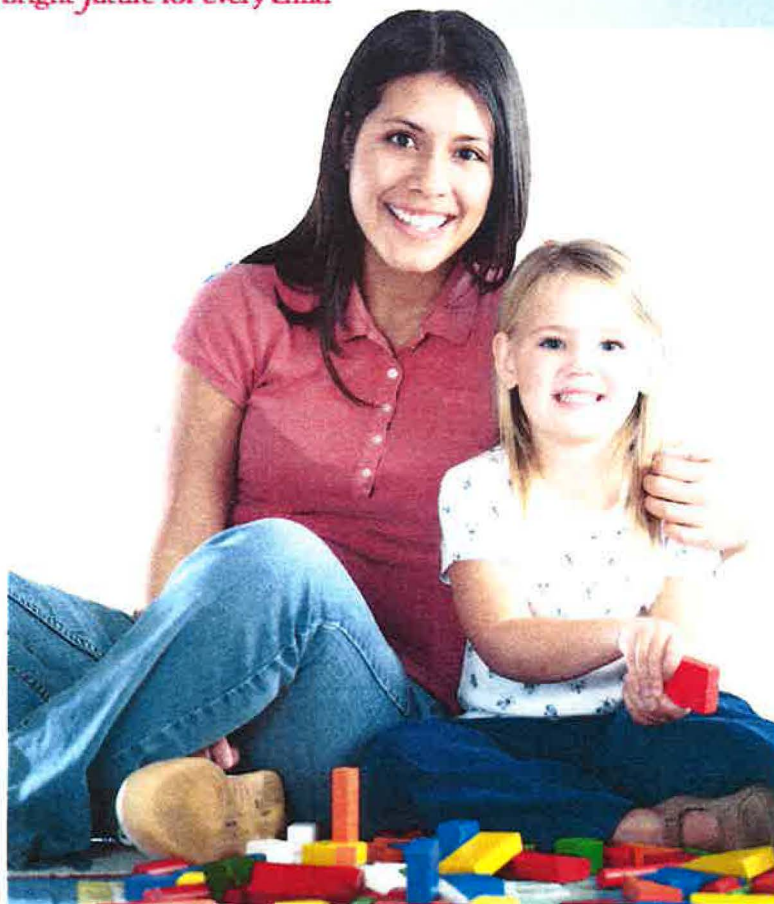
**Increase the number of schools offering and students passing advanced STEM-pathway courses in high school**

## *Every Student Graduates High School and Is Ready for College and Career*



### *STRATEGIES*

- Expand advanced coursework opportunities
- Expand advanced STEM pathways
- Continue training all counselors to meet the American School Counselor Association standards of practice
- Establish a statewide Career Readiness Taskforce
- Evaluate current pathways to graduation and make recommendations for modifications and/or new options

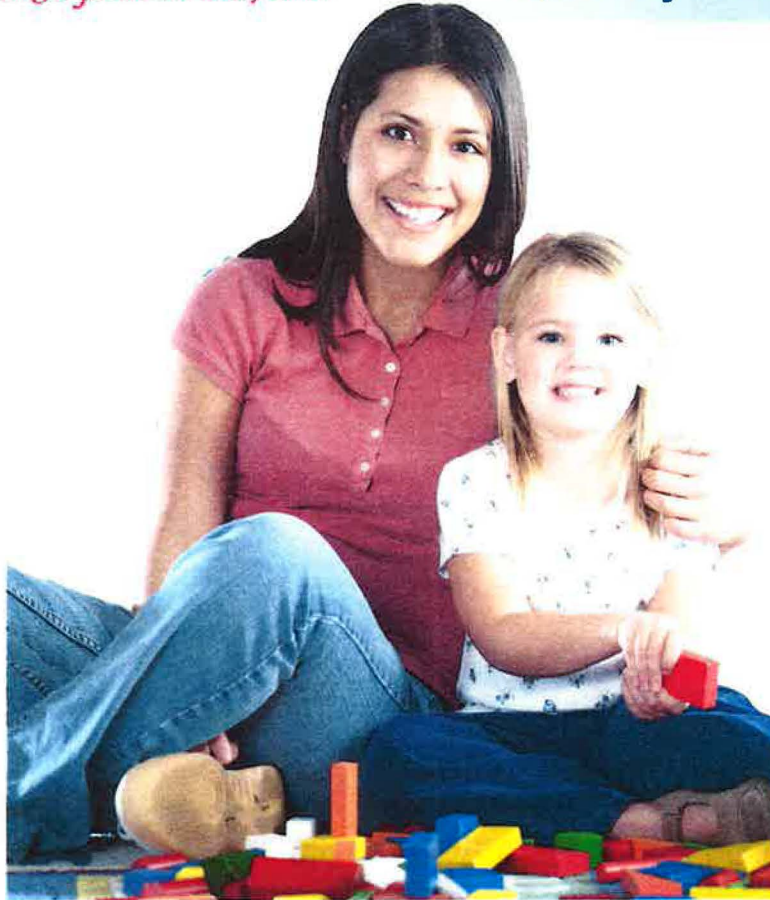


## Goal 3

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*Every Child  
Has Access to a  
High-Quality  
Early Childhood  
Program*

## ***Every Child Has Access to a High-Quality Early Childhood Program***



### ***OBJECTIVES***

**Define a high-quality early childhood model and share with all stakeholders**

**Increase access to high-quality early childhood education programs**

## ***Every Child Has Access to a High-Quality Early Childhood Program***



### ***OUTCOMES***

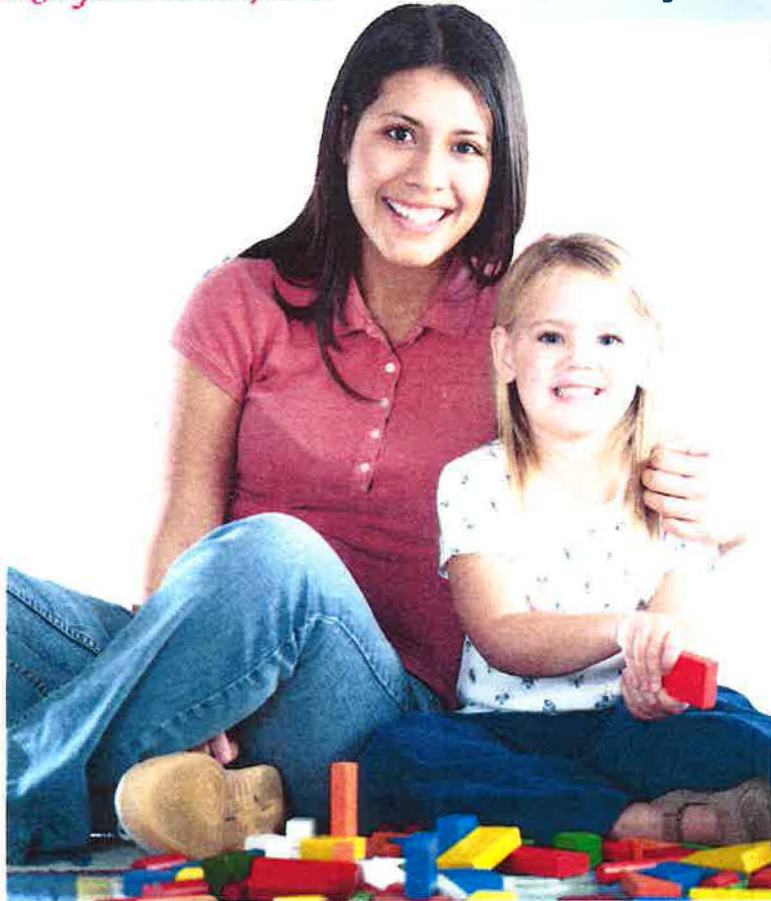
Increase participation in providers of high-quality programs

Increase percentage of children enrolled in high-quality programs from birth to age 4

Increase percentage of students prepared for school on the kindergarten and pre-kindergarten assessments

Improve services to children with special needs in high-quality early childhood programs

## ***Every Child Has Access to a High-Quality Early Childhood Program***



©MDE – Board of Education Strategic Plan

### ***STRATEGIES***

- Staff an early childhood department at the MDE
- Lead a collaborative with public/private partnerships involved with early childhood education (birth to 2 and 3-4-year-olds)
- Identify and improve policy outside MDE impacting early childhood education
- Develop a review process for early childhood providers
- Identify opportunities to blend and braid funding for early childhood programs



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## Goal 4

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*Every School Has  
Effective Teachers  
and Leaders*



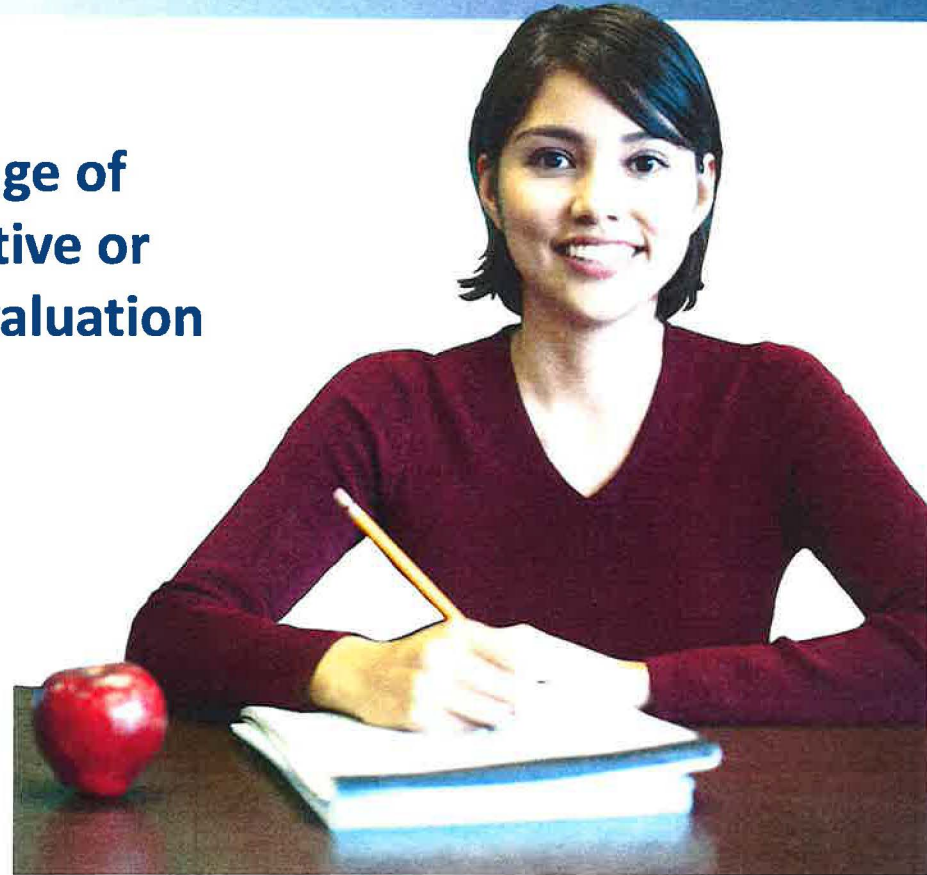
## ***Every School Has Effective Teachers and Leaders***

### ***OBJECTIVE***

**Increase the percentage of educators rated Effective or above on the state evaluation systems**

### ***OUTCOME***

**Increase the number of A- and B-rated schools while decreasing the number of F- and D-rated schools**





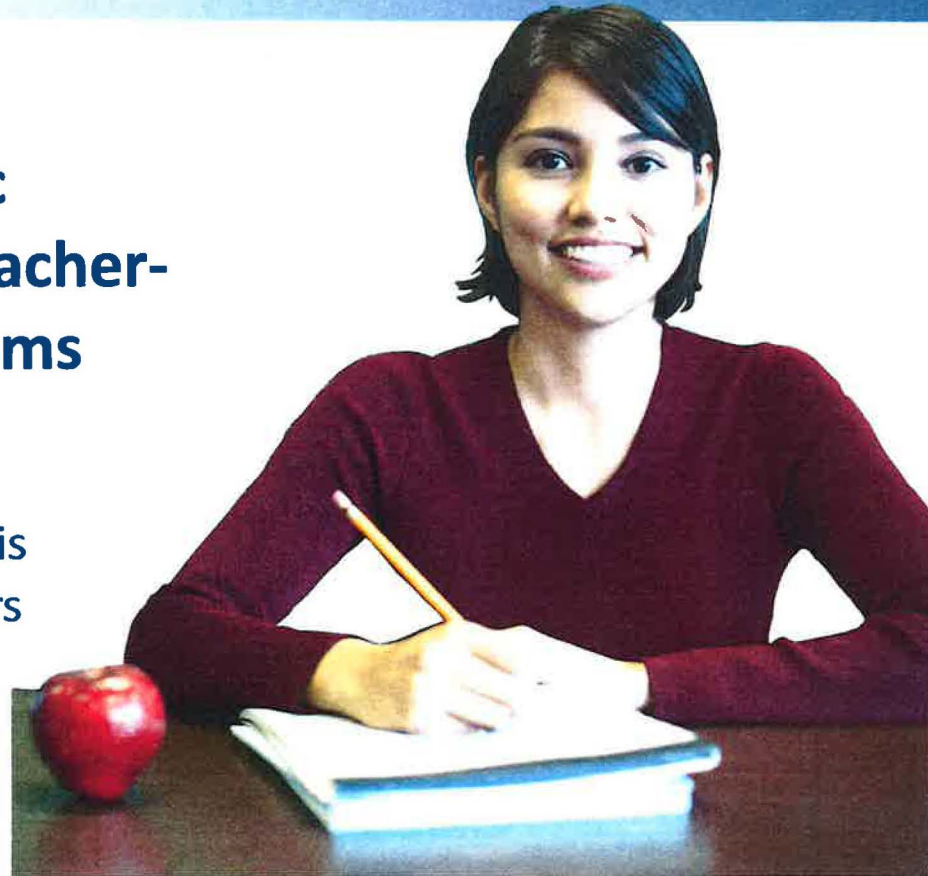
## *Every School Has Effective Teachers and Leaders*

### *OBJECTIVE*

**Raise the academic standards in MS teacher-preparation programs**

### *OUTCOME*

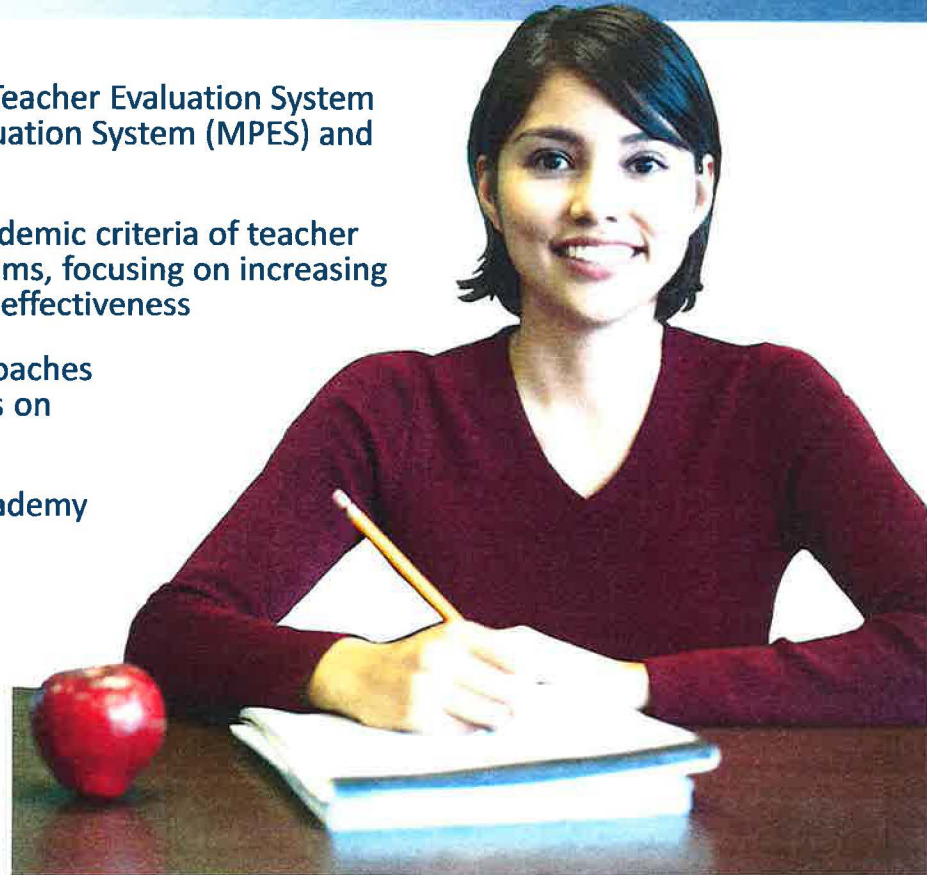
Increase the average Praxis and ACT scores of teachers seeking first-time licensing

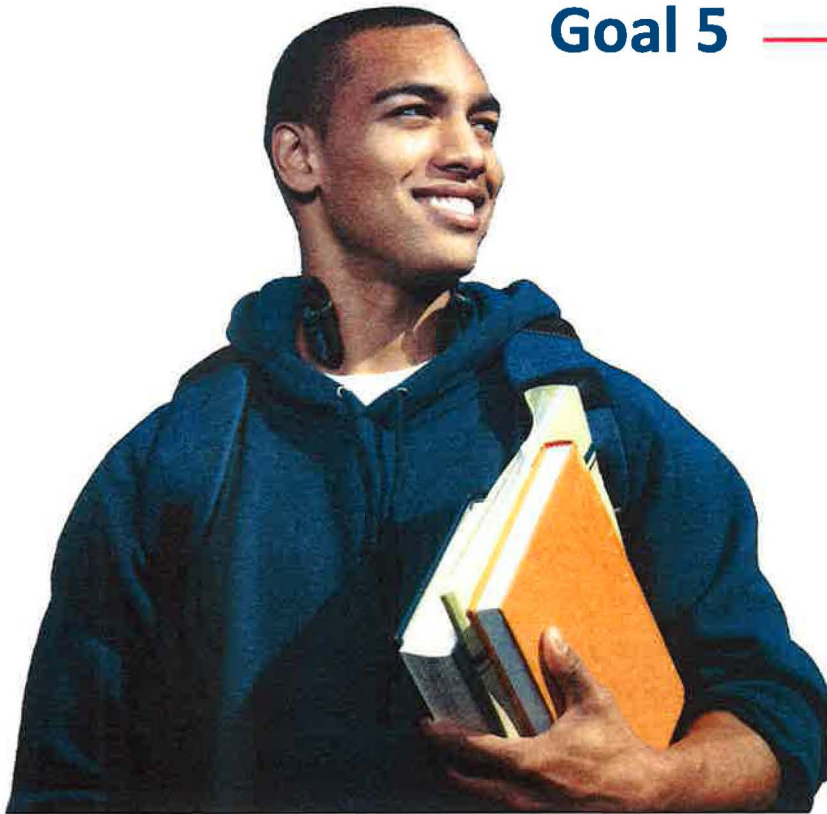


## ***Every School Has Effective Teachers and Leaders***

### ***STRATEGIES***

- Implement with fidelity Mississippi Teacher Evaluation System (MTES) and Mississippi Principal Evaluation System (MPES) and other educator evaluation systems.
- Collaborate with IHL to raise the academic criteria of teacher and administrator preparation programs, focusing on increasing content knowledge and instructional effectiveness
- Train and place more instructional coaches in the field and focus coaching efforts on low-performing schools
- Implement the Superintendents' Academy and Principals' Academy
- Link the educator-licensing systems to the educator-evaluation systems
- Implement superintendent-evaluation process





## Goal 5

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*Every Community  
Effectively Using a  
World-Class Data  
System to Improve  
Student Outcomes*

## ***Every Community Effectively Using a World-Class Data System to Improve Student Outcomes***

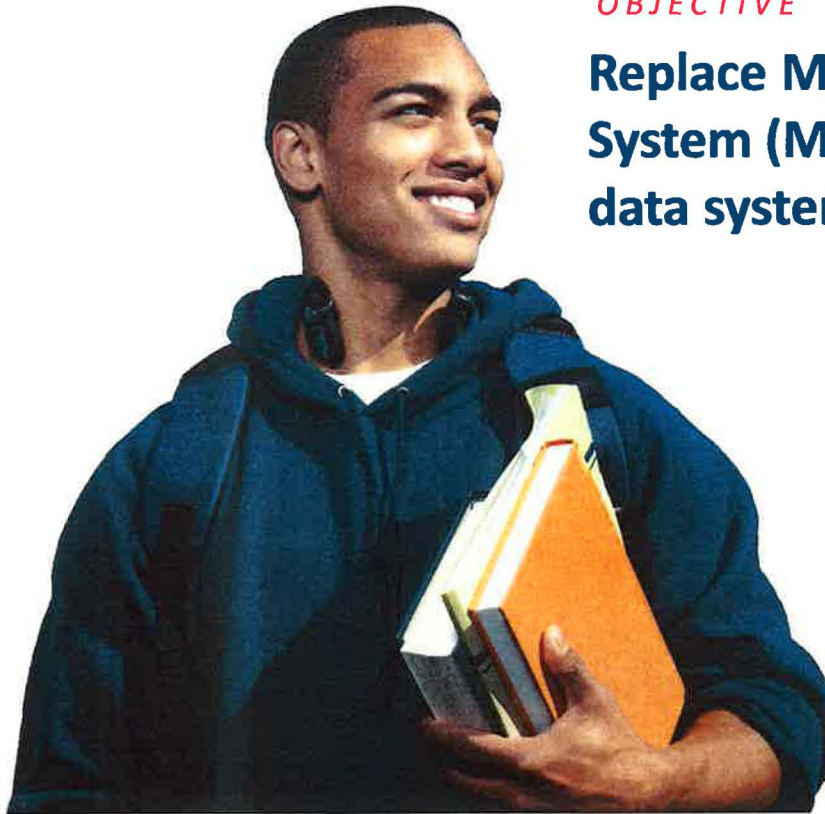
### ***OBJECTIVE***

**Replace Mississippi Student Information System (MSIS) with state-of-the-art data system by 2017-2018**

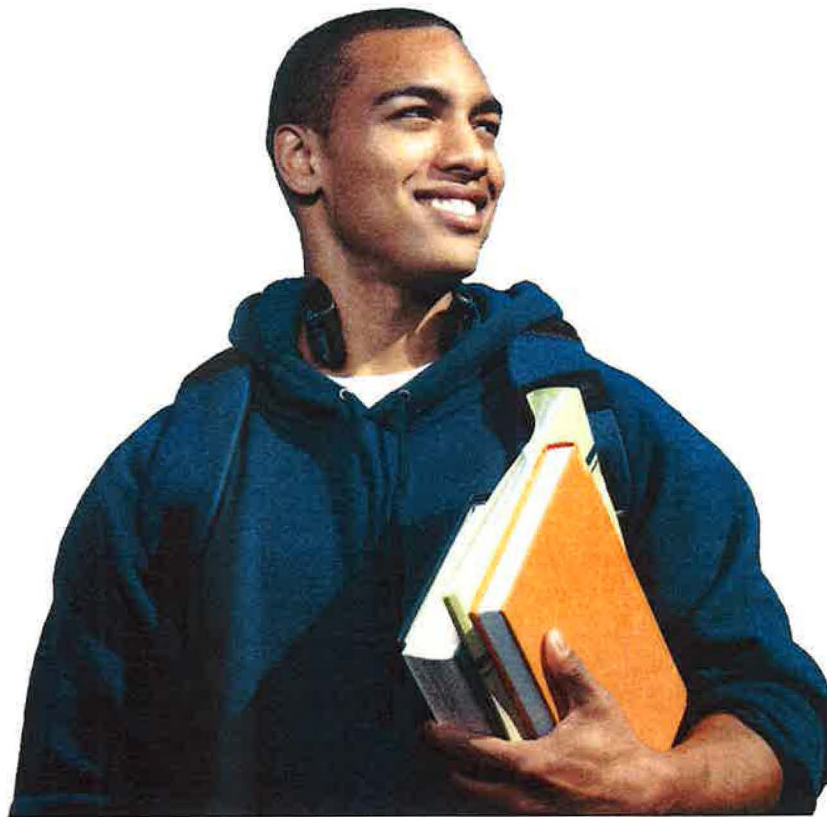
### ***OUTCOMES***

**Accurate, timely data available when needed for educators to support student achievement**

**All decisions driven by data**



## *Every Community Effectively Using a World-Class Data System to Improve Student Outcomes*



### *STRATEGIES*

- Hire chief information officer
- Implement the Office of Technology and Strategic Services plan
- Ensure high support for the system, including infrastructure, training, access, accuracy, and ease of use
- Work with stakeholders to ensure the dashboard presentations are easily interpreted by the audience
- Develop multiple dashboards, such as views for the Board of Education, MDE, the public, educators, and legislators
- Develop a job description for data-entry personnel at the school level
- Collaborate with outside agencies to identify methods for measuring and reporting valuable data supporting student achievement
- Provide training for all stakeholders in understanding and interpreting education data

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# Strategic Plan

*Questions or Comments?*

