

**OFFICE OF STATE SUPERINTENDENT OF EDUCATION**  
**Summary of State Board of Education Agenda Items**  
**February 20, 2020**

**OFFICE OF STATE SUPERINTENDENT OF EDUCATION**

01. Information: Progress on the *Mississippi Board of Education's 5-year Strategic Plan for 2018-2022* [Goals 1, 2, 3, 4, 5, and 6 – MBE Strategic Plan]

Background Information: On November 8, 2018, the State Board unanimously approved the update of the Mississippi Board of Education 2018-2022 Strategic Plan.

The Board's Strategic Plan has six goals:

1. All students are proficient and show growth in all assessed areas
2. Every student graduates from 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
6. Every school and district is rated C or higher

This presentation will provide an update on the progress of the Board's Strategic Plan through the 2018-2019 school year.

This item references Goals 1, 2, 3, 4, 5, and 6 of the *Mississippi Board of Education 2018-2022 Strategic Plan*.

Information Only

Back-up material attached

# Mississippi State Board of Education Strategic Plan 2018-2022

Annual Status Report

February 20, 2020



MISSISSIPPI  
DEPARTMENT OF  
EDUCATION

**Carey M. Wright, Ed.D.**  
State Superintendent of Education

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## Mississippi Department of Education

### VISION

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





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



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**State Board of Education Goals** STRATEGIC PLAN

- 1**  
**ALL**  
Students Proficient and Showing Growth in All Assessed Areas  

- 2**  
**EVERY**  
Student Graduates from High School and is Ready for College and Career  

- 3**  
**EVERY**  
Child Has Access to a High-Quality Early Childhood Program  

- 4**  
**EVERY**  
School Has Effective Teachers and Leaders  

- 5**  
**EVERY**  
Community Effectively Uses a World-Class Data System to Improve Student Outcomes  

- 6**  
**EVERY**  
School and District is Rated "C" or Higher  


 MISSISSIPPI DEPARTMENT OF EDUCATION

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# GOAL 1

All Students Proficient and Showing Growth in All Assessed Areas

 MISSISSIPPI DEPARTMENT OF EDUCATION  
*Ensuring a bright future for every child*

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## Key Actions to Advance Goal 1

### Literacy

- Provided literacy coach support and professional development grounded in the science of reading and writing to 180 schools identified under the Literacy-Based Promotion Act (Goals 1, 2, 4)
- Provided funding for 22 literacy coaches to support State Systemic Improvement Plan (SSIP) grant districts, exceeding initial goal for improvement among students with disabilities (Goals 1, 2, 4, 6)
- Provided \$3 million in Summer Reading Grants to 24 schools over three years to assist struggling students (Goals 1, 2, 4, 6)



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## Key Actions to Advance Goal 1

### Literacy

- Conducted 52 Orton-Gillingham dyslexia reading training sessions for 1,882 special education and general education teachers (Goals 1, 2, 4, 6)
- Secured two additional state-approved dyslexia screeners, bringing total to four: Mississippi College, Amplify, Mississippi Dyslexia Therapy Association Screener and Lexercise (Goals 1, 2)



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## Key Actions to Advance Goal 1

### Literacy

- Raised awareness about the higher achievement level required on the grade 3 reading assessment through *Level Up Social Media Challenge* reaching 70,000 people (Goals 1, 2, 6)
- Held 38 regional parent meetings about the Literacy-Based Promotion Act and strategies to use at home to help students improve their reading (Goals 1, 2, 6)



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## Key Actions to Advance Goal 1

### Teacher, Counselor and Administrator Support

- Provided Multi-Tiered System of Supports (MTSS) training to 5,356 pre-K through grade 12 administrators and teachers on the effective implementation of the Tier Process, high quality Tier I instruction, differentiating instruction, developing intervention teams, data analysis, MTSS documentation, family and community engagement, dyslexia, behavior, English Learner instruction resources and appropriate allocation of resources to improve student outcomes (Goals 1, 4, 6)



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## Key Actions to Advance Goal 1

### Teacher, Counselor and Administrator Support

- Provided 500 on-demand professional development and coaching sessions for 9,265 teachers and administrators from throughout the state in the areas of mathematics, literacy, English Language Arts and science (Goals 1, 2, 4)
- Developed additional teacher supports including annotated writing samples and additional writing guidance for English Language Arts (ELA) state assessments and item testlets for science (Goals 1, 2)



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## Key Actions to Advance Goal 1

### Teacher, Counselor and Administrator Support

- Developed the *Access for All Guide* to provide guidance on allowable classroom accommodations and modifications for all students and conducted 36 trainings for special education teachers, general education teachers and administrators on appropriate implementation of the guide (Goals 1, 2, 4, 6)
- Held English Learner Symposiums in three locations across the state to provide instructional strategies for general education teachers, special education teachers and English Learner teachers to support academic and oral language development (Goals 1, 2, 4, 6)



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## Key Actions to Advance Goal 1

### Teacher, Counselor and Administrator Support

- Expanded Algebra Nation statewide to improve student outcomes in Algebra I through training for 198 district administrators and school leaders and on-site technical assistance to 511 mathematics teachers in grades 8-11 (Goals 1, 2)
- Held Innovative Leadership Summit and Innovative Institute to train and support 397 administrators, counselors and teachers in innovative schools (Goal 2)
- Launched statewide Chronic Absenteeism initiative and *Strive for Less Than Five* campaign through a series of trainings to 125 educators and partners in collaboration with Johns Hopkins University and the state-level Campaign for Grade-Level Reading (Goals 1, 5, 6)



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# GOAL 1: Outcomes

All Students Proficient and Showing  
Growth in All Assessed Areas

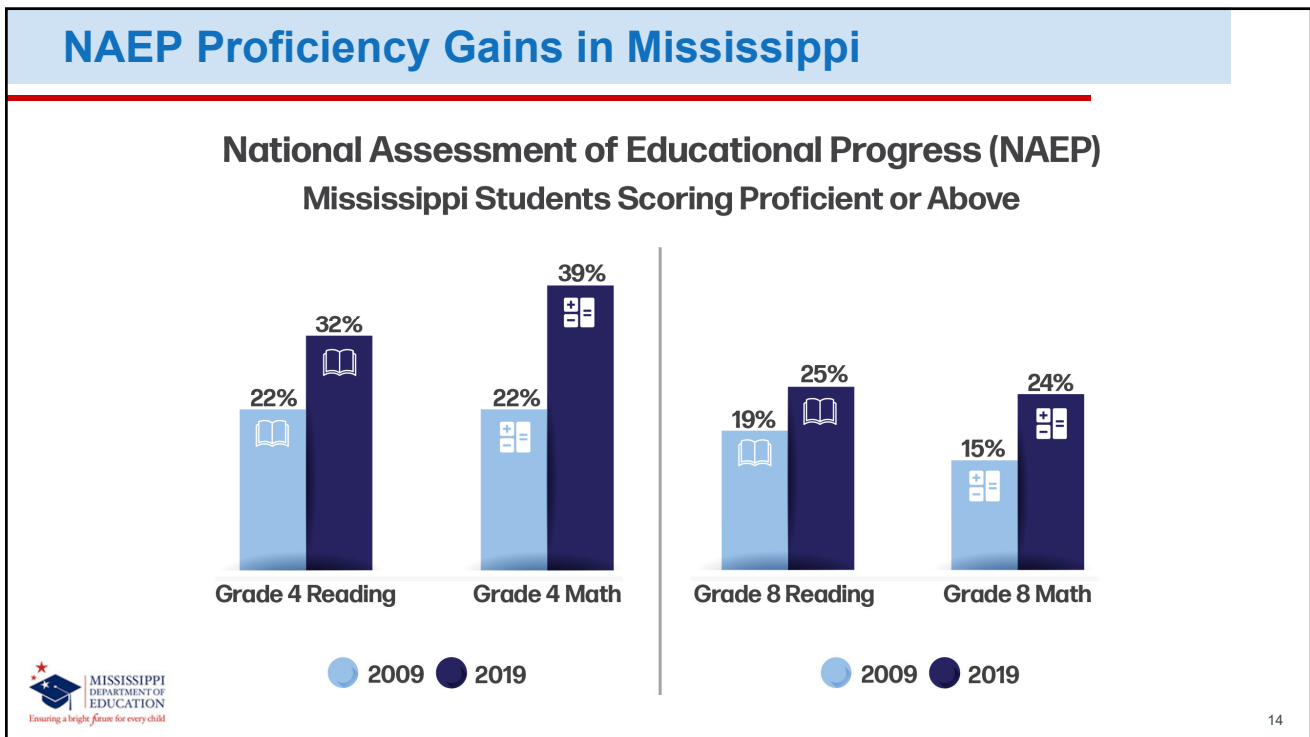


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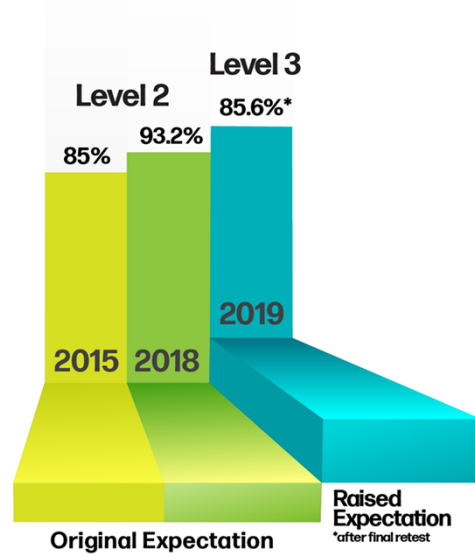
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**Outcome 1: Increase the percentage of students who pass the 3<sup>rd</sup> grade reading assessment at the first administration in each subgroup**

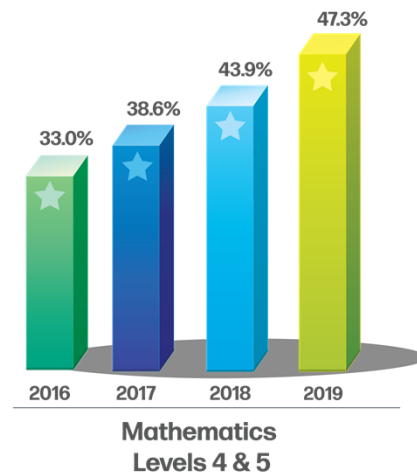
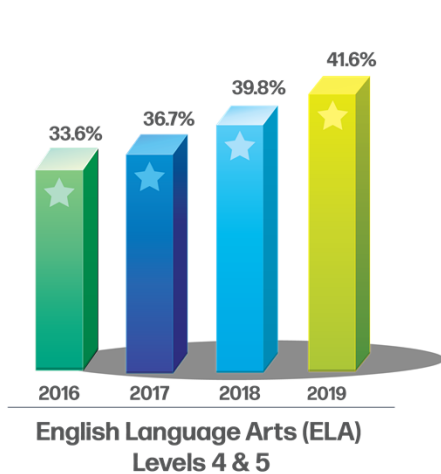
- Literacy-Based Promotion Act originally required 3<sup>rd</sup> graders to score at Level 2 on a reading test to be promoted to 4<sup>th</sup> grade
- Students are now expected to score at Level 3, which is closer to proficient
- When **expectations were raised** in 2019, **85.6% of students met the highest reading standard ever required** under the Literacy-Based Promotion Act

**3rd Grade Reading Achievement**



**Outcomes 2 & 3: Increase percentage of students proficient (levels 4 & 5) and decrease percentage scoring at levels 1-3 on statewide assessments in each subgroup**

**Mississippi Academic Assessment Program (MAAP)**



**Outcomes 2 & 3: Increase percentage of students proficient (levels 4 & 5) and decrease percentage scoring at levels 1-3 on statewide assessments in each subgroup (continued)**

**ENGLISH LANGUAGE ARTS**

GRADE	2017-18 PROFICIENT OR ADVANCED	2018-19 PROFICIENT OR ADVANCED	CHANGE
Grade 3	44.7%	48.3%	+3.6% ▲
Grade 4	45.1%	48.5%	+3.4% ▲
Grade 5	36.2%	43.1%	+6.9% ▲
Grade 6	38.0%	33.6%	-4.4%
Grade 7	34.7%	39.0%	+4.3% ▲
Grade 8	35.1%	35.5%	+0.4% ▲
English II	44.5%	43.8%	-0.7%
<b>Overall</b>	<b>39.8%</b>	<b>41.6%</b>	<b>+1.9% ▲</b>

**MATHEMATICS**

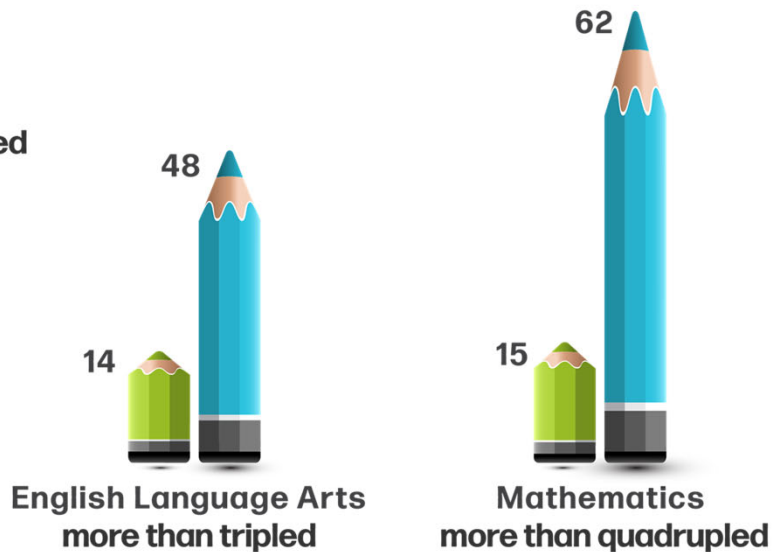
GRADE	2017-18 PROFICIENT OR ADVANCED	2018-19 PROFICIENT OR ADVANCED	CHANGE
Grade 3	46.0%	51.4%	+5.4% ▲
Grade 4	44.4%	48.8%	+4.4% ▲
Grade 5	33.8%	38.9%	+5.1% ▲
Grade 6	46.4%	47.6%	+1.2% ▲
Grade 7	49.2%	51.1%	+1.9% ▲
Grade 8	41.2%	44.8%	+3.6% ▲
Algebra I	46.6%	49.3%	+2.7% ▲
<b>Overall</b>	<b>43.9%</b>	<b>47.3%</b>	<b>+3.5% ▲</b>



**Outcomes 2 & 3: Increase percentage of students proficient (levels 4 & 5) and decrease percentage scoring at levels 1-3 on statewide assessments in each subgroup (continued)**

**Total districts with more than 45% of students scoring proficient or advanced**

● 2016 ● 2019



**Outcome 4: Increase the percentage of students demonstrating growth on statewide assessments in each subgroup**

**From 2016 to 2019:**

- **ELA growth increased** from 57.5% to 58.8% **(+1.3%)**
- **Math growth increased** from 61.7% to 65.2% **(+3.5%)**
- **Female students had the greatest increase in math growth**, from 61.4% to 67.4% **(+6.0%)**



## GOAL 2

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



## Key Actions to Advance Goal 2

### College and Career Readiness

- Collaborated with Mississippi Institutions of Higher Learning (IHL), Mississippi Community College Board, Mississippi Office of Student Financial Aid, Get2College and Countdown Mississippi to host 110 schools, resulting in 11,932 college applications submitted by 10,061 seniors and a 71% Free Application for Federal Student Aid (FAFSA) completion rate for public school students (Goals 2, 4)
- Instituted standard credit hours for Advanced Placement (AP) and Advanced International Certificate of Education (AICE) accepted by Mississippi IHLs (Goal 2)



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## Key Actions to Advance Goal 2

### College and Career Readiness

- Collaborated in a dual credit/dual enrollment task force with IHLs and community college stakeholders to produce a dual enrollment/dual credit procedures manual for district use (Goals 2, 4, 6)
- Expanded Computer Science for Mississippi (CS4MS) initiative through partnership with Mississippi State University, C-Spire and Project Lead the Way (Goals 1, 2, 4, 6)



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## Key Actions to Advance Goal 2

### Teacher, Counselor and Administrator Support

- Provided AP Summer Institute scholarships to teachers to increase number of endorsed AP teachers and free AP Experienced Teacher Workshop, resulting in 100 renewed endorsements (Goals 1, 2, 4)
- Trained administrative teams to identify ACT performance gaps by subgroup and to analyze course taking sequence and student schedules to ensure students with disabilities are working toward a standard diploma (Goals 1, 2, 4, 6)



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## Key Actions to Advance Goal 2

### Teacher, Counselor and Administrator Support

- Provided on-demand training and coaching to districts on writing and implementing Individualized Education Programs (IEPs), inclusive practices for special education teachers, discipline and behavior and transition services (Goals 1, 2)
- Held inaugural Special Education Symposium for 225 special education teachers, administrators, case managers, behavior specialists and transition coordinators (Goals 1, 2, 3, 4, 6)



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## Key Actions to Advance Goal 2

### Teacher, Counselor and Administrator Support

- Provided on-demand training for 200 middle and high school counselors on diploma endorsement options, students' Individual Success Plans (ISP) and ISP resources (Goals 2, 4)



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## Key Actions to Advance Goal 2

### Research and Planning

- Implemented a task force of Career and Technical Education (CTE) directors and high school principals to research and promote career academy opportunities in Mississippi (Goal 2)
- Collaborated with community colleges, State Workforce Development Board (SWIB), and local regional workforce boards to strengthen workforce development and develop Perkins V plan (Goal 2)



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## Key Actions to Advance Goal 2

### Research and Planning

- Researched a new state plan for work-based learning that aligns to Perkins V and promotes equitable opportunities across Mississippi (Goal 2)
- Worked with Council of Chief State School Officers (CCSSO), EdReports and Student Achievement Partners on statewide initiative for High Quality Instructional Materials and Professional Learning (HQIM-PL) (Goals 1, 2, 4, 6)



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## Key Actions to Advance Goal 2

### Standards and Policy

- Developed Mississippi Alternate Academic Achievement Standards for Science, K-8 and Biology, Alternate Science Elements II, English Language Arts, Mathematics, Health, Career Readiness I & II, Life Skills Development I & II, Alternate History Elements and Alternate Social Studies Elements (Goals 2, 4)
- Developed Seal of Biliteracy policy and guidance for districts to set standards for recognizing students who have attained proficiency in one or more world languages and English by high school graduation (Goal 2)
- Worked through Middle School Task Force of teachers and administrators to establish portrait of a successful middle school completer and goals for middle school achievement (Goals 1, 2, 4, 6)



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# GOAL 2: Outcomes

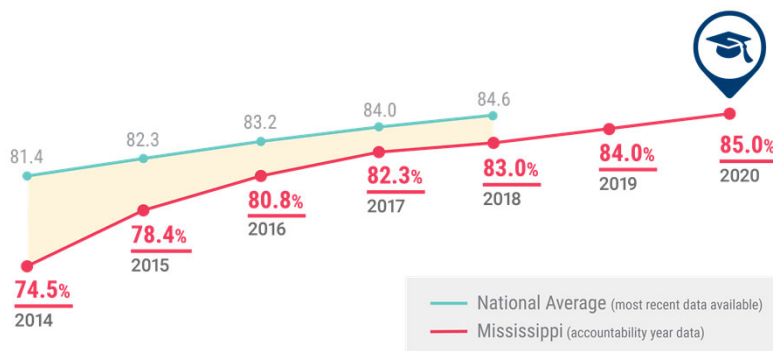
Every Student Graduates from High School and is Ready for College and Career



## Outcome 1: Increase percentage of students graduating from high school in each subgroup

- Graduation rate **increased for all subgroups** from 2014 to 2020 accountability year
- Graduation rate for **students with disabilities** had the **greatest increase** from 27.5% to 42.2% (+14.7%)

### MISSISSIPPI'S GRADUATION RATE

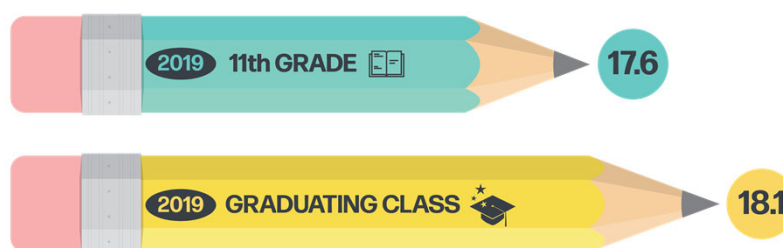




**Outcome 2: Increase the percentage of students ready for college as measured by ACT benchmarks in each content area from high school (grade 11, public schools)**

- 9% of Mississippi 11<sup>th</sup> graders met all four ACT benchmarks in 2018 and 2019
- ACT scores among the graduating class is higher than 11<sup>th</sup> graders
- ACT scores nationwide have dropped in recent years as the population of students taking the test has broadened

**ACT**® Achievement among the graduating class is higher than the junior class, which shows students improve scores when they retake the ACT as seniors.

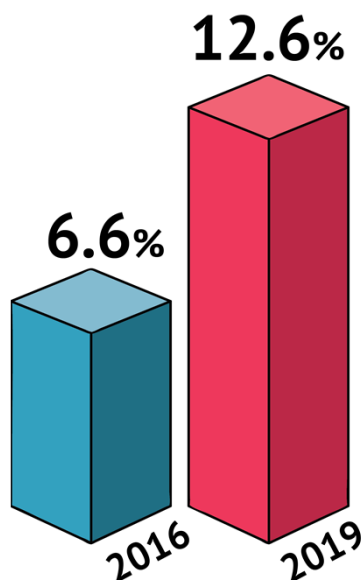


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**Outcome 3: Increase the percentage of students participating in and passing dual credit in each subgroup**

- Participation in dual credit **nearly doubled** from 2016 to 2019
- Participation **increased** among **all subgroups**
- **96.5%** of students **passed** dual credit courses with a grade of C or higher

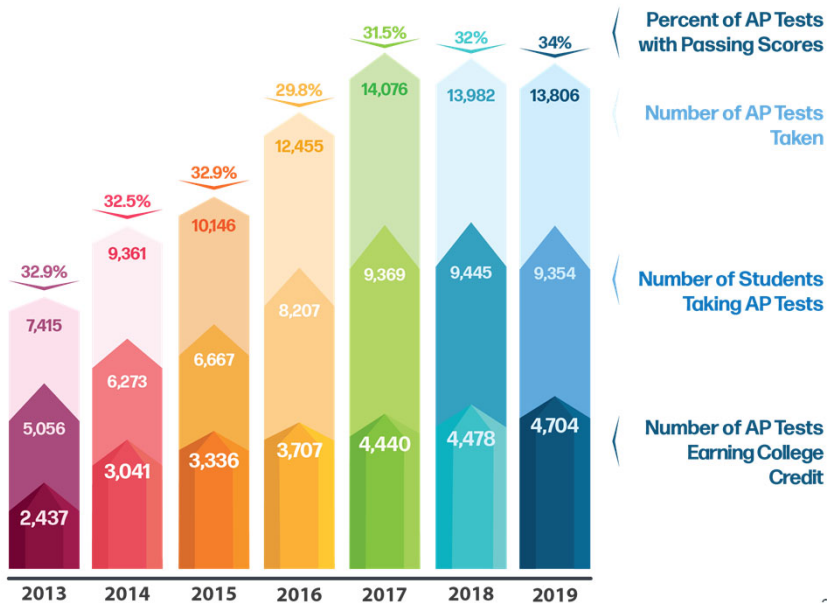


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### Outcome 4: Increase the percentage of students participating in and passing AP in each subgroup

- Advanced Placement (AP) participation and performance nearly doubled since 2013
- AP pass rate reached an all-time high of 34% in 2019
- Greatest increase in AP qualifying scores from 2018 to 2019 was among African-American students (+9.5%) and Hispanic students (+6.4%)

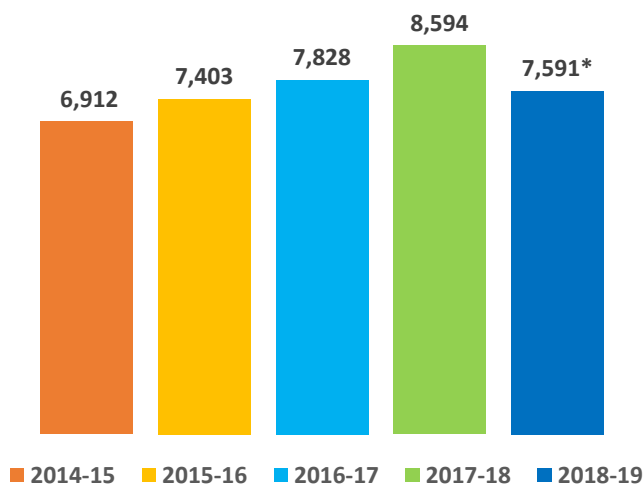


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### Outcome 5: Increase the number of students career ready

#### Students Completing Career and Technical Education (CTE) Programs



\*Course code revisions caused decrease. Actual CTE participation increased in 2018-19, which will be reflected in total number of students completing CTE programs in 2019-20.

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# GOAL 3

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



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## Key Actions to Advance Goal 3

### Strengthening Early Childhood Infrastructure

- Expanded Office of Early Childhood infrastructure with the \$6 million W.K. Kellogg Grant. Hired 10 early childhood coaches, one data reporting coordinator, two early childhood regional coordinators, two professional development specialists, two family engagement transition coaches, one office coordinator and one assistant director to support ELCs and other funded pre-K, childcare and Head Start sites. (Goals 3, 4)



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## Key Actions to Advance Goal 3

### Family Engagement and Support

- Launched the *Mississippi Family Engagement Framework and Toolkit* for educators, teachers, community partners and individuals invested in the educational success of children birth to grade 12 (Goal 3)
- Collaborated with Preschool Development Grant Birth through Five, a collective partnership with the Mississippi Community College Board and other state entities invested in enhancing the educational success of children and families (Goal 3)



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## Key Actions to Advance Goal 3

### Access to High-Quality Early Childhood Education

- Established five new Early Learning Collaboratives (ELCs), bringing total to 18 ELCs serving more than 3,000 students in 177 classrooms (Goal 3)



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# GOAL 3: Outcomes

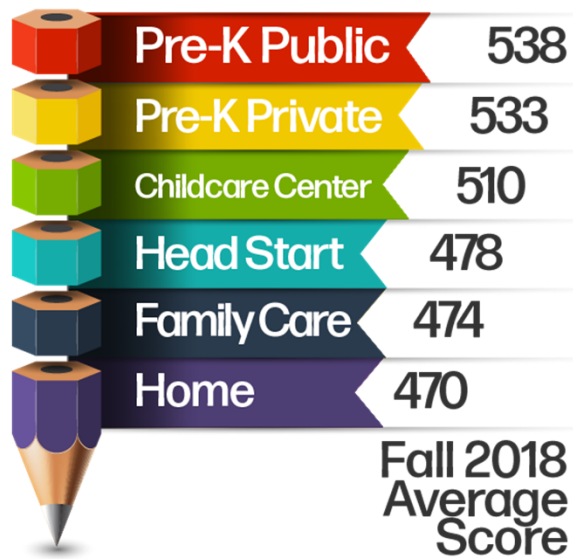
Every Child Has Access to a High-Quality Early Childhood Program



## Importance of High-Quality Early Childhood Education

**Pre-K Impact on Kindergarten Readiness**

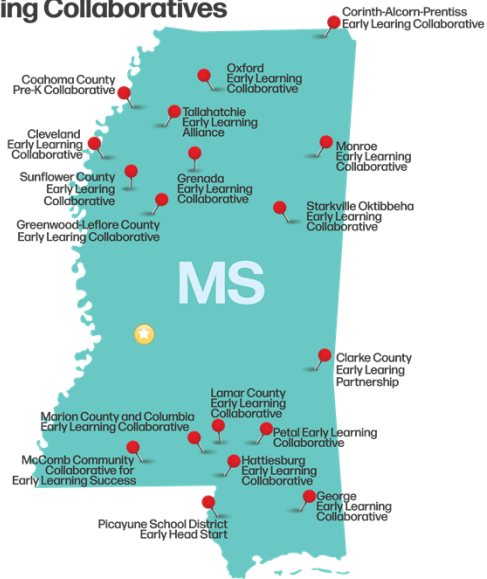
Target score for kindergarten readiness is 530



## Early Learning Collaborative Sites

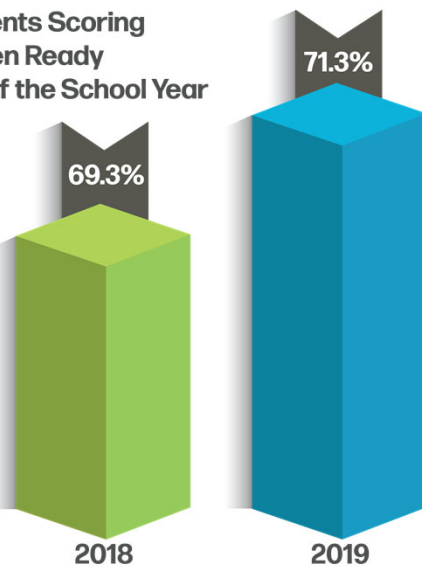
- **18** Early Learning Collaboratives
- **177** classrooms statewide
- More than **3,000** pre-K students served

### Early Learning Collaboratives



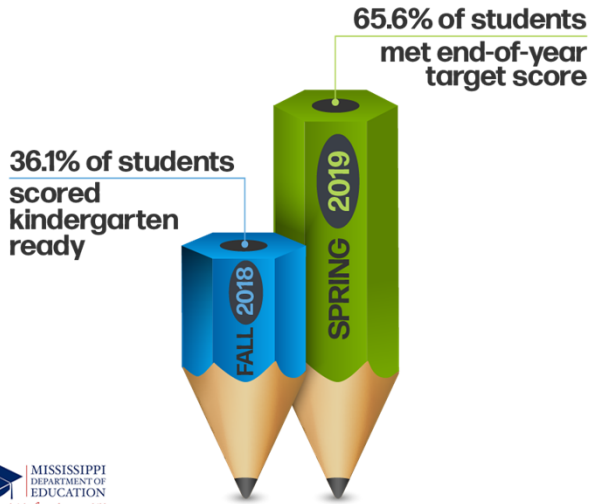
## Outcome 1: Increase percentage of pre-kindergarten students in public schools attaining kindergarten readiness on the pre-K end-year-assessment

Pre-K Students Scoring Kindergarten Ready at the End of the School Year



**Outcome 2: Increase percentage of kindergarten students achieving end-of-year target score on Kindergarten Readiness post-test**

**KINDERGARTEN READINESS AND GROWTH**

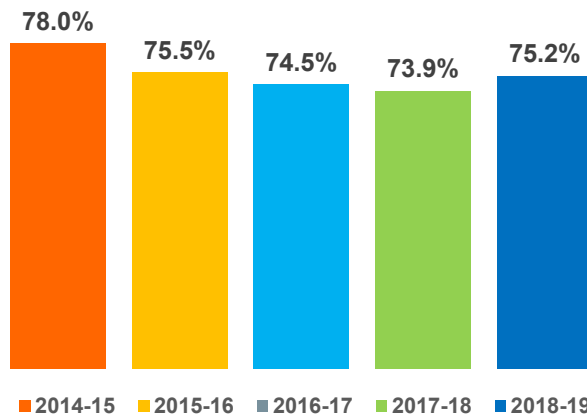


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**Outcome 3: Increase percentage of children with disabilities in general education early childhood programs (while decreasing the percentage in self-contained special education)**

**Percentage of children with disabilities in general education early childhood programs**



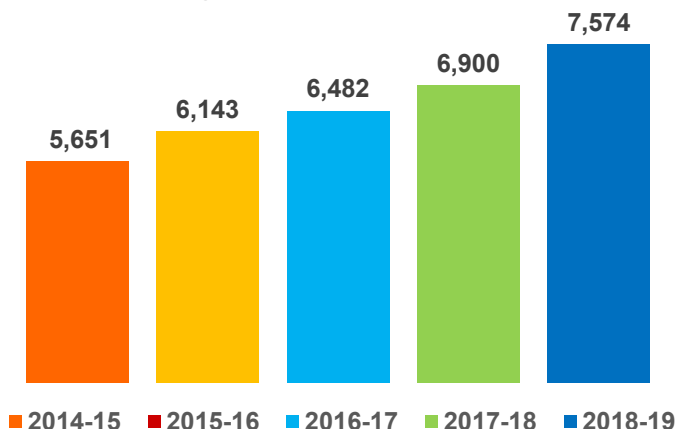
*Decreases due to Head Start closures between 2016 and 2018*

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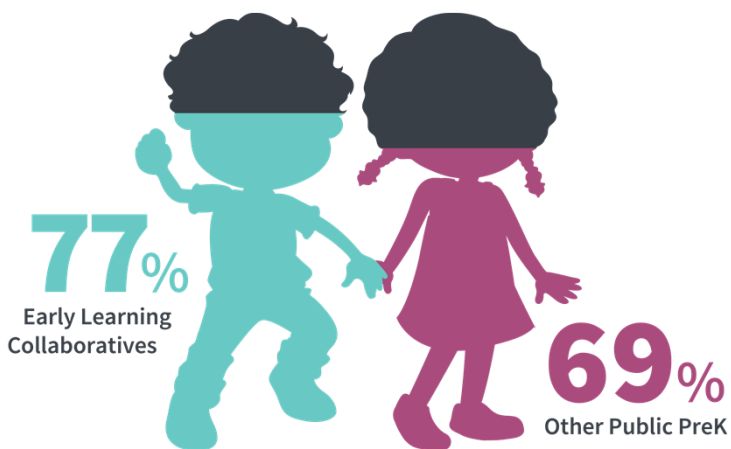
**Outcome 4: Increase number of students enrolled in Title I or locally funded pre-K classes**

**Number of students enrolled in Title I or locally funded pre-K classes**



**Outcome 4: Increase the percentage of Early Learning Collaborative (ELC) sites meeting required rate of readiness**

- **77%** of ELC **students** met the target readiness score compared to 59% in 2015
- **ELC students** show **higher rates of kindergarten readiness** than students in other public pre-K classes
- **95%** of ELC **sites** met required readiness rate in 2019 compared to 79% in 2016



**STUDENTS MEETING**  
Kindergarten-Readiness Score in 2019





# GOAL 4

Every School Has Effective Teachers  
and Leaders



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## Key Actions to Advance Goal 4

### Teacher Recruitment and Preparation

- Implemented \$4.1 million grant from W.K. Kellogg Foundation to pilot Mississippi Teacher Residency program and the country's first Performance-Based Licensure (PBL) program (Goal 4)
  - Placed 35 teacher residents in four districts
  - Selected 73 PBL candidates within eight identified districts
  - Collaborated with Harvard Graduate School of Education to develop evaluation strategy for PBL pilot



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## Key Actions to Advance Goal 4

### Teacher Recruitment and Preparation

- Launched statewide TeachMS Campaign to elevate the teaching profession and inspire future teachers to start the journey toward an education career (Goal 4)
- Established five-member, statewide teacher-recruitment team to provide information to teacher academy students, paraprofessionals/assistant teachers, military personnel and veterans interested in joining the teaching profession (Goal 4)



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## Key Actions to Advance Goal 4

### Professional Development

- Led annual Elevate Teachers Conference to promote the teaching profession and provide free professional development to 350 teachers (Goals 1, 2, 4)
- Established statewide Professional Growth System (PGS) training team to provide monthly trainings on the PGS (Goal 4)
- Provided professional learning to superintendents on protocol for reporting educator misconduct (Goal 4)



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## Key Actions to Advance Goal 4

### Professional Development

- Led annual Male Educators of Color Convening in partnership with Jackson State University and the Mississippi Association of Educators for 125 participants (Goal 4)
- Led Women of Color Conference in partnership with the Pavon Firm and American Institute for Research (AIR) for 150 participants (Goal 4)



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## Key Actions to Advance Goal 4

### Leader Preparation

- Collaborated with Mississippi Education Leadership Faculty Association to redesign leadership preparation programs to ensure alignment with the new Professional Standards for Educational Leaders and establish four statewide common assessments for leader preparation (Goal 4)



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## Key Actions to Advance Goal 4

### Planning and Partnerships

- Continued collaboration with Southeastern Comprehensive Center, Center on Great Teachers and Leaders and AIR to develop a toolkit for mentoring and induction of new teachers (Goal 4)
- Continued to partner with the University of Florida's Center for the Collaboration for Effective Educator Development, Accountability, and Reform (CEEDAR), the University of Mississippi, Delta State University and William Carey University to advance teacher and leader preparation (Goal 4)



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# GOAL 4: Outcomes

Every School Has Effective Teachers  
and Leaders



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### Goal 4 Outcomes (Baseline Year is 2017-18)

		2017-18	2018-19
Outcome 1	Increase the percentage of districts reporting Professional Growth System (PGS) ratings for teachers and leaders	41.7%	71.3%
Outcome 2	Increase the percentage of teacher candidates passing all three components of licensure exam on the first attempt		9.0%*
Outcome 3	Increase the number of licensed, diverse teachers and leaders	29.2%	29.2%
Outcome 4	Reduce the proportion of inexperienced teachers in schools that are both High Poverty and High Minority	23.2%	23.5%
Outcome 5	Reduce the proportion of non-certified teachers in schools that are both High Poverty and High Minority	3.1%	2.1%

\*Baseline year



## GOAL 5

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



## Key Actions to Advance Goal 5

### MSIS Modernization

- Developed a roadmap for Mississippi Student Information System (MSIS) modernization and released MSIS Modernization (Phase 1) Request for Proposals (Goal 5)

### Public Reporting and Transparency

- Enhanced Mississippi Succeeds Report Card with new features and functions (Goals 4, 5, 6)
- Automated cohort graduation results report to increase transparency and clarity for district leaders about graduation outcomes of mobile students (Goal 5)



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## Key Actions to Advance Goal 5

### Data Privacy, Security and Systems

- Completed annual security audit and addressed identified concerns (Goal 5)
- Increased visibility and detection of evolving security threats and upgraded infrastructure to thwart such threats (Goal 5)
- Developed and implemented a new password and account policy to close major security vulnerability (Goal 5)



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## Key Actions to Advance Goal 5

### Data Privacy, Security and Systems

- Required security awareness training and tested all MDE employees (Goal 5)
- Implemented upgrades for Data Governance and Project Management (Goal 5)



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# GOAL 5: Outcomes

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



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## Outcome 1: Create a public-facing data system for all stakeholders

- Enhanced **Mississippi Succeeds Report Card**, an interactive online tool to help parents and communities evaluate schools
- New features:
  - data maps
  - discipline data
  - school-level per-pupil funding
  - tools to make cross subgroup comparisons
- Total page views: **788,351**

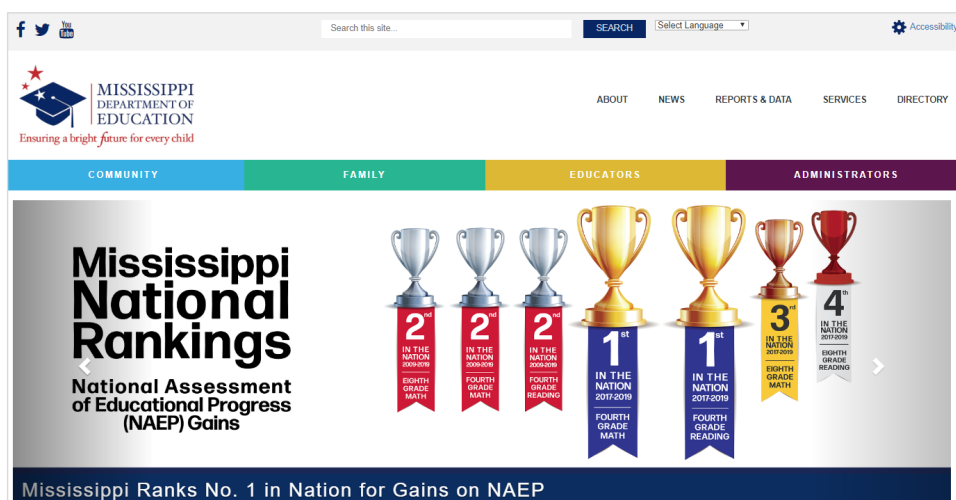


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## Outcome 2: Create a user-friendly website for the public and school districts to access data to make decisions

- 11.5 million** page views since new website launch in July 2018



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### Outcome 3: Create a roadmap to improve the Mississippi Student Information System (MSIS 2.0)

- Developed MSIS modernization (Phase I) roadmap, realigned State Longitudinal Data System (SLDS) grant deliverables for year five to support roadmap, submitted legislative budget request for FY2021 MSIS modernization funding, issued vendor Request for Proposals (RFP) and evaluated vendor proposals. Vendor contract on track to be executed in first quarter of 2020.
- Re-engineered the MSIS infrastructure to improve maintenance, back-up, and future enhancements



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### Outcome 4: Publish research results to support improved student outcomes and teacher effectiveness

- **Approach:** Promoted research framework and designed research studies focused on four critical areas:
  - High Quality Early Learning
  - College and Career Readiness
  - Recruitment, Retention, and Effectiveness of Educators and Administrators
  - Educators and Administrators Preparation and Professional Development
- **Study:** Analyzed impact of student-teacher racial congruence on student achievement
- **Study:** Survey research on district administrator perspectives on student testing effort
- **Study Underway:** Early Learning Collaborative, Cohort 1 (2014-15) and 3<sup>rd</sup> Grade Academic Outcomes in 2018-19



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# GOAL 6

Every School and District is Rated C or Higher



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## Key Actions to Advance Goal 6

### School Improvement

- Deployed school improvement coaches to support identified schools (onsite and virtual) (Goals 1, 2, 4, 6)
- Led Schools-At-Risk Process, which included conducting 100 interviews with district and school leaders in F-rated schools and providing feedback to teams (superintendent, board member, principal, teacher, parent/community member) to develop strong action plans (Goal 6)



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## Key Actions to Advance Goal 6

### School Improvement

- Led three-day School Improvement Convening for newly identified schools with 448 participants in Vicksburg (Goals 4, 6)
- Hosted Summer Comprehensive Support and Improvement (CSI) Convening for School Teams from CSI schools with 115 attendees (Goals 1, 2, 6)
- Supported 10 CSI high school teams and school improvement coaches through partnership with Johns Hopkins University (Goals 1, 2, 6)



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## Key Actions to Advance Goal 6

### District and School Improvement

- Established state's first Achievement School District with inclusion of Yazoo City and Humphreys County school districts (Goal 6)



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# GOAL 6: Outcomes

Every School and District is Rated C or Higher



## Outcome 1: Increase the growth of D and F districts by improving the letter grade and/or increasing the number of points within a letter grade

- 35 of 47 (74%) **D and F districts** in 2018 improved their grade or accountability score in 2019
- 45 out of 140 (32%) total **districts improved** letter grades from 2018 to 2019

### IMPROVED DISTRICT LETTER GRADES 2018 TO 2019

DISTRICT	2018	2019
GRADE		
A	18	31
B	42	34
C	37	34
D	27	22
F	20	19
TOTAL	144	140

Note: Grades for charter schools and special schools are included in charts for school grades only.



**Outcome 2: Increase the growth of D and F schools by improving the letter grade and/or increasing the number of points within a letter grade**

- 180 of 274 (66%) **D and F schools** in 2018 **improved** their grade or accountability score in 2019
- 258 out of 875 (29%) total **schools improved** letter grades from 2018 to 2019

**IMPROVED SCHOOL LETTER GRADES 2018 TO 2019**

SCHOOL GRADE	2018	2019
A	181	196
B	247	280
C	191	169
D	165	153
F	109	77
<b>TOTAL</b>	<b>893</b>	<b>875</b>



**Outcomes 3 & 4: Increase the growth of schools and districts in District of Transformation by improving the letter grade and/or increasing the number of points within a letter grade**

Districts of Transformation	2017-18	2018-19
Tunica	C	C
Leflore	C	F
<b>Schools in Districts of Transformation</b>	<b>2017-18</b>	<b>2018-19</b>
A	2	1
B	1	1
C	4	1
D	3	3
F	1	2

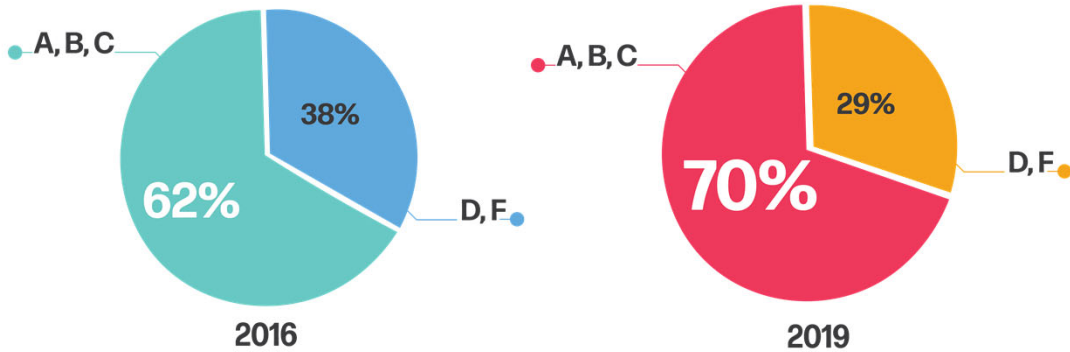


*Total Districts of Transformation decreased from three to two between 2017-18 and 2018-19; therefore, there were fewer schools in 2018-19*

Outcome 5: Increase the percentage of districts rated C or higher

### DISTRICT GRADE IMPROVEMENTS

●●●●● 2016 - 2019 ●●●●●

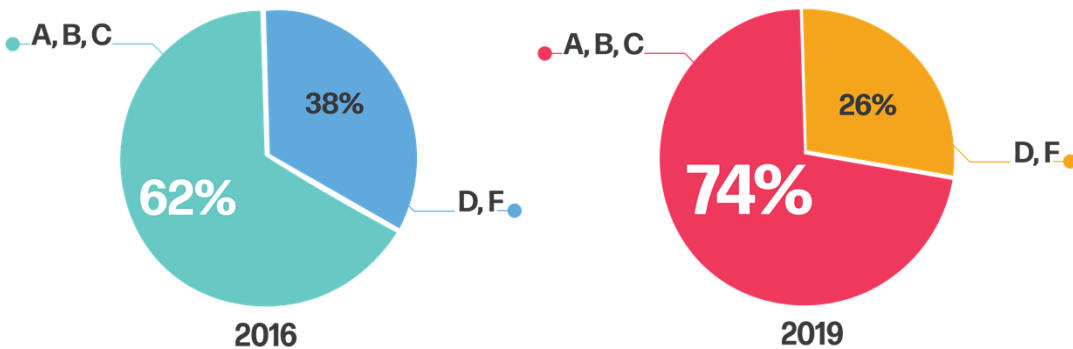


Note: Percentages have been rounded

Outcome 6: Increase the percentage of schools rated C or higher

### SCHOOL GRADE IMPROVEMENTS

●●●●● 2016 - 2019 ●●●●●



Note: Percentages have been rounded

## Professional Development Reach

Total number of teachers, counselors, administrators and district staff trained in 2018-19 to advance Strategic Plan goals:

# 29,975



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## State Superintendent of Education: National Leadership

### National Leadership Roles

- National Assessment Governing Board Member
- Council of Chief State School Officers, Board Member and Past President
- Chiefs for Change, Board Member
- Reagan Institute Summit on Education, Steering Committee Member
- Stanford University's Hoover Educational Success Initiative, Practitioners Council Member
- Regional Educational Laboratory Southeast Governing Board, Vice Chair
- Education Commission of the States, Member
- The Broad Academy, Class of 2018-19

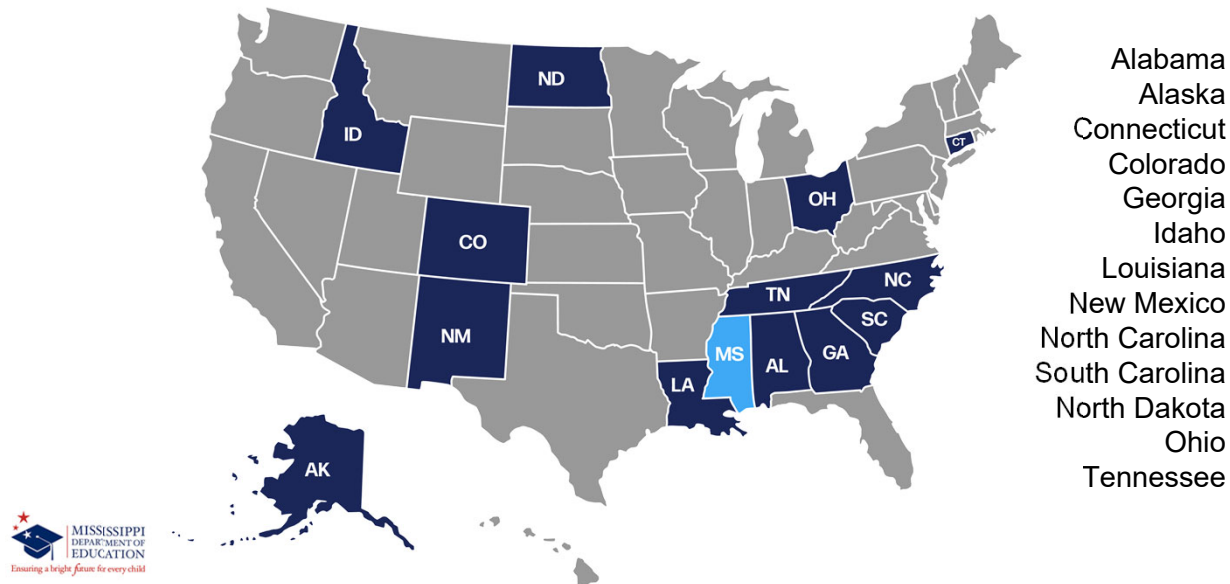


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## State Superintendent of Education: National Leadership

Shared Mississippi's education reform expertise with education and policy leaders in **13 states**



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## State Superintendent of Education: State and National Presentations

- Houston School District 2019 Opening Convocation, Houston, MS, January 7, 2019
- Connecticut Commission on Women, Children, and Seniors and Commission on Equity and Opportunity, Annual Legislative Literacy Forum, Hartford, CT, January 24, 2019
- National Conference on Education, presented by AASA, the School Superintendents Association, *A No-Holds Barred Conversation with Female Superintendents*, Los Angeles, CA, February 15, 2019
- Mississippi School Boards Association Fall Leadership Conference, Welcome Remarks, Jackson, MS, February 19, 2019
- Colorado Springs School District Visit, Early Literacy in Mississippi, February 25, 2019

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## State Superintendent of Education: State and National Presentations

- PREPS Value-Added Awards, PREPS/MAPE Annual Conference, Hattiesburg, MS, February 25, 2019
- National Education Leaders' Workshop (NELW), *Advancing Equity and Excellence through Networked Improvement Communities*, Charleston, SC, March 1, 2019
- Advancing Literacy in Mississippi, Louisiana Department of Education, Baton Rouge, LA, March 21, 2019
- 2019 Elevate Teachers Conference, Welcome Remarks, Jackson Convention Center, Jackson, MS, July 8, 2019
- Mississippi School for the Blind & Mississippi School for the Deaf Convocation, Jackson, MS, August 5, 2019



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## State Superintendent of Education: State and National Presentations

- Mississippi Momentum Partnership, Mississippi's Strategy to Support Early Literacy and an overview of the CCSSO proposal and timeline of events / meeting with North Carolina, Barksdale Reading Institute, Jackson, MS, August 13, 2019
- Children's Foundation of Mississippi, Annie E. Casey Foundation and Casey Family Programs, Panel Discussion with Fellows, Jackson, MS, September 9, 2019
- Mississippi Special Education Directors Meeting, Jackson, MS, September 10, 2019
- Mississippi Literacy Summit, Jackson Convention Center, September 13, 2019
- NASBE Annual Conference, Leading is a Team Sport: The Mississippi Story, Omaha, NE, October 18, 2019



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## State Superintendent of Education: State Leadership Activities

### State Leadership Roles:

- Member, State Longitudinal Data System Governing Board
- Member, State and School Employees Health Insurance Management Board
- Member, Education Achievement Council
- Member, Mississippi Child Health Council

### Legislative Activities:

- Delivered presentation before the Legislative Budget Committee on state's return on investment in public education
- Maintained regular communication with House and Senate Education Chairs and other key elected leaders



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## State Superintendent of Education: State Leadership Activities

- Met regularly with Mississippi Teacher Advisory Council and Superintendents' Advisory Council
- Launched new superintendents' training for superintendents within first three years of their tenure
- Launched Mississippi Student Advisory Council with 80 student representatives from throughout the state
- Met with all district superintendents during regional Superintendents' Meetings
- Visited 31 districts during 2019 Celebration of Excellence Tour
- Strengthened media relations through frequent interviews and request for information



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### State Superintendent of Education: State Leadership Activities

- Increased transparency and awareness about public education in Mississippi through:
  - Regular publication of news releases and editorials
  - *Mississippi Achieves* news blog
  - Legislative Update email digest
  - Administrator News email digest
  - Superintendent's Annual Report
  - *Mississippi School Spotlight* videos
  - *School Focus* and *Connections* magazines
  - Social media: Facebook followers nearly doubled in one year from 2,924 to 5,985; Twitter followers grew from 6,169 to 6,912



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### State Superintendent of Education: Internal MDE Activity

- Produced multimedia communication toolkits for districts, employees and education stakeholders on Mississippi's rising student achievement and historic progress on the National Assessment of Educational Progress (NAEP)
- Maintained regular communication with Mississippi State Board of Education members through weekly Friday Update and phone and in-person meetings
- Maintained regular communication with MDE leaders and staff through meetings, emails and news releases
- Hired and retained highly experienced and effective professionals in key leadership positions
- Deployed key MDE leaders to deliver national presentations and to serve on school district, state and national commissions or boards

View additional list of Key Actions to Advance Goals at: [www.mdek12.org/MBE/StrategicPlan](http://www.mdek12.org/MBE/StrategicPlan)



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## Mississippi State Board of Education Strategic Plan Annual Status Report

**Carey M. Wright, Ed.D.**  
State Superintendent of Education

[mdek12.org](http://mdek12.org)



## **ADDENDUM**

### **Mississippi State Board of Education Strategic Plan - Year Five Status Report Additional Key Actions to Advance Goals 2018-19**

February 20, 2020

#### **Goal 1: All Students Proficient and Showing Growth in All Assessed Areas**

- Provided state and district professional development regarding standards in English Language Arts (ELA), mathematics, early childhood, instructional supports, science, social studies, world languages and the arts to improve student outcomes in assessed areas (Goals 1, 2, 4)
- Provided grade-band training on Mississippi College- and Career-Readiness (MCCRS) Science standards for 654 teachers in 18 sessions and provided on-demand professional development through the Office of Professional Development (Goals 1, 2, 4)
- Provided ongoing monthly professional development and coach training to 78 Mississippi Department of Education (MDE) literacy coaches (Goals 1, 2, 4)
- Provided on-demand training to districts in targeted areas including using assessment and accountability data to improve outcomes and close achievement gaps, and using data analysis to provide supports and interventions to struggling students (Goals 1, 2, 5)
- Provided mentoring, coaching and support for 26 special education directors with one to three years of experience (Goals 1, 4)
- Provided professional learning opportunities for 625 pre-K through grade 6 and 90 secondary teachers in grades 7-12 on the effective use of technology in the classroom with an emphasis on literacy instruction (Goals 1, 3, 4)
- Continued implementation and training of approximately 300 teachers and administrators in the Ready for High School Math and Literacy courses for grade 8 and 9 students and students with special needs in grade 6 or higher in need of interventions prior to entering Algebra I and English II (Goals 1, 2)
- Provided regional training for 387 elementary counselors promoting collaboration with stakeholders to create a culture of success for young students (Goals 1, 2, 4)
- Provided state and district professional development on the updated Guidelines for English Learners (Goals 1, 2, 4)
- Provided technical assistance and professional development to elementary and secondary teachers, administrators and parents on strategies and accommodations for students with dyslexia (Goals 1, 4)
- Collaborated with Mississippi universities to provide specific training related to dyslexia to teachers, dyslexia therapists, administrators and parents (Goals 1, 4)
- Provided continued training on the Exemplar Lesson Plans and the Family Guides for Student Success (Goals 1, 4)

- Conducted on-site, social emotional development training for counselors and teachers at all grade levels for four rural school districts across the state for 192 teachers and 13 administrators (Goals 1, 2, 4)
- Highlighted effective instructional practices through monthly Board spotlight videos and quarterly *School Focus* and *Connections* publications (Goal 1)
- Implemented comprehensive professional development on the Canvas online learning platform for 373 teachers on topics including mathematics, literacy, English Language Arts, science, developing young writers and differentiating instruction (Goals 1, 2, 4)
- Partnered with the Mississippi Parent Training and Information Center to host a parent conference designed to support parents of students with disabilities (Goals 1, 2)
- Provided technical assistance and professional development to elementary and secondary teachers on strategies and accommodations for students with dyslexia (Goals 1, 2, 4)
- Conducted English language development training on the integration of the English Learner Proficiency Standards, MCCRS, Proficiency Level Definitions, Proficiency Level Descriptors, and student English Language Proficiency Test (ELPT) score information in planning English Language Development instruction (Goals 1, 2)
- Conducted ELPT training for District Test Coordinators that provided a hands-on approach in the LAS Links system for student registration, opening and closing testing sessions and overall training on how to assess English learner students (Goals 1, 2)
- Participated in partnerships with state agencies and national organizations to increase knowledge and awareness around best practices to improve student outcomes (Goals 1, 2, 4):
  - CCSSO: Assessing Special Education Students (ASES) State Collaborative on Assessment and Student Standards (SCASS)
  - CCSSO: Teaching, Leading, and Learning Collaborative (TLLC) Supporting Below Grade Level to focus on ensuring that each student receives quality instruction, particularly students performing below grade level. The workgroup seeks tighter alignment to standards through strategic use of instructional materials, professional learning, assessment, and performance management.
  - CCSSO: Participated in the Enhancing State Capacity to Support Districts to Serve All English Learners to improve academic and graduation outcomes of English Learners.
  - CCSSO: Gained ideas and strategies for statewide assessments through participation in the Technical Issues in Large Scale Assessments (TILSA) collaborative through SCASS. This program provides insight on technical issues that all states face in implementing and developing large-scale assessments.
  - CCSSO: The Mississippi Department of Education was selected as the lead state in a four-year Competitive Grant for State Assessments Program. The project,

*Evaluating English Language Progress Models: The Sensitivity of Claims about Progress across State Models*, focuses on developing or improving models to measure and assess English learners' progress or growth on required and non-required state assessments.

- NCSI: National Center on Systemic Improvement Results-Based Accountability Collaborative on systems to improve outcomes for infants, toddlers, children and youth with disabilities
- NTACTION: National Technical Assistance Center on Transition implementing evidence-based and promising practices ensuring students with disabilities, including those with significant disabilities, graduate prepared for success in postsecondary education and employment
- NASDSE: National Association of State Directors in Special Education to work with state education agencies to ensure that all children and youth with disabilities receive the educational supports and services they need from birth to be prepared for post-school education, career and independent living choices
- CEEDAR: Collaboration for Effective Educator Development, Accountability, and Reform on high-leverage practices and inclusive services for special education
- STARI: Strategic Adolescent Reading Intervention. Provided professional learning opportunities and participated in monthly training sessions with two coaches to support a random sample of struggling middle school students in Jackson Public Schools as a part of the STARI Study through Strategic Education Research Partnership (SERP) Institute. The study included 10 schools, 15 teachers and 18 classes. The study impacted 200 students in grade 6.

## **Goal 2: Every Student Graduates from High School and is Ready for College and Career**

- Hosted annual Special Education Legal Symposium for 120 special education directors and administrators (Goals 1, 2)
- Developed Mississippi State Board of Education (SBE) policy around Districts and Schools of Innovation to include protocols for district mentoring and collaboration to share best practices statewide. There are seven Districts of Innovation (up from three in 2016) and six Early College High Schools (Goals 2, 4, 6)
- Partnered with CCSSO, Collaborative for Academic, Social, and Emotional Learning (CASEL), the College Board and the Southern Regional Education Board (SREB) to develop a Middle School Pilot Initiative that focuses on strengthening the middle school academic experience; creating strong social and emotional development supports for students; and mentoring students as they explore authentic career pathways (Goal 2)
- Hosted three regional CTE secondary directors' meetings to provide information on curriculum and assessment, educator licensure, ACT WorkKeys, industry credentials and the Perkins V plan (Goals, 2, 4)
- Conducted counselor and student service coordinator workshops at eight different sites to take a deeper dive into required graduation options, the importance of CTE for all students and staff responsibilities in implementing student Individual Success Plans (ISPs) (Goals 2, 4)
- Sent personalized Advanced Placement (AP) Potential letters to the guardians of 3,738 students, based on their PSAT scores (Goal 2)
- Provided training to CTE student services coordinators related to equity in CTE and nontraditional career fields (Goal 2)
- Expanded work-based learning and externship opportunities for students (Goal 2)
- Conducted regional trainings for 500 special education administrators and teachers regarding requirements for the Alternate Diploma, Alternate Academic Achievement Standards and the implementation of the Alternate Diploma courses. Hosted monthly webinars with updates on these topics. (Goals 1, 2, 4, 6)
- Developed and disseminated Teacher Resource Guides for Alternate Diploma Courses including Alternate English Elements I and II, Life Skills Development I, Alternate Math Elements I and II, Career Readiness I, Alternate K-8 Science and Alternate Biology Elements (Goals 2, 4, 6)
- Provided regional training for approximately 200 elementary counselors on graduation diploma options, developing comprehensive counseling programs, using data to drive decisions and promoting awareness of school counseling by collaborating with all stakeholders (Goals 2, 5)



- Conducted face-to-face training and five webinars for teachers and administrators to increase participation and performance in AP, International Baccalaureate (IB), AICE and dual credit. This includes specific informational sessions on the braiding of Title funds to pay for accelerated course exam fees or college courses to increase equitable access to rigorous courses (Goals 2, 4)
- Hosted Mississippi Association for Career and Technical Education (MSACTE) Statewide Conference for approximately 1,300 CTE teachers, counselors and administrators (Goals 2, 4)
- Hosted three regional CTE directors/community college deans meetings to ensure articulation and alignment between high school and community college CTE programs (Goals 2, 4)
- Piloted and collected feedback on the College- and Career-Readiness (CCR) course curriculum with district stakeholders for implementation in pilot districts 2020-21 (Goals 2, 4)
- Conducted regional on-demand Graduation Ready team-based trainings (superintendent, high school principal, middle school principal, middle and high school counselors, special education directors, CTE directors) (Goal 2)
- Conducted regional elementary principal meetings on the graduation requirements and to promote course alignment and rigor in elementary school (Goals 2, 4)
- Provided methods training for teachers on newly revised CTE curricula (Goal 2)
- Created six-part webinar series for educators, administrators, parents and students providing guidance for free online resources for improving ACT, SAT, and AP outcomes (Goals 2, 4)
- Provided training for new academic counselors, CTE counselors and Student Service Coordinators (SSC) for 180 participants. Implemented the New CTE Counselor and SSC Workshop in Fall 2018 for 89 participants (Goals 2, 4)
- Continue to increase the number of students graduating high school as Mississippi Scholars and Mississippi Tech Masters through a coordinated effort with the Mississippi Economic Council (MEC). MEC reported for the graduating class of 2019, 4,843 students were recognized as Mississippi Scholars and 1,718 students were recognized as Mississippi Tech Masters. (Goals 2, 4)
- Provided free teacher training and resources to support implementation of the Essentials of College Literacy and Essentials of College Math to reduce remediation at the postsecondary level (Goals 1, 2, 4)
- In collaboration with Mississippi Department of Mental Health (MDMH), completed the requirements for implementation of suicide/bullying prevention as outlined in new legislation by offering five regional training sessions for 287 district suicide prevention liaisons and other designated district personnel (Goals 2, 4)

- Conducted numerous professional development sessions at four large, statewide conferences totaling 420 educators on the Mississippi Early Warning System to decrease dropout rates (Goals 2, 4, 6)
- Revised processes and managed Mississippi Virtual Public School (MVPS) program to ensure equity for students and focus on providing required courses for underserved senior students (Goals 2, 6)
- Implemented the New Teacher Induction program for 103 new CTE teachers and New Director Bootcamp for 18 new CTE directors (Goals 2, 4)
- Updated the Mississippi Online Course Application (MOCA) process to provide more district flexibility in choosing online courses for their students (Goal 2)
- Finalized plan for Middle School Initiative for 2019-20 school year (Goals 1, 2)
- Partnerships (Goals 1, 2, 3, 4, 5, 6):
  - CCSSO: Career Readiness Initiative, Innovation Lab Network, High Quality Early Childhood Programs Initiative, Family Engagement and Supporting Students Below Grade Level
  - SREB: Literacy Design Collaborative, Birth to Grade 3 Initiative and Math Design Collaborative
  - Education Counsel and Education Commission of the States: Birth to grade 3 alignment initiatives
  - American Institutes of Research: Rural Schools Initiative
  - Johns Hopkins University: School Improvement and Low Performing High Schools Initiative, High School Restructuring and Dropout Prevention using an Early Warning System
  - Campaign for Grade-Level Reading: Expanding community focus on chronic absenteeism/birth to grade 3
  - Student Achievement Partners: Trained 60 educators from HQIM-PL pilot sites in rigorous coursework, understanding the standards and resource selection (Goals 1, 2, 4)
  - Southern Regional Education Board (SREB): Developed and delivered training to 300 teachers on the Essentials of College Math, Essentials of College Literacy, Ready for High School Literacy and Ready for High School Math courses (Goals 1, 2, 4)

### **Goal 3: Every Child Has Access to a High-Quality Early Childhood Program**

- Completed the work of the National Association of School Boards of Education (NASBE) grant to provide policy and practices training to pre-K school administrators on high-quality early childhood implementation (Goal 3)
- Provided professional development to 1,764 early childhood teachers and administrators (Goals 1, 3, 4)
- Analyzed Kindergarten Readiness beginning-of-year and end-of-year reports to support teachers in the design of appropriate instructional supports (Goals 1, 3, 4)
- Partnerships (Goals 3, 4):
  - CCSSO: High Quality Early Learning initiative to improve the quality of early learning classrooms and improve services to pre-K children that are English learners and children with special needs
  - Education Counsel and eight other states to align projects and initiatives by addressing whole child development birth through grade 3
  - REL-Southeast to implement a pilot focused on early childhood language development
  - Mississippi State Department of Health, First Steps and the Early Childhood Personnel Center to develop a plan to increase consistency between programs regarding personnel preparation, expectations and competencies for early childhood providers

## Goal 4: Every School Has Effective Teachers and Leaders

- Convened a Grow-Your-Own (GYO) Task Force to research and publish recommendations for increasing and diversifying the teacher pipeline (Goal 4)
- Piloted a redesigned process for Educator Preparation Program (EPP) review and approval (Goal 4)
- Proposed significant changes to EPPs to require additional literacy requirements for elementary education candidates to strengthen pre-service reading course sequence (Goal 4)
- Piloted a redesigned program site visit protocol with seven EPPs (Goal 4)
- Proposed Culturally Responsive Practice (CRP) for programs leading to licensure to support Mississippi's plan for equitable access (Goal 4)
- Convened a task force to redesign Alternate Route Licensure (Goal 4)
- Conducted professional development to prepare 557 candidates for Praxis licensure exams (Goal 4)
- Created a focus group of special education educators to create a rubric to be used for PGS (Goal 4)
- Piloted induction and mentoring plan for beginning teachers, which included six mentoring and induction professional learning sessions to train 140 future mentor teachers (Goal 4)
- Convened a Teacher Leadership Task Force to create a teacher leadership endorsement for licensure (Goal 4)
- Convened with the Educator Effectiveness Advisory Council (EEAC) to oversee development of additional components of PGS (Goal 4)
- Partnerships (Goal 4):
  - CCSSO and CEEDAR: Selected as one of five states to collaborate in Advancing Inclusive Leadership Practice (AIPL) initiative to ensure leader preparation and professional learning for practicing administrators supports inclusive practice
  - National Council on Teacher Residencies: To develop Mississippi's Residency Model
  - CCSSO: School leadership work
  - AIR: To develop initiatives for attracting and retaining teachers in rural areas in Mississippi, with a focus in the Delta region
  - EPPs and the Educator Preparation Provider Collaborative Committee: To strengthen statewide common assessments required by all EPPs to evaluate pre-service candidates' skills, knowledge, and dispositions. Assessments are required to be aligned to state and national standards

## **Goal 5: Every Community Effectively Using a World-Class Data System to Improve Student Outcomes**

- Developed a roadmap and hired a staff-augmentation contractor to assist with SharePoint upgrades and clean-up (Goal 5)
- Developed draft accessibility standards for the MDE website and other public-facing applications (Goal 5)
- Published and promoted MDE research framework and research agenda at conferences and in interviews with other states (Goal 5)
- Completed and published/presented research studies related to the effectiveness of Early Learning Collaborative programs, the impact of teacher-student racial congruence on student academic achievement, a district administrator survey on behalf of the Mississippi Student Testing Task Force, and grade 9 students' on-track to graduation and on-track to graduate college and career ready (Goal 5)
- Re-engineered the MSIS infrastructure to improve maintenance, back-up, and future enhancements (Goal 5)
- Conducted the Mississippi Education & Technology Innovation Symposium (METIS) 2019, with over 700 attendees (Goal 5)

## **Goal 6: Every School and District is Rated C or Higher**

- Conducted 350 instructionally focused site visits (Goals 1, 2, 6)
- Hosted two Attendance Works webinars to address chronic absenteeism for 586 participants (Goals 2, 6)
- Hosted three regional trainings addressing early warning indicators Districts with 123 participants (Goals 1, 2, 5, 6)
- Hosted second SIG Institute with school leadership teams from Cohort IV SIG schools and initiated SIG professional learning community (Goals 1, 2, 6)
- Collaborated with the Districts of Transformation to end year with positive cash fund balance in Noxubee County (Goal 6)
- Provided data coaching (Data Professional Learning Communities) through Amplify to seven low-performing schools as part of legislative initiative (Goals 1, 2, 5, 6)
- Networked with national organizations to strengthen supports for low-performing schools (Goal 6)