

TCSD Strategic Plan

2022 – 2027



TCSD Strategic Planning Team

Board Team

Michael Puckett, President
Stacy Stepp, Vice President
Dr. Jim Perkins, Secretary
Debra Brewer, Member
Jeff Daniel, Member

Administrative Team

Guy Gardner, Belmont Head Principal
Sheree Randolph, Belmont Asst. Principal
Camille Stanfield, Belmont Asst. Principal
J.J Jones, Burnsville Head Principal
Taylor Williams, Burnsville Asst. Principal
BJ Nunley, Iuka Elementary Head Principal
Chrystal Smith, Iuka Middle Head Principal
Becky Middleton, Iuka Middle Asst. Principal
John-Grady Taylor, Career-Technical Principal
Van Roberts, Alternative School Principal
Dax Glover, TCHS Head Principal
Monica Moss, TCHS Asst. Principal
Jarrad Robinson, TCHS Asst. Principal
Andy Deaton, Tishomingo Elem. Head Principal
Casey James, Tishomingo Elem. Asst. Principal
Cliff Nunley, Curriculum/SPED Director
Katie Crane, Federal Programs/Testing Director
Joel Robertson, Human Resource Director
Josh McClung, Transportation/Dropout Prevention
Melanie Robertson, Financial Director
Nelda Degraw, MSIS Director
Mary Beth Sheffield, Food Service Director
Matthew Walker, Lead Maintenance

Community/Parent Feedback

Via Parent Survey

Faculty Team

Natalie Barker, Belmont
Stephanie Humphries, Belmont
Barry Hughes, Belmont
Christy Hughes, Belmont
Candace Mahan, Belmont
Ali Johnson, Burnsville
Madison Hancock, Burnsville
Abby Miller, Burnsville
Misty Wilson, IES
Christy Jones, IES
Whitney Dawson, IES
Heather Booker, IMS
Keenan Moore, IMS
Pazlee Morris, IMS
Steve Kennedy, CTE
Lauren Sparks, CTE
Blake Thomas, CTE
Rebecca Harrison, TCHS
Stephanie Puckett, TCHS
Brandon Romans, TCHS
Tina Hollingsworth, Tishomingo
Meta Armstrong, Tishomingo
Kristen Ledbetter, Tishomingo

Student Representatives

Maylie Holt, Belmont
Bryer Mayo, Belmont
Kerstin Moody, Belmont
Eli Sparks, Belmont
Emma Gray, Belmont-CTE
Abigail Robinson, TCHS
Teegan Brown, TCHS
Zoe Dawson, TCHS
Isaiah Robertson, TCHS

Tishomingo County School District at a Glance

2021-2022



2,889
Students



7

School Campuses

Led by more than 500 employees,
including over 350 teachers



5

Districts

Each district elects one representative
to the Board of Education, which governs
the overall school system.



- 91.5% White
- 2.2% African American
- 0.3% Asian
- 0.2% American Indian
- 5.9% Hispanic



63

Buses

Run each school year, traveling over
420,415 miles a year



\$ 35,581,022

Annual Operating Budget

Tishomingo County School District Vision

Excellence...Nothing Less!

Tishomingo County School District Mission

The mission of the Tishomingo County School District is to create a world-class learning environment for ALL students from a dedicated, caring staff committed to excellence.

Our Values

TCSO students and employees are...

- ❖ **Respectful**
- ❖ **Productive**
- ❖ **Self-Motivated**
- ❖ **Forward-Thinking**
- ❖ **Honest**
- ❖ **Caring**
- ❖ **Resilient**

Our Goals

The Tishomingo County School District seeks ways to prepare students for an ever-changing workforce and society by narrowing its focus into distinct areas of concentration:

- ❖ **Rigorous academic and extracurricular offerings that promote increased involvement and achievement for all students**
- ❖ **Positive school cultures that strive for excellence**
- ❖ **Maintain sound financial accountability and transparency**
- ❖ **Establish long-term technology, maintenance, and facility plans**

Goal 1:

❖ Rigorous academic and extracurricular offerings that promote increased involvement and achievement for all students

Action Steps:

1. Increase AP course offerings, AP student enrollment, and AP teacher training at both high schools and increase national certification passage rates at CTE
 - a. Continue to use Global Teaching Project partnership
 - b. Focus on exam preparation through Global Teaching training and other resources
 - c. Increase student enrollment through interest meetings at both campuses
 - d. Allow well-vetted non-traditional students to enroll in AP courses
 - e. Increase the number of students who pass national certification exams in CTE programs
2. Work toward all TCSD schools increasing the percentage of growth school-wide for all students, including the low 25%, each year
 - a. Train staff on data analysis and individual student goal setting
 - b. Track data each 9 weeks with ELS benchmarks and teacher-made ELS tests to meet the rigor required on state assessments
 - c. Support teachers with meaningful professional development that focuses on proper rigor, effective teaching strategies, and aligned assessments.
3. Expand extracurricular offerings to middle and high school students to increase student involvement
 - a. Complete a student interest survey at each middle/high school campus to determine club, fine arts, activities, and athletic interests of students
 - b. Promote current offerings through social media, interest meetings, video promotions, etc. to make parents and community more aware
 - c. At the school level, do video promotions to students and testimonials to show the benefits of extra-curricular activities on campus
 - d. Academically, create fun opportunities for students to be more engaged in the learning process (i.e. chess clubs, Jeopardy teams, academic team competitions)
4. Create common planning opportunities for teachers as well as surveying teachers about current and future resources to make learning more meaningful
5. Create after-school hubs for homework, tutoring, and social interaction at high schools (use current libraries for this)
 - a. Create a “coffee-bar” feel with new furniture to promote students staying after school for help with homework or for other academic/social needs
 - b. Form a business model that is student-created that allows students to run the coffee bar/snack area for clubs or school business
 - c. Offer tutoring opportunities for excelling students to help struggling students
 - d. Increase reading opportunities for students in this setting with relevant, interesting materials

Goal 2:

❖ Positive school cultures that strive for excellence

1. Analyze the school culture at each campus to determine strengths and opportunities for growth through surveys for staff and students
2. Create student advisory groups at each middle school and high school for feedback
 - a. Use a varied group for a principal group
 - b. Use a varied group for a superintendent group (high school students)
3. Encourage career and college exposure at each campus through direct, intentional lessons and counseling to make school meaningful
 - a. Create appropriate interactions that occur at each grade level to show students careers and educational opportunities beyond their grade and beyond K-12
 - b. Use our career coaches to form relationships with students and businesses/industries for job shadowing and internships for our students
 - c. Decorate campuses with career and college posters/signage to increase exposure
 - d. Conduct college fairs and career fairs for students to see opportunities beyond K-12
4. Create safe environments for students and staff that encourage healthy choices and social emotional support
 - a. Create an anti-vaping campaign across all schools and increase monitoring throughout the day in problem areas
 - b. Continue to use the STOPit app to report bullying or other issues
 - c. Anti-bullying campaigns in each school each nine weeks
 - d. Encourage the use of Google docs/sheets for teachers (school-wide) to plan more effectively to prevent overlapping events and assessments
 - e. Communicate effectively each day with staff, students, and parents via social media, announcements, calendars, etc. to show events and opportunities for students
 - f. Clearly communicate expectations of students and staff and be consistent with those expectations
 - g. Celebrate small successes with students as well as school-wide successes
 - h. Celebrate teacher/staff innovations and successes and use peer mentoring/support for a positive work place
5. Continue to promote student attendance and increase school pride/community support
 - a. Use innovative attendance campaigns that show the importance of attendance and school success as well as post-K12 success
 - b. Increase community support and school pride through guest speakers/classes that highlight information about each community and the school (i.e. community days)
 - c. Hold students accountable through high expectations and support systems that stress work skills of being on time, dependability, teachability, hard work, etc. through recognition, intentional lessons, celebrations, and other means

Goal 3:

❖ **Maintain sound financial accountability and transparency**

1. Follow generally accepted sound accounting practices, statute, and laws as required by the Office of the State Auditor
 - a. Continue to update the current accounting manual each year and train all parties involved in accounting practices
 - b. Attend relevant conferences/meetings to stay current on changes/requirements in school accounting/business
 - c. Keep records current for all state-required audits for different programs (SPED, Federal Programs, district audits, OSA audits)
2. Post all public meetings and communicate financial and other timely updates to stakeholders
3. Communicate any changed policy to stakeholders as needed
4. Make research-based, well-vetted purchases for materials and other needs to maintain financial integrity

Goal 4:

❖ **Establish long-term technology, maintenance, and facility plans**

1. Create a 5-year technology plan that considers iPad/iMac upgrades and infrastructure support to maintain and enhance current levels of technology accessibility for staff and students
 - a. Consider both Apple and Microsoft training as needed for post-secondary work requirements
2. Create a 5-year capital improvement plan to address maintenance and facility needs at each campus while maintaining financial stability
 - a. Analyze purchases for safety upgrades to include card readers, single-point entry construction, etc. for campus safety
 - b. Analyze purchases for bus replacement (20 buses) as needed
 - c. Analyze purchases for roof and window replacements as needed
 - d. Analyze purchases for pavement at each campus