MISSION STATEMENT
Tangipahoa Parish School System will provide every student a high-quality education and a pathway to success.

VISION STATEMENT
Tangipahoa Parish School System, in partnership with families and community, will build a safe and innovative environment where each student will be career ready.

Core Values
Be Respectful, Be Compassionate, Be Great
GOAL 1
Resource Management

Establish and maintain an efficient and effective educational infrastructure and workforce.
### TPSS Mission
TPSS provides every student a high-quality education and a pathway to success.

### Louisiana Department of Education Vision
*If we believe, children will achieve.*

### TPSS Vision
TPSS, in partnership with families and community, will build a safe and innovative environment where each student will be career ready.

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#### Goal 1
Resource Management

<table>
<thead>
<tr>
<th>Objectives</th>
<th>Long-term Strategies</th>
</tr>
</thead>
<tbody>
<tr>
<td><strong>Objective 1.1:</strong> Establish long term funding sources.</td>
<td>Align pay scale for skilled employees to market needs.</td>
</tr>
<tr>
<td>Conduct comprehensive districtwide needs assessment of facilities, workforce, and programs with input from all stakeholders.</td>
<td>Define clear career pathways for advancement for all employees.</td>
</tr>
<tr>
<td>Determine revenue shortages.</td>
<td>Develop a comprehensive plan for self-sustaining daycares at school sites.</td>
</tr>
<tr>
<td>Determine revenue options.</td>
<td>Enhance recruiting and retention practices.</td>
</tr>
<tr>
<td>Obtain public approval.</td>
<td>Digitize and streamline human resource processes.</td>
</tr>
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</table>

<table>
<thead>
<tr>
<th>Objective 1.2: Recruit, hire and retain high quality workforce.</th>
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</table>
TPSS PERFORMANCE BLUEPRINT 2018 - 2021

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**RESOURCE MANAGEMENT**

**ESTABLISH AND MAINTAIN AN EFFICIENT AND EFFECTIVE INFRASTRUCTURE AND WORKFORCE.**

**TRANSLATES INTO 2018 PERFORMANCE:**

- **Annual Goal 1**
  - Conduct needs assessments

- **Annual Goal 2**
  - Enhance recruiting and retention practices

- **Annual Goal 3**
  - Identify areas in need of funding.
  - Form a working group to implement action items.

- **Annual Goal 4**
  - Identify methods to enhance recruiting and retention.
  - Form a working group to implement action items 1-3

**SHORT-TERM STRATEGIES**

- Identify areas in need of funding.
- Form a working group to implement action items.
- Identify methods to enhance recruiting and retention.
- Form a working group to implement action items 1-3

**ACTION ITEMS**

- Employ independent contractors to 1) facilitate the development of facility needs; and 2) conduct a compensation study.
- Survey all stakeholders to assist in prioritizing needs.
- Conduct a self-study of the effectiveness of existing resources
- Develop a plan to communicate competitive advantages.
- Establish early contact with college students.
- Create retention–based contracts.
- Digitize paperwork and hiring practices.
- Develop employee mentor and support system.
**WHERE WE ARE TODAY**

- Funding needs have not been quantified or prioritized.
- Five year old facility assessment prepared by architects and principals.
- Outdated job descriptions.
- Lack of analysis to measure the effectiveness of existing resources.

**WHERE WE WANT TO BE IN ONE YEAR**

**TAX ON MARCH 2020 BALLOT**

**REVISED JOB DESCRIPTIONS**

**REVISED COMPENSATION PACKAGE**

**STREAMLINED RESOURCES**

**MEASURES OF SUCCESS**

- By December 31, 2019, contractors submit facility and compensation reports.
- By January 31, 2020, stakeholders’ engaged and prioritizing facility needs.
- By July 15, 2019, analysis of the effectiveness of existing resources will be completed.
WHERE WE ARE TODAY

**FACE-TO-FACE RECRUITING**

**PRINT ADVERTISEMENTS**

**WHERE WE WANT TO BE IN ONE YEAR**

**INCREASE THE NUMBER OF APPLICANTS FOR JOBS**

**HIGHER RETENTION RATES OF EMPLOYEES**

**MEASURES OF SUCCESS**

Higher numbers of job applicants compared to 2018.

Fewer employees resigning compared to 2018.

---

**ACTION ITEM 1:** Identify and communicate competitive advantages.

**OWNERS:** Director of Human Resources, Mike Diaz & Cindy Benitez

**DUE DATE:** February 19, 2019

**EXIT CRITERIA:** Multi-media advertisements of job vacancies

---

**ACTION ITEM 2:** Establish early contact with college students.

**OWNERS:** Director of Human Resources & Lisa Fussell

**DUE DATE:** September 1, 2019

**EXIT CRITERIA:** Schedule of re-occurring visits to college students

---

**ACTION ITEM 3:** Create retention-based employee contracts

**OWNER:** Director of Human Resources & Ron Genco

**DUE DATE:** January 1, 2019

**EXIT CRITERIA:** Contracts in place and begin execution.

---

**ACTION ITEM 4:** Develop employee mentor and support system.

**OWNERS:** Byron Hurst, Ron Genco, Bret Schnadelbach, Jill Foster

**DUE DATE:** September 1, 2019

**EXIT CRITERIA:** Identify mentor in departments and at school sites

---

**ACTION ITEM 5:** Digitize paperwork and hiring practices.

**OWNERS:** Gavin Vitter & Mike Diaz

**DUE DATE:** July 1, 2019

**EXIT CRITERIA:** Operational site
WHERE WE ARE TODAY

TPSS currently employs approximately 210 non-certified teachers.

The issue of non-certified teachers has not been adequately addressed for years, and the number of non-certified teachers continues to increase yearly.

ACTION ITEM 1:
Write and submit a plan to certify non-certified teachers

OWNER: Sharon Spring

DUE DATE: December 14, 2019

EXIT CRITERIA: BESE approves the plan in April 2019.

ACTION ITEM 2:
Implement the certification program to certify non-certified teachers

OWNER: Sharon Spring

DUE DATE: April 2019

EXIT CRITERIA: Upon approval, qualified non-certified teachers begin the program.

ACTION ITEM 3:
Provide Praxis I workshops and offer Praxis II study guides for teachers to check out.

OWNER: Sharon Spring

DUE DATE: Ongoing

EXIT CRITERIA: Workshops offered and study guides offered for checkout.

WHERE WE WANT TO BE IN ONE YEAR

Teach Tangi will be fully implemented and the first group of non-certified teachers will be working toward certification.

The number of non-certified teachers who need to pass Praxis I and/or Praxis II will be decreased by 10%.

The number of non-certified teachers will decreased by 10%.

MEASURE OF SUCCESS

The number of non-certified teachers will be reduced by 10%.
Goal 2: Academics

Align funds, technology, and student services to enhance a consistent program for a high-quality curriculum, professional development, and assessment.
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Louisiana Department of Education Mission
If we believe, children will achieve.

Goal 2: Academics

Objective 2.1:
Become an “A” district

Objective 2.2:
Expand opportunities for all stakeholders

- Develop a plan to close the instructional gaps that occur due to teacher and student absences or behavior modifications. (intervention/remediation, teacher effectiveness, seamless flow of instruction-PAC/TASP).
- Focus on strong school leadership (current & future) – small group cohort meetings, peer visits/networking.

- Expand career pathways for students through internships/apprenticeships with external business partners.
- Universal Pre-K
- Develop a comprehensive family engagement plan – mobile centers, digital, & face-to-face.

Consistently meet customer requirements and exceed customer expectations.
TPSS Performance Blueprint 2018 - 2021

Academics

Establish and maintain an efficient and effective educational infrastructure and workforce.

<table>
<thead>
<tr>
<th>Annual Goal 1</th>
<th>Annual Goal 2</th>
<th>Annual Goal 3</th>
<th>Annual Goal 4</th>
</tr>
</thead>
<tbody>
<tr>
<td>Strengthen School Leadership</td>
<td>Reorganize Parent Centers</td>
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</table>

Short term Strategies

- Enhance Principal Cohort Meetings
- Strengthen Capacity Building Meetings (AP/Disciplinarian)
- Develop and implement Leadership Academy 2.0.
- Create other pathways to distribute information to all stakeholders.
- Survey Stakeholders for desired educational wants and needs.
- Conduct peer visits/observations prior to next meeting.
- Use principal walkthrough data to create a post-conference.
- Focus meetings on Compass Leader Rubric.
- Link Capacity Building & Principal Cohort activities to ensure accountability in providing a pipeline of leaders.
- Create entry qualifications to ensure high quality candidates.
- Use current administrators to facilitate academy sessions.
- Video presentations to provide links on websites for all stakeholders to access.
- Provide flexible hours.
- Provide a library of resources to help parents with homework/studying.
- Provide online surveys for stakeholders.
- Have surveys available at churches and community centers.
- Use survey results to plan family engagement activities.

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TPSS, in partnership with families and community, will build a safe and innovative environment where each student will be career ready.
WHERE WE ARE TODAY

- We have 5 new principals.
- We have an abundance of new assistant principals.
- We have a need to enhance principal cadre meetings.
- We need to strengthen capacity building.
- We need to develop and implement Leadership Academy 2.0

WHERE WE WANT TO BE IN ONE YEAR

A HIGH-QUALITY LEADERSHIP ACADEMY.

HIGH QUALITY PROFESSIONAL DEVELOPMENT FOR LEADERS THROUGH PRINCIPAL CADRE/CAPACITY-BUILDING MEETINGS.

MEASURE OF SUCCESS

1ST LEADERSHIP ACADEMY 2.0 COHORT GRADUATION

INCREASE IN THE NUMBER OF EFFECTIVE PROFICIENT LEADERS.
WHERE WE ARE TODAY

We have 5 new Principals.

We have an abundance of new assistant principals.

We have a need to enhance principal cadre meetings.

Need to strengthen capacity-building meetings.

Need to develop and implement Leadership Academy 2.0.

WHERE WE WANT TO BE IN ONE YEAR

Having a high-quality leadership academy.

High quality PD for leaders through principal cadre/capacity building meetings

MEASURES OF SUCCESS

1st Leadership Academy 2.0 Cohort Graduation

Increase in the number of effective proficient leaders.

Pathway to Success
Goal Owner: **Cecilia Lanier, Supervisor of Federal Programs**

**Pathway to Success**

**Where We Are Today:**

A need to open communication pathways with school communication.

A need to know what our community needs from our system.

**Action Item 1:**
Provide video links to increase community access to recorded seminars and develop a social media presence.

*Owner:* Strader Cieutat

*Due Date:* Ongoing

*Exit Criteria:* Active links in Family Engagement Website

**Action Item 2:**
Create & distribute surveys to gain input on needed topics from the community.

*Owner:* Strader Cieutat

*Due Date:* April 2019

*Exit Criteria:* Completed surveys & compiled list of topics

**Action Item 3:**
Provide flexible hours, locations and resources to the community

*Owner:* Strader Cieutat

*Due Date:* August 2019

*Exit Criteria:* Online counter and sign in sheets from each location

**Where We Want to Be in One Year:**

Open communication between TPSS & community.

Knowledge of communities requested needs.

**Measures of Success**

Create and maintain an active website & continue increasing social media presence.

Analysis of participation & views of presentations/events
Goal 3: Manage Stakeholders

*Improve long-term school performance through implementation of repeatable best business processes and practices. Keep stakeholders involved and informed.*
### Tangipahoa Parish School System Strategic Direction FY 2018-2021

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---

**Goal 3:**

Manage Stakeholders

**Objectives**

<table>
<thead>
<tr>
<th>Objective 3.1:</th>
<th>Objective 3.2:</th>
</tr>
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<tbody>
<tr>
<td>Improve school-community relations.</td>
<td>Hold all stakeholders accountable for their roles in the Strategic Plan.</td>
</tr>
</tbody>
</table>

**LONG-TERM STRATEGIES**

- Create partnerships with local businesses to offer courses on campus to students
- High quality afterschool programs
- Educate stakeholders and seek input on needs, alignment of goals with check-ins (including students)
- Effective parent conferences – strategies and restructure that will engage parents in the learning process.
TPSS Performance Blueprint 2018 - 2021

Manage Stakeholders

Establish and maintain an efficient and effective educational infrastructure and workforce.

Annual Goal 1
Establish partnerships with businesses to develop school opportunities.

Annual Goal 2
Enhance communication for all stakeholders.

Annual Goal 3

Annual Goal 4

Short term Strategies

Utilize counselor to develop mentoring and career program.
Meet with businesses to develop partnerships to establish programs.

Train staff in effective communication skills and in building relationships.
Engage with internal and external community.

Develop mentor support structure.
Select a district team to meet with businesses.
Establish alumni comeback days.

Develop communication plan.
Establish teacher and family advisory committee.
Have coffee talks and talks with teachers, and participate in community events.

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ACTION ITEMS
Where We Are Today:

We are currently getting the word out to the community through multiple avenues.

Action Item 1: Develop communication plan

Owner: Bret, Ron, Byron Cindy B.

Due Date: Ongoing

Exit Criteria: Draft plan has been created for 2nd semester

Action Item 2: Establish teacher and family advisory committee

Owner: Ron Genco & Strader Cieutat

Due Date: May 2018

Exit Criteria: Committee formed in 2nd semester

Action Item 3: Have coffee talks with teachers and participate in community events

Owner: Melissa Stilley

Due Date: On-going

Exit Criteria: TBD

Where We Want to Be in One Year:

Have a written plan covering all media avenues.
Evidence of committee in place.
Increase community engagement

MEASURES OF SUCCESS

District communication plan written and implemented.

100% of schools have a plan for communicating with their community.

Actively engaging in our community.
Goal Owner: Melissa Stilley, Superintendent

Pathway to Success

Where We Are Today:

The parish has a few partnerships with businesses in the community. On a scale from 1-5 we are a 2.

Where We Want to Be in One Year:

Mentor program in every school for students. District team established. Alumni identified, and events planned.

MEASURES OF SUCCESS

- 100% of mentor programs in place at schools.
- 5 businesses partnered with students, employees and schools.
- 100% of schools with alumni events scheduled.

Action Item 4: Develop mentor support structure

Owner: Gary Porter, Byron Hurst, & Andrew Jackson
Due Date: Summer 2019
Exit Criteria: Evidence of mentor plan in place

Action Item 5: Select a district team to meet with businesses for adopt a school program

Owner: Melissa Stilley
Due Date: March 2019
Exit Criteria: List of individuals and meeting agenda showing how to proceed

Action Item 6: Establish alumni come back days

Owner: Byron Hurst & Principals
Due Date: March 2019
Exit Criteria: List of contacts at school and schedule of comeback day events. List of 10 identified alumni per school.
Goal 4: Leverage Technology

Develop and sustain integrated, scalable, district-wide IT solutions and embrace e-Learning capabilities.
# Tangipahoa Parish School System Strategic Direction FY 2018-2021

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### Goal 4: Leverage Technology

#### TPSS Vision

- Develop and sustain integrated scalable parish-wide IT solutions. Embrace e-Learning capabilities.

### OBJECTIVES

<table>
<thead>
<tr>
<th>Objective 4.1:</th>
<th>Objective 4.2:</th>
</tr>
</thead>
<tbody>
<tr>
<td>Modernize infrastructure.</td>
<td>Create and maintain a device and software plan that aligns with the curriculum and leads to a paperless system.</td>
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</table>

#### LONG-TERM STRATEGIES

<table>
<thead>
<tr>
<th>Align infrastructure purchases to require compatibility for easy and cost-effective upgrades and repairs</th>
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<tbody>
<tr>
<td>Develop a committee of all stakeholders to determine hardware and software needs at a district level. And meet at regular intervals</td>
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<tr>
<td>Develop a comprehensive sustainable plan to ensure equity of resources</td>
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<table>
<thead>
<tr>
<th>Maintain a current and comprehensive maintenance plan to ensure short and long term operability</th>
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### Leverage Technology

Establish and maintain an efficient and effective Educational infrastructure and workforce.

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<thead>
<tr>
<th>Annual Goal 1</th>
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</thead>
<tbody>
<tr>
<td>Determine needs of electrical infrastructure</td>
<td>Align infrastructure to require compatibility for easy and cost effectiveness for upgrades and repairs</td>
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</table>

#### Short term Strategies

- Audit each site for electrical capacity and usage
- Determine power demands for network infrastructure
- Inventory current infrastructure
- Develop process to validate all technology purchases to align with district model
- Contact electrical company(s) to coordinate onsite audits
- Inventory and calculate current infrastructure power demands
- Determine cost analysis to meet electrical shortage needs
- Schedule meeting with stakeholders to develop process
- Inventory current end user devices and software
Goal Owner: Kevin Crovetto, Director of Maintenance

Pathway to Success

Where We Are Today:

Need audits of campuses
Need to determine power needs

Where We Want to Be in One Year:

Know our power needs at all campuses

Measures of Success

Having a valid needs assessment for power to reinforce the need for funding.
Goal Owner: Mike Diaz, Director of Technology

Pathway to Success

Where We Are Today:

Need inventory and a process for validating compatible purchases

Where We Want to Be in One Year:

To know there is no waste and have a process for ensuring purchases are valid and compatible.

Action Item 1:
Inventory current end user devices

Owner: Mike Diaz, Director of Technology

Due Date: Ongoing

Exit Criteria: Report of end user devices

Action Item 2:
Schedule a meeting with identified stakeholders on the TPSS Technology Committee to develop a process for validating compatibility of purchases.

Owner: Mike Diaz, Director of Technology

Due Date: June 30, 2018

Exit Criteria: Steps of the process identified and distributed

Measures of Success

Inventory of devices

Process for purchases identified and distributed