



TANGIPAHOA PARISH
School System

**TPSS
STRATEGIC
PLAN**

October 2018

***Melissa M. Stillely
Superintendent***





TANGIPAHOA PARISH
School System

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.



GOAL 1

Resource Management

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

Tangipahoa Parish School System Strategic Direction FY 2018-2021

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

Organizational

Technological

Goal 1 Resource Management

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

O B J E C T I V E S

Objective 1.1: Establish long term funding sources.	Objective 1.2: Recruit, hire and retain high quality workforce.		
L O N G - T E R M S T R A T E G I E S			
Conduct comprehensive districtwide needs assessment of facilities, workforce, and programs with input from all stakeholders. Determine revenue shortages. Determine revenue options. Obtain public approval.	Align pay scale for skilled employees to market needs. Define clear career pathways for all employees. Develop a comprehensive plan for self-sustaining daycares at school sites. Enhance recruiting and retention practices. Digitize and streamline human resource processes.		

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	Annual Goal 4
SHORT-TERM STRATEGIES			
Identify areas in need of funding. Form a working group chartered to implement action items.	Identify methods to enhance recruiting and retention. Form a working group to implement action items 1-3		
A C T I O N I T E M S			
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.		

Goal Owner: Bret Schnadelbach, Chief Financial Officer

Pathway to Success

WHERE WE ARE TODAY

FUNDING NEEDS HAVE NOT BEEN QUANTIFIED NOR PRIORITIZED.

FIVE-YEAR OLD FACILITY ASSESSMENT PREPARED BY ARCHITECTS AND PRINCIPALS.

OUTDATED JOB DESCRIPTIONS.

LACK OF ANALYSIS TO MEASURE THE EFFECTIVENESS OF EXISTING RESOURCES.

ACTION ITEM 1:
Employ independent contractor to development facility needs

OWNERS:
Kevin Crovetto, & Bret Schnadelbach

DUE DATE:
March 30, 2019

EXIT CRITERIA:
Submission of needs report

ACTION ITEM 1:
Survey stakeholders to assist in prioritizing facility needs.

OWNERS:
Kevin Crovetto, Cindy Benitez, Mike Diaz & Contractor

DUE DATE:
April 30, 2019

EXIT CRITERIA:
Collection of survey data

ACTION ITEM 2:
Employ independent contractor to study compensation.

OWNERS:
Ron Genco, Kaye Roberts, & Rosa Dupuy

DUE DATE:
March 30, 2019

EXIT CRITERIA:
Submission of compensation study

ACTION ITEM 1:
Self-study of effectiveness of existing resources

OWNERS:
Genco, Hurst, Schnadelbach

DUE DATE:
July 1, 2019

EXIT CRITERIA:
Results of internal surveys and data analysis

WHERE WE WANT TO BE IN ONE YEAR

TAX ON NOVEMBER BALLOT

REVISED JOB DESCRIPTIONS

REVISED COMPENSATION PACKAGE

STREAMLINED RESOURCES

MEASURES OF SUCCESS

By April 30, 2019, contractors submit facility and compensation reports.

By April 30, 2019, stakeholders' survey to prioritize facility needs will be operational.

By July 15, 2019, analysis of the effectiveness of existing resources will be completed.

Goal Owner: Ron Genco, Assistant Superintendent

Pathway to Success

WHERE WE ARE TODAY

FACE-TO-FACE RECRUITING

PRINT ADVERTISEMENTS

ACTION ITEM 1:

Identify and communicate competitive advantages.

OWNERS:

Director of Human Resources, Mike Diaz & Cindy Benitez

DUE DATE:

February 15, 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

WHERE WE WANT TO BE IN ONE YEAR

INCREASE THE NUMBER OF APPLICANTS FOR JOBS

HIGHER RETENTION RATES OF EMPLOYEES

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 3:

Develop employee mentor and support system.

OWNERS:

Byron Hurst, Ron Genco & Bret Schnadelbach

DUE DATE:

September 1, 2019

EXIT CRITERIA:

Identify mentor in departments and at school sites

ACTION ITEM 5:

Digitize paperwork and hiring practices.

OWNERS:

Director of Human Resources & Mike Diaz

DUE DATE:

July 1, 2019

EXIT CRITERIA:

Operational site

MEASURES OF SUCCESS

Higher numbers of job applicants compared to 2018.

Fewer employees resigning compared to 2018.

Goal Owner: Sharon Spring

Pathway to Success

WHERE WE ARE TODAY

TPSS currently employees 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

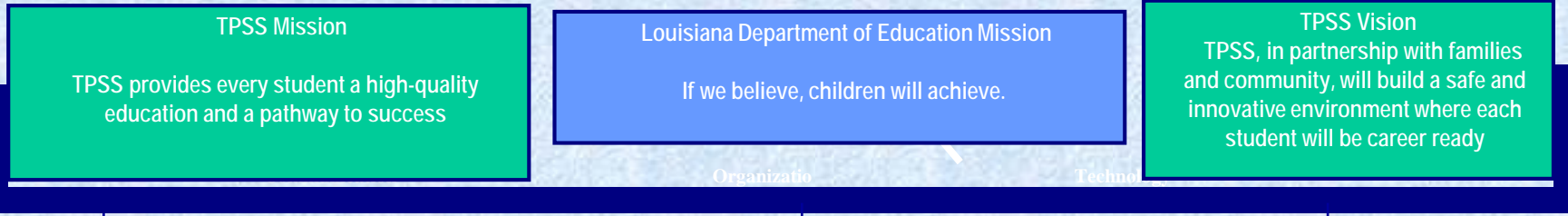
The number of non-certified teachers will be reduced by 10%.

Goal 2: Academics



Align funds, technology, and student services to enhance a consistent program for a high-quality curriculum, professional development, and assessment.

TANGIPAHOA PARISH SCHOOL SYSTEM STRATEGIC DIRECTION FY 2018-2021



Goal 2: Academics

O B J E C T I V E S

<p>Objective 2.1: Become an "A" district</p>	<p>Objective 2.2: Expand opportunities for all stakeholders</p>		
L O N G - T E R M S T R A T E G I E S			
<p>Develop a plan to close the instructional gaps (attendance of students & teachers, intervention/remediation, teacher effectiveness, seamless flow of instruction-PAC/TASP).</p> <p>Focus on strong school leadership (current & future) – small group cohort meetings, peer visits/networking.</p>	<p>Expand career pathways for students through internships/apprenticeships with external business partners.</p> <p>Universal Pre-K</p> <p>Develop a comprehensive family engagement plan – mobile centers, digital, & face-to-face.</p>		

TPSS Performance Blueprint 2018 - 2021

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Academics

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

Translates into 2018 Performance:

Annual Goal 1 Strengthen School Leadership	Annual Goal 2 Reorganize Parent Centers	Annual Goal 3	Annual Goal 4
Short term Strategies			
Enhance Principal Cohort Meetings Strengthen Capacity Building Meetings (AP/Disciplinarian) Reinstate Leadership Academy.	Create other pathways to distribute information to all stakeholders. Survey Stakeholders for desired educational wants and needs.		
ACTION ITEMS			
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.		

Goal Owner: Lisa Fussell, Director of Academics

Pathway to Success

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 MEETINGS.

WE NEED TO REINSTATE LEADERSHIP ACADEMY.

ACTION ITEM 1:

Utilize peer observations/visits data to analyze at Principal Cadre Meetings.

OWNER:

Supervisor of each Principal Cadre Group

DUE DATE:

Ongoing (beginning in January 2019).

EXIT CRITERIA:

Compass Leader Rubric indicators.

ACTION ITEM 2:

Use Cadre meetings to model best practices.

OWNER::

Supervisor of each Principal Cadre Group

DUE DATE:

Ongoing (beginning in November 2019).

EXIT CRITERIA:

Compass leader rubric indicators

ACTION ITEM 3: Link capacity Building & principal cadre activities to ensure accountability in providing a pipeline of leaders..

OWNER:

District Executive Master Teacher

DUE DATE:

Ongoing (beginning in January 2019)

EXIT CRITERIA:

Compass Leader Rubric indicators

ACTION ITEM 4:

Create application & qualifications for a new leadership academy cohort

OWNER:

Superintendent,
Assistant Superintendent &
Director of Academics

DUE DATE:

February 2019

EXIT CRITERIA:

Application Advertisement

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.

Goal Owner: Lisa Fussell, Director of Academics

Pathway to Success

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 reinstate Leadership Academy.

Action Item 5:

Create a module outline of leadership topics and recruit current principals to present at monthly leadership academy cohort meetings.

Owner:

Superintendent, Assistant Superintendent & Director of Academics

Due Date:

March 2019

Exit Criteria:

Completed leadership module syllabus and portfolio requirements

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.

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.

Owner:

Family Engagement Resource Teacher

Due Date:

Ongoing (beginning in Nov..)

Exit Criteria:

◆ Active links in Family Engagement Website

Action Item 2:

Create & distribute surveys to gain input on needed topics from the community.

Owner: Family Engagement Resource Teacher

Due Date:

Jan. 2019

Exit Criteria: Completed surveys & compiled list of topics

◆

Action Item 3:

Provide flexible hours, locations and resources to the community

Owner:

Family Engagement Resource Teacher

Due Date:

Jan. 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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Organizational Technical

Goal 3: Manage Stakeholders

Improve long-term school performance through implementation of repeatable best business processes and practices.
 Keep stakeholders involved and informed.

O B J E C T I V E S			
Objective 3.1: Improve school-community relations.	Objective 3.2: Hold all stakeholders accountable for their roles in the Strategic Plan.		
L O N G - T E R M S T R A T E G I E S			
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.		

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Manage Stakeholders

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



Translates into 2018 Performance:

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.		
ACTION ITEMS			
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.		

Goal Owner: Melissa Stilley, Superintendent



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:
December 2018
Exit Criteria:
◆ Draft plan has been created for 2nd semester

Action Item 2:
Establish teacher and family advisory committee
Owner:
Ron Genco
Due Date:
December 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.

Action Item 1:
Develop mentor support structure

Owner:
CTE Coordinator/ Lisa Fussell

Due Date:
January 2019

Exit Criteria:
◆ Evidence of mentor plan in place

Action Item 2:
Select a district team to meet with businesses

Owner: Melissa Stilley

Due Date:
December 2018

Exit Criteria:
◆ List of individuals and meeting agenda showing how to proceed

Action Item 3:
Establish alumni come back days

Owner:
Ron Genco, Assistant Superintendent & Principals

Due Date:
December 2018

Exit Criteria:
◆ List of contacts at school and schedule of comeback day events. List of 10 identified alumni per school.

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

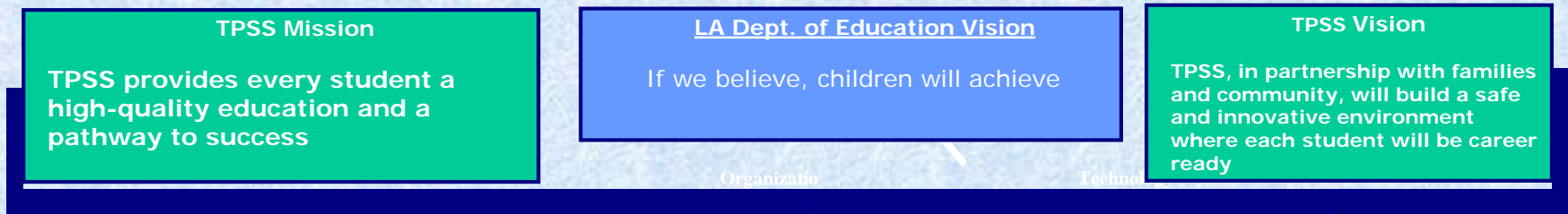
100% of schools with alumni events scheduled

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



Goal 4: Leverage Technology

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

O B J E C T I V E S			
<p>Objective 4.1: Modernize infrastructure.</p>	<p>Objective 4.2: Create and maintain a device and software plan that aligns with the curriculum and leads to a paperless system.</p>		
L O N G - T E R M S T R A T E G I E S			
<p>Align infrastructure purchases to require compatibility for easy and cost-effective upgrades and repairs</p> <p>Maintain a current and comprehensive maintenance plan to ensure short and long term operability</p>	<p>Develop a committee of all stakeholders to determine hardware and software needs at a district level. And meet at regular intervals</p> <p>Develop a comprehensive obsolescence plan to ensure equity of resources</p>		

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Leverage Technology

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

Translates into 2018 Performance:

Annual Goal 1	Annual Goal 2	Annual Goal 3	Annual Goal 4
<p>Determine needs of electrical infrastructure</p>	<p>Align infrastructure to require compatibility for easy and cost effectiveness for upgrades and repairs</p>		
Short term Strategies			
<p>Audit each site for electrical capacity and usage</p> <p>Determine power demands for network infrastructure</p>	<p>Inventory current infrastructure</p> <p>Develop process to validate all technology purchases to align with district model</p>		
ACTION ITEMS			
<p>Contact electrical company(s) to coordinate onsite audits</p> <p>Inventory and calculate current infrastructure power demands</p> <p>Determine cost analysis to meet electrical shortage needs</p>	<p>Inventory current end user devices and software</p> <p>Schedule meeting with stakeholders to develop process</p>		

Goal Owner: Kevin Crovetto, Director of Maintenance

Pathway to Success

Where We Are Today:

Need audits of campuses

Need to determine power needs

Action Item 1:
Contact electrical co. to coordinate campus infrastructure audits

Owner: K. Crovetto
TBD

Due Date: Nov. 2018

Exit Criteria:
◆ Schedule of Campus Audits For Spring

Action Item 2:
Inventory and calculate infrastructure power needs

Owner: K Crovetto/M. Diaz

Due Date: Jan 2019

Exit Criteria:
◆ Report of all campus audits

Action Item 3: Determine cost analysis to meet electrical shortage needs

Owner:
Crovetto/Diaz/Schnadelbach

Due Date:
March 2019

Exit Criteria:
◆ Cost Analysis Report
◆ Budget Priorities

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

Action Item 1:
Inventory current end user devices

Owner:
Mike Diaz, Director of Technology

Due Date:
November 2018

Exit Criteria:
Report of end user devices

Action Item 2:
Schedule a meeting with identified stakeholders to develop a process for validating compatibility of purchases.

Owner:
Mike Diaz, Director of Technology

Due Date:
December 2018

Exit Criteria:
Steps of the process identified and distributed

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.

Measures of Success

Inventory of devices

Process for purchases identified and distributed