

St. James Parish Public Schools



2014-2019 Strategic Plan Summary



“Inspiring Hope and Purpose”

District and Community Needs Assessment
Education Plan Milestones
Key Ideas



Superintendent Alonzo R. Luce, Ph.D.



A Statement from the Superintendent Dr. Alonzo R. Luce

Throughout my career in education, I have lived by the motto *Inspiring Hope and Purpose*. Inspiration helps us tap into our personal resources of inner strength and creativity, motivating us to achieve our goals. For our students, it empowers them with skills, tools, and opportunities, helping them persevere to become their very best. Our ultimate goal is for our students to leave us with sharp minds and hopeful heart as they take their place in our community to lead purposeful lives. It is my strong belief that every child should be provided the opportunity to be inspired, to remain hopeful, and to find purpose in life.



In order to accomplish this, a strategic planning committee was assembled and five focus areas were identified by the district. Leaders from education, business and industry, academic administrators, parents, students, and citizens of our parish gathered over multiple meetings to probe these areas, identifying and addressing the needs of the district, and making recommendations to the full planning committee.

The culmination of the strategic planning committee's work was reviewed by the school district's administrative committee and a strategic plan for 2014-2019 was developed. The plan's objective is to ensure that every child in St. James Parish becomes a productive and contributing student to our learning community, and ultimately to our parish community. Our goal is to provide experiences for our students to develop all of their talents: intellectually, artistically, athletically, and socially.

St. James Parish School District has enjoyed a long history of community support. Our talented students, caring and supportive parents, passionate educators and responsive business community all work together toward a single focus: excellence in education.

I give you my commitment as Superintendent of St. James Parish Schools to continually strive to provide the best educational experience for all of our children, one that is inspirational, hopeful and purposeful. With a clear vision, established goals and careful monitoring, we can provide this for all of our students. This strategic plan, developed as a collaborative process, has all the pieces in place to give direction to our schools to increase the achievement levels of all students for the betterment of our St. James community. Thank you for your continued support of our children, our teachers, and our schools.

Table of Contents

Needs Assessment2

Focus Area 13
Academic Challenge and Performance of Each Student

Focus Area 25
Teacher/Administrator Quality: Recruitment, Selection, Retention

Focus Area 37
School Environment Supportive of Learning

Focus Area 49
Community Relations and Communication

Focus Area 5 11
Financial Resources

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2014 St. James Parish School Board

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Needs Assessment

Focus Area 1: Academic Challenge and Performance of Each Student

- Provide students with a challenging, integrated, and engaging curriculum based on the Common Core State Standards.
- Require students to demonstrate the mastery of academic subjects and real world tasks through Partnership for Assessment of Readiness for College and Career (PARCC) and other rigorous assessments tied to national standards.
- Provide research-based instructional and school organizational practices at all campuses, ensuring that all students are college and career ready.

Focus Area 2: Teacher/Administrator Quality: Recruitment, Selection, Retention

- Provide rigorous and effective programs of personnel recruitment, retention, training, leadership development, and evaluation.
- Provide a coordinated, high-quality system of professional development focused on meaningful and purposeful instruction to improve the quality of student learning and increase student achievement.
- Provide all school leaders, particularly principals and assistant principals, with professional development in instructional leadership skills for working effectively with the faculty, staff, and community to improve student learning.

Focus Area 3: School Environment Supportive of Learning

- Provide safe, inviting, well-maintained schools that reflect an environment of care.
- Provide an array of educational experiences for students to support and enhance the academic program and improve student achievement.
- Provide a technologically rich learning environment for all students, developing the skills necessary for college and career readiness.

Focus Area 4: Community Relations and Communication

- Develop a comprehensive, unified communications plan, which promotes the school system in the community, highlights the achievements of students and faculty, provides for emergency response, and effectively connects with parents.
- Plan effective communication to increase parental involvement in the schools at all levels.

Focus Area 5: Financial Resources

- Provide a quality, financially viable school system which is sustainable.
- Provide safe schools equipped to manage the demands of 21st century teaching and learning.
- Determine a course of action to implement the Strategic Plan with fidelity.

Focus Area 1

Academic Challenge and Performance of Each Student



- Provide students with a challenging, integrated, and engaging curriculum based on the Common Core State Standards.
- Require students to demonstrate the mastery of academic subjects and real world tasks through Partnership for Assessment of Readiness for College and Career (PARCC) and other rigorous assessments tied to national standards.
- Provide research-based instructional and school organizational practices at all campuses, ensuring that all students are college and career ready.

Objectives	Data Points
1. Provide educational program development leading to and expanding diverse college and career opportunities for all students	<ul style="list-style-type: none">• Implement a comprehensive Career Counseling Plan spanning elementary, middle and high school years• Increase opportunities in the middle school to earn high school credit units• Expand dual enrollment opportunities at both the Academic and Technical levels• Continue to strengthen post-secondary partnerships• Provide and increase virtual opportunities• Expand Course Choice opportunities and enrollment
2. Increase performance on all assessments	<ul style="list-style-type: none">• Increase scores on MAP tests (district tests for grades K-8)• Increase scores on LEAP/iLEAP/ EOC to be replaced by PARCC in year 2014-2015 (state achievement tests for grades 3-12)• Increase scores on the Educational Planning and Assessment System tests (Explore, Plan and ACT given to middle and high school students)

Focus Area 1 Continued

Objectives	Data Points
<p>3. Increase performance on all assessments</p>	<ul style="list-style-type: none"> • Student graduation rate increased to achieve or exceed state expectations
<p>4. Increase school performance scores at individual school sites</p>	<ul style="list-style-type: none"> • Achieve or exceed school performance score growth targets as dictated by the State Department of Education
<p>5. Increase student academic programs and activities to provide a diverse educational experience and stimulate pride in schools</p>	<ul style="list-style-type: none"> • Provide a high quality program of co-curricular and extra-curricular offerings at each school site • Expose students to other communities and experiences through field trips and virtual trips • Provide college experiences for students through university visits and on-campus college fairs



Focus Area 2

Teacher/Administrator Quality: Recruitment, Selection, Retention

- Provide rigorous and effective programs of personnel recruitment, retention, training, leadership development, and evaluation.
- Provide a coordinated, high-quality system of professional development focused on meaningful and purposeful instruction to improve the quality of student learning and increase student achievement.
- Provide all school leaders, particularly principals and assistant principals, with professional development in instructional leadership skills for working effectively with the faculty, staff, and community to improve student learning.

Objectives	Data Points
1. Attract a large, qualified pool of applicants	<ul style="list-style-type: none">• Improve job application process through the use of technology• Maintain salaries in the top 5% of districts in the state
2. Retain quality teachers and school leaders	<ul style="list-style-type: none">• Provide employee incentives such as recognition for professional achievements, tuition assistance, monetary awards, child care, or housing stipends to assist in recruiting and retaining high quality teachers and support staff• Develop an internship program to cultivate school leaders and develop human capital within the district• Build schools' internal capacities by providing internal and external leadership opportunities for teachers

Focus Area 2 Continued

Objectives	Data Points
<p>3. Continue to strengthen the ability of teachers and school leaders to improve the instructional program resulting in achievement for all students</p>	<ul style="list-style-type: none"> • Train school leaders in use of data to make the best instructional decisions for each child • Annually increase student achievement in both formative and summative assessments • Provide incentives for teachers in the dual enrollment program to build the program and maintain continuity at the school site • Strive to annually achieve 100% of teachers being highly qualified and certified
<p>4. Develop a coordinated plan of professional development for faculty and staff that can be implemented district-wide and monitored at each school site</p>	<ul style="list-style-type: none"> • Develop a professional development plan based on best practices and current research on teaching and learning

Focus Area 3

School Environment Supportive of Learning



- Provide safe, inviting, well-maintained schools that reflect an environment of care.
- Provide an array of educational experiences for students to support and enhance the academic program and improve student achievement.
- Provide a technologically rich learning environment for all students, developing the skills necessary for college and career readiness.

Objectives	Data Points
1. Provide safe, inviting schools	<ul style="list-style-type: none">• Improve signage at all schools to direct internal and external constituents• Continue to assess and improve the internal and external school environments for both aesthetics and maintenance• Annually assess systems of maintenance and physical plant needs and prioritize district needs• Develop school safety measures to ensure a secure campus• Implement district wide security systems
2. Enhance Positive Behavior Support in all schools	<ul style="list-style-type: none">• Improve the quality of PBIS in the high schools
3. Improve student services through technology mechanisms	<ul style="list-style-type: none">• Annually assess student services to ensure an integrated program which supports academic achievement and safety for all students
4. Provide for technology maintenance and upgrades	<ul style="list-style-type: none">• Strategically plan for technological improvements, including building information technology infrastructure

Focus Area 4

Community Relations and Communication



- Develop a comprehensive, unified communications plan, which promotes the school system in the community, highlights the achievements of students and faculty, provides for emergency response, and effectively connects with parents.
- Plan effective communication to increase parental involvement in the schools at all levels.

Objectives	Data Points
1. Develop a district-wide communications plan utilizing all media available to the parish	<p>Marketing and Promotion</p> <ul style="list-style-type: none">• Regularly provide feature articles to media highlighting district/school accomplishments• Fully utilize the district website tools for dissemination of happenings in the schools to the community-at-large• Investigate and evaluate the effective use of all social media as a means of communication <p>Planning</p> <ul style="list-style-type: none">• Utilize available funds to improve communication network, including human capital <p>Community Network</p> <ul style="list-style-type: none">• Develop a collaborative relationship with civil parish public information office• Use businesses to display school information• Establish regular meetings to network with Church leaders, Chamber of Commerce, civil parish, and local industry
2. Increase parental involvement and communication at all levels to support students	<ul style="list-style-type: none">• Investigate and design individual parent involvement programs at each school site• Set a minimum standard of communication for all schools, with specific examples and time lines• Establish “Power School Checkpoints” at school activities to ensure its accessibility and use by all parents• Update student directory information at intervals throughout the year to maintain an accurate data base• Monitor and test the Power School system regularly• Utilize social media outlets as a means of communication

Focus Area 5

Financial Resources



- Provide a quality, financially viable school system which is sustainable.
- Provide safe schools equipped to manage the demands of 21st century teaching and learning.
- Determine a course of action to implement the Strategic Plan with fidelity.

Objectives	Data Points
1. Determine the financial feasibility of schools with declining enrollment	<ul style="list-style-type: none">• Monitor population shifts within Parish annually• Research implications of population shifts• Research and gather input for possible changes
2. Determine adequate reserve for retirement obligations	<ul style="list-style-type: none">• Monitor and project rising costs of benefits and increased number of years of payout
3. Develop and get voter approval to implement facility improvement plan	<ul style="list-style-type: none">• Conduct a facility needs assessment• Upgrade electrical systems to accommodate growing technology demands
4. Implement new integrated accounting and administrative computer system	<ul style="list-style-type: none">• Plan and budget for ongoing maintenance and upgrades• Provide comprehensive training for all system users
5. Use long-range facility plan to develop a bond issue to renovate facilities	<ul style="list-style-type: none">• Develop comprehensive plan• Communicate needs to public• Appeal to voters for approval
6. Provide an integrated professional development plan for training school leaders	<ul style="list-style-type: none">• Strategically allocate funding

2014 Committee Members

The District and Community Needs Assessment Committee represents a diverse group of education and business leaders, public and private school experts, and community mentors from St. James Parish.

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