

Assumption For All: Reaching Every Student Every Day



Assumption Parish Schools

Strategic Plan

June 2021

Strategic Planning Steering Committee Members and Partner

Mr. Barthelemy - Superintendent

Mr. Lewis – School Board Member Ward 1

Mrs. Ourso – School Board Member Ward 8

Mrs. Barras – School Board Member Ward 3

Mrs. Allen – Director of Curriculum and Instruction – Lead

Mrs. Randle – Director of Business Services

Mr. Clement – Director of Human Resources

Mr. Buggage – Director of Student Services

Mrs. Dugas – Supervisor of Curriculum and Instruction

Mrs. Blanchard – Pipeline Specialist

Attuned Education Partners

Strength of our Plan

The Louisiana Department of
Education Ranked
Assumption Parish School
District's Strategic Plan
#1 in the State of Louisiana

We've developed a strategic plan based on feedback and input from hundreds of stakeholders

We are here



Phase 1

Phase 2

Phase 3

Phase 4

Project Kickoff

Org Diagnostic

Strategic
Planning

Early
Implementation

Description of phase

Determined the roles of different stakeholder groups in the strategic planning process and aligned on the project plan.

Gathered and analyzed the following sources of data:

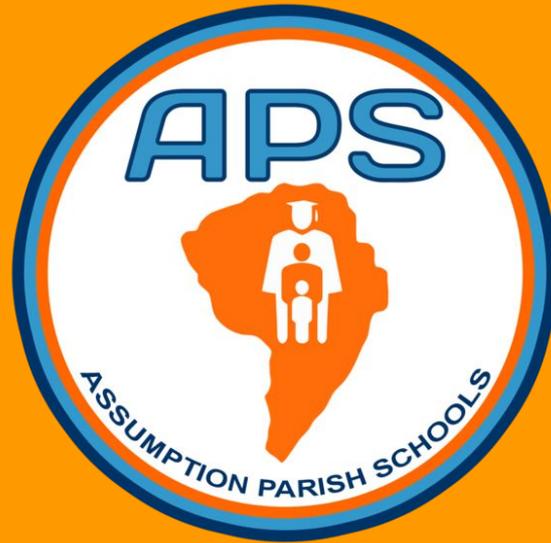
- Performance data
- Virtual classroom observations
- Instructional artifacts
- First round of constituents' perspectives:
 - **Surveyed all staff and family members** and ultimately got **450+ responses**.
 - Conducted **focus groups with students, family members, principals, assistant principals, and staff**.

Responded to the organizational diagnostic and defined the core elements of the strategic plan.

Conducted a **second round of focus groups** to gather feedback on the draft strategic plan and **refined the plan** accordingly.

We are currently in the process of implementing the strategic plan.

The strategic plan is intended to realize Assumption's mission ...



Assumption Parish School System will inspire lifelong learners, prepare students for their chosen future, and cultivate an environment conducive to learning.

Assumption conducted a diagnostic of our current state and identified several key strengths

Key
strengths

- Assumption's on-time high school graduation rates exceed similar systems, and ACT scores are improving.
- Assumption outperforms the state on math and performance is improving.
- Assumption has adopted high-quality curriculum and assessments across content areas.
- Constituents appreciate the tight-knit community within Assumption parish.
- Stakeholders recognize that Assumption's teachers and staff are one of the system's greatest strengths.

The diagnostic also identified several key gaps

Key gaps

- Equity throughout our district.
- Instructional systems (e.g., lesson plan internalization, observation and feedback) could be improved.
- Students want more mental and emotional supports, and both students and families cited a bullying issue at some campuses (LMS, PPES, and AHS).
- Stakeholders expressed dissatisfaction with the district's compensation.

Our Cabinet responded to the diagnostic by drafting six strategic priorities for the district

1. **Rigorous and culturally relevant instruction:** Strengthen implementation of existing curricula by deepening teacher and leader content and instructional expertise.
2. **Engaged and healthy students:** Cultivate a safe, joyful, engaging, and inclusive student culture at all schools.
3. **Differentiated academic support:** Provide individualized academic supports to meet students' diverse needs.
4. **Engaged families and community:** Develop meaningful and authentic family and community partnerships.
5. **Diverse and effective team:** Attract, develop, and retain a diverse and talented team.
6. **Equity-focused vision:** Develop, align around, implement, and measure progress toward an equity-focused vision that allocates resources to support our students and schools most in need.

Addressing the Gaps immediately

- ❖ Pay increases
- ❖ Retention Stipends
- ❖ Leadership and Teacher development (NIET, CKH, Lesson Plan Internalization)
- ❖ Accelerate Learning
- ❖ STEM Summer Camps
- ❖ Fast Forward
- ❖ Summer School Programming
- ❖ Building a Pipeline of teachers and school leaders
- ❖ Social and Emotional Plan
- ❖ Assumption Cares

Our Cabinet has aligned on the following initiatives and sequence for priority #1

#	Description	2021-22	2022-23	2023-24	2024-25	2025-26
SP #1	Rigorous and culturally relevant instruction: Strengthen implementation of existing curricula by deepening teacher and leader content and instructional expertise.					
1.1	Assess the effectiveness of principals' facilitation of instructional leadership teams and develop principals to proficiency in their facilitation	Re-launch	Monitor	Monitor	Monitor	Monitor
1.2	Expand and/or significantly strengthen curriculum-based training with a focus on systems for lesson plan preparation and internalization for teachers and leaders (via instructional leadership teams).	Design vision/ expectations/ tools for all; launch K-2 ELA	Launch 3-12 ELA	Launch K-12 Math	Launch K-12 Social Studies	Launch K-12 Science
1.3	Continue to develop and/or significantly strengthen school leaders' capacity to lead high-impact informal observation feedback and coaching grounded in adopted curriculum and aligned with NIET/ CLASS rubrics (via instructional leadership teams).		Design vision/ expectations for all; Launch K-2 ELA	Launch 3-12 ELA	Launch K-12 Math	Launch K-12 Social Studies
1.4	Develop and implement systems for data driven instruction and student work analysis.			Launch K-2 ELA	Launch 3-12 ELA	Launch K-12 Math

Our Cabinet has aligned on the following initiatives and sequence for priorities #2 and #3

#	Description	2021-22	2022-23	2023-24	2024-25	2025-26
SP #2	Engaged and healthy students: Cultivate a safe, joyful, engaging, and inclusive student culture at all schools.					
2.1	Define and implement an equitable vision for classroom and school culture across Assumption schools (e.g., expectations for student and teacher behavior)		Define the vision	Launch	Monitor	Monitor
2.2	Develop and implement targeted measures to combat bullying and promote student safety (e.g. anti-bullying campaign, anonymous reporting, Safe School Louisiana app, Rave Panic Button, Crimestoppers).	Launch	Monitor	Monitor	Monitor	Monitor
2.3	Assess state of Caring Schools Community SEL curriculum implementation and respond by significantly strengthening implementation and/ or adopting and implementing alternative SEL curriculum in one or more grade levels		Assessment and design	Launch	Monitor	Monitor
2.4	Revise our approach to responding to severe behaviors/ patterns of behavior to make it more inclusive (e.g., by providing additional coaching for students who need it), so that students are less frequently suspended or placed in alternative settings				Launch	Monitor
2.5	Expand and/or significantly strengthen student access to mental health counselors (e.g. more time in schedules).					Launch
SP #3	Differentiated academic support: Provide individualized academic supports to meet students' diverse needs.					
3.1	Expand and/or significantly strengthen professional development focused on providing differentiated learning to students (e.g. use of diverse learner guides).			Launch	Monitor	Monitor
3.2	Expand and/or significantly strengthen intervention practices (e.g. develop a clear vision, provide professional development for educators, increase time and staffing).				Launch	Monitor

Our Cabinet has aligned on the following initiatives and sequence for priorities #4, #5, and #6

#	Description	2021-22	2022-23	2023-24	2024-25	2025-26
SP #4	Engaged families and community: Develop meaningful and authentic family and community partnerships.					
4.1	Build and/or significantly strengthen meaningful partnerships with local community organizations (e.g. public library, community center, churches).		Launch	Monitor	Monitor	Monitor
SP #5	Diverse and effective team: Attract, develop, and retain a diverse and talented team.					
5.1	Develop principals' ability to use newly-adopted rubrics when observing for teacher evaluation (CLASS for prek-2, NIET for 3-12)	Launch	Monitor	Monitor	Monitor	Monitor
5.2	Research root causes of teacher turnover and develop/implement plan to increase teacher retention of effective educators (e.g., strengthen leadership development programs)	Research & launch for new teachers	Research & launch for veteran teachers	Monitor	Monitor	Monitor
5.3	Expand and/or significantly strengthen teacher and leader recruitment practices (e.g. access to diverse talent pipelines).			Launch	Monitor	Monitor
SP #6	Equity-focused vision: Develop, align around, implement, and measure progress toward an equity-focused vision that allocates resources to support our students and schools most in need.					
6.1	Create and communicate equity-focused vision for Assumption Parish Schools and then effectively market the Parish's progress against that vision	Launch	Monitor	Monitor	Monitor	Monitor
6.2	Focus our annual budgeting process on achieving our equity-focused vision		Launch	Monitor	Monitor	Monitor

Act for IMPACT

Mr. Barthelemy, District Vision Team

- ★ Equity Focused vision
- ★ Marketing Strategies
- ★ Managerial Task
- ★ Pay Increases

Mrs. Allen, Curriculum Team

- ★ Unit Unpacking
- ★ Lesson Internalization
- ★ District Benchmark
- ★ Coaching Teachers & Leaders
- ★ NIET Evaluation Tool

Mrs. Randle, Finance Team

- ★ Funding for Initiatives
- ★ Budget Management
- ★ Spending Guidance

Mr. Clement, Human Resource Team

- ★ Recruiting Employees
- ★ Retaining Employees
- ★ New Teacher Support
- ★ Developing a pipeline of teachers and leaders
(Assumption Parish Aspiring Leaders)

Mr. Buggage, Student Services Team

- ★ Assumption Cares:
Anti-bullying Campaign
- ★ Parental Involvement: A Call to Action. PIMS
- ★ Social Emotional Learning

Aspire to be great everyday!

Know your **P**urpose!

Be of **S**ervice.

#BetterTogether
#WeAreAssumption

Thank you.

