



**OCEAN SPRINGS
SCHOOL DISTRICT**

INSPIRE 2029

STRATEGIC PLAN

2024-2029

VERSION

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WELCOME TO OCEAN SPRINGS SCHOOL DISTRICT!



DISCOVER OSSD

Ocean Springs School District is home to a beautiful, welcoming, and engaging community composed of academic scholars, award-winning teachers, and standard-setting schools, including the #3 ranked high school in the state of Mississippi. OSSD proudly serves the city of Ocean Springs, Mississippi, a beautiful, arts-driven town located along the Gulf Coast.



OUR MISSION:

It is the mission of Ocean Springs School District to teach our students essential content and strategies, which will enable them to apply knowledge beyond their school experience and to have a positive impact on society.

OUR VISION:

It is the vision of Ocean Springs School District to educate and inspire all students to their highest levels of achievement.



KEY GOALS

We are pleased to share with you the revised strategic plan for Ocean Springs School District (OSSD). Our commitment to providing an exceptional education for all students remains steadfast, and this strategic plan reflects our collective vision for the future.

Over the past several months, we have engaged in a comprehensive review process, gathering input from educators, parents, students, and community stakeholders. This collaboration has been instrumental in shaping a strategic plan that aligns with our community's values and aspirations.

KEY GOALS

1. OSSD will expand partnership opportunities with all members of the Ocean Springs community.
2. OSSD will provide world-class facilities that meet the educational and developmental needs of all students.
3. OSSD will be among the highest-performing school districts in the United States.
4. OSSD will prioritize the development of the whole child.
5. Every OSSD student will graduate ready for college and/or career.

We are dedicated to transparency, accountability, and continuous improvement. This strategic plan will guide our efforts over the coming years, ensuring that every decision and initiative supports our mission of providing a high-quality education to all students.

We invite you to join us on this journey as your support and involvement are crucial to our success. Together, we can create an educational environment that not only meets but also exceeds the expectations of our community.

Thank you for your ongoing support and commitment to Ocean Springs School District.



1

EXPAND PARTNERSHIPS

Strengthening partnerships between the schools and the community is vital for our mutual success. OSSD is committed to fostering and expanding these essential relationships.

2

WORLD-CLASS FACILITIES

Facilities are important tools for the implementation of the educational vision and should accommodate the potential for population growth and expanding educational and developmental needs.

3

HIGH-PERFORMING SCHOOL DISTRICT

OSSD desires to be not only the academic leader in Mississippi but also a leader when compared nationally.

4

PRIORITIZE CHILD DEVELOPMENT

OSSD will prioritize not only the academic but also the developmental needs of all students.

5

COLLEGE & CAREER READINESS

OSSD is committed to equipping all students with the necessary skill sets to excel in their chosen post-graduate activities.

GOAL 1: EXPAND PARTNERSHIPS

Ocean Springs School District will expand partnership opportunities with all members of the Ocean Springs community.

OBJECTIVE 1:

OSSD will develop workforce development opportunities for all students.

STRATEGY 1:



Establish a comprehensive business pool to provide high school students with internships and externships, enhancing workforce development opportunities.

STRATEGY 2:



OSSD will continue to improve job shadowing, mock interviews, and other activities that simulate life experiences for students at the middle school and high school.

EXPECTED OUTCOME

An increased number of students involved in a mentorship, externship, or internship.

OBJECTIVE 2:

OSSD will explore funding and grant opportunities to increase access to additional resources.

STRATEGY 1:



Create a grant calendar and information hub for staff, which offers real-time updates on available grants and application guidance.

STRATEGY 2:



Appoint a dedicated individual to research and identify available grants and provide guidance in grant writing.

EXPECTED OUTCOME

Increased funding available for teachers and staff to provide essential services and opportunities for students.



DESCRIPTION:

Strengthening partnerships between the schools and the community is vital for our mutual success. OSSD is committed to fostering and expanding these essential relationships.

OBJECTIVE 3:

OSSD will enhance communication with the community regarding financial resources and management.

STRATEGY 1:



Educate the staff and community on the budget process.

STRATEGY 2:



Conduct a yearly budget presentation to the Board of Alderman.

STRATEGY 3:



Educate the staff and community on applicable state and federal privacy laws to which the district must adhere.

STRATEGY 4:



Launch a public relations campaign to better inform the community about district initiatives and resource management.

EXPECTED OUTCOME

Increased public awareness as measured by community and school surveys.



GOAL 2: WORLD-CLASS FACILITIES

Ocean Springs School District will provide world-class facilities that meet the educational and developmental needs of all students.

OBJECTIVE 1:

OSSD will create a visionary facility plan that responds to the educational vision.

STRATEGY 1:

Finalize a board-approved facility study.

STRATEGY 2:

Create/Identify funding sources for the implementation of the facility study.

EXPECTED OUTCOME

Implementation of a district facility plan to meet the ongoing needs of students and staff.

OBJECTIVE 2:

OSSD will explore non-conventional learning environments.

STRATEGY 1:

Create innovative spaces to facilitate creative teaching and learning.

STRATEGY 2:

Incorporate creative and flexible designs into future plans to enhance 21st century classroom environments.

STRATEGY 3:

Coordinate with local business and industry to identify additional workforce development locations.

EXPECTED OUTCOME

The creation of innovative learning environments.



DESCRIPTION:

Facilities are important tools for the implementation of the educational vision and should accommodate potential population growth and expanding educational and developmental needs.

OBJECTIVE 3:

OSSD will evaluate existing campuses, remove inadequate facilities, and/or renovate them to accommodate the needs of students and staff.

STRATEGY 1:

Develop and implement a district plan for needed renovations.

STRATEGY 2:

Conduct community feedback sessions to communicate needed changes and receive input regarding those changes.

EXPECTED OUTCOME

Completed facility upgrades to meet the needs of students and staff.

OBJECTIVE 4:

OSSD will continue to evaluate the high school to plan for current and future space needs.

STRATEGY 1:

Finalize a board-approved facility study

STRATEGY 2:

Include in the annual budget the necessary resources to address future needs of the high school.

EXPECTED OUTCOME

Develop an ongoing plan for future capital improvements at the high school.



GOAL 2: WORLD-CLASS FACILITIES

OBJECTIVE 5:

OSSD will improve all existing buildings while addressing the core infrastructure needs.

STRATEGY 1:



Finalize a board-approved facility study.

STRATEGY 2:



Create/Identify funding sources for the implementation of the facility study.

EXPECTED OUTCOME

Improved infrastructure of existing district buildings.

OBJECTIVE 6:

OSSD will improve facilities for the arts and athletics to meet future state-of-the-art standards.

STRATEGY 1:



Develop and implement a plan for incorporating energy-efficient lighting in all athletics and arts facilities.

STRATEGY 2:



Make necessary technology updates to all arts and athletics facilities.

EXPECTED OUTCOME

State-of-the-art athletic and arts facilities.





GOAL 3: HIGH-PERFORMING SCHOOL DISTRICT

Ocean Springs School District will be among the highest-performing school districts in the United States.

OBJECTIVE 1:

OSSD will enhance teacher retention rates through targeted strategies and supportive initiatives

STRATEGY 1:



Promote collaboration and the sharing of best practices among teachers at all levels to build a supportive professional community.

STRATEGY 2:



Conduct a salary study to ensure compensation levels align with comparable districts in Mississippi and the Southeast.

STRATEGY 3:



Advertise job openings nationally across multiple platforms to attract a diverse and highly qualified workforce.

STRATEGY 4:



Offer ongoing professional development opportunities to support the growth and advancement of all teachers.

STRATEGY 5:



Clearly communicate and highlight the benefits package available to first-year teachers in the district.

EXPECTED OUTCOME

Increased teacher retention rate over the next five years.

Alignment of the district's teacher compensation rate with other Gulf Coast school districts.

A 5% annual increase in teacher satisfaction (culture and climate) over five years.



DESCRIPTION:

OSSD desires to be not only the academic leader in Mississippi but also a leader when compared nationally.

OBJECTIVE 2:

OSSD will increase novice teacher training, performance, and retention.

STRATEGY 1:



Implement a novice teacher training initiative.

STRATEGY 2:



Provide professional development including structured learning walks for novice teachers.

STRATEGY 3:



Assign a mentor to all novice teachers.

STRATEGY 4:



Provide additional preparation time and resources for novice teachers

EXPECTED OUTCOME

A 15% increase in novice teacher retention rates.



GOAL 3: HIGH-PERFORMING SCHOOL DISTRICT

OBJECTIVE 3:

OSSD will maintain a 95% or greater yearly graduation rate.

STRATEGY 1:



Restructure the teacher-counselor partnership for parent communication and conduct an annual meeting for grades 6-12.

STRATEGY 2:



Establish an alternative academic program for students assigned to an alternative setting outside of the traditional classroom to ensure their success.

STRATEGY 3:



Create a dropout prevention coordinator or graduation coach for the district.

STRATEGY 4:



Develop a plan to decrease the number of students who do not pass the state assessments required for graduation.

STRATEGY 5:



Increase awareness of graduation requirements and post-graduate options for students.

EXPECTED OUTCOME

Increase the district's yearly graduation rate to 95% or higher.



OBJECTIVE 4:

OSSD will provide work-based learning opportunities for all students.

STRATEGY 1:

Revise the work-based learning requirements to ensure all students can participate.

STRATEGY 2:

Research and establish community-based work partnership opportunities.

STRATEGY 3:

Consider applying to become a "District of Innovation" as determined by the Mississippi Department of Education.

STRATEGY 4:

Consider a revision of the district's course prerequisites to determine if they are necessary for work-based learning opportunities.

EXPECTED OUTCOME

Every student has the opportunity to participate in a mentorship, internship, or on-the-job training experience before graduating



GOAL 3: HIGH-PERFORMING SCHOOL DISTRICT

OBJECTIVE 5:

OSSD will develop additional early learning opportunities for all students.

STRATEGY 1:



Designate a district position to focus on expanding early learning options.

STRATEGY 2:



Research and develop a funding source for early learning options.

STRATEGY 3:



Develop or expand partnerships with early childhood care providers in the Ocean Springs community.

EXPECTED OUTCOME

Expanded early learning opportunities for all students.

OBJECTIVE 6:

OSSD will increase the percentage of students scoring "Advanced" on national and international normed assessments.

STRATEGY 1:



Utilize data from formative and summative assessments to identify students on the cusp of reaching advanced levels and provide targeted interventions to support their growth.

STRATEGY 2:



Provide ongoing professional development for teachers focused on advanced instructional strategies, differentiated instruction, and effective use of formative assessments to identify and address students' learning needs.

EXPECTED OUTCOME

Analysis of score reports, expect an increase comparing the percentage of students scoring "Advanced" on AP & IB assessments.



OBJECTIVE 7:

OSSD will focus on the progress of students with dyslexia.



STRATEGY 1:

Continuously monitor the progress of students with dyslexia and adjust interventions as necessary to ensure all students are performing at or above grade level.



STRATEGY 2:

Use data-driven approaches and the Multi-Tiered Systems of Support (MTSS) process to track dyslexia student progress and inform instructional practices.



STRATEGY 3:

Implement formative assessments and adjust instruction as needed.



STRATEGY 4:

Strengthen the partnership with the Lighthouse team to ensure a seamless transition for students.

EXPECTED OUTCOME

Increase growth and proficiency of students with dyslexia on local and state assessments.



GOAL 4: PRIORITIZE CHILD DEVELOPMENT

Ocean Springs School District will prioritize the development of the whole child.

OBJECTIVE 1:

OSSD will increase behavioral health support for students and staff.

STRATEGY 1:

Provide students and staff access to a behavioral health professional housed in the district.

STRATEGY 2:

Update the district's behavioral health resource guide and make it available online.

STRATEGY 3:

Train students and staff on threat awareness.

STRATEGY 4:

Conduct behavioral screenings, as needed, for students.

STRATEGY 5:

Launch a district-wide campaign to raise awareness about bullying, vaping, and drug use.

STRATEGY 6:

Train staff on classroom management and de-escalation techniques.

EXPECTED OUTCOME

Increased access to behavioral health professionals.

Reduced notification alerts for threats by 20%.

Reduction in student discipline incidents.



DESCRIPTION:

OSSD will prioritize not only the academic but also the developmental needs of all students.

OBJECTIVE 2:

OSSD will enhance access to clubs, extracurricular opportunities, and community partnerships for all students.

STRATEGY 1:

Research barriers to adding additional clubs and extracurricular activities.

STRATEGY 2:

Investigate the requirements for implementing a student mentorship initiative at OSHS.

EXPECTED OUTCOME

Increase student participation in extracurricular activities by 15%

Add four extracurricular activities/programs in the next five years.



GOAL 4: PRIORITIZE CHILD DEVELOPMENT

OBJECTIVE 3:

OSSD will ensure a secure, structured, and positive environment for all staff and students.

STRATEGY 1:



Conduct yearly assessments of all intercom, alert, and surveillance camera systems.

STRATEGY 2:



Review and revise the district's Crisis Response Plan and provide training opportunities related to safe and orderly schools.

STRATEGY 3:



Consider utilizing security scanners in applicable schools.

STRATEGY 4:



Research the implementation of the Positive Behavior Interventions and Supports (PBIS) system.

EXPECTED OUTCOME

Reduction in student discipline incidents.

Increase in student and staff morale and overall school culture.





OCEAN SPRINGS HIGH SCHOOL



GOAL 5: COLLEGE & CAREER READINESS

Every Ocean Springs School District student graduates ready for college and/or career.

OBJECTIVE 1:

OSSD will increase college and career exposure for all students.

STRATEGY 1:



Increase the number of college and career tours as well as experiences for students.

STRATEGY 2:



Prioritize the discussion of college applications and admissions in the student advisory class.

STRATEGY 3:



Create a freshman seminar class.

STRATEGY 4:



Create additional opportunities for middle and high school students to begin their post-graduate experience before high school graduation through initiatives like a "Collegiate Academy" and "Middle College" programs.

EXPECTED OUTCOME

Increased exposure to real-world and post-graduate experiences for all students.



DESCRIPTION:

OSSD is committed to equipping all students with the necessary skill sets to excel in their chosen post-graduate activities.

OBJECTIVE 2:

OSSD will enhance knowledge and awareness of college options and scholarship opportunities.

STRATEGY 1:

Offer professional development for teachers and counselors focused on college options and scholarship opportunities.

STRATEGY 2:

Ensure that all students meet with a career coach before the end of their junior year.

STRATEGY 3:

Build a team to assist students with the Free Application for Federal Student Aid (FAFSA) application.

STRATEGY 4:

Create a class specifically designed to prepare students for the Preliminary SAT (PSAT).

STRATEGY 5:

Offer workshops outside of school and business hours to inform parents about college and scholarship opportunities.

EXPECTED OUTCOME

Increase the number of students accepted into college.

Increase the amount of scholarship funds awarded to seniors each year.

Increase the number of National Merit Finalists and Semifinalists each year.

GOAL 5: COLLEGE & CAREER READINESS

Every Ocean Springs School District student graduates ready for college and/or career.

OBJECTIVE 3:

OSSD will enhance participation and performance for all subgroups in advanced electives and career technical courses.

STRATEGY 1:



Conduct surveys and focus groups with parents and teachers to identify barriers that prevent subgroups from enrolling in advanced electives and CTE courses.

STRATEGY 2:



Establish mentorship programs where upperclassmen, alumni, and professionals can guide and encourage underrepresented students to explore and excel in these courses.

STRATEGY 3:



Develop targeted awareness campaigns to inform students and parents about the benefits and opportunities of advanced electives and career technical courses.

EXPECTED OUTCOME

Increase in the number of students participating in advanced-level courses by 10%.

Increase in the number of students completing career-technical programs (National Certifications), earning International Baccalaureate diplomas, and obtaining Advanced Placement Capstone diplomas by 10%.



OBJECTIVE 4:

OSSD will specifically focus on preparing all subgroups of students for the ACT and/or WorkKeys assessments.

STRATEGY 1:



Identify students in need of support through diagnostic assessments and provide early interventions starting in middle school.

STRATEGY 2:



Establish mentorship programs where teachers, counselors, and volunteers provide one-on-one or small-group tutoring to address specific needs.

STRATEGY 3:



Develop and provide access to online resources including practice questions, tutorials, and interactive study tools that students can use at their own pace.

EXPECTED OUTCOME

Performance gaps between subgroups will narrow, leading to more equitable test results.

Increase opportunities for college scholarships and an increase in the number of students who are certified for the workplace using the WorkKeys.



GOAL 5: COLLEGE & CAREER READINESS

Every Ocean Springs School District student graduates ready for college and/or career.

OBJECTIVE 5:

Increase Participation in College and Career Readiness Opportunities.

STRATEGY 1:



Research and establish community-based career readiness opportunities with local industry and organizations.

STRATEGY 2:



Provide a work-based learning opportunity for all students before graduation.

EXPECTED OUTCOME

Development of college and career readiness programs that students will have access to both in school and within the community.

Increased partnerships with local industries and organizations will provide students hands-on experience and professional networking opportunities.



OBJECTIVE 6:

OSSD will expand opportunities for upper elementary students to explore career pathways.

STRATEGY 1:



Arrange for guest speakers from various industries.

STRATEGY 2:



Host an annual Career Day.

STRATEGY 3:



Participate in virtual field trips.

STRATEGY 4:



Facilitate tours of the career and technical facility for upper elementary students, allowing them to interact with high school students and faculty.

EXPECTED OUTCOME

Elementary students are afforded more opportunities to explore career pathways of the future.



MISSISSIPPI'S #1 RANKED SCHOOL DISTRICT



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