

Jackson Public Schools



Building Stronger Schools Together

Jackson Public School District



District Profile

Mission

- Jackson Public Schools, an innovative, urban district committed to excellence, will provide every student a quality education in partnership with parents and the community.

Goals*

- Increase Academic Performance and Achievement.
- Provide Safe School Climate.
- Maintain Fiscal Integrity and Accountability.

Vision

- Our vision is to become a top-ranked learning community that graduates productive, caring citizens who are prepared to succeed in a global society.

*Revised goals adopted by the Board of Trustees March 30, 2017

Jackson Public School District



- Second largest school district in Mississippi, serving nearly 27,000 students, representing more than 80 percent of school-aged children in the state's capital and only urban municipality.
- The District maintains approximately 5 million square feet of floor space, approximately 2,200 acres, 108 Buildings and 247 portable classrooms.
- There are 7 high schools, 12 middle schools, 37 elementary schools, and 2 special schools comprising the district's 58 school sites. These schools are divided into 7 feeder patterns based on the high school receiving the area's students.

Jackson Public School District



District Profile

Special Programs

- Academic and Performing Arts Complex
- Advanced Placement *
- Arts Access
- Ask for More Arts
- Base Pair/Student Oriented Academic Research
- Career Development Center*
- Career Academies*
- Counseling Services*
- Dual Credit and Enrollment*
- Duke Talent Identification Program *
- International Baccalaureate
- Montessori
- National Honor Society*
- Open Doors - Gifted Education Program*
- Strings in the Schools*

*Districtwide Advance Learning Programs

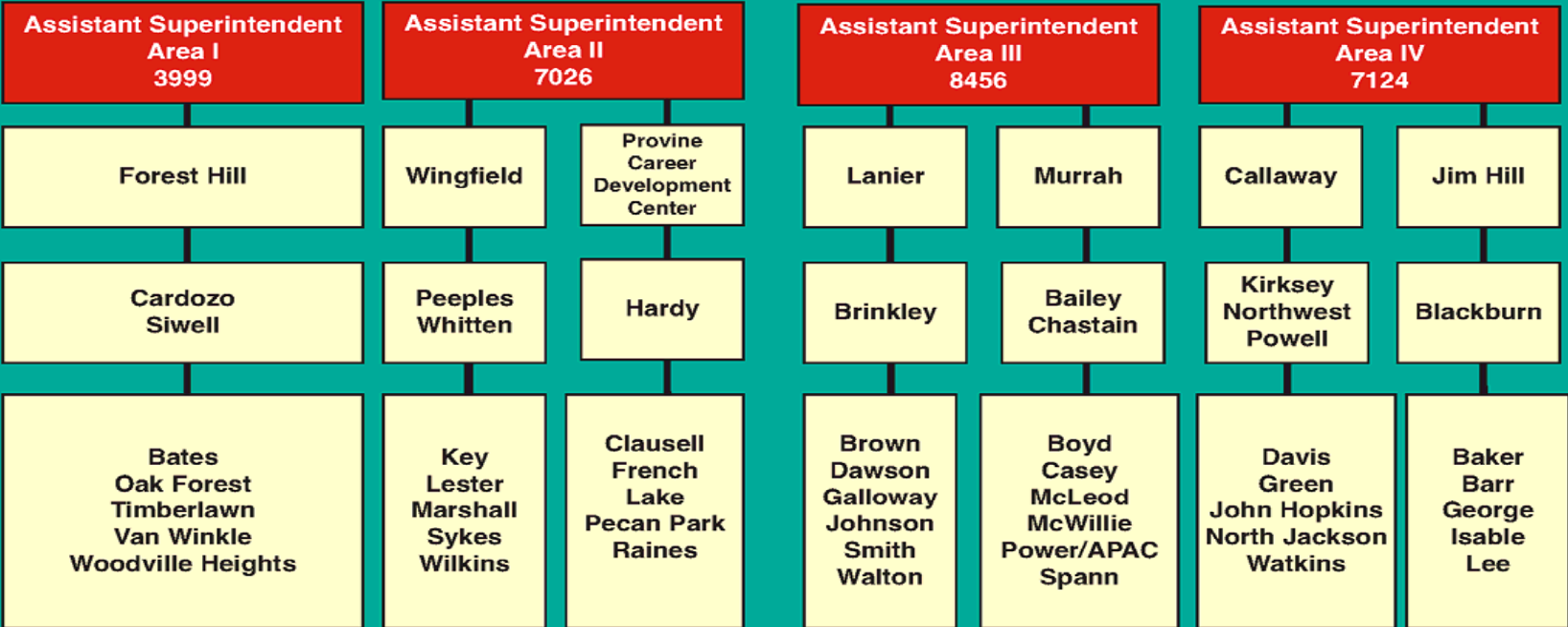
Jackson Public School District



Restructuring of the District

- Reorganized the District into four (4) Pre-k-12 district areas.
- Hired fourteen (14) new principals for the 2017-2018 school year.
- Consolidated Poindexter Elementary with Barr Elementary.
- Repurposed Rowan Middle School into a full-time location for Re-engaging in Education for All to Progress, also known as R.E.A.P.
- Created compliance department to monitor the execution of corrective actions.

JACKSON PUBLIC SCHOOL DISTRICT



Timeline of Key Events



- **April 2016:** MDE conducted a limited audit. Twenty (22) schools were audited. Twenty-two (22) of thirty-two (32) standards were found to be in violation. It was conducted over a 3-week time-frame.
- **August 16, 2016:** MDE downgraded the District's accreditation status to probation. The District began to develop a Corrective Action Plan (CAP) to address the deficiencies revealed in the audit.
- **September 6, 2016:** MDE began a full investigative audit.
- **November 10, 2016:** MDE rejected the District's CAP.
- **November 16, 2016:** The former superintendent resigned.
- **November 17, 2016:** The Board of Trustees appointed an interim superintendent.
- **December 15, 2016:** MDE approved the CAP for the limited audit.
- **December 16, 2016:** JPS began implementation of its CAP while MDE was continuing to conduct a full investigative audit.
- **July 31, 2017:** MDE ended the full investigative audit.

Exhibits

Jackson Public School District



The Jackson Public School District will demonstrate that an extreme emergency does not exist that jeopardizes the safety, security and educational interest of students.

The Jackson Public School District will demonstrate that it has made significant improvements in the areas of safety, security, transportation, instruction, record keeping, facilities, and teacher recruitment since the completion of the limited and investigative audits performed by MDE.

Policy/Standard

Area Evaluated:
Standard 1: School
Board Policies

Corrective Action Taken



- One hundred percent (100%) of the board policies has been reviewed by the school board.
- A total of 457 policies was reviewed, revised, developed, or deleted.
- Policy and Procedures IDB Accreditation (establishes process and consequences for accreditation deficiencies) was approved May 2, 2017.

See Exhibit D



Accreditation Policy IDB and Procedures for Addressing Non Compliance with Accountability/Process Standards

Accreditation Policy IDB

All personnel are expected to comply with accreditation and process standards.

The District has developed and implemented an internal monitoring and reporting process to ensure compliance with accountability requirements and accreditation standards that include consequences for personnel.

- Standard leader identifies deficiency.
- Principal or department heads, CAP Facilitator and Superintendent are notified in writing of deficiency.
- Principal or department heads have five-eight days to correct deficiencies.
- If not corrected, disciplinary action will include a reprimand, suspension, or termination.
- Internal compliance team is in place to monitor procedures.

Policy/Standard

Corrective Action Taken



Area Evaluated:

Standards 6 and 8:
Residency
Verification and
Student Records

- The Office of Records completed a review and assessment of all 2015-2016 graduate records that are currently archived at the central depository.
- All 2017 graduate records were reviewed and verified.
- The District is presently following the instructions and procedures for record maintenance as prescribed by MDE's Manual of Directions for records.

See Exhibit E

Policy/Standard

Corrective Action Taken



Area Evaluated:

Standards 6 and 8:

Residency

Verification and

Student Records

- The District is presently utilizing an internal auditing process for reviewing and evaluating records.
- The District has created an online records checklist inventory system that is used for auditing purposes.
- The District has implemented a process for schools outside of the district to request records via email at **esr@jackson.k12.ms.us**.
- Personnel responsible for student records are trained using the MDE Manual of Instructional on Online Tutorials.

Policy/Standard

Corrective Action Taken



Area Evaluated:

Standards 6 and 8:
Residency
Verification and
Student Records

- All students have the required proofs of residency, birth certificate, and immunization certificate on file. Internal audits will continue to take place to assure compliance.
- The District has reviewed enrollment policies and procedures, and is making revisions for 2018-2019 school year.
- Parents that have not completed registration have been notified and issues will be resolved according to District procedures.
- Students that have not reported to school or withdrawn have been reported to the MDE Office of Compulsory Attendance Enforcement.

Policy/Standard

Area Evaluated:
Standard 14:
Graduation
Requirements

Corrective Action Taken



- Reviewed Board Policy IGB- High School Graduation
- Reviewed and updated the “at-a-glance” graduation section of the publication, Code of Student Conduct and Handbook, provided to district personnel, students, parents, and community stakeholders.
- Conducted ongoing training with principals and school counselors regarding graduation requirements and course sequencing.
- Provided i-CAP training to all counselors and principals and implemented a new i-CAP system to capture students’ individual career and academic plans utilizing the student management system.

Policy/Standard

Area Evaluated:

Standard 14:
Graduation
Requirements

Corrective Action Taken



- Ensured counselors and record clerks have more oversight related to assisting with the accuracy of records.
- Reviewing and revising the board policy to ensure students are not allowed to participate in early release unless all graduation requirements are met.
- We are conducting onsite checkpoints at each high school with the lead counselor and principal, reviewing students' transcripts, cumulative folders, and permanent records.

Policy/Standard

Area Evaluated:

Standard 14:
Graduation
Requirements

JPS Findings



Callaway High School graduated 200 eligible students instead of the 224 that was reported by MDE in the school year 2016-2017.

Students identified as failing to meet graduation requirements did not participate in graduation exercises as reported by MDE.

MDE incorrectly reported the graduation of ineligible students at all seven (7) high schools.

See Exhibit F

	Callaway	Forest Hill	Jim Hill	Lanier	Murrah	Provine	Wingfield	Total
Number of Graduates (Note: MDE findings are given below in red print.)	<u>200</u> 224	<u>180</u> 145	<u>245</u> 224	<u>122</u> 122	<u>332</u> 332	<u>221</u> 180	<u>127</u> 177	<u>1427</u> 1404
Number of Graduates with Insufficient Carnegie Units (Process Standard 14.1)	<u>0</u> 12	<u>0</u> 5	<u>0</u> 49	<u>0</u> 2	<u>0</u> 7	<u>0</u> 7	<u>0</u> 4	<u>0</u> 86
Number of Graduates Lacking Assessment Requirements (Process Standard 14.2)	<u>0</u> 20	<u>0</u> 2	<u>0</u> 4	<u>0</u> 15	<u>0</u> 20	<u>0</u> 1	<u>0</u> 1	<u>0</u> 63
Total Number of Graduates <u>Not</u> Meeting Graduation Requirements	<u>0</u> 32	<u>0</u> 7	<u>0</u> 53	<u>0</u> 17	<u>0</u> 27	<u>0</u> 8	<u>0</u> 5	<u>0</u> 149
Number of Occupational Diplomas (Process Standard 14.4)	<u>2</u> 2	<u>9</u> 6	<u>2</u> 4	<u>3</u> 3	<u>1</u> 1	<u>11</u> 6	<u>3</u> 2	<u>31</u> 24

Policy/Standard

Area Evaluated:
Standard 20:
Instructional
Management
System

Corrective Action Taken



- The District has a Board approved Instructional Management System.
- Professional Development and Curriculum Departments have been created to focus on teaching and learning.
- Standards-based professional development has been initiated for all instructional staff, including limited service teachers.
- Teacher mentors have been hired to support new teachers.

See Exhibit G

Policy/Standard

Area Evaluated:
Standard 20:
Instructional
Management
System

Corrective Action Taken



- Signing bonuses and incentive pay have been added for teacher recruitment.
- The District is utilizing professional development services offered by MDE.
- The District is continuing to leverage federal dollars to provide job-embedded professional development and coaching.

Policy/Standard

Area Evaluated:
Standard 29:
Transportation
Program and
Quarterly
Inspection of
Buses

Corrective Action Taken



- The District completed their quarterly inspection in July 2017 and all noted vehicles are ready for inspection from MDE.
- The District purchased 44 new buses with GPS to monitor on-time arrival for the 2017-2018 school year.
- Bus drivers pay was increased to \$14.15 an hour with benefits to retain and attract new drivers.
- The District has invested in equipment and personnel to make sure that Standard 29 meets compliance requirements.

See Exhibit H

Policy/Standard

Area Evaluated:

Standard 29:
Transportation
Program and
Quarterly
Inspection of
Buses

Corrective Action Taken



- A trainer position was created to help assist applicants with becoming bus drivers.
- A driver has been assigned to each of the District's 210 routes.
- Bus arrival time is over 95 percent, according to data collected from GPS technology.

Policy/Standard

Area Evaluated:

Standard 30: School District Facilities

Correction Action Taken



The District has made significant progress in correcting the citations that were cited by the limited audit conducted on April 5 – 22, 2016. The District received 1,541 citations and to date 1,487 have been corrected and 1,402 have been certified by MDE as late as June 26, 2017. Corrective Action installations and replacements include:

- 833 Fire Extinguishers
- 28 Water Coolers
- 6 Lavatories
- 5 Water Closets
- 7 Urinals
- 250 Ground Fault Circuit Interrupters
- 400 Exit Lights
- 400 Battery Operated Emergency Light Fixtures

See Exhibit I

Policy/Standard

Area Evaluated:

Standard 30:
School District
Facilities

Corrective Action Taken



Jackson Public Schools Department of Facilities and Operations has completed 96 percent of all corrective actions in the CAP from the April 5-22, 2016, limited audit that included 22 schools and 58 percent from the full audit that included 38 remaining schools.

- **Limited Audit** (22 schools) generated 1,541 citations.
 - The District completed 1,487.
 - MDE has verified 1,402.
- **Full Audit** (38 schools) generated 706 citations.
 - The District completed 412.
 - The District is awaiting verification from MDE.

The District through its Facilities and Operations Department will continue working daily to address and correct all citations issued by MDE.

Policy/Standard

Area Evaluated:

Standard 30:
School District
Facilities

Corrective Action Taken



- The District has secured a professional environmental firm to assist with chemical container counts and removal. We will be working with the Mississippi Department of Environmental Quality with the appropriate disposal. **Completion date is November 2017.**
- The District has secured a professional engineering firm to assist in determining structural material deficiencies and actions to remove potential hazards. **Design work has begun. Completion date is November 2017.**
- The District has secured a professional architectural firm to assist in designing window retrofits and door installations in non-load bearing walls to introduce a secondary classroom exit. **Design work has begun. Completion date is October 2017.**

Policy/Standard

Area Evaluated:

Standard 30:
School District
Facilities

Corrective Action Taken



- The District has proceeded with the purchase and installation of classroom laboratory eye washes at Siwell Middle School. **Completion date is October 2017.**
- The District has secured 12 schools boiler and pressure vessel certifications and now awaiting MDE's approval and verifications. **Completed pending verification by MDE.**
- The District has secured a professional architectural firm to assess 22 school facilities in addition to MDE's findings. The District is also proceeding with assessments of an additional 15 school facilities. **Completion date is November 2017.**

Policy/Standard

Area Evaluated:

Standard 31:
School Safety Plan
and
Implementation

Corrective Action Taken



- The District continuously administers a Positive Behavior Intervention Support (PBIS) program that encourages non-violent conflict resolution.
- The District has implemented a program in conjunction with the U.S. Attorney's office called LEAD or Legal Enrichment and Decision Making. The course encourages students to make sound decisions.
- The District also implemented initiatives such as Talk About the Problem (TAP), Tools For Life, and Restorative Justice practices.

Policy/Standard

Area Evaluated:

Standard 31:
School Safety Plan
and
Implementation

Corrective Action Taken



- The District has repaired all metal detectors.
- Metal detectors have been placed in all middle and high schools in the district.
- The District has consulted with the manufacturer and is programming and calibrating metal detectors according to industry standard and recommendations.
- Walk-through metal detectors have been calibrated and are being tested every thirty days and recalibrated as needed.

Policy/Standard

Area Evaluated:

Standard 31:
School Safety Plan
and
Implementation

Corrective Action Taken



- The District has added secondary detection devices at all locations that have walk-through metal detectors.
- Safety officers have been trained to assist during student transition times to minimize distractions and enhance safety.
- All school resource officers and school safety officers have attended forty hours (40) of professional development training which included protocols on walk-through metal detectors and secondary detection devices.

Policy/Standard

Area Evaluated:

Standard 31:

School Safety Plan
and
Implementation

Corrective Action Taken



- The District has ensured that all elementary schools have controlled access at main entry ways of the school. This includes magnetic door locks with remote release, two-way intercom systems, and cameras for office staff to monitor the area.
- Proper identification is being collected from visitors at school entry points.
- The District has hired additional school resource officers and school safety officers. Two additional school resource officers are available to fill in if needed.
- All school crisis response plans have been updated and include MDE required information.

See Exhibit J

Media Reports

Jackson Public Schools



Over 100 pages of MDE's audit's findings consisted of negative press about JPS. Clearly, this is not objective material and we feel it should not be included as official documentation for a report with such significant consequences.

We would like to share some positive news about JPS. In 2016, not one but two JROTC cadets from Jim Hill High School were accepted to attend the U.S. Military Academy (West Point) Preparatory School. The program is so selective that only 10 percent of applicants are accepted. Another JROTC cadet was the first place winner of the U.S. Army's National Essay Contest.

See Exhibit K

Media Reports

Jackson Public School District



Davis Magnet Elementary School was the number one elementary school in the state for multiple consecutive years based on state test scores. MDE recognized Davis and Baker Elementary Schools for outstanding achievements in reading in December 2016.

The State Board of Education also recognized a Baker science teacher as a state finalist for the Presidential Awards for Excellence in Mathematics and Science Teaching Program.

Your exhibit includes more examples of the positive media coverage of the Jackson Public School District.

Summary

Jackson Public School District



In conclusion, we have demonstrated an extreme emergency does not exist in Jackson Public Schools that jeopardizes the safety, security, and educational interest of students.

We have established key partnerships with several organizations including the Kellogg Foundation, City of Jackson, Graduation Alliance, Ask For More Jackson, Jackson Council of the PTA/PTSA, Operation Shoestring, 100 Black Men, Council of Great City Schools, United Way of the Capital Area, LeFleur's Bluff Chapter of The Links, Incorporated, and several others. The support and resources from these organizations are aligned with the work we are doing to improve our schools and student achievement.

Summary

Jackson Public School District



The Jackson Public School District has gained positive momentum and ask that it be given a chance to continue the work that has been done to improve the District as outlined in its State Board approved Corrective Action Plan. We welcome continued oversight and technical assistance by MDE.