

North Bolivar Consolidated School District Dropout Prevention Plan



2023-2024

Maurice Smith, Superintendent

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Dropout Prevention/Restructuring Plan Assurances Page

On behalf of North Bolivar Consolidated School District, I hereby submit the Dropout Prevention/Restructuring Plan to provide goals, activities, and services necessary to meet the overarching goals of the state dropout prevention plan:

- Reducing the retention rates in grades kindergarten, first and second.
- Targeting subgroups that need additional assistance to meet graduation requirements.
- Developing dropout recovery initiatives that focus on students age seventeen (17) through twenty-one (21), who dropped out of school (i.e., Mississippi Works).
- Addressing how students will transition to the home school district from the juvenile detention centers.

I hereby certify that our school district will evaluate our district dropout prevention plan on an annual basis to determine appropriate changes needed for future school years.

I hereby certify that our District School Board has reviewed and approved this plan for submission to the Mississippi Department of Education.

District Superintendent:

Print name

Sign name

Date

School Board Chair:

Print name

Sign name

Date

District Team Members

Team Member	Position
Maurice Smith	Superintendent
Xandra Brooks-Keys	Assistant Superintendent/Curriculum/Federal Programs
Sherry Coleman	Assistant Director of Federal Programs/Testing
Adera Thornton	Director of Special Services
Rita Smith	District SEL Counselor
Barbara Rogers	CTE Director
JW Robinson	Principal, Northside High School
Elise Reed	Family and Community Engagement Coordinator
Doris Hall	Principal, Brooks Elementary School
Addie Miller	Principal, I.T. Montgomery Elementary School
Ebony Watson	District Instructional Specialist

North Bolivar Consolidated School District Dropout Prevention Plan

Current state and district data were used to drive the North Bolivar Consolidated School District 2023-2024 Dropout Prevention Plan. Our plan reflects strategies and processes that will address the needs of our students.

2022-2023 District Data

District Name: North Bolivar Consolidated School District

	Elementary School	Middle School	High School
Number of Schools	2		1 (7-12)
Cumulative Enrollment	496		350
Counselor/Student Ratio	2:248		1:175

Student Demographic Data

	Number	Percentage
Female	418	48.10%
Male	451	51.90%
Asian	0	0.00%
Black	855	98.39%
Hispanic	8	0.92%
Native American	0	0.00%
White	6	0.69%

District-Wide Staff Demographic Data (Teachers/Administrators)

	Number	Percentage
Female	65	74.71%
Male	22	25.29%
Black	83	95.40%
White	4	4.60%
Other	0	0.00%

Readiness/MAAP Percent Proficient and Above 2022-2023

	ELA	Math
Kindergarten	34.4%	
Grade 3	19.0%	28.6%
Grade 4	35.4%	30.4%
Grade 5	21.0%	7.9%
Grade 6	21.7%	12.2%
Grade 7	22.6%	25.8%
Grade 8	14.4%	4.3%

Subject Area Testing

Percent Proficient and Above 2022-2023

	Algebra I	English II	U.S. History	Biology
2018- 2019	26%	30%	37%	13%
2019-2020				
2020-2021	0%	13%	26%	13%
2021-2022	33%	15%	60%	21%
2022-2023	68%	19%	18%	37%

Graduation & Dropout Rate

Academic Year	Graduation Rate	Disability Graduation Rate	Dropout Rate
2017-2018 (2019)	80.0 % (80 students)	N/A	12.5%
2018-2019 (2020)	84.2% (76 students)	N/A	7.9%
2019-2020 (2021)	87.9% (58 students)	N/A (5 students)	8.6%
2020-2021 (2022)	72.5% (80 students)	15.4% (13 students)	16.3%
2021-2022 (2023)	75.4% (57 students)	N/A	10.5%



North Bolivar Consolidated School District Goals

1. *Accountability for all: Ensure all students receive a quality education*

- **Objective A:** Increase the accountability rating of Northside High School to a “B” or higher by the end of the 2019-2020 school year.
- **Objective B:** Strengthen principal and teacher quality, recruitment, and retention yearly.
- **Objective C:** Increase teacher attendance rate by 5% annually.
- **Objective D:** Increase student attendance rate by 5% annually.

2. *Communication and Collaboration: Commitment to collaboration, cooperation, and communication*

- **Objective A:** Increase the number of parents/community members who are actively engaged in school activities by 10% annually school-wide.
- **Objective B:** Increase the number of community business partnerships annually districtwide.
- **Objective C:** Increase the number of parents who actively participate in PTA activities by 5% annually districtwide.

3. *Safety: Safe and Secure environment*

- **Objective A:** Reduce the number of discipline referrals by 10% annually.
- **Objective B:** Reduce the number of suspensions by 10% annually.
- **Objective C:** Reduce the number of work-related incidents by 10% annually.

4. *Finance: To ensure fiscal stability*

- **Objective A:** Maintain a 10% district maintenance fund balance to protect the district from deficiencies in local, state, and federal funding annually.
- **Objective B:** Implement the “Integrity” accounting system 100% districtwide.
- **Objective C:** Create a long-term district financial plan by the end of the 2021-2022 school year.

	Needs Assessment Outcomes
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Needs Assessment Areas	Descriptions
Target Group Identified	<p>Target subgroups were identified based on district data and needs assessments conducted by the district:</p> <ul style="list-style-type: none"> • Students performing below proficient on Subject Area Tests and MAAP • Students who have been retained for 2 or more years • Students who are potentially at-risk of dropping out due to low academic achievement, poor attendance, and excessive suspensions (three or more) • Students who participate in multi-leveled intervention support systems for academic and behavioral issues
Data Collection Methods Used	<p>The North Bolivar Consolidated School District's data collection methods include:</p> <ul style="list-style-type: none"> • Random sample surveys (students, parents, community members, and teachers) • MSIS reports detailing academic achievement, attendance, and disciplinary infractions • State Assessment data, iReady Assessment data, CASE 21 Score reports, Edgenuity (My Path) Score reports
Prioritized List of Needs	<p>North Bolivar Consolidated School District identified the following factors that increased the percentage of students dropping out of school and/or retention:</p> <ul style="list-style-type: none"> • Identify all students K-12 reading below grade level • Identify all students K-12 scoring below proficient on MAAP and, • Identify all students K-12, two or more grades below grade level.

Short Term Goals	<ul style="list-style-type: none"> • Increase the number of students scoring proficient and advanced on standardized tests by utilizing benchmark assessments and progress monitoring students bi-weekly and monthly. • Decrease the number of students being retained over the next two years by providing interventions and afterschool tutorials. • Decrease the number of absentees for students to improve Average Daily Attendance by utilizing parent liaison to call parents, send written communications home, and conduct home visits.
Long Term Goals	<ul style="list-style-type: none"> • Increase the accountability rating of the district to a “C” or higher by the end of the 2022-2023 school year. • Increase student attendance rate by 10% annually.

District Level Requirements

Reducing the retention rates in grades kindergarten, first, second, and third

Goal: Strengthen retention rate by decreasing 3rd grade retention from 20% to 10%, by increasing student achievement in grades kindergarten, first, and second grades (2023-2024)

The North Bolivar Consolidated School District (NBCSD) believes that given the support, students can achieve academic excellence. We are, in an effort to reduce the retention rate in our schools at all grade levels, but especially K-3, utilizing the following programs and practices:

- Multi-Tiered System of Supports (MTSS) — NBCSD Administrative Team will implement the MTSS in order to provide academic and behavioral interventions for identified students. Training will be sought for administrators and teachers to enhance implementation efforts of the model.
- Literacy Coach (MDE) — MDE has assigned a literacy coach to our elementary schools. The coaches assist with the implementation of the Literacy Based Promotion Act. They provide assistance through observations, modeling and co-teaching in the classrooms, professional learning communities, professional development, and data analysis.
- Intervention Block/Computer-Assisted Programs — Each elementary school designated at least 20 minutes of time focused on intervention and remediation. During this block of time, students practice on skills taught in the regular classroom for remediation or enrichment purposes through the use of programs such as i-Ready and Study Island. These programs provide individual learning paths for students based on diagnostic assessment data. The students also receive essential computer literacy and coding skills.
- After School Tutorial and Summer School — Teachers provide after school tutorial assistance for students. [All subgroups]
- Progress Monitoring/Benchmarking — NBCSD assesses our students at least 3 times per year to determine their strengths and weaknesses in reading and mathematics. The elementary schools use the i-Ready Assessment, which is aligned to the progress monitoring system used by MDE for MKAS2 and MAAP testing. All schools use Mastery Connect for the assessment of standards.
- Save the Children Partnership — Save the Children provides tutorial services for K-6th grade students during and after school in reading and math to ensure that they

are cognitively ready to enter Kindergarten and achieve proficiency in math and reading by the end of third grade.

- Parental Involvement Activities — NBCSD believes that parents are our children's first teachers. Each elementary school offers various activities to involve parents in the learning process. Some such activities include, but are not limited to, Literacy, Math, and Science Nights, active PTAs, parent workshops, Muffins for Moms, Donuts for Dads, and parent/teacher conferences. In addition, parents are encouraged to volunteer as classroom readers. Also, the district employs a parent liaison to help bridge the communication gap between school and home, and a community ambassador will be utilized to bridge the gap between school, community, and home.
- The elementary school counselor incorporates SEL lessons into the school daily in order to build self-confidence and to promote strong character and citizenship among the students. In addition, the counselor works with students individually and in group sessions to neutralize social challenges that are prevalent in the home and community. Data is constantly reviewed in order to address the needs of the students. Motivational incentives and events for achievement are in place at each school.

Targeted subgroups that need additional assistance to meet graduation requirements

Targeted subgroups include students who failed EOC assessments, students with disabilities, students who have failed 2 or more grade levels, students lacking required credits, and students who are chronically absent.

NBCSD high school offers the following:

- Learning Strategies Classes — Students in grades 9-12 who have failed a graduation-required state assessment are scheduled in learning strategies classes that are geared toward a specific subject. In these classes, students are provided academic interventions to enhance chances of being successful on the assessments. [Failed EOC Assessment]
- In-school and Afterschool Tutorial — Subject area teachers provide in-school and afterschool tutorial assistance for students in the tested areas. [All subgroups]
- Multi-Tiered System of Supports (MTSS) — NBCSD Administrative Team will implement the MTSS to provide academic and behavioral interventions for needed students. Training will be sought for administrators and teachers to enhance implementation efforts of the model. [Failed 2 or more grades; chronically absent]
- Other Courses - In addition to the regular course offerings, NBCSD offers Mississippi Virtual School courses, AP Courses, Dual Enrollment Courses, ACT Prep, Credit Recovery, and ISPs designed with assistance from the counselor. [Credit Recovery for students lacking required credits; All subgroups]
- Graduation Options— School counselors ensure students are aware of and take advantage of MDE graduation options which are applicable to any subject area testing program. [All subgroups]
- Community Leaders and Organizational Partnerships — Partnerships have been created with community leaders and organizations to provide mentorship for our students. Also, these leaders and organizations assist the schools in their character education programs. The district also has an active P-16 to receive community input on district decisions. [All Subgroups]
- Computer-Assisted Programs —Northside High School has designated at least 20 minutes of time focused on intervention, remediation, and enrichment. During this block of time, students practice on skills taught in the regular classroom for

remediation or enrichment purposes through the use of programs such as i-Ready, USA Testprep, Mastery Prep (ACT), Edgenuity, etc. These programs provide individual learning paths for students based on diagnostic assessment data. [All subgroups]

- MDE Digital Learning Coach- The DLC provides individualized support to administrators and teachers to overcome the challenges of digital learning and use educational technology to improve student outcomes. A cohort of teachers will engage in classroom observations, coaching conferences, collaborative lesson planning, and modeling and co-teaching.

Developing dropout recovery initiatives that focus on students age seventeen (17) through twenty-one (21), who dropped Out of School (i.e., Mississippi Works)

The North Bolivar Consolidated School District will establish partnerships with local colleges and community agencies that provide GED or other high school diploma programs. These partnerships will be used to connect students who want to continue education outside the regular school setting with these agencies and colleges. Partnerships will include but are not limited to the following:

St. Gabriel Mercy Center, Inc.

Coahoma Community College

MS Delta Community College

Mississippi Department of Rehabilitation Services

In an effort to be proactive, North Bolivar Consolidated School District will monitor student data and obtain assistance from the parent liaison and attendance clerk prior to a student's decision to drop out of school. NBCSD will also continue to work with the local School Attendance Officer and court officials to ensure all children attend school daily and receive the best education possible.

**Addressing how students will transition to the home school district from the
juvenile detention centers**

Students will transition to their home schools through the following process:

A transition team consisting of school administrators, counselors, and teachers will meet with the student and parent(s) to discuss academics, behavior, and other expectations. The counselor will conduct an initial observation to identify areas of support. Weekly checks, check and connect, and a mentor will be implemented to monitor student progress by reviewing grades, attendance, and disciplinary infractions to ensure a successful transition. Students may be placed on a behavior intervention plan if deemed necessary.

Counseling services will be provided through the school counselors and/or school therapists which are available through a partnership with local Mental Health Services, Life Help, and the Shaw Medical Clinic.

North Bolivar Consolidated School District Restructuring Plan

School: Northside High School



School Team Members

Team Member	Position
JW Robinson	Principal
Ben Baltimore	Assistant Principal/Alternative School Director
Natascha Woods	Academic Coach
Rita Smith	SEL District Counselor
Kaseika Jenkins	English Instructor
Antreshia Russell	Science Instructor/Department Chair
Luster Tyler	Math Instructor/Department Chair
Eric Bridgett	Career Academy Teacher/Department Chair

List of Data Available
SAM Attendance Report
SAM Behavior Report
SAM Gradebook
MTSS/RTI Process
EWS Data Dashboard
Report Cards
Benchmark Assessments
MAAP Assessments
PBIS
Withdrawals

School Restructuring Plan Goals	
Northside High School	
Goal 1:	To decrease the chronic absenteeism rate of Northside High School by 5% by May 2024
Goal 2:	To decrease the number of infractions at Northside High School by 5% by May 2024
Goal 3:	To increase the level of academic performance on MAAP assessments by obtaining a minimum of 25% proficiency for all content areas and 10% growth overall by May 2024
Goal 4: (If applicable)	To increase the graduation rate by 5% in order to accelerate enrollment in postsecondary education and/or employment in a career by May 2024

Northside High School Restructuring Plan				
Goal 1: To decrease the chronic absenteeism rate of Northside High School by 5% by May 2024.				
Focus Area: <input checked="" type="checkbox"/> Attendance <input type="checkbox"/> Behavior <input type="checkbox"/> Course Performance <input type="checkbox"/> Other				
Timeline	Action	Resources Needed/Source	Person(s) Responsible	Person(s) Involved
June 2023 - May 2024	Establish and enforce a clear, concise school attendance policy	Attendance clerk	Attendance Clerk School Handbook Committee Members Administrators	Administrators Counselors Teachers Students Parents Truancy officer

August 2023 - May 2024	Implement PBIS w/ fidelity for all behavior tiers	Funding for PBIS Behavior screener On-going professional development	PBIS Committee Members Counselors	School Administrators Teachers Students
August 2023 - May 2024	MTSS/EWS Team will meet monthly to track attendance data and provide appropriate supports/ interventions	Ongoing professional development for MTSS process	Schools administrators MTSS Team Attendance Clerk	Administrators Counselors Teachers Students Parents
Plan to Progress Monitor				
Date	Evidence to Determine Progress Toward Achieving Goal	Potential Adjustments		
Monthly August 2023- May 2024	Monthly review of attendance data in SAM (EWS tab) identifying students “off track” “sliding” and “on track” Review of data to determine increase and decrease of attendance and the impact of PBIS challenges, events, and/or incentives	Review/discuss reports weekly or biweekly for targeted students (chronic absenteeism)		

Northside High School Restructuring Plan

Goal 2: To decrease the number of infractions at Northside High School by 5% by May 2024.

Focus Area: ☐ Attendance ☒ Behavior ☐ Course Performance ☐ Other

Timeline	Action	Resources Needed/Source	Person(s) Responsible	Person(s) Involved
August 2023- Ongoing	Establish the PBIS model and Responsive Classroom strategies to promote positive student behavior and rewards.	Funding for PBIS Behavior screener On-going professional development	School Administrators PBIS Committee Counselors Teachers	Students
August 2023- Ongoing	Implement school-wide SEL program with fidelity (Completion of a minimum of one SEL lesson via Edgenuity Purpose Prep Prevention lessons)	Funding for Edgenuity Professional development	SEL Counselor Administrators	SEL Counselor Administrators Teachers Students
August 2023- Ongoing	Increase the number of student organizations (student council, MIT, LIT, departmental organizations, and/or mentorship programs) to represent all grade levels in the school.	Funding for events Training/ Professional development Community organizations	Club sponsors Mentors	Administrators Counselors Teachers Students

Plan to Progress Monitor

Date	Evidence to Determine Progress Toward Achieving Goal	Potential Adjustments
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Every term	School level discipline data reports and other available data will be reviewed to determine an increase or decrease of expected outcomes. Adjustments will be made based on need.	Review behavior data monthly Re-evaluate incentives and/or consequences
Monthly	MTSS documentation	
Monthly	PBIS celebrations Review of data to determine increase and/or decrease of infractions and the impact of PBIS challenges, events, and/or incentives	

Northside High School Restructuring Plan

Goal 3: To increase the level of academic performance on MAAP by obtaining a minimum of 25% proficiency for all content areas and 10% growth overall by May 2024.

Focus Area: ☐ Attendance ☐ Behavior ☒ Course Performance ☐ Other

Timeline	Action	Resources Needed/Source	Person(s) Responsible	Person(s) Involved
August 2023- Ongoing	Implement high-quality tier I instruction by providing targeted professional development to teachers on the Mississippi College and Career Readiness standards, data analysis, lesson planning, engagement, technology engagement, and best practices to ensure the utilization of effective instructional strategies.	Benchmark data Biweekly assessment data Teacher Growth Rubric scores	Principal Asst. Principal School Improvement Specialist Academic Coach Curriculum Director Department chairs	Teachers

August 2023- Ongoing	Engage teachers in weekly professional learning communities (PLCs) or more often if needed. The PLCs will consist of subject area and cross-curricular content, and will focus on academic, behavioral, and/or other areas of concern for the school.	Professional development: -Analyzing and using data to drive decisions in the classroom -Effective PLCs	Principal Asst. Principal School Improvement Specialist Academic Coach Curriculum Director Department chairs	Teachers
August 2023- Ongoing	Conduct frequent observations and provide feedback on quality instruction (timely, actionable feedback)	Professional development: -PGS Teacher Rubric -Coaching cycles (The Impact Cycle)	Principal Asst. Principal School Improvement Specialist Academic Coach Curriculum Director Department chairs	Teachers Additional district-level administrators
August 2023- Ongoing	Implement MTSS with fidelity to address the needs of students academically and behaviorally. -Monitor academic data and provide accurate and timely reports that empower school level MTSS/TST/EWS teams to effectively identify and support students who are in need of academic intervention.	Professional Development – Analyzing and using Data MDE PD Catalog MDE – Intervention Services	Principal Asst. Principal School Improvement Specialist Academic Coach Curriculum Director Department chairs	Teachers

August 2023- Ongoing	Increase the number of Advanced Placement and/or dual enrollment courses available to students	Partnerships with colleges and universities AP certified teachers AP Textbooks/ resources	Principal Asst. Principal School Improvement Specialist Academic Coach Curriculum Director Teachers	Teachers Students Colleges and Universities
August 2023- Ongoing	Host monthly parent engagement nights (minimum of 1 per month) to establish and build relationships with parents/ community members.	Funding for events Professional development on parental engagement strategies	Principal Asst. Principal School Improvement Specialist Academic Coach Teachers PTA P16 Council	Students Parents

Plan to Progress Monitor

Date	Evidence to Determine Progress Toward Achieving Goal	Potential Adjustments
Weekly	Observation feedback (improved pedagogy, increase in teacher rating, increase in benchmark assessment scores, curriculum alignment with lesson planning, instruction, assessment)	
Every term	Benchmark data: Analyze data and make appropriate adjustments to areas of deficiency	Analyze data and make appropriate adjustments to problem areas
Monthly	SLT Meeting strategic goal implementation	

Northside High School Restructuring Plan

Goal 4: To increase the graduation rate by 5% in order to accelerate enrollment in postsecondary education and/or employment in a career by May 2023

Focus Area: ☐ Attendance ☐ Behavior ☐ Course Performance ☒ Other

Timeline	Action	Resources Needed/Source	Person(s) Responsible	Person(s) Involved
Spring 2023- Ongoing	Ensure that 7 th grade students create an Individual Success Plan (ISP) to help them establish and achieve academic goals for success after high school.	Professional development on career pathways and the different diploma options.	Principal Asst. Principal Counselor Academic Coach Curriculum Director Students	Students Parents
August 2023- Ongoing	Enroll re-testers in tutorials for interventions and test-taking strategies (Learning Strategies) to increase passing/proficiency rates on state tests.	EOC assessment data	Principal Asst. Principal Counselor Academic Coach Curriculum Director	Teachers Students
August 2023- Ongoing	Identify and schedule students for Credit Course Recovery	Transcripts Edgenuity course recovery training	Counselors School administrators	Teachers Students
March 2023- Ongoing	Track student progress using graduation data tracker to identify students “off track,” “sliding,” and “on track” to graduate for each cohort.	Approved graduation tracker	Counselors School administrators SLT Members	Teachers Students
June 2023- Ongoing	Provide in-school and afterschool tutoring and extended year for students in need of remediation and intervention services	Funding Instructional supplies Personnel Course and assessment data	Principals In-school/after school tutors Academic Coach Curriculum Director	Teachers/ interventionists Students

August 2023- Ongoing	Schedule mock ACT assessments via Ready for College and Career diagnostic assessment through CASE to determine areas of growth to be addressed through ACT Prep classes and coursework beginning in 8th grade.	CASE Ready for College and Career diagnostic assessment Approved ACT Prep class/course Professional development on ACT Assessments	Principal Asst. Principal Counselor Academic Coach Curriculum Director	Teachers Students
August 2022- Ongoing	Plan College & Career Fair Days on and off-campus. Colleges, Universities, and local businesses will provide information to students regarding their profession.	Funding for events Partnerships with businesses and organizations	Counselors	Principal Asst. Principal Counselor Academic Coach Curriculum Director Students
July 2022- Ongoing	Utilize school leadership team to evaluate school's effectiveness by analyzing school, district, and state data by monitoring the progress of the school improvement plan goals and actions, revising when needed based on data.	School Improvement Plan Professional development on Four Domain of Rapid School Improvement and effective leadership strategies	Principal School Leadership Team	Teachers Students

Plan to Progress Monitor

Date	Evidence to Determine Progress Toward Achieving Goal	Potential Adjustments
Every term	Updated graduation trackers: Analyze data and provide appropriate support to targeted students	
Monthly	SLT Meeting strategic goal implementation	

