

JACKSON PUBLIC SCHOOLS



JACKSON  
PUBLIC SCHOOLS

Transforming lives through  
excellent education

# ANNUAL REPORT

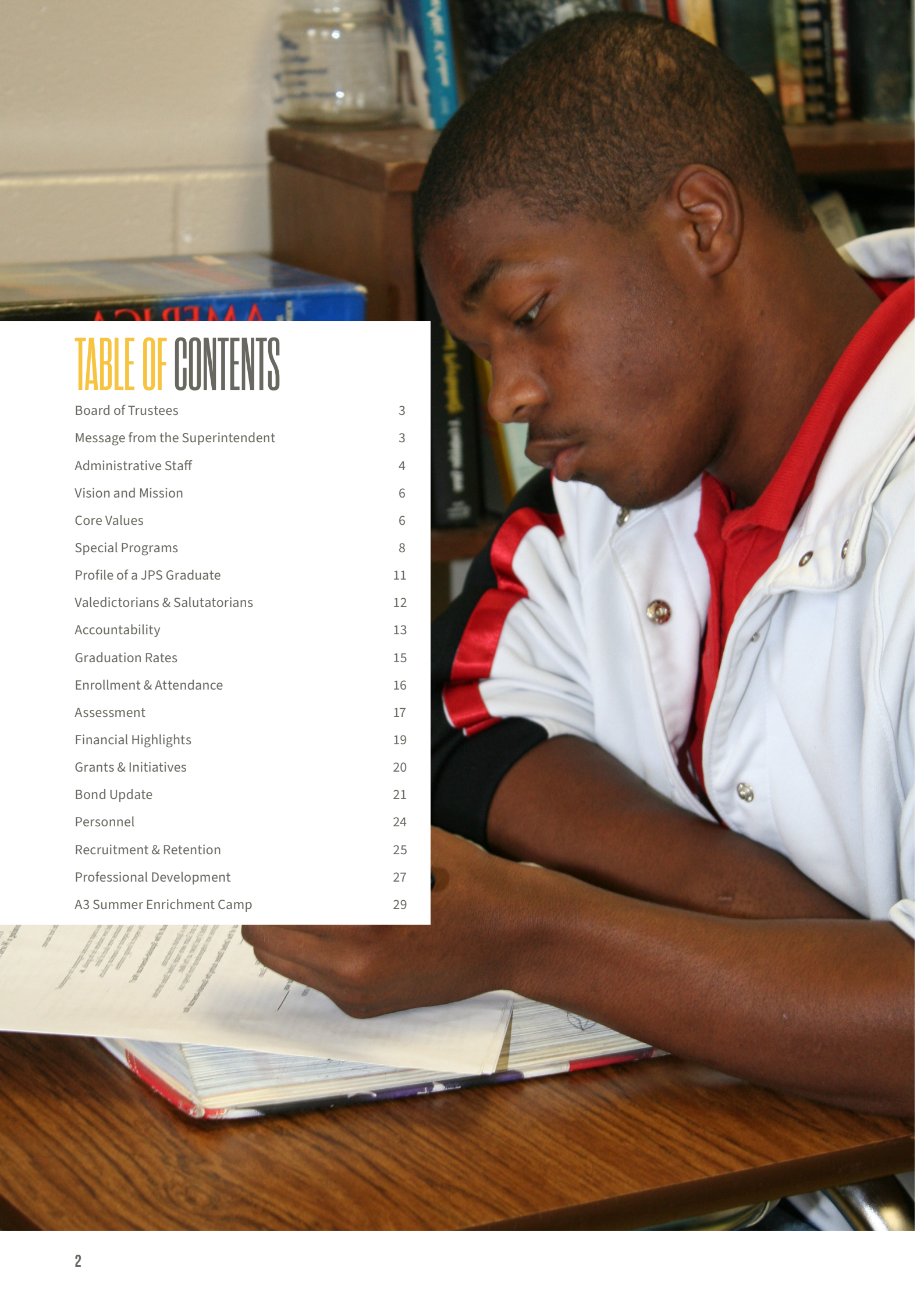


2022-2023

PREPARING SCHOLARS TO ACHIEVE GLOBALLY,  
TO CONTRIBUTE LOCALLY, AND TO BE FULFILLED  
INDIVIDUALLY

ONE DISTRICT. ONE DIRECTION. MARCHING TOWARD EXCELLENCE.





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# MESSAGE FROM THE SUPERINTENDENT



Dr. Errick L. Greene,  
Superintendent of Schools

## GREETINGS, JPS COMMUNITY.

It brings me great pleasure to share the accomplishments of the Jackson Public School District for the 2022-2023 school year. As we enter year five of our five-year strategic plan, we take immense pride in the educational experiences we have curated for our scholars. Our dedication to

providing diverse educational opportunities, ranging from the arts to study abroad programs, ensures that our scholars have access to a wide array of enriching experiences.

Despite encountering some challenges, we have made remarkable strides as a district, and our commitment to enhancing the academic success of our scholars remains unwavering. Our ultimate goal is to foster the growth of our scholars through world-class learning experiences, equipping them with exceptional knowledge, critical skills, and the mindset required for outstanding achievement.

This report showcases our investments in staff professional development, the array of enriching out-of-school experiences we have offered our scholars, the capital improvements made possible by bond and ESSER funding, and an update on the academic progress of our district.

We extend a warm invitation to families, community members, and business leaders to unite with Team JPS and support our journey towards excellence. Our aim is to soar to even greater heights in the 2023-2024 school year.

Sincerely,

Errick L. Greene, Ed.D.

## BOARD OF TRUSTEES



**Dr. Edward D. Sivak Jr.**  
President



**Barbara T. Hilliard**  
Vice President



**Frank Figgers**  
Member



**Letitia S. Johnson**  
Member



**Dr. Jeanne Middleton Hairston**  
Member



**Cynthia Thompson**  
Member



**Mitch McGuffey**  
Member

# SENIOR LEADERSHIP TEAM

## DEPUTY SUPERINTENDENT



**MICHAEL CORMACK JR., ED. D**

Hired in 2019 to serve as Chief of Staff/ Transition Manager where he managed a broad portfolio of support operations in JPS including Public Engagement, Data & Accountability, and Human Resources, Dr. Cormack was appointed Deputy Superintendent in 2021. He is responsible for continuing to develop and execute the District's five-year strategic plan, *Excellence for All* and for directing the academic programs of the District to provide the highest quality instruction, curriculum, and assessment for all scholars. Additionally, he leads the District's focus on strategy related to recruitment, hiring, support, and retention of talent at all levels.

## CHIEF OF STAFF



**WILLIAM MERRITT IV, ED. D**

As Assistant Superintendent for School Support, Dr. Merritt oversaw Federal Programs and School Improvement efforts. His work was recognized by the National Association of Federal Administrators with the Mississippi State Leadership Award. Prior to that appointment, Dr. Merritt served as Assistant Superintendent of Elementary Education. He was named Chief of Staff in 2021, assisting the superintendent in the day-to-day operation of the district as well as the planning, implementation, direction, and maintenance of district initiatives to ensure organizational effectiveness.

## GENERAL COUNSEL



**LARRISSA MOORE**

As General Counsel for Jackson Public School District, Larrissa Moore brings a commitment to hard work, discipline, and integrity. She serves as the District's legal advisor, provides legal advice to reduce risks and mitigate exposure, and ensures the District is compliant with state and federal laws and regulations.

Larrissa Moore is committed to Jackson Public School District and serving its scholars. She is a graduate of Murrah High School (Class of 2009). She holds a Bachelor of Science degree from Spelman College. Larrissa received her Doctor of Jurisprudence from Mississippi College School of Law, where she served as a guardian ad litem/child advocate for two years.

Prior to assuming her current role in November 2021, Larrissa served in multiple roles for the District, including Staff Attorney, Deputy General Counsel, and Interim General Counsel. Upon completion of her Juris Doctorate degree at Mississippi College School of Law in 2016, Moore worked in private legal practice for four years until joining JPS in 2021.

Larrissa is a long-time resident of Hinds County, Mississippi. In addition to leading the District's legal department, she coaches a youth recreational soccer team in Byram, Mississippi. She is a member of the American Bar Association, Council of School Attorneys, and the National School Boards Association.

## CHIEF OPERATIONS OFFICER



**EARL BURKE**

Earl Burke appointed as chief operations officer (COO) for Jackson Public Schools. Mr. Burke's career in public education has spanned 26 years, most recently serving as a 6th-grade middle school teacher at Blackburn Middle School while pursuing a doctoral degree in education leadership at Mississippi College. Mr. Burke has worked as an educational consultant providing professional support services to school districts, utilizing specific-in-the-field experience in finance, payroll, HR, transportation, and operations to assist in identifying operational efficiencies and improvements. He also worked for Hinds County School District for 22 years, serving as chief financial officer and assistant superintendent for business operations with responsibilities of supporting teachers, classified employees, school administrators, and central office administrators.







**KATHLEEN GRIGSBY, ED. D**

## Elementary Division I

Recognized as JPS Administrator of the Year and Mississippi Congressional District 2 Administrator of the Year while serving as principal of Barack H. Obama Magnet School, Grigsby was appointed as an Elementary Assistant Superintendent in 2019.



## DIONNE WOODY

## Elementary Division II

Recognized as JPS Administrator of the Year in 2016, Woody served as principal of Key Elementary, guiding the school to an A rating. She was appointed as an Elementary Assistant Superintendent in 2019.



## CHINELO EVANS, ED.D

## Middle School Division

Appointed as Middle School Assistant Superintendent in 2023, Dr. Evans is the founding principal of the JPS-Tougaloo Early College High School Program. Dr. Evans was named the JPS Middle School Principal of the Year in both 2014 and 2015. She was recently recognized as High School Principal of the Year and

JPS Administrator of the Year for 2022. She most recently served as Executive Director of Advanced Academics.



## LAKETIA MARSHALL-THOMAS

High School Division

Appointed as High School Assistant Superintendent, Thomas has served in leadership capacities at Provine High School, Lanier High School, and Blackburn Middle School. She was selected as the High School Division's Adminis-

trator of the Year for two years.



# SHERWIN JOHNSON

**Executive Director, Public Engagement**

Appointed as Executive Director of Public Engagement in 2007, Mr. Johnson manages districtwide internal and external communications for the school district. Recognized for his outstanding communications efforts, Mr. Johnson was named Communicator of the Year by the Mississippi School for Pub-

Public Relations Association (MSPRA) in 2021. He has a rich history of involvement in educational leadership, having served as the president of MSPRA, a graduate of the Parents for Public Schools Leadership Institute, a former JPS Parent Advisory Board Member, and a former board member for the Parent Teacher Association at Obama Magnet Elementary School.

**RAJEENI SCOTT**

Executive Director of The Office of  
School Support

Appointed as Executive Director of School Support (Federal Programs) in 2021, Dr. Scott ensures that all students have equitable access to quality instruction through the use of federal funds. She manages federal education budgets including Titles I, II, III, IV,

McKinney-Vento (Homeless), etc. She supports school and district leaders by providing guidance on the use of these funds to ensure supplemental educational resources prepare scholars to succeed in a global society.



## KIMBERLY SMITH

**Executive Director of Office of Teaching and Learning**

Dr. Kimberly Smith has over 20 years of experience in the field of education beginning her career as teacher in 1999 with the Jackson Public School District in Jackson, Mississippi. Since that time, she has served as an Assessment Specialist, Assistant Principal, a Principal,

and Director of Teacher Development. She currently serves as the Executive Director for the Office of Teaching in Learning in Jackson Public schools.





## EXCELLENCE FOR ALL THE STRATEGIC PLAN FOR EDUCATING JACKSON SCHOLARS

## OUR VISION

At Jackson Public Schools, we prepare scholars to achieve globally, to contribute locally, and to be fulfilled individually.

## OUR CORE VALUES

### EQUITY

Our vision of equity, put simply, is “all means all.” We ensure equity by celebrating each scholar’s individuality, interests, abilities and talents; providing each scholar in each school with equitable access to high-quality instruction, courses, and resources; and holding high expectations for all scholars to graduate college-ready and career-minded.

### EXCELLENCE

High expectations for our scholars help to prepare them for college and career paths. High expectations from and for all adults foster ownership, consistency, and transparency.

### GROWTH MINDSET

Our leaders—scholars and staff—thrive in environments where belief in their abilities is affirmed. Everyone in the organization embraces the ideal that effort and perseverance lead to success.

### RELATIONSHIPS

It is essential to develop relationships through mutual respect of culture, social context, and community.

### RELEVANCE

Scholars experience relevant education that is engaging, motivating, and inspiring, leading to a lifelong commitment to learning.

### POSITIVE & RESPECTFUL CULTURE

Scholars and staff thrive in learning environments where growth and achievement are the highest priorities and climates are safe, positive, and respectful.

## OUR MISSION

At Jackson Public Schools, we develop scholars through world-class learning experiences to attain an exceptional knowledge base, critical and relevant skill sets, and the necessary dispositions for great success.

## OUR STRATEGY

1

### A STRONG START

We will work to ensure that every 4-year-old in Jackson has access to high-quality, full-day early learning opportunities, supporting our vision of every child entering kindergarten ready to experience school success.

2

### INNOVATIVE TEACHING AND LEARNING

Innovation will be encouraged in classrooms, schools, out-of-school times, and across the district, as space is created for new ideas and ways of “doing school.”

3

### TALENTED AND EMPOWERED TEAMS

We are committed to improving our candidate pools and developing the capacity of the most significant school-based influences on scholar achievement: the teacher and principal.

4

### JOYFUL LEARNING ENVIRONMENTS

Our schools and classrooms must be designed and led in ways that encourage and nurture the joy of learning, foster a sense of belonging, build trusting relationships, and encourage risk-taking and questioning that are essential to lifelong learning.

5

### A CULTURE OF ACCOUNTABILITY AND EXCELLENCE

Thoughtful planning, deliberate and consistent use of systems and data analysis, and a deep commitment to professional learning will enable us to build—and sustain—a districtwide culture of accountability and excellence.



# JACKSON PUBLIC SCHOOLS

Jackson Public Schools is the second-largest school district in Mississippi, serving nearly 18,000 scholars, representing more than 80 percent of school-aged children in the state's capital and only urban municipality. There are 7 high schools, 10 middle schools, 31 elementary schools, and 4 special schools comprising the District's 52 school sites. These schools are divided into 7 feeder patterns based on the high school receiving the area's scholars.

## ELEMENTARY SCHOOLS

Baker Elementary  
Bates Elementary  
Boyd Elementary  
Casey Elementary  
Clausell Elementary  
Dawson Elementary  
Galloway Elementary  
Green Elementary  
Isable Elementary  
John Hopkins Elementary  
Johnson Elementary  
Key Elementary  
Lake Elementary  
Lester Elementary  
Marshall Elementary  
McLeod Elementary

McWillie Elementary  
North Jackson Elementary  
Oak Forest Elementary  
Obama Magnet Elementary  
Pecan Park Elementary  
Raines Elementary  
Shirley Elementary  
Smith Elementary  
Spann Elementary  
Sykes Elementary  
Timberlawn Elementary  
Van Winkle Elementary  
Walton Elementary  
Wells APAC Elementary  
Wilkins Elementary



## MIDDLE SCHOOLS

Bailey APAC Middle  
Blackburn Laboratory  
Brinkley Middle  
Cardozo Middle  
Chastain Middle

Kirksey Middle  
Northwest Middle  
Peeples Middle  
Powell Middle  
Whitten Preparatory



## HIGH SCHOOLS

Callaway High  
Forest Hill High  
Jim Hill High  
Lanier High  
Murrah High  
Provine High  
Wingfield High

## SPECIAL SCHOOLS

Capital City Alternative School  
Career Development Center  
JPS-Tougaloo Early College High School  
Re-Engaging in Education for All to Progress (REAP)

## JPS SPECIAL PROGRAMS

# INTERNATIONAL BACCALAUREATE



The International Baccalaureate® Program (IB) is a transdisciplinary program of international education designed to foster the development of the whole child. It is designed to help students develop the knowledge, understanding, attitudes and skills necessary to participate actively and responsibly in a changing world. The general objectives of the IB program are to provide students with a balanced education, to facilitate geographic and cultural mobility, and to promote international understanding through shared academic experiences.

### JACKSON PUBLIC SCHOOLS OFFERS THE FOLLOWING THREE IB® PROGRAMS:



**BARACK OBAMA MAGNET IB  
ELEMENTARY SCHOOL**

GRADES K - 5



**NORTHWEST JACKSON IB MIDDLE  
SCHOOL**

GRADES 6-8



**JIM HILL HIGH SCHOOL**

GRADES 9-12

# ACADEMIC AND PERFORMING ARTS



The Academic and Performing Arts Complex (APAC) is open to students who are strong academic achievers and who show an aptitude for one or more of the visual or performing arts. There is an application process held during the fall and winter (October – November) and testing and auditions are held in the winter and spring (December – March) of each year for entrance into these programs of study for the following school year.

### JACKSON PUBLIC SCHOOLS OFFERS THE FOLLOWING ACADEMIC AND PERFORMING ARTS PROGRAMS:

**IDA B. WELLS APAC  
ELEMENTARY SCHOOL**

**BAILEY APAC MIDDLE  
SCHOOL**

**FOREST HILL HIGH  
SCHOOL**

**MURRAH HIGH SCHOOL**



## JPS SPECIAL PROGRAMS

# MISSISSIPPI WHOLE SCHOOLS



Mississippi Whole Schools, an initiative of the Mississippi Arts Commission, launched in 1991, promotes comprehensive arts education statewide. Casey Elementary, part of this effort since the '90s, transitioned to a Whole School in 1999, becoming a Model Whole School for the state. Supported by the Mississippi Arts Commission and the National Endowment for the Arts, Casey integrates dance, drama, visual arts, and music into its curriculum, resulting in improved test scores and enhanced student self-esteem.

There are three levels to the program: Arts in the Classroom (one year “try-out” experience); Mississippi Whole Schools (eight year commitment); Model School (two year award, renewable).

### ARTS IN THE CLASSROOM

Arts in the Classroom (AIC) is a program designed to primarily provide professional development for teachers and administrators of preK-12 schools in the foundations of arts integration as a teaching tool to enhance teaching skills and improve student achievement through the infusion of the arts into the basic curriculum.

### MISSISSIPPI WHOLE SCHOOLS

Mississippi Whole Schools is a program open to K-12 schools that uses the arts as a vehicle for promoting high-quality instruction and learning for students. The program is founded on effective research-based methods and strategies. Participants in Mississippi Whole Schools are supported through grant funds, professional development and technical assistance for up to six years.

### MODEL WHOLE SCHOOL

Schools that have committed to arts integration and changed their school's culture through the arts are invited to apply as a Model Whole School. To apply, schools must have completed at least three years in Mississippi Whole Schools.

# MONTESSORI PROGRAM



McWillie Elementary School, with a mission to provide life skills and a strong academic foundation in a respectful, responsive learning environment, is the sole Jackson Public Schools (JPS) institution offering the Montessori curriculum. Dedicated to nurturing the “whole” child, McWillie emphasizes independence, love of learning, and positive self-perception in alignment with state objectives and Common Core Standards. Serving over 420 students, McWillie is fully accredited and affiliated with the Southern Association of Colleges and Schools Commission on Elementary and Middle Schools, the Commission on International and Trans-Regional Accreditation, and the American Montessori Society.

The Montessori Program at McWillie features classrooms for 3–6, 6–9, and 9–12-year-olds, fostering a family-like learning environment. With a three-year age span, students stay with the same teacher, promoting natural learning progression. The school's goal is to achieve positive outcomes by focusing on reading, problem-solving, creative writing, and various disciplines. McWillie graduates embody the values of community, inquiry, independence, integrity, and imagination, reflecting the school's commitment to developing well-rounded individuals prepared for the challenges of the 21st century.

## JPS SPECIAL PROGRAMS

# JACKSON MIDDLE COLLEGE

**MOTTO: STUDENTS TODAY. TEACHERS TOMORROW.**

The Jackson Middle College, in collaboration with Jackson State University, strives to form highly motivated, nationally acclaimed, dedicated educators to combat the teacher shortage in Jackson, MS.



# JPS-TOUGALOO EARLY COLLEGE HIGH SCHOOL



**MISSION: TO PROMOTE EXCELLENCE, COMMUNITY, HONOR, AND SCHOLARSHIP**



Jackson Public Schools established the JPS-Tougaloo Early College High School (JTECHS) Program in partnership with Tougaloo College with the inaugural class beginning in August of 2018. The program operates as a small, independent program on the Tougaloo College campus. Students in the program complete Mississippi graduation requirements for high school while working on college coursework. Students may earn an associate's degree or up to two years of credits towards a bachelor's degree.



Each fall, incoming ninth-grade students are enrolled in the program and upperclassman continue their advanced coursework. To be considered, students must submit an application, fulfill admission criteria, and participate in an interview process. Final selection for admission is conducted by an external agency.

Once enrolled in the program, students must maintain a 3.0, exhibit good attendance, and display excellent citizenship.



# PROFILE OF A JPS GRADUATE



JPS aspires that each graduate will embody many of the qualities and achieve several of the accomplishments described below. These qualities and accomplishments fall under three competencies—Communication & Critical Thinking, Collaboration & Citizenship, and Content Mastery & Digital Literacy—that reflect the fast-changing world in which JPS graduates will become productive citizens and compassionate leaders.



## CONTENT MASTERY & DIGITAL LITERACY

**JPS graduates always operate with a growth mindset and exhibit excellence in all they do.**

Thus, they seek out and successfully complete individually challenging coursework, proficiently utilizing technology and media to do so. Content Mastery & Digital Literacy may be evidenced by:

- ◊ Successful completion of rigorous coursework (AP, IB, and higher level mathematics/science courses)
- ◊ Performance in academic competitions and extra-curricular activities (science fairs, debate, etc.)
- ◊ Ability to draw from various content areas to establish and defend a coherent point of view



## COMMUNICATION & CRITICAL THINKING

**JPS graduates connect to one another, to Jackson, and to the world in relevant ways and are active agents in creating and maintaining a positive and respectful culture.**

Thus, they are active readers by choice, write effectively in multiple genres, communicate clearly, and solve problems. Communication & Critical Thinking are evidenced by:

- ◊ Successful oral presentation based on independent research or analysis
- ◊ Working proficiency in a second language as evidenced by course credit, college credit, or AP score of 3 or higher, or completion of IB curriculum
- ◊ Successful completion of a substantial analytical research paper



## COLLABORATION & CITIZENSHIP

**JPS graduates nurture positive relationships and strive for equity.**

Thus, they are team players who embrace diverse ideas, accept feedback as opportunities for growth, and advocate for the betterment of the larger community. Collaboration & Citizenship are evidenced by:

- ◊ Voter registration and a working understanding of local, state, national and international political issues
- ◊ Active membership in a civic club, faith community, or service group
- ◊ Successful completion of a significant community service project



# JPS VALEDICTORIANS & SALUTATORIANS

## CALLAWAY HIGH



**MADISYN AVERY**  
VALEDICTORIAN

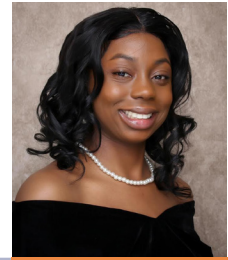


**TREVON WASHINGTON**  
SALUTATORIAN

## FOREST HILL HIGH



**RNIYAH RATTLER**  
VALEDICTORIAN



**KHALEA JOHNSON**  
SALUTATORIAN

## JIM HILL HIGH



**HARLEM JAMISON**  
VALEDICTORIAN

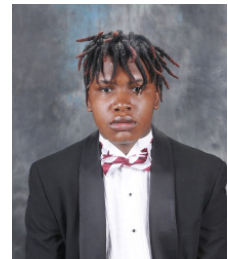


**SYDNEE THOMPSON**  
SALUTATORIAN

## LANIER HIGH



**ZARIA FLEMING**  
VALEDICTORIAN



**TREVOR DANIELS**  
SALUTATORIAN

## MURRAH HIGH



**JASMINE HOPSON**  
VALEDICTORIAN

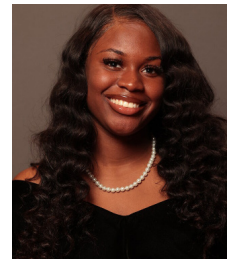


**AARON ARAUJO**  
SALUTATORIAN

## PROVINE HIGH



**KENDALLYN WHITE**  
VALEDICTORIAN



**ASHLYN TATE**  
SALUTATORIAN

## WINGFIELD HIGH



**JANYA BROWN**  
VALEDICTORIAN



**LAZARIAH STANFORD**  
SALUTATORIAN



# 2022-2023 ACCOUNTABILITY DATA

Accountability measures set out by the Mississippi Public School Accountability Standards include the following:

1. **Proficiency in English/language arts, mathematics, science, and U. S. History** measured by the percentage of students who score proficient or advanced on the state MAAP, MAAP-SCI, and MAAP-EOC assessments.
2. **Growth in English/language arts and mathematics** measured by the percentage of students making adequate progress toward proficiency from one year to the next.
3. **Growth in English/ language arts and mathematics for students who fall in the lowest quartile** of performance measured by the percentage of students making adequate progress toward proficiency from one year to the next.
4. **College and career readiness** measured by the percentage of high school students who meet the ACT benchmarks for English (18) or reading (22) and for math (22).
5. **Acceleration** measured by the number of points earned for a combination of student participation and performance in accelerated courses like Advanced Placement, Dual Credit, and International Baccalaureate.
6. **Graduation rate** measured by the number of students who graduate within four years of entering high school.
7. **English language proficiency** measured by the percentage of English Learners who reach English Language Proficiency.



COLLEGE/CAREER  
READINESS  
**21.8**



ACCELERATION  
**65.0**



% LIMITED ENGLISH  
PROFICIENCY  
PROFICIENT  
**33.3**



% LIMITED ENGLISH  
PROFICIENCY GROWTH  
**N/A**

JPS POSTED GAINS OVER 2022 LEVELS ON ALMOST EVERY ACCOUNTABILITY MEASURE. PROFICIENCIES SURPASSED PREPANDEMIC LEVELS, AND ALL GROWTH CATEGORIES WERE HIGHER THAN IN 2022.

ALL DEMOGRAPHIC GROUPS MADE PROGRESS TOWARD THE STATE-WIDE GOAL OF 70% BY 2025.

**34.3**  
% ELA/READING  
PROFICIENCY

**58.6** % ELA/ READING  
GROWTH

**58.4** % ELA /READING  
GROWTH  
LOWEST  
QUARTILE



**30.4**  
% MATH  
PROFICIENCY

**71.1** % MATH  
GROWTH

**81.6** % MATH  
GROWTH  
LOWEST  
QUARTILE

**40.0**  
% SCIENCE  
PROFICIENCY

**56.1**  
% HISTORY  
PROFICIENCY

ACCOUNTABILITY  
POINTS INCREASED BY

**29**

between 2022 and  
2023.

**“C”** RATING FROM MDE IN  
2023, CONSISTENT  
WITH “C” IN 2022 AND  
UP FROM “D” IN 2021.



# JACKSON PUBLIC SCHOOLS GRADUATION AND DROPOUT RATES

AY = ACCOUNTABILITY YEAR; E.G. AY2023 REPRESENTS RATES FOR 2022 GRADUATING CLASS

## 4-YEAR GRADUATION RATE

|              |      |
|--------------|------|
| AY2019       | 74.2 |
| AY2020       | 75.1 |
| AY2021       | 78.8 |
| AY2022       | 84.6 |
| AY2023       | 84.1 |
| STATE AY2023 | 88.9 |

## DROPOUT RATE

|              |      |
|--------------|------|
| AY2019       | 18.1 |
| AY2020       | 18.7 |
| AY2021       | 17.5 |
| AY2022       | 12.7 |
| AY2023       | 14.1 |
| STATE AY2023 | 9.0  |

## GRADUATION RATE/STUDENTS WITH DISABILITIES

|              |      |
|--------------|------|
| AY2019       | 24.5 |
| AY2020       | 32.5 |
| AY2021       | 41.8 |
| AY2022       | 54.2 |
| AY2023       | 68.0 |
| STATE AY2023 | 67.1 |

# GRADUATION RATES

## THE CHILDREN WE SERVE

ALL **88.9**

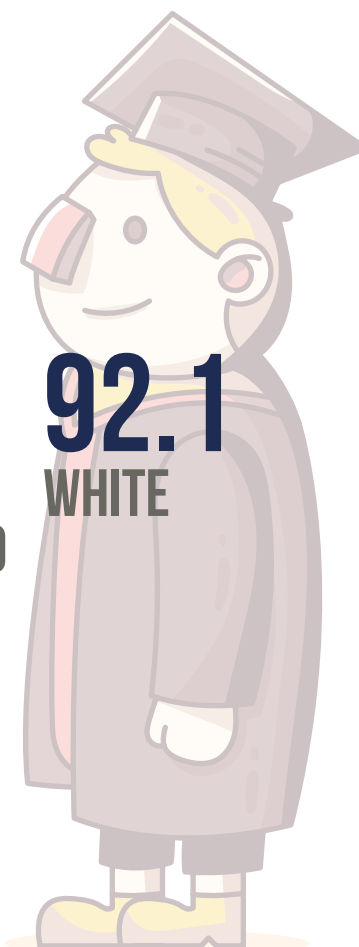
ALL

GENDER **85.8** **92.1**  
MALE FEMALE

RACE **87.9** **85.8** **92.1**  
BLACK OR HISPANIC WHITE  
AFRICAN OR LATINO AMERICAN

## GRADUATION RATES EXCEED PREPANDEMIC LEVELS

Graduation rates have climbed steadily throughout the pandemic, partly bolstered by the state's waiver of MAAP passing graduation requirements during covid in 2020 and 2021. When requirements resumed for the class of 2022 (Accountability Year 2023), rates dipped slightly but remained above 2019 levels. Graduation rates for students with disabilities continue to improve and surpassed state rates for 2022 graduates.



# ENROLLMENT & ATTENDANCE

Declining school enrollment is a challenge for Jackson Public Schools as it is for most Mississippi public school districts. Challenges are compounded by the rapidly decreasing population of the city of Jackson, which, in May, 2023, the *Clarion Ledger* named “the fastest-shrinking city with at least 50,000 residents in the United States” according to the U. S. Census Bureau.

## CHANGES IN JPS ENROLLMENT SINCE 2019

|  | 2019  | 2023  | CHANGE |        |
|--|-------|-------|--------|--------|
| PK - 5TH   | 12169 | 8856  | -3313  | -27.2% |
| 6TH-8TH  | 4898  | 3687  | -1211  | -24.7% |
| 9TH-12TH   | 6835  | 6133  | -702   | -10.3% |
| TOTAL  | 23935 | 18710 | -5225  | -21.8% |
| Note: MDE masks enrollment figures for some grades to meet FERPA requirements. Counts for those grades are excluded except in final total. |       |       |        |        |

## AVERAGE DAILY ATTENDANCE

|          | 2019  | 2021  | 2022  |
|----------|-------|-------|-------|
| PK - 5TH | 93.3% | 88.7% | 92.3% |
| 6TH-8TH  | 91.9% | 87.6% | 92.0% |
| 9TH-12TH | 86.1% | 77.2% | 85.8% |
| TOTAL    | 92.2% | 86.2% | 91.4% |

Average Daily Attendance (ADA) percentages for this table are calculated by dividing ADA by grade enrollment. Total percentages are calculated by averaging grade percentages. Since enrollment is compiled in October of each school year, while ADA is compiled in May, discrepancies may occur. Special Education classes and prekindergarten are not represented here.

## ENROLLMENT BY DEMOGRAPHIC GROUP

|                           | 2019  | 2022  | 2023  |
|---------------------------|-------|-------|-------|
| ALL                       | 23935 | 19348 | 18710 |
| FEMALE                    | 11761 | 9559  | 9236  |
| MALE                      | 12174 | 9789  | 9474  |
| ASIAN                     | *     | *     | *     |
| BLACK OR AFRICAN AMERICAN | 22947 | 18294 | 17580 |
| HISPANIC OR LATINO        | 446   | 529   | 565   |
| TWO OR MORE RACES         | 122   | 249   | 260   |
| WHITE                     | 383   | 260   | 285   |

## CHRONIC ABSENCE RATES ARE IMPROVING

According to the Mississippi Department of Education, any student enrolled in a school for at least 10 days and missing 10% of school days for which they are enrolled is considered chronically absent. In addition, a student who misses 50% or more of a school day will be counted as absent for that day.

JPS chronic absence percentages decreased by 10.1 percentage points between 2021 and 2022.





# ASSESSMENT

Mississippi's statewide assessments measure students' academic aptitude from prekindergarten through high school. Each assessment evaluates student learning to ensure students develop the knowledge and skills they need.

64.4%

proficiency rate on the **Spring 2023 Prekindergarten Assessment** for the new Jackson-Hinds Early Learning Collaborative.

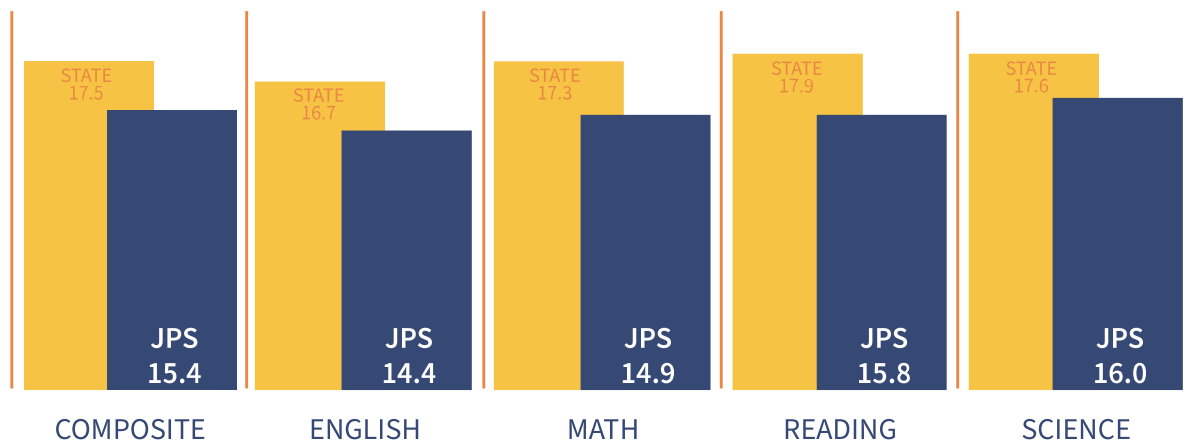
49.3%

of JPS kindergarteners showed mastery of knowledge and skills in early literacy and numeracy on the **Spring 2023 Kindergarten Readiness Assessment**.

66.9%

of JPS third graders passed the initial administration of the **Spring 2023 Literacy-Based Promotion Act (LBPA) Third Grade Reading Assessment**.

## 2023 JUNIOR ACT



FOURTH-GRADE ELA/READING SCORES SHOWED A GAIN OF 16.6 BETWEEN 2022 AND 2023 outpacing the state's gain of 9.5.



# JPS SCHOLARS MADE PROGRESS ACROSS EVERY ASSESSMENT IN 2023, COMPARED TO 2022 LEVELS.

PERCENTAGE OF STUDENTS SCORING “PROFICIENT” (LEVEL 4 + LEVEL 5) ON THE  
MISSISSIPPI ACADEMIC ASSESSMENT PROGRAM

| ELA/READING | GR_3 | GR_4  | GR_5  | GR_6 | GR_7 | GR_8 | ENGII | ALL  |
|-------------|------|-------|-------|------|------|------|-------|------|
| 2022        | 34.1 | 25.0  | 32.1  | 23.9 | 24.1 | 20.2 | 26.5  | 25.5 |
| 2023        | 39.2 | 41.6  | 43.2  | 24.0 | 28.1 | 26.5 | 32.0  | 33.5 |
| GAIN/LOSS   | +5.1 | +16.6 | +11.1 | +0.1 | +4.0 | +6.3 | +5.5  | +8.0 |

| MATH      | GR_3 | GR_4  | GR_5  | GR_6 | GR_7  | GR_8 | ALG1 | ALL   |
|-----------|------|-------|-------|------|-------|------|------|-------|
| 2022      | 23.7 | 17.9  | 13.6  | 17.4 | 18.5  | 15.3 | 41.2 | 21.1  |
| 2023      | 33.3 | 39.0  | 26.8  | 18.5 | 32.5  | 20.0 | 48.3 | 31.2  |
| GAIN/LOSS | +9.6 | +21.1 | +13.2 | +1.1 | +14.0 | +4.7 | +7.1 | +10.1 |

| SCIENCE   | GR_5  | GR_8 | BIO   | ALL   |
|-----------|-------|------|-------|-------|
| 2022      | 42.1  | 28.6 | 26.8  | 32.5  |
| 2023      | 60.0  | 32.6 | 39.3  | 44.0  |
| GAIN/LOSS | +17.9 | +4.0 | +12.5 | +11.5 |

| U. S. HISTORY | USH  | ALL  |
|---------------|------|------|
| 2022          | 47.3 | 47.3 |
| 2023          | 55.0 | 55.0 |
| GAIN/LOSS     | +7.7 | +7.7 |

## JPS IMPROVING IN MAAP PROFICIENCY

MAAP proficiency percentages were higher in 2023 than in 2022 in all subjects and grades. The largest gains were made in fourth-grade math and fifth-grade science.



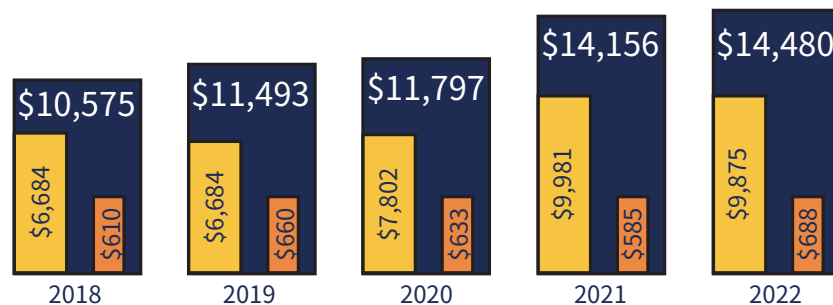
# FINANCIAL HIGHLIGHTS



REVENUE INCREASE SINCE 2018

## DISTRICT PER PUPIL EXPENDITURES

■ TOTAL ■ INSTRUCTION ■ TRANSPORTATION

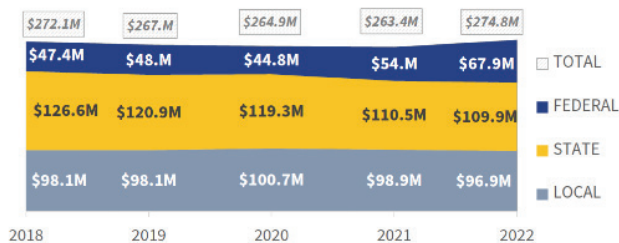


## MAEP FUNDING

| 2023 FULL FUNDING | 2023 ALLOCATION | 2022 ALLOCATION | BELOW FULL (10.5%) | +/- 2022 VS 2023 |
|-------------------|-----------------|-----------------|--------------------|------------------|
| \$109.1M          | \$97.6M         | \$100.6M        | -\$11.4M           | \$109.1M         |

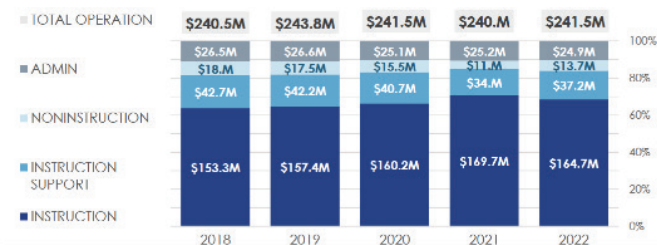
# 2023 REVENUE: \$ 274.8M

### DISTRICT REVENUE BY SOURCE



(MDE, 2018, 2019, 2020, 2021, 2022, Superintendent's Annual Report)

### DISTRICT EXPENDITURES BY FUNCTION



ADMIN combines General Admin and School Admin expenditures.

(MDE, 2018, 2019, 2020, 2021, 2022, Superintendent's Annual Report)

# GRANTS & INITIATIVES

JPS has secured over \$22,188,710 in grant money.  
Some of the grants are as follows:

| Community School Grants (\$1,441,000)  |             |  |
|--|-------------|--|
| Grant  | Amount      | Brief Description  |
| NEA Community School Grant   | \$66,000    | Community Schools Strategy: Funding for personnel, planning meetings, equipment, supplies, family engagement activities, professional development, indirect costs and travel. 2022-2023 was the 3rd Year to receive a grant from NEA. Investment through June 2023: \$186,500. An additional \$66,000 grant has been awarded for 2023-2024. By June 2024, total investment in JPS: \$252,500 |
| Phil Hardin Foundation Community School Grant  | \$375,000   | To support expansion of the community schools strategy in JPS.   |
| Communities in Schools (CIS) Grant   | \$1,000,000 | To support expansion of the community schools strategy in JPS.   |
| Mental Health Grants (\$4,775,927)   |             |  |
| School-Based Mental Health Grant   | \$2,712,820 | Funding will allow JPS to: 1) increase the number of credentialed school-based mental health services providers within the district 2) provide equipment, supplies, professional development, training opportunities and support the project, 3) hire a project director and 4) utilize an external evaluator to provide process and outcome evaluation of the project.                      |
| Mental Health Services Professional Grant  | \$2,063,107 | The Mental Health Service Professional Grant will create a pipeline of mental health service providers with Jackson State University.  |
| Bus Grants (\$9,898,093)   |             |  |
| MDEQ Bus Rebate  | \$23,093.00 | This program assists JPS in replacing older buses with newer, lower emission buses. The rebate allowed us to replace one bus.  |
| EPA Clean Bus Rebate Program   | \$9,875,000 | JPS was awarded \$9,375,000 for 25 new electric buses, and \$500,000 for eligible charging infrastructure.   |
| Computer Science (\$100,000)   |             |  |
| Amazon Future Engineer + BootUp Elementary Computer Science Initiative Service Grant | \$100,000   | Provides Computer Science professional development services and materials for elementary schools.  |
| College and Career Readiness (\$134,000)   |             |  |
| Accelerate MS Career Coach (Service Grant)   | \$134,000   | Funding (paid through the Central MS Planning and Development District) for 2 JPS Career Coaches salaries and fringe benefits, travel expenses in accordance with State of Mississippi travel policy, and reasonable expenses for equipment and materials necessary to deploy coaching supports.   |
| The Arts (\$154,000)   |             |  |
| Save the Music (Equipment / Programming)   | \$154,000   | Musical instruments, resources, and training impacting 7 elementary schools: Baker, Pecan Park, Isable, North Jackson, G.N. Smith, Sykes and Johnson.  |
| Homeless Support (\$642,440)   |             |  |
| McKinney-Vento (Homeless) Grant  | \$642,440   | Funds covered cost of homeless liaison, social workers, tutors, travel, data management system, school supplies, summer reading books, school uniforms   |
| Advancement of Education (\$1,199,750)   |             |  |
| William and Flora Hewlett Recovery Grant   | \$268,750   | Fostering student agency and engagement, executive leadership support, financial sustainability, and teacher capacity. Before this, JPS received \$1,500,000 from 8/2020-6/2022.   |
| Hewlett #2 (Supplemental Grant)  | \$10,000    | Educational travel opportunities for students in Jackson Public Schools.   |
| Kellogg Foundation Transformation (Final Year: 2022-2023)                            | \$921,000   | Strategic consulting, planning, new teacher coaching and support, SEL planning and implementation, staff recognition, convocation, personnel, leadership development, comprehensive land study, and fostering student agency and engagement. 2022-2023 was the final year of a 3 year grant totaling \$4,880,000.  |
| Public Engagement (\$28,500)   |             |  |
| New Venture Capital Grant  | \$28,500    | Public engagement.   |
| A Strong Start: Pre-K (\$3,065,000)  |             |  |
| JPS-Hinds Early Learning Collaborative (Year 2 of 3, 2022-2023)                      | \$3,065,000 | The JPS Hinds Early Learning Collaborative across the district has 62 classrooms. The maximum enrollment is 20 students per class. Participants include 19 JPS elementaries, as well as Little Saints, Lottie Thornton and the Hinds County Human Resource Agency. 2022-2023 was Year 2 of a 3 Year grant totaling \$9,195,000.  |
| Literacy (\$750,000)   |             |  |
| Reading Inspires Student Excellence (RISE) Literacy Grant. (Year 2 of 5, 2022-2023)  | \$750,000   | The grant is designed to support the District's literacy efforts in the execution of the following objectives: (1) literacy interventions and extended learning; (2) educator professional development; (3) library and media center enhancements/acquisitions; and (4) family/community supports. 2022-2023 was Year 2 of a 5 Year grant totaling \$3,750,000.                              |

# BOND UPDATE

## 2022-2023 HIGHLIGHTS



### ADDITIONAL UPCOMING RENOVATIONS TO JPS FACILITIES FUNDED THROUGH DISTRICT MONIES AND FEDERAL ESSER GRANTS:

- \$20 MILLION FOR BAILEY (APAC) MIDDLE SCHOOL
- \$9.3 MILLION FOR JIM HILL HIGH SCHOOL
- \$9.7 MILLION FOR PECAN PARK ELEMENTARY SCHOOL
- \$2.5 MILLION FOR POWELL MIDDLE SCHOOL

In 2018, the residents of Jackson voted for a JPS bond referendum to improve the conditions of schools and to help students achieve. The \$65 million bond program provided funds to complete improvements and restore infrastructure at all JPS schools. Plans were for 350 separate projects that would be completed in three different phases.

In addition to building improvements, the district repaired or replaced school signage and made overall campus site improvements as well as addressing heating and air conditioning problems. Completion of the projects was delayed due to the pandemic, but all of the initial bond premium has been expended as of June 23, 2023. Interest accrued during the life of the bond is now being used to finish remaining projects.

The following building and renovation projects were completed in 2022 and 2023:

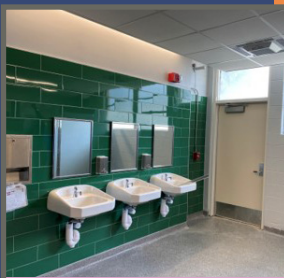
- ☐ Hughes Field renovations
- ☐ Forest Hill Performing Arts renovations
- ☐ High school library upgrades and furniture installation
- ☐ Restroom renovations at Dawson, Lake, North Jackson, Oak Forest, Raines, Wells APAC, and John Hopkins

| DESCRIPTION                    | INITIAL         | CURRENT         |
|--------------------------------|-----------------|-----------------|
| ORIGINAL BOND AMOUNT           | \$65,000,000.00 | \$65,000,000.00 |
| BOND PREMIUM                   | \$5,000,000.00  | \$5,000,000.00  |
| COST OF BOND ISSUANCE          | \$346,250.00    | \$346,250.00    |
| TOTAL BUDGET AUTHORIZED        | \$70,346,250.00 | \$70,346,250.00 |
| COST OF ISSUANCE DEDUCTED      | (\$346,250.00)  | (\$346,250.00)  |
| INTEREST EARNED                | 0               | \$3,260,525.04  |
| GENERAL LEDGER ADJUSTMENTS     | 0               | \$47,296.46     |
| TOTAL ALLOCATED PROJECT BUDGET | \$70,000,00.00  | \$73,307,821.50 |





“\$65,771,149.30 HAS  
BEEN EXPENDED”







# 97.1%

of JPS teachers were  
teaching in their certified  
field in 2023.

# JPS PERSONNEL IN 2023

19.5% PROVISIONAL TEACHERS

61.2% EXPERIENCED TEACHERS

19.3% INEXPERIENCED TEACHERS  
<4 YEARS OF EXPERIENCE

732.9 \*FTE SECONDARY TEACHERS

763.2 \*FTE ELEMENTARY TEACHERS

1496 \*FTE CLASSROOM TEACHERS

3,166  
JPS TEAM MEMBERS  
IN 2022-2023

## 2022 SCHOOL ADMINISTRATIVE AND SUPPORT PERSONNEL

|                      |                                       |       |
|----------------------|---------------------------------------|-------|
| PRINCIPALS           | K-12                                  | 14.0  |
|                      | ELEMENTARY                            | 30.3  |
|                      | SECONDARY                             | 7.0   |
| ASSISTANT PRINCIPALS | K-12                                  | 19.8  |
|                      | ELEMENTARY                            | 18.0  |
|                      | SECONDARY                             | 19.8  |
| SUPPORT PERSONNEL    | SUPERVISORS                           | 39.7  |
|                      | GUIDANCE COUNSELORS/<br>PSYCHOLOGISTS | 140.8 |
|                      | LIBRARIANS                            | 43.4  |







# RECRUITMENT & RETENTION

## BUILDING TALENTED AND EMPOWERED TEAMS

COMMITMENT #3 -- JPS  
EXCELLENCE FOR ALL  
STRATEGIC PLAN: 2019 - 2024

### **TEACH JPS Program: Teacher Education Apprenticeship for Change in Jackson Public Schools**

The TEACH JPS Program is a comprehensive teacher residency program designed to offer a unique opportunity for aspiring educators to earn their bachelor's degree in Elementary Education with dual certification in Elementary Education and Special Education at no financial cost to the applicant.

Accepted candidates must agree to teach Elementary Education or Special Education for JPS for 3 years beyond completion of the degree and receipt of certification.

Program Applications launched April 27, 2023.

WE'RE SEEKING TEACHERS WITH AN ENGAGING PERSONALITY, **GREAT CLASSROOM MANAGEMENT SKILLS, KNOWLEDGE OF CURRICULUM STANDARDS,** AND A PASSION FOR BRINGING THE BEST OUT OF CHILDREN.

### RECRUITMENT INCENTIVES

To attract licensed employees to Jackson Public School District in hard-to-staff areas and core subject areas while advancing the district's vision, mission, and goals, JPS offers qualified new hires a monetary incentive to teach in critical need and hard-to-staff areas.

Teachers in critical need areas receive \$5,000 over three years. Areas include:

- Science (5th Grade, 5th grade, Biology I)
- English (Grades 7-10)
- Special Education (Grades K-12) and all Supporting SPED Positions

Teachers for hard-to-staff areas receive \$7,500 over three years. Areas include:

- Early Childhood Education (Pre-Kindergarten & Kindergarten)
- Elementary Education (Grades K-6)
- Mathematics
- English as a Second Language (ESL) (Grades K-12)

Teachers for Career and Technical Educator (CTE) positions receive \$10,000 over three years.

# PATHWAYS TO CERTIFICATION/ CERTIFICATION ADVISEMENT

The JPS Office of Recruitment assists both prospective teachers and veteran teachers of JPS in matters related to obtaining and maintaining a Mississippi Educator's Teaching Certificate.

We offer 1-on-1 certification review sessions, multiple certification resources, and have established multiple programs through partnerships with the Mississippi Department of Education as well as many colleges and universities across the state of Mississippi.

In October 2020, JPS began to partner with colleges and universities around the state to establish the JPS Teacher Certification Initiative. The goal of this initiative is to provide a pathway to standard Mississippi educator certification for provisionally licensed district employees through the university alternate route and degree programs. Through this collaborative effort, the JPS provides support to teachers seeking a five-year license by paying for one or more

classes to assist them in the certification process. Teachers who receive this assistance agree to three (3) years of service with JPS.

Currently, JPS is partnered with the following universities, and is striving to expand this partnership to address teacher shortage issues in hard-to-fill areas:

- William Carey University (Participants complete requirements for certification only)
- Jackson State University (Participants earn a master's degree and certification in Elementary Education and Special Education OR a bachelor's degree in Elementary Education and Special Education.)



## MISSISSIPPI TEACHER RESIDENCY (MTR)

MTR is a rigorous graduate-level program, which upon completion residents receive a master's degree in elementary and special education. This master's degree ensures residents have the skills, knowledge, and dispositions for effectiveness as licensed educators under endorsements 120 and 221.

- 15 residents have successfully completed the program since 2019.
- 23 residents are currently enrolled in Cohort IV.
- 13 residents are graduated April 29, 2023, from JSU.
- 10 New residents have been selected and enrolled in Cohort V.



## IMPACT MALE EDUCATORS OF COLOR PROGRAM: INSPIRING MEN TO POSITIVE ACTIONS IN OUR COMMUNITIES TOGETHER

The JPS Male Educators of Color Program is an initiative launched by the Jackson Public School District to support current male educators of color in JPS and address the lack of male teachers of color in the education system.

The program aims to recruit, support, and retain male teachers of color by providing them with mentorship, professional development, and networking opportunities.

Through this program, the district hopes to improve academic outcomes for students of color, particularly those who may benefit from having positive male role models who share their cultural backgrounds and experiences.

**'TEACHING IS THE HIGHEST FORM OF UNDERSTANDING.' —ARISTOTLE**

# PROFESSIONAL DEVELOPMENT

## OFFICE OF TEACHING AND LEARNING

**E**verybody Needs a Coach is the resounding mantra that is grounded in our core value of a growth mindset. The JPS Strategic Plan, *Excellence for All*, Commitment 2 – Innovative Teaching and Learning, sets the precedence for the Office of Teaching and Learning. Our office sets the tone for instruction with the Instructional Management System, the Coaching and Instructional Frameworks, and the Instructional Priorities and Protocols. These structures guide our work and provide the blueprint for the cadence of our professional learning series.

One of the integral functions of the Office of Teaching and Learning is to provide applicable professional learning opportunities. Our goal is to ensure our leaders and teachers are receiving relevant evidence-base instructional practices that are easily implemented. Our leaders

participate in monthly leadership meetings that support their leadership in understanding how to make data-driven decisions, provide effective feedback, and conducting school level professional learning to increase student achievement.

The Office of Teaching and Learning also encompasses the Early Childhood Department, Library Services, the Office of Student Assessment, and Instructional Support Services. In collaboration with the Office of Exceptional Services, Climate and Wellness, and the Office of School Support, we provide job embedded sessions to meet the diverse needs of all our teachers and support staff. Teachers engage in professional learning that builds their capacity to track student performance, create effective small group instruction, and develop aligned activities and assessments.

### 3 KEY INSTRUCTIONAL PRIORITIES FOR 2022-2023

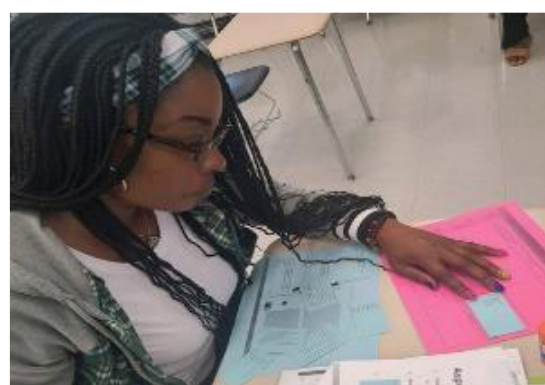
- » Acceleration of Learning
- » Balanced Assessment System
- » Culture of Observation and Feedback

### 4 INSTRUCTIONAL PROTOCOLS FOR 2022-2023

- » Collaborative Lesson Planning
- » Collaborative Walk-throughs and Peer-to-peer Observations
- » Examining Student Work
- » Instructional Role-Play



# Professional Learning in Jackson Public Schools



# A3 SUMMER ENRICHMENT CAMP

**+2,815**  
CAPACITY FOR JPS SCHOLARS  
ENROLLED IN JUNE 2023

1

INTRAMURAL SPORTS

2

ENRICHMENT ACTIVITIES

3

ACADEMIC LEARNING/ACT PREP

4

CODING AND ROBOTICS

5

FITNESS

6

ARTS AND CRAFTS

7

STEM

8

FIELD TRIPS

## 2023 JPS SUMMER CAMP

### CAMP THEME: “LET THERE BE JOY!”

Under the leadership of the Office of Innovative Strategy, the Jackson Public School District hosted an in-person, free summer enrichment camp from June 5 - June 30, 2023 for Pre-K-12th grade scholars. The A3 Summer Enrichment Camp was open at 14 sites from 7:30 a.m. - 3:00 p.m. (elementary), 8:00 a.m. - 3:30 p.m. (middle), and 8:30 a.m. - 4:00 p.m. (high). The highest projected enrollment for the summer enrichment program was 2815+ scholars. Teachers prepared for the summer camp by participating in a series of professional development sessions throughout May and June.

#### SUMMER CAMP SCHEDULE

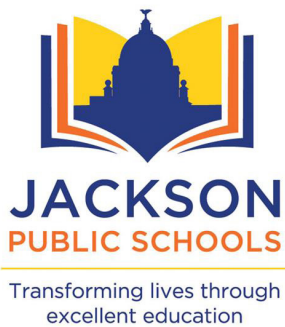
Mornings were ACADEMIC focused, with engaging lessons and activities aligned with essential lessons and activities that scholars need to be successful during the upcoming school year. JPS certified teachers used curricular resources for engaging summer learning experiences, utilized research-based strategies for high dosage tutoring, and provided other

resources and services for scholars, as needed and appropriate for various scholar populations.

Afternoons were ENRICHMENT focused, with a combination of offerings including visual/performing arts, sports, academic clubs, and community service. JPS contracted with partners to facilitate this creative, dynamic programming, and identifying high-quality organizations/providers and individuals to work with scholars by developing content and programs that align with and support schools' instructional programs and accelerate learning. Since the aim was to provide a variety of program options, selecting multiple providers was of paramount importance. The scholar's final enrichment schedule was based on enrollment and session availability.

Bus transportation and meals were provided for all participating JPS scholars. The JPS Office of Child Nutrition provided breakfast and lunch for program participants.





Address: 662 S. President Street, Jackson, MS 39201  
 Phone: (601) 960-8700  
 Contact: <https://www.jackson.k12.ms.us/ContactJPS>

[WWW.JACKSON.K12.MS.US](http://WWW.JACKSON.K12.MS.US)



FALL 2023