

# MISSISSIPPI POWER EDUCATION FOUNDATION STRATEGIC PLAN

Revised December, 2005

The Mississippi Power Education Foundation was established in December, 1984, with an initial gift of \$300,000 from Mississippi Power Company. The foundation is organized and operated under Sections 501 c 3 of the Internal Revenue Code.

**MISSION:** The Foundation is dedicated to supporting, promoting, and providing opportunities for excellence in education to the citizens of the State of Mississippi.

**PHILOSOPHY:** To accomplish its mission, the Foundation focuses its resources on enhancing the teaching and learning processes for all stakeholders. The Foundation supports innovative teaching that leads to higher student achievement and that provides students with the skills to think critically and solve problems. To provide the structure and environment for improved learning, the Foundation supports initiatives to bring about systemic, fundamental changes. MPEF encourages collaboration between/among school districts and/or other educational organizations and gives extra consideration to those initiatives.

## STRATEGIC INITIATIVES:

- I. Enhance/improve student learning for all students in Mississippi.

**Desired Outcome:** Improvement in student achievement will be evident as test scores rise, fewer students entering college require remediation, and the quality of the workforce improves as measured by periodic review of standardized data.

**Action:**

- MPEF will promote improved student achievement by rewarding class room teacher grants for creative, innovative teaching techniques and programs as determined by pre and post test data supplied in the final report. The grant allocation will focus on the twenty-three counties served by Mississippi Power Company.
- MPEF will seek proposals that develop life skills for all students with success determined by whether or not proposals are solicited and received.
- Explore opportunities to collaborate with other foundations for development of quality program to achieve Pre-K readiness and present findings at the first quarter 2006 board meeting.

- II. Build the capacity of school districts, individual schools and individual classrooms to improve from within.

**Desired Outcome:** School districts, individual schools and individual classrooms will be led by professionals who continually recreate themselves through in-depth evaluations and systemic change that leads to improved student achievement as measured by national board certification, advanced degrees and completion of strategic plans.

**Action:**

- MPEF will challenge school districts to develop or expand strategic planning as a vehicle for improving every aspect of the teaching and learning processes by inviting them to submit proposals supporting these efforts.
- MPEF will consider requests for proposals (RFP's) that support initiatives derived from strategic plans.
- MPEF will fund professional development proposals that equip teachers and administrators with new skills and strategies for improving student learning as measured by the number submitted and approved.
- Partner with Mississippi Department of Education to develop effective leadership.

- III. Recognize and reward quality educators.

**Desired Outcome:** Outstanding educators from schools in the twenty-three counties served by Mississippi Power Company will be recognized.

**Action:**

- MPEF, through the Alan R. Barton Excellence in Teaching Award, will recognize three outstanding teachers from the MPC service area annually as measured by the completion of this event.

- IV. Support efforts that attract, recognize, and retain quality teachers.

**Desired Outcome:** Every classroom in the service area will be staffed with a qualified teacher.

- MPEF will provide eight New Teacher Assistance Grants for eligible first-year teachers.
- MPEF will support new teacher induction programs as measured by the number of programs sponsored.
- MPEF will sponsor a conference for teachers with one to five years of experience by June 2006.
- MPEF will support efforts to recruit and retain qualified teachers in critical subject areas as measured by the reports from the districts.

- V. Support education through contributions to publicly supported institutions of higher learning within the United States.

**Desired Outcome:** Southern Company employees will support the college or university of their choice through donations that are matched by Mississippi Power Education Foundation.

- MPEF will encourage employees to participate in the Matching Gift Program by advertising the initiatives on the internal website and providing information through intracompany communication avenues.
- MPEF will provide matching funds for employee donations made to higher education and send those funds to the colleges and universities on a quarterly basis.
- MPEF will support other effective IHL programs that lead to an improved workforce.

- VI. Support achievements and initiatives of the MPEF by developing and implementing communications plan for the Foundation.

**Desired Outcome:** The internal and external communities will develop an awareness of program opportunities for educational organizations and will be aware of the successes of the initiatives funded by MPEF.

- Publicize MPEF reward and recognition programs through media contacts and outlets.
- Market grant opportunities and requests for proposals to appropriate groups to increase participation.
- Increase public awareness about significant accomplishments of the MPEF and sponsored programs and initiatives.
- Showcase successes (grants, teachers, district accomplishments) through appropriate mediums.

- VII. Manage the resources of the Foundation for effectiveness and long-term sustainability.

**Desired Outcome:** The investment policy will provide guidelines that protect the corpus of the assets without sacrificing the Foundation's ability to support educational initiatives throughout the service area as measured by annual financial support and audit.

- MPEF, through the Investment Committee, will develop an investment policy that includes procedures for reviewing income and expenses on a quarterly basis.
- MPEF will track income and expense activity on a trailing 36 month basis to forecast the next 24 months.
- MPEF, through the Investment Committee, will monitor the performance of Hancock Bank, as money manager for the Foundation, on a quarterly basis. MPEF staff will advise the Investment Committee of any concerns that might affect the financial position of the Foundation.