

# **U.S. Department of Education**

Washington, D.C. 20202-5335



## **APPLICATION FOR GRANTS UNDER THE**

**STATEWIDE LONGITUDINAL DATA SYSTEMS**

**CFDA # 84.372A**

**PR/Award # R372A090046**

**Grants.gov Tracking#: GRANT10076275**

OMB No. 1890-0004, Expiration Date:

Closing Date: SEP 25, 2008

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This application was generated using the PDF functionality. The PDF functionality automatically numbers the pages in this application. Some pages/sections of this application may contain 2 sets of page numbers, one set created by the applicant and the other set created by e-Application's PDF functionality. Page numbers created by the e-Application PDF functionality will be preceded by the letter c (for example, c1, c2, c3, etc.).

## Application for Federal Assistance SF-424

Version 02

## \* 1. Type of Submission:

- Preapplication  
 Application  
 Changed/Corrected Application

## \* 2. Type of Application:

- New  
 Continuation  
 Revision

## \* If Revision, select appropriate letter(s):

## \* Other (Specify)

## \* 3. Date Received:

09/25/2008

## 4. Applicant Identifier:

## 5a. Federal Entity Identifier:

## \* 5b. Federal Award Identifier:

## State Use Only:

## 6. Date Received by State:

## 7. State Application Identifier:

## 8. APPLICANT INFORMATION:

## \* a. Legal Name:

Mississippi Department of Education

## \* b. Employer/Taxpayer Identification Number (EIN/TIN):

64-6000758

## \* c. Organizational DUNS:

8093996940000

## d. Address:

## \* Street1:

Central High School Building

## Street2:

359 North West Street

## \* City:

Jackson

## County:

Hinds

## \* State:

MS: Mississippi

## Province:

## \* Country:

USA: UNITED STATES

## \* Zip / Postal Code:

39201

## e. Organizational Unit:

## Department Name:

Bureau of Policy and Operation

## Division Name:

MIS

## f. Name and contact information of person to be contacted on matters involving this application:

## Prefix:

Mr.

## \* First Name:

Derrick

## Middle Name:

D

## \* Last Name:

Lindsay

## Suffix:

## Title:

Chief Information Officer

## Organizational Affiliation:

Employee

## \* Telephone Number:

601.359.2964

## Fax Number:

601.359.2027

## \* Email:

dlindsay@mde.k12.ms.us

**Application for Federal Assistance SF-424**

Version 02

**9. Type of Applicant 1: Select Applicant Type:**

A: State Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

U.S. Department of Education

**11. Catalog of Federal Domestic Assistance Number:**

84.372

CFDA Title:

Statewide Data Systems

**\* 12. Funding Opportunity Number:**

ED-GRANTS-062608-001

\* Title:

Statewide Longitudinal Data Systems Grant Program CFDA 84.372

**13. Competition Identification Number:**

84-372A2009-1

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

All of Mississippi (State and Local)

**\* 15. Descriptive Title of Applicant's Project:**

Mississippi's PK-16 Data Initiative

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

Application for Federal Assistance SF-424

Version 02

16. Congressional Districts Of:

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

17. Proposed Project:

\* a. Start Date:

\* b. End Date:

18. Estimated Funding (\$):

* a. Federal	<input type="text" value="3,387,309.30"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="906,000.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="4,293,309.30"/>

\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?

- a. This application was made available to the State under the Executive Order 12372 Process for review on
- b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- c. Program is not covered by E.O. 12372.

\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes", provide explanation.)

Yes  No

21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

Authorized Representative:

Prefix:  \* First Name:   
 Middle Name:   
 \* Last Name:   
 Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed:

**Application for Federal Assistance SF-424**

Version 02

**\* Applicant Federal Debt Delinquency Explanation**

The following field should contain an explanation if the Applicant organization is delinquent on any Federal Debt. Maximum number of characters that can be entered is 4,000. Try and avoid extra spaces and carriage returns to maximize the availability of space.



**U.S. DEPARTMENT OF EDUCATION**  
**BUDGET INFORMATION**  
**NON-CONSTRUCTION PROGRAMS**

OMB Control Number: 1890-0004

Expiration Date: 06/30/2005

Name of Institution/Organization:  
 Mississippi Department of Education

Applicants requesting funding for only one year should complete the column under "Project Year 1." Applicants requesting funding for multi-year grants should complete all applicable columns. Please read all instructions before completing form.

**SECTION A - BUDGET SUMMARY**  
**U.S. DEPARTMENT OF EDUCATION FUNDS**

Budget Categories	Project Year 1(a)	Project Year 2 (b)	Project Year 3 (c)	Project Year 4 (d)	Project Year 5 (e)	Total (f)
1. Personnel	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2. Fringe Benefits	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
3. Travel	\$ 5,000	\$ 5,000	\$ 5,000	\$ 0	\$ 0	\$ 15,000
4. Equipment	\$ 200,000	\$ 150,000	\$ 15,000	\$ 0	\$ 0	\$ 365,000
5. Supplies	\$ 2,000	\$ 2,000	\$ 2,000	\$ 0	\$ 0	\$ 6,000
6. Contractual	\$ 494,000	\$ 1,246,400	\$ 755,500	\$ 0	\$ 0	\$ 2,495,900
7. Construction	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
8. Other	\$ 6,000	\$ 6,000	\$ 6,000	\$ 0	\$ 0	\$ 18,000
9. Total Direct Costs (lines 1-8)	\$ 707,000	\$ 1,409,400	\$ 783,500	\$ 0	\$ 0	\$ 2,899,900
10. Indirect Costs*	\$ 75,649	\$ 159,365	\$ 92,394	\$ 0	\$ 0	\$ 327,409
11. Training Stipends	\$ 0	\$ 80,000	\$ 80,000	\$ 0	\$ 0	\$ 160,000
12. Total Costs (lines 9-11)	\$ 782,649	\$ 1,648,765	\$ 955,894	\$ 0	\$ 0	\$ 3,387,309

**\*Indirect Cost Information (To Be Completed by Your Business Office):**

If you are requesting reimbursement for indirect costs on line 10, please answer the following questions:

(1) Do you have an Indirect Cost Rate Agreement approved by the Federal government?  Yes  No

(2) If yes, please provide the following information:

Period Covered by the Indirect Cost Rate Agreement: From: 7/1/2008 To: 6/30/2009 (mm/dd/yyyy)

Approving Federal agency:  ED  Other (please specify): \_\_\_\_\_

(3) For Restricted Rate Programs (check one) -- Are you using a restricted indirect cost rate that:

Is included in your approved Indirect Cost Rate Agreement? or,  Complies with 34 CFR 76.564(e)(2)?



**U.S. DEPARTMENT OF EDUCATION**  
**BUDGET INFORMATION**  
**NON-CONSTRUCTION PROGRAMS**

OMB Control Number: 1890-0004

Expiration Date: 06/30/2005

Name of Institution/Organization:  
 Mississippi Department of Education

Applicants requesting funding for only one year should complete the column under "Project Year 1." Applicants requesting funding for multi-year grants should complete all applicable columns. Please read all instructions before completing form.

**SECTION B - BUDGET SUMMARY**  
**NON-FEDERAL FUNDS**

Budget Categories	Project Year 1(a)	Project Year 2 (b)	Project Year 3 (c)	Project Year 4 (d)	Project Year 5 (e)	Total (f)
1. Personnel	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2. Fringe Benefits	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
3. Travel	\$ 2,000	\$ 2,000	\$ 2,000	\$ 0	\$ 0	\$ 6,000
4. Equipment	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
5. Supplies	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
6. Contractual	\$ 300,000	\$ 300,000	\$ 300,000	\$ 0	\$ 0	\$ 900,000
7. Construction	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
8. Other	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
9. Total Direct Costs (lines 1-8)	\$ 302,000	\$ 302,000	\$ 302,000	\$ 0	\$ 0	\$ 906,000
10. Indirect Costs	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
11. Training Stipends	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
12. Total Costs (lines 9-11)	\$ 302,000	\$ 302,000	\$ 302,000	\$ 0	\$ 0	\$ 906,000

## ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

**PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.**

**NOTE:** Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

<p>* SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL</p> <p>Derrick Lindsay</p>	<p>* TITLE</p> <p>Chief Information Officer</p>
<p>* APPLICANT ORGANIZATION</p> <p>Mississippi Department of Education</p>	<p>* DATE SUBMITTED</p> <p>09/25/2008</p>

Standard Form 424B (Rev. 7-97) Back

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## CERTIFICATION REGARDING LOBBYING

### Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

### Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

<b>* APPLICANT'S ORGANIZATION</b>	
Mississippi Department of Education	
<b>* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE</b>	
Prefix: <input type="text" value="Mr."/>	* First Name: <input type="text" value="Derrick"/> Middle Name: <input type="text" value="D"/>
* Last Name: <input type="text" value="Lindsay"/>	Suffix: <input type="text"/>
* Title: <input type="text" value="Chief Information Officer"/>	
* SIGNATURE: <input type="text" value="Derrick Lindsay"/>	* DATE: <input type="text" value="09/25/2008"/>

Close Form

SUPPLEMENTAL INFORMATION  
REQUIRED FOR  
DEPARTMENT OF EDUCATION GRANTS

**1. Project Director:**

Prefix:	* First Name:	Middle Name:	* Last Name:	Suffix:
Mr.	Derrick	D	Lindsay	

Address:

* Street1:	359 North West Street
Street2:	
* City:	Jackson
County:	Hinds
* State:	MS: Mississippi
* Zip Code:	39201
* Country:	USA: UNITED STATES

\* Phone Number (give area code) Fax Number (give area code)

601.359.2964	601.359.2027
--------------	--------------

Email Address:

dlindsay@mde.k12.ms.us
------------------------

**2. Applicant Experience:**

Novice Applicant  Yes  No  Not applicable to this program

**3. Human Subjects Research**

Are any research activities involving human subjects planned at any time during the proposed project Period?

Yes  No

Are ALL the research activities proposed designated to be exempt from the regulations?

Yes Provide Exemption(s) #:

--

No Provide Assurance #, if available:

--

**Please attach an explanation Narrative:**

	Add Attachment	Delete Attachment	View Attachment
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# **Project Narrative**

## **Abstract Narrative**

Attachment 1:

**Title: Pages: Uploaded File: 1234-MS Project Abstract.pdf**

## **Mississippi's PK-16 Longitudinal Data Initiative**

### **Project Abstract**

The Mississippi Department of Education (MDE) currently maintains and facilitates a custom-built statewide student level database system referred to as MSIS (Mississippi Student Information System).

MSIS provides for the electronic collection and storage of comprehensive detailed data about teachers, administrators, students, and school board members. MSIS also allows for the electronic transfer of student records from one school district to another, thus offering a unique student tracking system. This data is collected on a daily and monthly basis.

Also, the State Workforce Investment Board has been working to consolidate and strengthen the workforce development system. A new accountability system, the Integrated Workforce Performance System, has been developed and implemented to collect and analyze the results of training and placement efforts across all public agencies. Participating agencies are Mississippi Department of Employment Security, State Board for Community and Junior Colleges, Mississippi Department of Rehabilitation Services, Mississippi Department of Human Services, Mississippi Department of Education, and the Mississippi Department of Corrections. In addition, there is another great data initiative that is being facilitated by the Research and Curriculum Unit (RCU) under contract for the MDE. The RCU was established to foster educational enhancements and innovations. The Research and Evaluation Section (R/E) of the RCU was established to conduct research and evaluation as requested by the various divisions of MDE with the goal of improving instruction and student learning in the public schools of Mississippi.

Although Mississippi has these great comprehensive data sets and the ability to match student records between the secondary and post secondary world, and the support of all its Educational Partners in this PK-16 initiative, Mississippi still lacks the funding to take it to the next level, that of full integration of data sets. Therefore, Mississippi seeks to utilize the Longitudinal Grant to expand its existing K-12 statewide data systems, known as MSIS, and integrate the systems and related data of Mississippi's Workforce Performance Management System and the RCU. This expansion will allow Mississippi to create consolidation of PK-16 systems, assess the extent to which high school graduates are adequately prepared for work or further education, and allow Mississippi the capacity to send and receive transcripts of students applying to postsecondary educational institutions, and/or moving across State lines.

It is Mississippi's hope that this initiative will serve as a model PK-16 initiative that can be replicated and integrated to any states' environment, and allow them to meet the various reporting requirements; support data driven decision-making at the state, district, school, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve instruction and learning of all students.

# **Project Narrative**

## **Project Narrative**

Attachment 1:

Title: Pages: Uploaded File: **1237-Project Narrative.pdf**

## Project Narrative

The Mississippi Department of Education (MDE) currently maintains and facilitates a custom-built statewide student level database system referred to as MSIS (Mississippi Student Information System).

MSIS was created to comply with the Performance-Based Accreditation Model established by the Mississippi Education Reform Act of 1982. This creation was strengthened by further legislation in 1994. This legislation placed an emphasis on the accurate reporting of student attendance and personnel at the school level – it required that there be no more summary data sent to the State Department of Education. MSIS was created to capture the data necessary to comply with this state legislation, as well as federal requirements, for reporting.

MSIS provides for the electronic collection and storage of comprehensive detailed data about teachers, administrators, students, and school board members. MSIS also allows for the electronic transfer of student records from one school district to another, thus offering a unique student tracking system. This data is collected on a daily and monthly basis.

The purpose of this system is to provide an efficient means in which to:

- (1) MDE performance-based accreditation model;
- (2) Support education funding programs;
- (3) Provide timely and accurate reporting of education data (schedules, attendance, grades, transportation, discipline, Vocational, and Special Education) to meet state and federal requirements; and,
- (4) Allow for student tracking across the state to determine student mobility trends and to accurately document the reduction of the drop-out rate within the state.
- (5) Improve instruction and student learning using data driven decisions.
- (6) Improve teacher quantity and quality through diagnosing problems and projected teacher workforce needs.
- (7) Provide effective and efficient resource for evaluation of various programs and activities conducted by the MDE.

Although Mississippi has this comprehensive data set, and the ability to match student records between secondary, and post secondary systems, Mississippi still lacks the funding to take the system to the next level. This level is creating a Data Warehouse that will be used to efficiently and effectively export and import data to and from a PK-16 collection system.

The sharing of such data will allow the Mississippi Department of Education to answer such questions as:

- (1) What is the percentage of each district's high school graduates who continue to postsecondary education or training versus going directly to the workforce;
- (2) What percentage of last year's graduates from each high school or school district needed remediation in college, and how did these percentages vary by student demographic characteristics?
- (3) What percentage of students who met the proficiency standard on the state high school test still needs remediation in the same subject in college?

- (4) How did the students' ability to stay in and complete college relate to their high school courses, grades, and test scores?
- (5) Are the schools and universities providing the courses and training needed to meet the current, and project future workforce needs of Mississippi?
- (6) Are the dollars spent on programs for improvement providing an acceptable return on investment?

Also, the State Workforce Investment Board has been working to consolidate and strengthen the workforce development system. A new accountability system, the Integrated Workforce Performance System, has been developed and implemented to collect and analyze the results of training and placement efforts across all public agencies. The workforce system has been consolidated to be more efficient and customer friendly.

The State Workforce Investment Board now must build on its accomplishments. The primary challenge for the State will be the shortage of qualified workers. By 2014, Mississippi will need 200,000 more workers, but population projections indicate a growth of only 100,000 more workers. This worker shortage must be addressed first by looking inside Mississippi. Mississippi must reclaim more of its non-participants in the labor force. High school dropout rates must be reduced. Adults without a high school education must be given a chance to earn a GED. This will allow them to seek placement in career and technical training programs to support this ever expanding need for skilled labor.

Governor Haley Barbour took office in 2004 and immediately worked with Mississippi's State Legislature to craft new workforce legislation, "The Mississippi Comprehensive Workforce Training and Education Act of 2004." The legislation reformed Mississippi's workforce system by consolidating employment and training programs into one new executive agency, the Mississippi Department of Employment Security. The Act also created the State Workforce Investment Board (SWIB), that merged the Workforce Investment Act mandated SWIB, with the Community College Workforce Development Board.

The State Workforce Investment Board is designed to be business-led with a majority of its members from business. It also includes legislators, local area workforce leaders, and the heads of all the public agencies that deal with workforce and economic development.

Governor Barbour charged the State Workforce Investment Board with the following vision:

- Centralize and streamline workforce training functions
- Maximize and leverage all workforce training funds
- Raise the skill level of Mississippi workers
- Create job opportunities in Mississippi

The State Workforce Investment Board has articulated a clear and focused mission statement: Develop and implement a state strategy to maximize the state's training resources in support of economic development. The State Workforce Investment Board adopted six broad goals:

- (1) Install an accountability system to track system-wide results and funding;
- (2) Consolidate workforce training efforts and reduce redundancy and administration;
- (3) Involve business in defining training needs;

- (4) Provide a user-friendly system for all customers;
- (5) Develop a clearly defined implementation plan; and
- (6) Fully leverage the community college workforce training system.

The State Workforce Investment Board has accomplished many of these goals. Its premier success has been in creating, a results-oriented accountability system that could be applied to all workforce programs in Mississippi. The Board asked the following questions:

- (1) Do people get jobs?
- (2) Do people retain jobs?
- (3) Do people get better jobs (better pay)?
- (4) Are we meeting the demands of business?

Under the direction of the Accountability Committee, the National Strategic Planning & Analysis Research Center (nSPARC) at Mississippi State University conceptualized, developed, and implemented the blueprint for an accountability system that simultaneously identifies resources and tracks progress for the purpose of streamlining efforts toward result-oriented workforce programs. The system is considered a national model.

nSPARC produces quarterly and annual reports for the State Workforce Investment Board and is currently receiving data from the following agencies.

- (1) Mississippi Department of Employment Security
- (2) State Board for Community & Junior Colleges
- (3) Mississippi Department of Rehabilitation Services
- (4) Mississippi Department of Human Services
- (5) Mississippi Department of Corrections
- (6) Mississippi Institutions of Higher Learning

The current State Workforce Integrated Performance System expedites the following functions:

- (1) Generating timely information on both the supply and demand sides of the economy of the state and its local regions;
- (2) Enabling proper resource management for workforce development activities across agencies and funding streams;
- (3) Promoting data sharing to reduce duplication of services, measure performance, calculate return on investment, and identify best practices;
- (4) Helping state agencies meet federal reporting requirements;
- (5) Providing economic and financial forecasts to promote workforce initiatives;
- (6) Marketing existing businesses and attracting new businesses; and,
- (7) Leveraging federal and state training dollars and building the business case for needed additional funding.

In addition, there is another great data initiative that is being facilitated by the Research and Curriculum Unit (RCU) under contract for the Mississippi Department of Education. The RCU was established to foster educational enhancements and innovations to improve instruction and student learning in Mississippi.

In keeping with the land grant mission of Mississippi State University (MSU), the RCU is dedicated to improving the quality of life for Mississippians. The RCU enhances intellectual and professional development of Mississippi students and educators, while applying knowledge and educational research to the lives of the people of the state. The RCU works within the contexts of curriculum development and revision, research, assessment, professional development, and industrial training. The RCU works closely with the MDE in researching and developing academic and vocational curricula to improve educational outcomes for all Mississippians.

The Research and Evaluation Section (R/E) of the RCU was established to conduct research and evaluation as requested by the various divisions of MDE with the goal of improving instruction and student learning in the public schools of Mississippi. Additionally, R/E assists staff at the RCU and MDE in designing and conducting research and evaluation studies of new and existing instructional programs. R/E works directly with Mississippi school districts in planning and conducting research and evaluation to improve instruction and student learning.

The relationship between MDE and R/E is documented in the Memorandum of Understanding (MOU) between MDE and RCU/MSU. The MOU provides R/E with access to student, course, and teacher level data available through the Mississippi Student Information System (MSIS). Specifically, the MOU states:

The MDE through the Mississippi Student Information System (MSIS) maintains records of data reported from the public school districts in the State of Mississippi. The Purpose of this Memorandum of Understanding is to provide MSIS student, course, and teacher data maintained by MDE to the RCU for purposes of the creation and maintenance of the Vocational Instruction Reporting System (VIRS), evaluation of *Redesign*, creation of a dropout prediction model per Dr. Bounds' request, creation of pre-id files for MSCPAS2 and Alternate Assessment (MSCAARES), and any other evaluation, research, or purpose as requested by MDE to improve instruction and/or student learning. Pursuant to the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232(g), the MDE is prohibited from releasing educational records, unless the receiving party agrees to and ensures that specific safeguards are implemented to (1) limit the use of data to the purpose(s) for which it has been requested, (2) keep the data secure and limits access only to individuals officially assigned to work on the project [see Oath of Confidentiality in Attachment A], (3) ensure that no data are released or reported in any manner that would allow the identification of individual students, and (4) destroy the data containing student identifiers once the data are no longer needed.

As noted in the MOU, R/E is presently working with MDE on a number of research and evaluation projects at the request of MDE. Completion of these projects will require use of student, course, and teacher data, as well as workforce data for follow up, and are intended for the improvement of instruction and student learning in the schools of Mississippi throughout students' educational lives.

Additional research projects include an analysis of the content of Career and Technical Education (CTE) courses and of the required tests of those courses (MS CPAS2) by representatives of businesses and industry in Mississippi. This project is titled Grades. Another related research project is titled Grades to Trades, and follows completers of CTE courses onto

their jobs, and explores whether completers were prepared for their job. Projects such as these are intended to improve the quality of instruction and learning of the 21<sup>st</sup> century workforce in Mississippi, and would greatly benefit by a longitudinal data system.

Because the interest of MDE is improvement of instruction and student learning, further reference to FERPA is noted. Because RCU is associated with MSU, RCU must comply with all relevant requirements of the Institutional Review Board for the Protection of Human Subjects in Research (IRB). An exemption is cited under 34 CFR 99.31 (a) (6):

(6) (i) The disclosure is to organizations conducting studies for, or on behalf of, educational agencies or institutions to:

(A) Develop, validate, or administer predictive tests;

(B) Administer student aid programs; or

(C) Improve instruction.

The agency or institution may disclose information under paragraph (a) (6) (i) of this section, only if:

(1) The study is conducted in a manner that does not permit personal identification of parents and students by individuals other than representatives of the organization; and

(2) The information is destroyed when no longer needed for the purposes for which the study was conducted.

The MOU between MDE and RCU requires all personnel at RCU with access to MSIS data to sign a statement of confidentiality. All members of R/E have done so. Additionally, all members of R/E have signed a statement of confidentiality concerning all data entering or leaving R/E.

It should also be noted that the evaluation of School Redesign in Mississippi as noted in the MOU will require follow up studies of students once they leave the public schools of Mississippi. To accomplish this, access to community/junior college data (SBCJC) as well as to four-year college data (IHL) and to workforce data will be required.

Therefore, Mississippi seeks to utilize the Longitudinal Grant to expand its existing K-12 statewide data systems known as MSIS and integrate the systems and related data of Mississippi's Integrated Workforce Performance Management System and the RCU. This expansion will allow Mississippi to create consolidation of PK-16 systems, allows Mississippi to assess the extent to which high school graduates are adequately prepared for work or further education, and provide the capacity to send and receive transcripts of students applying to postsecondary educational institutions, and/or moving across State lines.

In addition, it is Mississippi's hope that this initiative will serve as a model PK-16 initiative that can be replicated and integrated to any states' environment and allow them to meet the various reporting requirements; support decision-making at state, district, school, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve learning of all students.

## **Assessment of Project Readiness**

### **I. UNIQUE STUDENT IDENTIFIER**

The state of Mississippi decided early on to use a sequential identifier. A Sequential Identifier is a general number that is generated and assigned sequentially on a first student created basis. Ex: 000050123. This number is a nine digit number that is unique to each student and follows the student throughout his/her PK to 12 school years. The state has had discussion with the Higher Education Community on moving this unique student ID from Secondary to the Post Secondary world.

### **II. ENTERPRISE-WIDE DATA ARCHITECTURE**

MSIS is designed to accept an XML file submission of specific student and personnel data elements from a school/district-level administrative software package. To insure the integrity of the data, certain procedures and data checks have been instituted to verify the quality of the data before its acceptance, as opposed to checking the data once it is received.

On a monthly basis, each of the districts within the public education arena build an XML file, using data entered on a daily basis into the district's/school's administrative package. That file is then submitted to a "holding area" where MSIS runs a series of edit checks against the file, and districts are able to print reports that present the data in the file to the user in readable, user-friendly format. Once the edit checks insure that the data follows established business rules, the reports are made available to the districts/schools so that they can insure that the data not only follows the established format, but is accurate as well.

Once the edit checks insure that the data is formatted correctly, and the district runs the reports and insures that the quality of the data is acceptable, the data submission personnel passes the reports to their superior, generally the superintendent or his/her designee. Once that person is satisfied that the data accurately represents the activities of the district, the data is "approved" in the holding area. At that point, MSIS automatically picks up the data during a nightly procedure that moves the data from the virtual holding area into the MSIS database. The data is then available to anyone with proper security clearance to view and/or report as necessary.

### **III. SECURITY, CONFIDENTIALITY, AND INTEGRITY OF DATA**

Maintaining the security and confidentiality of MSIS data is of the utmost importance. The MDE centrally maintains security for MSIS. The MDE staff is fully aware of the sensitive nature of student and district personnel records and data. Every precaution will be taken to ensure the integrity of the MSIS system. Therefore, security access for MSIS will be maintained and monitored by a Security Administrator designated by the MDE. Any security related questions or issues should be addressed to the MSIS Security Administrator.

## **Physical Network Security**

The MDE/K12 Network Security process was implemented using the "Defense in Depth" Model as recommended by the SANS institute. In summary, security is a cyclical process of auditing all network devices for compliance with standards, patching software to recommended versions, configuration of settings on hardware and software to meet production level needs, verification of implementation, monitoring log files for abnormal behavior, then returning to auditing. The physical and logical layout of the network is in a perimeter router to firewall to internal router stratagem. The perimeter router, a Cisco 8540 router, will access control lists to filter out unwanted traffic from the Internet that is common and easy to handle. Attached to the perimeter router is a Cisco PIX-535 firewall. Packet filtering and application access control is implemented on this device. Network address translation is also a function of the firewall, this allows the assignment of "real Internet" addressing on the outside of the firewall to be translated to "fake" addressing on the inside of the firewall. Another function of the firewall is to control the amount or number of connections that are allowed to an internal application. Finally, the internal router allows for a granular control of local network traffic that is being directed to the firewall for access to the Internet. This allows for the isolation of networks from being able to reach the Internet directly, or at all. This also allows the use of access control lists to limit the type of Internet application access, thereby reducing the amount of work the firewall has to process. Constant attention to the security cycles on these devices, as well as the security cycles implemented on the internal hosts using the MDE/K12 network, allows for normal operation and support of the many business and educational functions at MDE and school districts in Mississippi.

## **Security Policy**

The Mississippi Department of Education requires all users to sign an OATH OF CONFIDENTIALITY AND NON-DISCLOSURE OF RELEASED INFORMATION.

### **Main Statement of Oath**

*I understand that the data maintained by the Mississippi Student Information System (MSIS) is sensitive and confidential. I acknowledge the access to and release of MSIS information is governed by the Family Educational Rights and Privacy Act of 1974 and Section 37-15-1, et seq. of the Mississippi Code of 1972, Annotated, as amended. I further acknowledge that this data may only be accessed and used for legitimate educational interests **and is sensitive, confidential, and not subject to disclosure.***

*I agree that I shall not release MSIS data unless authorized to do so according to applicable laws, rules and regulations, neither shall I access nor use the information contained therein except for legitimate educational interests.*

***I acknowledge that I fully understand that the release by me of this information to any unauthorized person could subject me to disciplinary action including termination and/or criminal and civil penalties imposed by law.***

## **Database Security**

MSIS database is currently running the latest Oracle 10g software on the latest version of Solaris 10 platform. The MSIS database is currently 200gig in size, which is residing on a SUN SAN solution with built in redundancy on every drive, and every switch. With the migration of MPLS, the applications had to be open to the world; therefore, in order to secure the application we had to implement SSL (Secure Socket Layer) to encrypt all the data with a 128bit encryption to and from the servers to keep hackers from accessing the data. There is one System Administrator/Database Administrator that manages the system and database. The administrator is the only user with the root password and administrative rights on the system and the database. The Administrator manages the users on the Application and Database server, to ensure that internal users can have access to forms, reports, and files.

## **Workforce Investment Data Security**

The National Strategic Planning & Analysis Research Center (nSPARC) protects information in all forms, for which it is the custodian, and maintains a robust, proactive, and evolving information security program. This program protects information from a variety of threats, and stresses the importance of multi-layer protection. Through staff orientation, Institutional Review Board for the Protection of Human Subjects (IRB) certification, university information security certification and regular staff meetings, each nSPARC staff member is aware of, committed to, and accountable for his or her role in the overall protection of critical and sensitive information.

In addition to personal accountability, nSPARC identifies best practices to ensure ongoing protection of information, and timely and appropriate responses in the event of an information security breach. In the interest of ongoing security, specific details regarding steps taken to ensure data and system integrity are not disclosed. nSPARC does, however, operate in a restricted access environment and maintains a “clean room” for all management and analysis of sensitive data. Random security audits are conducted to maintain data and system integrity.

All data transferred to nSPARC for management and analysis, are governed by Memorandums of Understanding (MOU) that establish specific terms, conditions, and limitations on the use of custodial data. Furthermore, all sensitive data for which nSPARC is the custodian, are transferred via a secure Web server that relies on the HTTPS Protocol. Uploaded data are encrypted using SSL/TLS with a 128-bit key. Once received, all files are automatically encrypted using an RSA 4096-bit key and moved to a secure offline location for storage. All identifiers (e.g., names, street addresses, telephone numbers, and identification numbers) are stripped from datasets once a unique alternate identification code has been assigned.

Information security policies and procedures are continually reviewed and evolve in response to changing information security technologies, requirements, and threats.

## **Research and Curriculum Unit Research and Evaluation Data Security**

The Research and Curriculum Units Research and Evaluation section has the responsibility of securing, analyzing, and maintaining data for a variety of projects for MDE. As such the RCU

R/E has expanded its existing data handling and security capabilities to include a configurable Windows 64bit, 2 node cluster, HP ProLiant quad core blade server with 2 Quad-Core Intel Xenon 3000 MHz per blade, 16 GB RAM, and multiple terabytes of storage. The physical security for the RCU R/E system includes one-entry point in a secure room with a locked monitor and internal keyboard requiring a separate key access than the room. Additional network perimeter security is provided by Mississippi State University's Information Technology Services (MSU ITS). RCU R/E uses a two-level audit system both internal and external. Internal auditing is based on the Center for Internet Security benchmarks. The system is currently rated a 6.67 out of 10 with measures in place to increase this rating. External auditing is conducted regularly by MSU ITS. There are no wireless connections to the RCU LAN with all wireless VLAN done through MSU ITS. Web connection is secured through a HTTPS encryption using a RSA 1024-bit-key.

Additional system backup and security is provided through the use of a SAN data storage array with RAID level 50 making use of clustering services so that it requires multiple drive (3) failure before data is lost with secure offsite backup. Separate physical machines are also maintained for database and web services.

As for data that is housed at the RCU R/E multiple steps are taken to ensure security, access and confidentiality. Specific safeguards including confidentiality statements, information security certification, Institutional Review Board for the Protection of Human Subjects certification, off-line storage of identifying data, a "clean room" and others are included in the Memorandum of Understanding (MOU) that is currently in place concerning student, teacher, and course level data that the RCU R/E has access to for improving instruction and student learning.

#### **IV. AUTOMATED REPORTING**

MDE takes careful consideration in terms of its reporting requirements. We have set up a calendar and reporting formats that ensure timely and accurate data to meet local, State, and Federal reporting requirements, including the commitment and ability to report all ED Facts data groups by the completion of the grant. These timelines will be included in the Mississippi PK-16 Longitudinal Data System and reports, displayed in a manner that shows the cycle and utility of the data. Users will be able to access reports via a visual calendar and timeline chart.

#### **V. DATA WAREHOUSE/ DATA MART**

This grant will enable the agency to design and develop a true Data Warehouse with Data Marts. We plan on consulting with a vendor that has expertise in creating these products. They will contain views for all sets of student, teacher, personnel, vocational, and federal data.

##### **Data Warehouse Model**

The nSPARC data warehouse model allows for predictive modeling and knowledge discovery, and is part of a larger business intelligence system. Data warehouse modeling is employed as part of the Mississippi Integrated Workforce Performance System, and designed to bring together disparate datasets to provide access to timely, relevant information that supports

everyday decision making and strategic planning, and allows for customized knowledge-based applications.

Because the data warehouse model is analytically oriented and both a repository of information and access point to information, flexibility is a hallmark. The data warehouse model allows for the creation of and easy access to metadata and longitudinal data. This dynamically results in a system scalable and nimble enough to meet changing priorities and demands.

The key to successful implementation of a data warehouse is access to relevant data from various sources. To ensure all data necessary for the integrated workforce performance system are available, data sharing agreements (Memorandums of Understanding) are negotiated across all partners. Currently, data sharing agreements are in place with the Mississippi Department of Employment Security, Mississippi Department of Human Services, Mississippi Department of Rehabilitation Services, Mississippi Department of Corrections, State Board for Community & Junior Colleges and the fifteen community colleges it coordinates, and Mississippi Institutions of Higher Learning. Data sharing agreements for the Mississippi Department of Education and the academic side of community colleges are in progress and are expected to be executed within one year.

Data sharing with educational partners has been promoted to conduct research aimed at facilitating improved instruction, increased student learning, and career-oriented education to meet the demand of workforce skills for the jobs of the future. Mississippi has been very successful in using its integrated performance system to meet the demands of jobs that require basic education and some form of workforce development. Mississippi also recognizes that to move forward and to be competitive in the global knowledge-based economy, emphasis must be placed on higher education and workforce needs. This will require aligning early education requirements with college expectations.

With the appropriate data sharing agreements in place, appropriate protocols for any data transfer and storage are determined with participating partners. After procedures and policies have been established, partners' administrative data are transferred and housed in a secure location. Once data are received, they are reviewed on an agency-by-agency and program-by-program basis to identify relevant fields. Data dictionaries for all data are developed by programmers to ensure accurate data entry and coding.

Data are then managed into a common file structure and format. A standardized methodology is developed and employed across data from all partners to establish common fields. Lastly, all data are integrated into a single administrative database that can be more easily maintained and updated over time to provide the required output for all educational partners and the USDOE in a timely cost effective manner.

The agency's enterprise systems are implemented and maintained on an in-house Storage Area Network Solution (SAN). It is a Sun StorEdge 6130 ("SE6130") disk array, two Qlogic 5600 16/4 port SAN switches, and 2 Sun Fire T2000 servers. It has the ability to be increased for future expansion of data requirements. Remote management and Performance management is part of this system. The systems run on the latest Oracle 10g software on the latest version of

Solaris 10 platform. The MSIS database is currently 200gig in size which is residing on this SAN solution with built in redundancy on every drive, and every switch.

## **VI. CAPACITY TO EXCHANGE DATA**

This grant will allow us to create the capacity to exchange student data across institutions within the State and with institutions in other States, in compliance with FERPA. More specifically, it will enable us to implement an Electronic Transcript Vehicle, Adhoc Reporter, EDFacts Staging System, SEA and LEA performance DASHBOARD, and an educational stakeholders' decision making tool, while at the same time, improving instruction and facilitating increased student learning. It could also serve to receive Post Graduate Information from the Post Secondary World, thus creating a true PK-16 Reporting System.

## **VII. FACILITATE EASE OF REPORTING**

This grant will allow MDE to implement a secure-access data mart, or comparable means for providing data, reports, and *ad hoc* analyses to inform data driven decision-making of key stakeholders, including teachers, administrators, State and local officials, and possibly students and parents.

## **VIII. SUPPORT ANALYSES AND RESEARCH**

In addition to facilitating the ease of reporting the use of such a data warehouse system would allow Federal, State, and local stakeholders the ability to utilize student, teacher, and course level data to perform statistical analysis and research related to the level of their access. Such research will focus on making use of student, teacher, and course level data to improve instruction and increase student learning as governed by the Federal Education Reporting Act (FERPA). This system will also ease the process by which programs such as *Redesign* and others conducted by RCU R/E and others can be evaluated to ensure that data driven decisions are leading the way to securing Mississippi's future.

### **Resources and Sustainability**

The MDE will continue to supply approximately \$300,000 annually during this data collection initiative. The MDE and the education partners will supply the salaries for the assigned personnel from their perspective organizations and the workspace and meeting rooms for all work sessions. The chosen vendor will be provided all appropriate work space and office equipment by the department.

MDE will budget for one meeting each year in Washington, DC, with other grantees and Institute staff to discuss accomplishments, problems encountered, and possible solutions/improvements. At least two project representatives will attend the required two-day meeting.

In addition, the state feels that one of its most valuable resources is its ongoing communication and relationship with its education partners and established organizations. Described below are the organizations that have been involved in the creation, development, and enhancement of MSIS. And these are the organizations that will continue to be instrumental throughout the life cycle of the Mississippi PK-16 Longitudinal Data System.

The RCU R/E through a \$800,000 contract with MDE will provide continual feedback to school districts for the improvement of instruction and increased student learning throughout the process of evaluation of the 3 goals of *Redesign* which include: a) reduced dropout rate; b) improved quality and quantity of teachers; and c) all students reading at grade level in the 3<sup>rd</sup> grade by 2020.

### **Communication and Collaboration Groups**

#### **Mississippi Council for Education Technology (CET)**

In 1994, the Mississippi Legislature passed landmark educational legislation entitled the **Mississippi Technology Enhancement Act, Senate Bill 3350**, establishing the Council for Education Technology (CET) as the advisory group which, in cooperation with the Mississippi Department of Education (MDE), was charged with the responsibility of creating the Mississippi Master Plan for Educational Technology.

Membership in the Council includes representatives from public education, as well as private business and industry, and members appointed by various entities and government officials.

#### **K12/MSIS Steering Committee**

The Mississippi Department of Education has established a K12/MSIS Steering Committee that has provided valuable insight from the K12 perspective. It is the Agency's position that we will continue to utilize this committee to review Established Business Rules.

Membership is comprised of Technology Coordinators, Principals, Assistant Superintendents, MDE MSIS staff, and private organizations.

#### **Mississippi Association of School Superintendents (MASS)**

The mission of the Mississippi Association of School Superintendents (MASS) is to provide resources, advocacy, leadership, policy information, training, support, renewal, hope, and public relations services to superintendents so that they can meet the MASS vision of quality public education.

MASS is a non-profit association whose membership is made up of the 152 public school superintendents across the state of Mississippi.

The Alliance of Educational Leaders of Mississippi is made up of more than 2000 public school administrators whose Superintendent is a member of MASS.

The organizations' Board of Directors is made up of two Superintendents from each of the old five congressional districts and five at-large members and five officers. The board meets on a monthly basis to set policy and give guidance for activities.

### **Mississippi Department of Information Technology Services (ITS)**

The Mississippi Department of Information Technology Services (ITS) was created as the Central Data Processing Authority (CDPA) by the Mississippi Legislature in 1970 to improve long-range planning coordination and establish a central point responsible for the fiscal management of data processing functions in state agencies, institutions of higher learning, and community colleges. ITS came about as a result of a reorganization in FY95 and FY96 that changed CDPA to ITS.

### **K12 Network Steering Committee**

The purpose of this Committee is to provide guidance in order to create an environment for MDE and the school districts in maintain system security, data integrity, and privacy by preventing unauthorized access to data and by preventing misuse of, damage to, or loss of data.

The K12 Network Steering Committee is composed of representatives' from 14 school districts and MDE personnel. These representatives meet to discuss issues with the K12 Network for school districts.

### **Mississippi Educational Technology Leaders Association (METLA)**

The Mississippi Educational Technology Leaders Association is an educational association dedicated to the improvement of education in Mississippi through the use of technology.

Membership is comprised of a person designated to be the district's representative to the association by the superintendent of each Mississippi public school district and upon payment of membership dues to the Association. Member must be an employee of a Mississippi Public School District.

The goals of this Association shall be to provide an association for sharing and exchanging best practices, ideas, techniques, materials and procedures for the use of technology in the K-12 educational environment to encourage and lobby for the increased philosophical and monetary support of technology in order to help improve the education of the youth of Mississippi to provide electronic access to support resources and a network of human resources to aid its members in implementing and supporting technologies in their educational institutions to collaborate with and support the Mississippi Department of Education and other stakeholders in establishing and maintaining proper technology standards and procedures and identifying technology needs within the K-12 educational community.

### **Project Calendar Overview**

#### **Phase One: School Year 2008-2009**

Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards, and Business Rules Keeper

This is a critical phase in this project. It must start with a good foundation. Therefore, we will concentrate on the granular data area. All functionality and reports will rest on the process. We will be performing a comprehensive needs assessment, which will focus first on the data

requirements, hardware and software, professional development, and continued development of agreements among all educational partners MDE needs for the successful implementation of the PK-16 Mississippi Longitudinal Data System. The various educational partners are: Mississippi Department of Employment Security, State Board for Community and Junior Colleges, Mississippi Department of Rehabilitation Services, Mississippi Department of Human Services, Mississippi Department of Education, and the Mississippi Department of Corrections.

This needs assessment will also result in a data dictionary that will meet federal requirements and lead to the design of the data architecture and hardware architecture. Much of this is already done. The Department wants to make sure that we fill any missing gaps in our data requirements.

This data warehouse environment will include all program areas; facilitate longitudinal data analysis on student achievement, and link students to teachers via course; while ensuring appropriate and secure access to data by districts, legislators, general public, and researchers.

It will serve as a comprehensive data dictionary to support reporting of quality data and appropriate, consistent use, and representation of data.

### **Phase Two: School Year 2009-2010**

Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development will be based on needs identified in year one.

There are many man hours spent collecting, reviewing, cleaning, submitting, and resubmitting files to ED Facts. MDE will automate this process by establishing an ED Facts Staging Area where the IT staff can set up data calls to pull required information from the Student Level Database (MSIS), and then have Program Office Data Managers automatically validate the data. The system will then automatically convert the files to the required ED Facts Specifications. The files will be automatically submitted and have a work area to keep up with any errors and corrections. This documentation will serve as a catalyst to improve the process or inform USDE of the issue.

Year 2 will begin the planning phase for local school system access, and a pilot with some school systems will begin. Finally, sustainability plans will be finalized and implementation of procurement will begin.

### **Phase Three: School Year 2010 - 2011**

SEA and LEA performance DASHBOARD and an educational stakeholder's decision tool.

Year 3 Local School System and educational partners will be able to start utilizing the system to make true Data Driven Systems. State and Local District performance measures will be readily available. Local School systems will be able to rely on the system to know how well their students are performing and what areas of improvement are needed by an individual student level. Districts will be able to compare themselves to any other Mississippi District or School.

System evaluation will be on-going to determine the system's quality and effectiveness in meeting the reporting and decision-making needs of stakeholders.

MDE will automate and streamline the process of compiling and reporting federally required data to meet the required specifications for the U.S. Dept. of Education's Education Data Exchange Network (EDEN) and its reporting arm ED Facts.

The grant will be used for professional development for educators on how to use data for decision making and to improve student achievement, and for an evaluation of the overall effectiveness of the project.

One venue of this professional development will be the annual MIS Summer Data Conference. Each year, the MIS Department has the task of training school districts' staff on data reporting and K12 Network Updates/Initiatives for the upcoming school year.

Our goal is to make data more accurate and timely each year. The state and federal government requires mandatory reporting of school districts information. The only way to drill down to the school level is to train the district staff on the process of supplying MDE/MIS with the data that is required to meet these mandates that are required by the legislature, and USDE Elementary and Secondary reporting requirements.

We ask superintendents to provide at least five persons from their school district to attend this training conference. These people are at a minimum, the district personnel officer, the attendance officer, business manager, special education coordinator, technology coordinator, technicians, and when possible, a person from the local school that enters data.

This conference is geared toward training at least 760 district staff, plus staff from the state's special schools that report data. Our planning is done for 800 participants. This training is specifically designed to train staff appropriately in their area of data reporting based on defined data elements from a standard programmatic state or federal definition, requiring some hands-on training from 2 to 3 computer lab set ups. We provide internet connectivity for our training labs. One goal is to attend a session and learn the technique that is required for a district staff to do their job more efficiently.

## **Project Governance**

PK-16 Longitudinal Data System's Governing Body is composed of various experience and talents from each of the education partners. This body will be responsible for the final direction and goals and objectives throughout this project. MDE feels that this structure will provide the project with the definitive levels of authority, accountability, direction, policy and procedure setting, and communication.

### **Dr. Hank Bounds, State Superintendent, will serve as the Project Sponsor and the Mississippi Department of Education Executive Governing Authority.**

Dr. Hank M. Bounds was named State Superintendent of Education by the Mississippi Board of Education in June 2005 and began serving in this position August 1, 2005. We all remember what happened at the end of that month: Hurricane Katrina damaged 297 schools and totally destroyed 16 schools. *Talk about the first 90 days on the job!* Dr. Bounds stood up to the challenge of the rebuilding and restoring those educational settings.

Now with a focus on dropout prevention in Destination Graduation, raising student achievement with new curriculum, assessment and standards, and early childhood education, he has proposed sweeping changes that will dramatically change the face of education in our state.

Dr. Bounds serves on National and Regional Councils and Boards, some of those include:

- Council of Chief State School Officers' Elementary and Secondary Education Act Reauthorization Task Force
- Southeast Regional Advisory Board for the United States Department of Education
- United States Department of Education's National Forum on Education Statistics.

As a native Mississippian, born in Hattiesburg, Mississippi

- He graduated from Forrest County Agricultural High School in Brooklyn
- Holds Bachelor's and Master's Degrees from University of Southern MS
- Earned a Doctor of Philosophy from University of Mississippi

As an educator, he has been:

- Superintendent of the Pascagoula School District
- Principal of
  - Pascagoula High School
  - Lumberton High School
  - Forrest County Agricultural High School
- Teacher
  - Petal High School
  - Moss Point High School

**Mr. Haley Barbour, Governor of Mississippi, will serve as the State's Executive Governing Authority.**

In two historic, successful campaigns for Governor, Yazoo City native Haley Reeves Barbour offered a new path for Mississippi in job creation, education, health care, energy, safer communities and stronger families. His message resonated with voters: His election in 2003 marked the largest voter turnout in Mississippi gubernatorial history, and he was reelected in 2007 with 58.2 percent of the vote. He is only the second governor since Reconstruction to be elected to a second consecutive term as Mississippi's chief executive.

Governor Barbour's first term was highlighted by many accomplishments, including:

- Balancing the budget without raising taxes. Inheriting a budget hole of more than \$720 million, Governor Barbour led by restraining spending, controlling debt and getting the state's fiscal house in order. His policies not only filled the budget hole but also resulted in increasing Mississippi's "rainy day fund."
- The most comprehensive tort reform in the nation, restoring balance for plaintiffs and defendants in the state's civil justice system;
- "Momentum Mississippi," an update to the state's economic development programs. During the Barbour Administration, Mississippi has seen a net increase of more than 50,000 new jobs, and personal income is up nearly 20 percent. Recent major announcements include Toyota, whose auto assembly plant was the most sought-after economic development project in the United States; General Electric, which will manufacture advanced jet engine components; SeverCorr, which is building a state-of-the-art steel mill; and PACCAR, which is building a diesel engine manufacturing plant.
- Record funding increases for all three levels of education in Mississippi – K-12, community colleges, and universities. State appropriations for K-12 schools have increased by \$529 million during the Barbour Administration, the largest increase in K-12 spending in any four year period under any governor in the history of our state. Across-the-board reforms in public education, including new focus on teacher and school performance, reducing state bureaucracy and strengthening discipline.
- Saving the Medicaid program for truly needy recipients, emphasizing preventative care and implementing the strongest anti-fraud plan in the history of Mississippi Medicaid.
- Putting more Troopers on the highways and increasing their pay; tougher measures to fight the scourge of illegal drugs; strengthening penalties against criminals who commit crimes with guns.
- Protecting the unborn. The Governor initiated and the Legislature passed seven pro-life laws that make Mississippi "the safest place in America for an unborn child," according to a national right-to-life organization.

Today, under Governor Barbour's leadership, Mississippi is emerging as a leader in utilizing the state's abundant resources and developing alternative, affordable, and sustainable sources of energy. To date, approximately \$10.5 billion in projects have been announced, involving biofuels, liquefied natural gas, clean coal and coal to liquid, and nuclear power. In total, the state is actively pursuing and negotiating additional energy-related projects valued at more than \$26.3 billion.

In the face of the worst natural disaster in American history – Hurricane Katrina, which struck on August 29, 2005 – Governor Barbour took the lead early on helping Mississippians rebuild and recover. He and First Lady Marsha Barbour, his wife of 36 years, have worked tirelessly and innovatively with local, state and national leadership to tap into many resources of assistance for victims of Hurricane Katrina.

He created the Governor's Commission on Recovery, Rebuilding, and Renewal to develop a broad vision for opportunities to help South Mississippi rebuild bigger and better than ever. The commission has been folded into the Office of the Governor, where its work continues.

For his leadership after Katrina, Governor Barbour was awarded the Thomas Jefferson Freedom Award, which is presented by the bipartisan American Legislative Exchange Council to a nationally recognized public sector leader who has an extraordinary record of successfully advancing Jeffersonian principles.

He was also named Governor of the Year by Washington, D.C.-based *Governing* magazine and awarded the Gulf Guardian Award by the U.S. Environmental Protection Agency for his work to rebuild and protect sensitive Coast ecosystems.

**Dr. Tom Meredith, Executive Director of the Institute of Higher Learning will serve as the IHL Executive Governing Authority.**

A native of Owensboro, Kentucky, Thomas C. Meredith is the Commissioner of Higher Education for the Board of Trustees of State Institutions of Higher Learning (IHL). He is responsible for administering the Board's policies at the eight public universities in the state of Mississippi, which has a total enrollment of over 70,000 students and a budget totaling over \$2.9 billion.

In January 2002, Dr. Meredith was appointed Chancellor for the Board of Regents of the University System of Georgia, responsible for the state's 34 public colleges and universities. Prior to this appointment, he served as Chancellor of the University of Alabama System.

Dr. Meredith served from 1988 to 1997 as president and professor of education at Western Kentucky University in Bowling Green. He joined that institution from The University of Mississippi, where, from 1984 to 1988, he served as vice chancellor for executive affairs, adjunct professor of higher education and executive assistant to the chancellor. Before that, Dr. Meredith served as an academic programs officer and as an associate director for programs and planning for the Mississippi Board of Trustees of State Institutions of Higher Learning from 1974 to 1984. He began his career as a high school teacher and later as a high school principal.

Dr. Meredith holds a Bachelor of Arts degree in social studies from Kentucky Wesleyan College, a Master of Arts degree in education administration and supervision from Western Kentucky University, and a doctor of education in administration and supervision with an emphasis in secondary and higher education from The University of Mississippi. He also completed the Institute for Educational Management at Harvard University and was a participant in the Higher Education Roundtable at Oxford University.

Dr. Meredith serves on numerous educational and corporate boards. He is president of the National Association of System Heads (NASHE), an organization comprised of the chief executive officers of the 51 public higher education systems in the United States. He was also chair of the American Association of State Colleges and Universities (AASCU). When he took office in November 2003, he was the first head of a university system to serve as chair of AASCU. He was appointed in 2002 to a three-year term on the Executive Committee of the Board of Control for the Southern Regional Educational Board (SREB).

While serving as chancellor in Alabama, Dr. Meredith was asked by Governor Don Siegelman to head the Alabama Commerce Commission, a group charged with drafting, implementing and monitoring a long-term economic development plan for the state. He was also initiated into the Alabama Academy of Honor, an organization of only 100 outstanding Alabamians.

The Commissioner and his wife, Susan, have two sons. Mark is serving a fellowship in pediatric emergency medicine at Vanderbilt Children's Hospital, and Matthew is practicing law in Dallas, Texas.

**Dr. Eric Clark, Executive Director of the Community College Board will serve as the SBJC governing authority.**

Dr. Eric Clark began serving as Executive Director of the Mississippi State Board for Community and Junior Colleges in January 2008. He previously served for twelve years as Mississippi Secretary of State and sixteen years as a member of the Mississippi Legislature.

He was valedictorian of his class at Taylorsville High School. He received a bachelor's degree from Millsaps College, a master's degree from the University of Mississippi, and a doctorate in history from Mississippi State University. Clark taught history and government at Jones County Junior College for 7 ½ years and at Mississippi College for 5 ½ years.

Dr. Clark is a member of the Mississippi Economic Council, Mississippi Farm Bureau, Mississippi Forestry Association, and Mississippi Historical Society. He was recognized with the American Family Association's "God and Country" Award for authoring the law that outlawed possession of child pornography in Mississippi, and the Mississippi Wildlife Federation's Conservation Legislator of the year for his efforts to preserve natural lands on the Gulf Coast. He was twice awarded the Mississippi Nature Conservancy's Public Service Award. He is also a Certified Public Manager.

Dr. Clark is married to the former Karan Killebrew who grew up in Durant and Forest. Karan is a registered nurse. They are the parents of two children, Charles and Catherine. The Clarks are

active members of the First Baptist Church of Brandon, where Eric serves as a deacon and Sunday school teacher. He is also a member of the Mississippi Baptist Convention Board.

**Ms. Tommye Dale Favre, Workforce Investment Council, will serve as the Workforce investment governing authority.**

Tommye Dale Favre was appointed as the first Executive Director of the Mississippi Department of Employment Security (MDES) by Governor Haley Barbour in September 2004.

Ms. Favre spent 16 years at Mississippi Power Company. She began her career there in Professional Development, worked as a manager in two of the company's power plants, worked in Human Resources overseeing Leadership Development, and was serving as President of the Mississippi Power Education Foundation prior to joining MDES.

Among the accomplishments she is most proud of since joining MDES is the Mississippi Integrated Workforce Performance System, a product of the State Workforce Investment Board. The system is designed to track workforce training progress across all partner agencies in Mississippi. Ever the leader, Ms. Favre invested in all MDES employees by implementing Franklin Covey's 7 Habits training agency-wide.

Ms. Favre was a member of the 1999 Class of Leadership Jackson County and in 2007 she was selected as one of Mississippi's 50 Leading Business Women by the Mississippi Business Journal. She serves on the Board of Directors for the National Association of State Workforce Agencies, the Mississippi State Workforce Investment Board, the Southern Growth Policies Board Council for a New Economy Workforce and the Advisory Board for the Certified Managers Program for the State Personnel Board.

Tommye Dale graduated from the University of Mississippi with a Bachelor of Arts and received a Master of Science in Public Relations and a Masters in Education from the University of Southern Mississippi. She and her family reside in Gautier, Mississippi.

**Dr. R. Dwight Hare, of the Research and Curriculum Unit, will serve as the RCU Research Directives governing authority. This individual will be responsible for reviewing proposed and ongoing research conducted by stakeholders involved in the project, to determine the appropriateness and scope involved.**

Dr. R. Dwight Hare is the Coordinator of the Research and Evaluation Section of the Research and Curriculum Unit at Mississippi State University. In the role of Coordinator of Research and Evaluation Dr. Hare works closely with the Mississippi State Superintendent of Education concerning the research agenda for MDE. He holds a BA in Early Childhood Education and PhD in Education from the University of North Carolina at Chapel Hill. Dr. Hare in the past has served multiple appointments as the Chair of MSU's Institutional Review Board (IRB) for the Protection of Human Subjects, which is responsible for the approval or disapproval of research projects that are conducted at Mississippi State University. He is also a member of MSU's Interdisciplinary Studies Committee which focuses on the cross disciplinary collaboration to support research and instruction at MSU.

**Mr. Jacob T. Walker, of the Research and Curriculum Unit, will serve as the RCU Data Ethics governing authority. This individual will be responsible for ensuring that appropriate ethical guidance is used in acquisition, use, and cross referencing of sensitive data.**

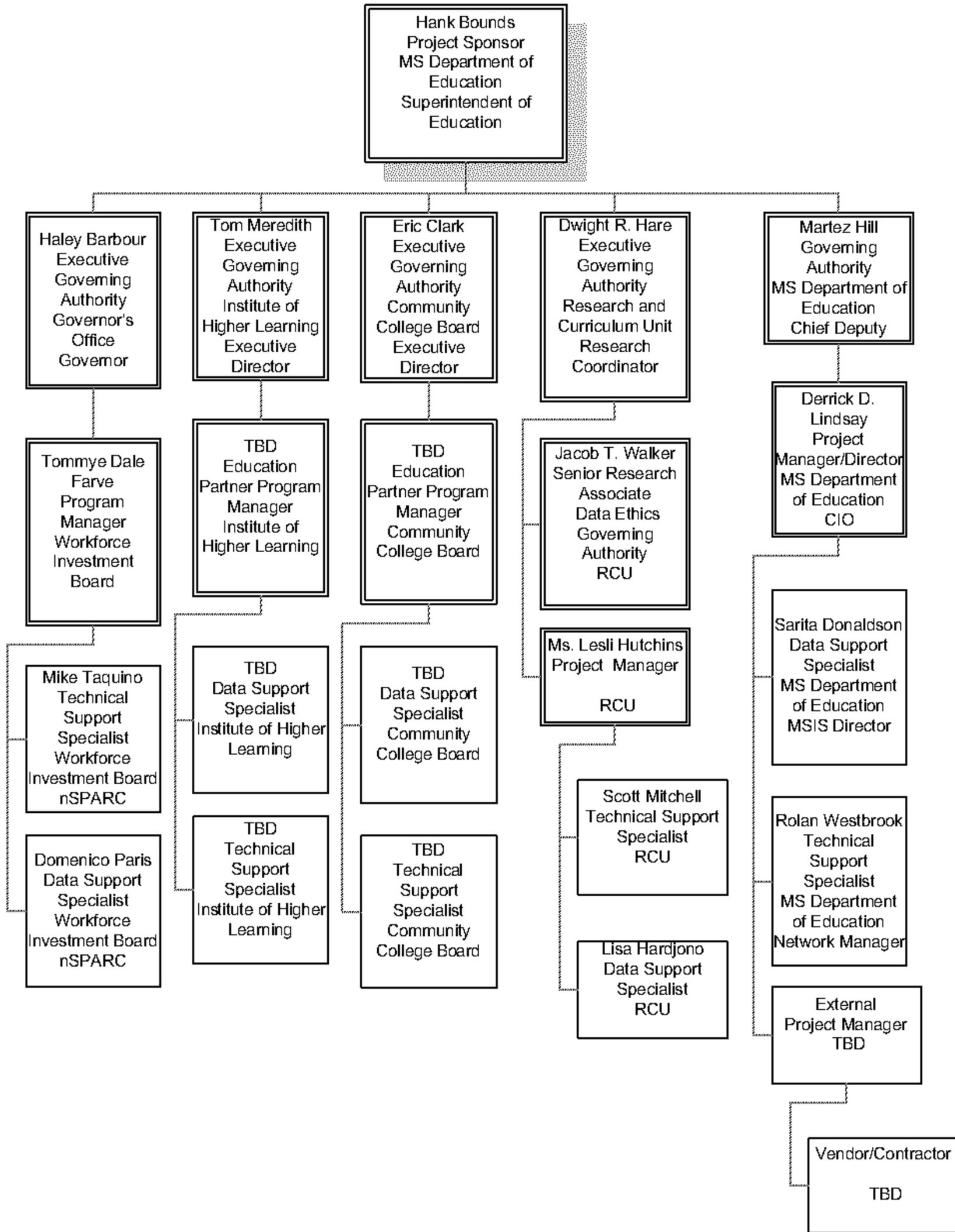
Mr. Jacob T. Walker is the Senior Research Associate for the Research and Evaluation Section of the Research and Curriculum Unit at Mississippi State University. He holds a BS in Medical Sociology from the University of Central Arkansas and a MS in Sociology/Demography from Mississippi State University. He will be completing his PhD in Education/Instructional Systems and Workforce Development at MSU in May of 2009. Mr. Walker is a former social worker for the state of Arkansas and has received extensive training in the areas of data security and confidentiality as it pertains to the protection of large scale sensitive data related to children and vulnerable populations. Additionally Mr. Walker has a thorough training in the combination of multiple large scale data sets for data management, research, and analysis such as the Area Resource File, US Census, Compressed Mortality File, General Social Survey, Mississippi Student Information System, and others.

**Ms. Lesli Hutchins, the Project/Program Manager.**

Ms. Lesli Hutchins holds a Bachelor of Arts degree in Communication from Mississippi State University and is currently finishing a Master of Science in Instructional Technology at MSU and will continue on to obtain a PhD in the same area. She has a unique work history that spans a variety of fields from office management and data control in the private sector, to communication specialist and academic researcher in the public sector. Handling and managing statewide CMS data for over 40 medical facilities and her research in social science in the fields of child health and cultural dimensions of health contribute to Ms. Hutchins' working knowledge of data management and research design. Currently, Ms. Hutchins works closely with senior researchers in the Research and Evaluation section of the RCU as well as other RCU staff on a number of research endeavors with more current work focusing on Tech Prep, assessment standards setting, and student dropout issues.

\*Each executive body will appoint a Project/Program Manager and assign them with a Technical Support Specialist and a Data Support Specialist.

## Project Organizational Chart





# Project Narrative

## Other Narrative

### Attachment 1:

Title: Pages: Uploaded File: 1236-MSLDGMandatory Documents.pdf

## Project Task/Timeline

### Phase One: School Year 2008-2009

Data and System Requirements of all educational partners and Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards and Business Rules Keeper

Major Task	Month 'Year	Responsible Party
PK-16 Longitudinal Data Planning Meeting	Oct '08	Educational Partners
Define Data and System Requirements	Oct '08 Dec '08	Project Director Educational Partners
Develop Request For Proposal for required Software, Hardware, and Contractual Services	Jan '09 Mar '09	MDE ITS
Accept Grant Award	Mar '09	MDE Educational Partners
Proposal On the Street	Mar '09 Apr '09	MDE ITS
Proposal Review and Selection	Apr '09 May '09	MDE MDE Educational Partners ITS
Business Rules and Data Dictionary Reviewed and Finalized	Jun '09	MDE MDE Educational Partners Contractor/Vendor
Interfaces, Data Mapping, Data Conversions Reviewed and Finalized	Jun '09	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor
Data Export, Data Import, Data Integration Procedure Established	Mar '08	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor
Configuration of Hardware and Storage	Jun '09	MDE Educational Partners Technical Specialist Contractor/Vendor
Data Warehouse Data Mart Testing	July '09	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor

**Phase Two: School Year 2009-2010**

Report Development, Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data for all Education Partners. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development based on needs identified in year one.

<b>Major Task</b>	<b>Month 'Year</b>	<b>Responsible Party</b>
Joint Development Meeting with Data Teams	Aug '09	Data Managers Education Partners Project/Program Managers
Report Analysis and Requirements	Aug '09 Oct '09	Data Managers Education Partners Project/Program Managers
Design Reports Design Documentation	Oct '09 Nov '09	Data Managers Education Partners Project/Program Managers
Develop Reports	Nov '09 Jan '10	MDE Educational Partners
Install and Configure Data Mining Tools	Nov '09 Nov '09	MDE ITS
Install and Configure Ad-hoc Reporter	Dec '09 Dec '09	MDE MDE Educational Partners ITS
EdFact Staging System Analysis and Requirement Meeting	Jan '10 Mar '10	MDE Contractor/Vendor USDE
EdFacts Staging System Design Review	Apr '10	MDE Contractor/Vendor USDE
EdFacts Staging System Testing	Apr '10	MDE Contractor/Vendor USDE
EdFacts Staging System Implementation	May '10	MDE Contractor/Vendor USDE
Professional Development	June '10 July '10	MDE Educational Partners

**Phase Three: School Year 2010-2011**

State Department of Education, Local Education Entities, and Education Partners Performance Dashboard and Decision Tool

<b>Major Task</b>	<b>Month 'Year</b>	<b>Responsible Party</b>
Initial Dashboard and Decision Tool Meeting with all Education Partners and a focus group composed of their Customers	Aug '10	Data Managers Education Partners Project/Program Managers Education Partners
Dashboard and Decision Tool Need Assessment Analysis and Requirements Design	Sept '10 Nov '10	Data Managers Education Partners Project/Program Managers
Interface and Reports Design Documentation	Nov '10 Dec '10	Data Managers Education Partners Project/Program Managers
Develop/Modify Interface and Reports	Jan '11 Mar '11	MDE Educational Partners
Install and Configure Data Mining Tools	Sept '10 Sept '10	MDE Contractor/Vendor ITS
Install and Configure Ad-hoc Reporter	Oct '10 Oct '10	MDE MDE Educational Partners ITS
Testing and Quality Assurance Dashboard and Decision Tools	April '11 May '11	MDE Contractor/Vendor USDE



STATE OF MISSISSIPPI  
OFFICE OF THE GOVERNOR

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HALEY BARBOUR  
GOVERNOR

September 24, 2008

Dear Grant Review Team:

The Office of Governor Haley Barbour fully supports Mississippi's collaborative application on the Longitudinal Data Grant Project. The coordination by all the education entities in the state is unprecedented and is indicative of the importance of this effort.

Our State needs financial assistance in advancing the capacity of our data gathering system for all partners. This grant encompasses all facets of academic as well as workforce and job placement data. Far too many of our students leave our institutions ill equipped to become productive citizens. We must have the capacity to track every youngster entrusted to our care to determine strategies to combat this tremendous dropout problem. Our future, and theirs, depends upon it.

Your genuine consideration of our grant proposal will be appreciated. Our educational entities have done a commendable job of designing and implementing our current data gathering system. This grant will allow its enhancement and ability to share data between all education and governmental agencies.

Appreciatively,

A handwritten signature in cursive script that reads "Johnny Franklin".

Johnny Franklin  
Education Policy Advisor



National Strategic Planning & Analysis Research Center

September 25, 2008

Dr. Hank Bounds  
Superintendent of Education  
Mississippi Department of Education  
P.O. Box 771  
Jackson, MS 39205

Dear Dr. Bounds:

I write to express my support and commitment to the proposed project, Mississippi's PK16 Longitudinal Data System. I strongly believe that the realization of this project will help align education with workforce expectations for the jobs of the future.

The State of Mississippi has already made great progress in integrating workforce programs. The National Strategic Planning & Analysis Research Center has been instrumental in developing, implementing, and maintaining the state's data warehouse model for its Integrated Workforce Performance System. I am delighted to partner with you in this initiative, and through my center, I am committed to providing you and your staff technical assistance for the PK-16 Longitudinal Data System you are proposing.

Sincerely,

Domenico "Mimmo" Parisi, Ph.D.  
Director and Professor



Mississippi State  
UNIVERSITY

Research and Curriculum Unit  
for Workforce Development

---

Patti S. Abraham, Ed.D., Director

September 23, 2008

Dear Grant Review Team:

As director of the Research and Curriculum Unit (RCU) at Mississippi State University, I support our research and evaluation (R/E) staff's proposal to collaborate with the Mississippi Department of Education (MDE) on the longitudinal data grant project. Awarding of this project will assist Mississippi's effort in promoting improved instruction and student learning as well as economic and workforce development by collecting and analyzing comprehensive pre-K-20 data and making recommendations to pertinent stakeholders.

The R/E staff possesses a record of high-quality work and authentic research credentials that a project such as this demands. They have established cooperative relationships with critical departments at MDE and other stakeholders who will be involved in this endeavor. Essentially, they serve as an extension of MDE responsible for expert coordination and oversight of various research projects.

The RCU is committed to the success of this project and supports the positive impact it can have on Mississippi. Specifically, the RCU is prepared to provide support with management of data including storage, transfer, analysis, and security. The RCU is also prepared to provide human resources to support the project. This includes two governing authorities: Dwight Hare, research directives, and Jacob Walker, data ethics. Additionally, Lesli Hutchins will serve as project manager; Lisa Hardjono will serve as data support specialist; and Scott Mitchell will serve as technical support specialist.

I am pleased that the R/E staff has proposed this commendable project to integrate our existing resources into a worthwhile project. This initiative will do much to improve instruction and student learning as well as educate and inform influential persons in the educational, economic and workforce enterprises in Mississippi.

Sincerely,

Patti S. Abraham  
Director



P.O. Drawer DX, Mississippi State, MS 39762-5671 • Phone: 662.325.2510 Fax: 662.325.3296  
[www.rcu.msstate.edu](http://www.rcu.msstate.edu)

*A partnership of the Mississippi Department of Education's Office of Vocational Education and Workforce Development and Mississippi State University's Office of Research*

## **Appendix B – Resumes of Key Personnel**

### **DERRICK D. LINDSAY**

#### **EDUCATION**

Bachelor of Science in Computer Science, (1989) University of Mississippi, Oxford, Mississippi  
Emphasis in Computer Systems and Programming Languages  
Minor: Business

National Forum for Education Statistics Forum Chair  
Mississippi Council for Education Technology Chair

#### **EXPERIENCE**

**Chief Information Officer, Office of Management Information Systems,  
Mississippi Department of Education, Jackson, Mississippi  
Deputy Superintendent, Martez Hill** **February 2002 - Present**

##### Responsibilities

Responsible for the overall management and supervision of all technical and support personnel that provide IT services. This includes management of applications development and systems delivery, operations, quality assurance, resource and hardware management. The Office of Management Information Systems support over 500 employees, 5 remote sites, and the states K-12 Wide Area Network (composed of a core infrastructure, 6 regional routers, 152 district routers, and over 1000 schools. The Office of Management Information Systems also serves as the K-12 Internet Service Provider. The office is composed of five main divisions: Networking, Application Development I, Application Development II, Statistics and Reporting, and Systems/Database Management. Other areas of responsibility include E-Rate, Security, Mainframe Application Support, and Job Queuing and Printing.

##### Tasks

- Manage system delivery and technical support for agency users, which includes oversight of system performance.
- Set the agency's technical direction, ensuring the agency has hardware, software, and personnel resources required.
- Provide work direction and prioritize work for technology staff within the agency.
- Establish and enforce technology standards and procedures for the agency.
- Plan large-scale technology projects involving many users at different locations.
- Act as the chief advisor on all development projects regarding technology, and negotiates contracts and administration for the life of the project.
- Responsible for personnel recruitment of technology personnel. Conduct review and feedback sessions and annual performance reviews for staff, including preparation of professional development plans for each employee.
- Prepare budget to adequately provide technology services for the agency supported, maintains and tracks expenditures.
- Act as an advisor on technology issues for the agency and collaborates with ITS staff when necessary. Act as the information technology representative for the agency.

- Participate in inter-agency technology initiatives and committees.

**Vice President of Technical Services, Business Communications Inc., Ridgeland,  
Mississippi  
CEO, Tony Bailey**

**November 2000 - January 2002**

Responsibilities

- My responsibilities are to plan, supervise and organize all technical services within the company. My division provides all technical services in the area of Wide Area Network, Local Area Network, Internet Products, Application Development, Computer System and Printer Maintenance and Voice over IP Solutions.

**INFORMATION SYSTEMS DIRECTOR**

**MISSISSIPPI ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Director of Administration, LaDonna P. Thompson**

**May 1993 - March 2000**

Responsibilities

- My responsibilities were to plan, supervise and organized all technology resources (infrastructure, operations, support and system delivery) for the Management Information Systems Division of the MS Attorney General's Office (MSAGO). The MIS division is responsible for supporting approximately 205 employees housed in two (2) main locations, as well as several satellite offices.

Example of Projects

- 100% percent migration off of a Data General MV15000 onto a Wide Area Network (WAN).
- Statewide online access to the MS Attorney General's Office Official Opinions Implementation of Agency Web Site.
- WAN access to legal research CD-ROMS.
- Utilized federal grant to implement a statewide WAN for 22 District Attorneys.
- Implemented new method of access with remote location to decreased ownership cost by 54,000 dollars a year.
- Modified current maintenance schedules that resulted in a decrease of 27,000 dollars a year.
- Implemented an Agency Wide Case Management System.
- Converted mission critical Novell based applications onto Microsoft NT-Application Servers.

**DP SYSTEMS ANALYST MANAGER**

**MISSISSIPPI ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Director of Administration, LaDonna P. Thompson**

**May 1992 - May 1993**

Responsibilities

- My responsibilities were system design and project leader.

### Tasks

- Network Administrator.
- Plan and Coordinate all telecommunication actions.
- Supervise all new project development Analyze, Evaluate, and Train on current and new IS systems.
- Analyze inter-division relationships in respect to data input and retrieval.
- System Analysis and Design.
- System Programming.

### Example of Projects

- Developed custom inventory and leave applications.
- Implemented a Medicaid Fraud investigative research application.
- Consumer Fraud Complainant/Respondent Application.
- Implemented agency wide Project/Case Management System.

### **DP SYSTEMS ANALYST II**

**MS DEPARTMENT OF EDUCATION, Jackson, Mississippi**

**Data Processing Manager, Nathan Slater**

**June 1991 - April 1992**

### Responsibilities

- I was a member of the new development team in the Data Processing Division. My main responsibilities were system analyses and design.

### Examples of Projects

- School Building and Transportation Funding System.
- Attendance Officers Tracking System Planning committee to design Data Processing Department's new network.

### **COMPUTER SERVICE AND SUPPORT CONSULTANT**

**MS ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Data Processing Manager, Ed Foresman**

**May 1990 - May 1991**

### Responsibilities

- I was a self-employed computer consultant that was brought in to developed system operation procedures, to provide technical support for the Data General MV1500, and to design an agency payroll system.

### Examples of Projects

- Developed a custom agency payroll application Modifications of existing Data General SNA/RJE macros.
- Online network installation for 5 remote sites.
- Developed a MIS Policy and Procedures Manual.

## **SYSTEMS OPERATOR**

**Clarion Ledger/Jackson Daily News, Jackson, Mississippi**  
**IT Director, George Bailey**

**August 1989 - May 1991**

### Responsibilities

- My responsibilities were to oversee and control the daily processes required to produce the daily newspapers. The processes took place on an IBM 38 System and an ATEX Editorial/Classified System.

### Example of Projects

- Analysis and Modification of existing time clock program to provide needed features  
Evaluation of a Token-Ring network segment to solve repeater problem.

## **SYSTEMS OPERATOR/ASSISTANT PROGRAMMER**

**Green Marketing Resource, Oxford, Mississippi**  
**Owner, Steve Green**

**March 1988 - June 1989**

### Responsibilities

- My responsibilities were application support, software and hardware maintenance.

### Example of Projects

- Projects involved modifications to existing database.

## **TECHNICAL KNOWLEDGE**

Languages- BASIC, 'C', ADA, dBase, ACCESS, IBM Assembly, LISP, PROLOG, FORTRAN, IBM CONTROL LANGUAGE (CL), SNA/RJE

Operating Systems- IBM PC - XT, ADA, IBM DOS, AOS/VS, REX, UNIX, NOVELL NETWARE 3.12/4.1, WIN 3.X, WIN 95/NT/2000

Micro Computers- IBM PC, MACINTOSH, APPLE IIc, APPLE IIe, DELL, MEMOREX TELEX, PACKARD BELL, COMPAQ, GATEWAY 2000, HEWLETT PACKARD

*Mainframes/Mid-Range Systems - IBM AMDAHL 3070 SYSTEM, CYBER SUPER COMPUTER, VAX SYSTEM, IBM 38 SYSTEM, ATEX CLASSIFIED SYSTEM, ATEX EDITORIAL SYSTEM, DATA GENERAL MV15000*

Technology Concepts- Application Development Cycle, Wide Area Network, Local Area Network, Internet, Imaging, Data Storage, Network Security, Document Management, Data Center Operations, System Migration, Network Audit, System and Data Integration, Data Workflow

## SARITA DONALDSON

### PROFILE

Solid background in financial analysis and programming, with strong emphasis in electronics and account management. Experienced in developing applications, training personnel, submitting Federal reports and interpreting Federal guidelines. Skilled in developing and implementing standardized policies and procedures.

### EDUCATION

M.B.A. Accounting, Belhaven College	December 2000
B.S. Electronic Technology, Jackson State University	August 1981

### CAREER HISTORY

<b>Mississippi Department of Education, Jackson, MS</b>	<b>October 2000 - Present</b>
<b>Management Information Systems</b>	

#### *MSIS Director*

- Create Reports & Spreadsheets as needed for State Auditors.
- Project Leader for Financial Electronic Tracking System (FETS). Maintain Financial Database. Assist District Business Managers with resolution of data errors. Created annual financial application for use by District Business Managers to submit information to the State Department of Financial Accountability.
- Designed Database, Screen and Report for Post-Secondary Schools to input Teacher Information for Vocational Education Department of Compliance & Reporting.
- Designed Database, Screen and Report for Safe & Orderly to input School Incident Reports. Trained Safe & Orderly personnel to utilize their application.
- Designed Screen for Vocational Short-Term Adult data entry. Trained Short-Term Adult personnel to utilize form.
- Create Programs and Reports as requested by Department of Financial Accountability. Support the Accounting Department with revisions to SPS Applications; Creation of new forms and reports.
- Maintain financial database and assist Business Managers in submitting data from School District to State Department of Education.
- Assist Vocational Education Directors/Secretaries in submitting data to Vocational Education Department of Compliance & Reporting.
- Assist users in resolving data issues using MSIS, MDED, MDEC and SPS Databases.
- Research and test different programming tools for producing reports and writing programs.
- Create program to gather financial data needed by auditors visiting school district - School District Data Collection Form (SRAI-DC1). Provide financial data to State Auditor's Department. Create financial reports for Department of Transportation.
- Databases are Oracle, Access and FoxPro. Screens are Oracle and FoxPro. Reports are Oracle, FoxPro and Crystal Report Writer.

### ***Senior Programmer Analyst***

- Create Reports & Spreadsheets as needed for State Auditors.
- Project Leader for Financial Electronic Tracking System (FETS). Maintain Financial Database. Assist District Business Managers with resolution of data errors. Created annual financial application for use by District Business Managers to submit information to the State Department of Financial Accountability.
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- Assist Vocational Education Directors/Secretaries in submitting data to Vocational Education Department of Compliance & Reporting.
- Assist users in resolving data issues using MSIS, MDED, MDEC and SPS Databases. Education Department of Compliance & Reporting.
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- Databases are Oracle, Access and FoxPro. Screens are Oracle and FoxPro. Reports are Oracle, FoxPro and Crystal Report Writer.

### **Primary Healthcare, Inc.**

**dba East River Physicians Group, Jackson, MS**

**October 1991 – 2000**

### ***Office Manager***

- Handled financial analysis and reporting of corporate finances
- Corporate-wide training of personnel in the use of Q&A Database Application and WordPerfect Documents.
- Designed, ordered and installed server and network cards.
- Installed new software programs. Upgraded networking software from Microsoft Windows to Novell. Maintained daily, weekly and monthly backup of server.
- Created Weight-Loss Application using Q&A/FoxPro.
- Developed and implemented policies and procedures over financial transactions, resulting in standardized reports.
- Trained and evaluated Office Managers in Louisiana, Mississippi and Tennessee.

**Mississippi Democratic Party Headquarters, Jackson, MS**      **Sept. 2001 – Oct. 1995**

***Office Manager***

- Designed Database, Screen and Report for Financial Recordkeeping.
- Assigned duties to Office personnel.
- Responsible for Fundraising activities.
- Coordinated implementation of Party goals statewide.
- Created Forms & Reports for submission to Secretary of State.
- Compiled and processed data for quarterly submission to Federal Election Commission.
- Weekly computer backups. Daily bank deposits and monthly reconciliation. Biweekly payroll.

**Chevron USA Refinery, Pascagoula, MS**      **August 1981- August 1991**

***Systems Analyst / Computer Programmer***

- Designed Screens and Reports using SQL, C++, FORTRAN, and Oracle Reports.
- Created batch processes for daily reports.
- Created Hurricane Warning Map and software to track movement of Hurricane based on input from Refinery Shift Manager.
- Converted screen displays using Tektronix Graphic package.
- Maintained Monthly computer backups. Schedule maintenance on computers. Performed Software Upgrades.
- Installed networking cables and servers.

**Rufus Dwight Hare**  
**Curriculum Vitae**

E-mail: [dwight.hare@rcu.msstate.edu](mailto:dwight.hare@rcu.msstate.edu)  
662-325-2510

**EDUCATION**

- PhD : University of North Carolina, Chapel Hill. Major area: Education, 1984.  
Dissertation: The Focus Group Interview: An Examination of the Use of a Research Method.
- BA: University of North Carolina, Chapel Hill. Major area: Early Childhood Education, 1975.

**PROFESSIONAL EXPERIENCE**

- 2007 Coordinator, Research and Evaluation, Research and Evaluation Section, Research and Curriculum Unit, Mississippi State University.
- 1993- Professor (with tenure), College of Education. Member of the Graduate Faculty, Graduate Faculty Status Level One.
- 1990-1993 Associate Professor, College of Education. Mississippi State University.
- 1988-1989 Associate Professor (with tenure), College of Education. University of Louisiana at Monroe.
- 1985-1988 Assistant Professor, College of Education. University of Louisiana at Monroe.

**UNIVERSITY SERVICE**

- 2005-2007 Member, Responsible Conduct of Research Committee, Mississippi State University. Appointed by the Vice President for Research and Graduate Studies.
- 2001-2007 Chair, Institutional Review Board for the Protection of Human Subjects. Appointed by the Vice President for Research for initial 3-year term as chair. Reappointed to a second 3-year term as chair.

**PUBLICATIONS (Selected current)**

**Articles**

- 2008 "Music and Messages from the Past: Tuning into History." Social Studies Research and Practice, July 2008. Co-author: Susie Burroughs.
- 2008 "Mississippi National Board Certified Teachers' Effect on Student Achievement." The National Journal of Urban Education & Practice, Vol 1, No. 2. Co-authors: Jeanne Holland and Joseph Holland.
- 2007 "The Development of a Curriculum Toolkit with American Indian and Alaska Native Communities." Early Childhood Education Journal. <http://www.springerlink.com/content/4844x13h85450443/>. Co-authors: Nicole Thompson, Tracie Sempier, and Cathy Grace.
- 2007 "Agricultural Managers and Hispanic Agricultural Workers: The Impact of Cultural Differences." The International Journal of Interdisciplinary Social Studies, Vol 2. Co-authors: Rosa Vosso and Sue Minchew.
- 2006 "The American Indian and Alaska Native Curriculum Toolkit." Zero to Three special edition. This invited article was commissioned by the National Center for Rural Early Childhood Learning Initiatives. Co-author: Nicole Thompson.

- 2005 "Enhancing Technology Use in Student Teaching: A Case Study". *Journal of Technology and Teacher Education*, Vol. 13, No. 4, pp. 573-618. Co-authors: Margaret Pope and Esther Howard.
- 2002 "University Administrators' Perceptions and Practices of Electronic Mail as a Communication Channel," *Delta Pi Epsilon Journal*, Volume XLIV, No. 2, pp. 91-109. Co-authors: John Forde, Anna Hillman-Dill, and Connie Forde.
- 2002 "Technology Integration: Closing the Gap Between What Preservice Teachers Are Taught To Do and What They Can Do," *Journal of Technology and Teacher Education*, 10 (2), 2002-2003. Co-authors: Margaret Pope and Esther Howard.
- 2002 "Teaching Technology Infusion to In-Service Teachers: A Case Study," Proceedings of the annual meetings of the Society for Information Technology in Teacher Education. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Leman.
- 2001 "Longitudinal Effects of Kindergarten," *Journal of Research in Childhood Education*, Vol. 16, No. 1. Co-authors: Debra Prince and Esther Egley.
- 2001 "Investigating the Benefits of the Educational Technologist in the Middle School Environment: A Qualitative Study," Proceedings of the annual meetings of the Society for Information Technology in Teacher Education. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Leman.
- 1999 "Development of an Evaluation Model to Establish Research-based Knowledge about Teacher Education." *Studies in Educational Evaluation*, Vol 25, No 4. Co-author: Kaye Pepper
- 1999 "Establishing Research-Based Knowledge in Teacher Education." *Journal of Research and Development in Teacher Education*, Vol. 32, No. 2, Spring. Co-author: Kaye Pepper.

Books, Chapters, and Special Publications (Selected current)

- 2003 "The Impact of High-Stakes Accountability on Teachers' Professional Development: Evidence from the South," final report submitted to the Spencer Foundation for a funded research project. Co-authors: Barnett Berry, Laura Turchi, Dylan Johnson, Diana Montgomery, Deborah Owens, and Steve Clements.
- 2002 "An Evaluation of PREPS English II Subject Area Professional Development Series", PREPS Research Brief Issue 4, Summer 2002. Author: Patricia Bridges. My role was Research Director for the Brief.

PROFESSIONAL PAPER PRESENTATIONS (Selected current)

- 2008 "Pullout or Inclusion: A Longitudinal Study of Reading Achievement of ESL Students in Grades 1 and 2." Paper presented at the annual meetings of the American Education Research Association. Co-Author: Lishu Yin.
- 2008 "Looping in the Middle Grades and the Usefulness of Disaggregating Test Scores." Paper presented at the annual meetings of the American Education Research Association. Co-Authors: Bob Fuller and Nicole Thompson
- 2008 "Teacher Perceptions of the Centers for Ocean Sciences Education Excellence: Central Gulf of Mexico." Paper presented at the annual meetings of Ocean Science Education. Co-Authors: Tracie Sempier and Nicole Thompson.
- 2007 "Is Inclusion the Best Program for ESL Students?" Paper presented at the annual meetings of the MidSouth Education Research Association. Co-Author: Lishu Yin
- 2007 "Pullout and Inclusion Programs for ESL Students: A Study of Reading Achievement." Paper presented at the annual meetings of the MidSouth Education Research Association.

- Co-Author: Lishu Yin. (NOTE: This paper was the winner of the Herb Handley Dissertation Award)
- 2007 “Agricultural Managers and Hispanic Agricultural Workers: The Impact of Cultural Differences.” Paper presented at the annual meeting of the International Conference on Interdisciplinary Social Sciences, Granada, Spain. Co-Authors: Rosa Vosso and Sue Minchew.
- 2007 “Are Mississippi Students Achieving at a Higher Rate as a Result of National Board Certified Teachers?” Roundtable presentation at the annual meetings of the American Education Research Association. Co-Authors: Jeanne Holland and Cathy Grace.
- 2006 “Diversity in Adult English Language Learning Programs,” paper presented at the annual meeting of the MidSouth Education Research Association. Co-Author: Lishu Yin.
- 2006 “Perspectives of Undergraduate Exchange Students in the United States from an Asian Country,” paper presented at the annual meetings of the MidSouth Education Research Association. Co-authors: Lishu Yin and Li-Ching Hung.
- 2006 “Rural School Technology Immersion: A Comparative View From the Field,” paper presented at the annual meetings of the National Rural Education Association. Co-Authors: Stephanie Davidson and Beth Coghlan
- 2006 “Grant Writing for Head Start Directors,” presentation at the National Indian Head Start Directors Association Annual Conference. Co-Author: Nicole Thompson.
- 2006 “The Early Childhood Native American Curriculum Toolkit,” paper presented at the Hawaii International Conference on Education. Co-Author: Nicole Thompson
- 2005 “The Plight of Outsiders: Rural Teachers’ Resistance to Outsiders in a Rural School,” paper presented at the National Rural Education Association. Co-Author: Beth Coghlan
- 2005 “The Rural Education Childhood Mapping Project,” paper presented at the Annual Meeting of the National Association of Community Development Extension Professionals. Co-Authors: Cathy Grace, Ann Peton, and Elizabeth Shores.
- 2005 “Barriers to Technology Integration: A Case Study,” paper presented at a roundtable discussion at the annual meetings of the Society for Information Technology & Teacher Education International Conference. Co: Author: Beth Coghlan
- 2005 “Prepared to Teach, But Not to be a Teacher,” paper presented at the American Education Research Association Annual Meetings. Co-Authors: Monica Riley and Linda Walker.
- 2004 “Addressing Barriers to Technology Integration: A Case Study of Teachers in a Rural School”, paper presented at the annual meeting of the MidSouth Educational Research Association. Co-author: Beth Coghlan
- 2004 “The Missing Professional Development-Accountability Link: Real Data Analysis,” paper presented at the Annual Meetings of the American Educational Research Association. Co-authors: Laura Turchi and Deborah Owens.
- 2003 “Success in Early Head Start,” paper presented at the Annual Meetings of the American Educational Research Association. Co-authors: Kay Brocato, Lavinia Otis, Arvern Moore, Reuben Dilworth, and Sarah Howard.
- 2002 “Strategies in Qualitative Research,” paper presented at the conference for Methodological Issues and Practices in Using QSR Nvivo and NUD\*IST, London, England. Co-authors: Mike Lehman, Melissa Nail, Beth Ferguson Coghlan, and Stephanie Davidson.

- 2002 “Student and Teacher Learning in Technology,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Margaret Pope and Esther Howard.
- 2002 “Enhancing Technology Use in Student Teaching: A Case Study,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Margaret Pope and Esther Howard.
- 2001 “Technology Integration and the Changing Faces of Instruction in the Middle School Classroom,” paper submitted for presentation at the annual meetings of the American Educational Research Association. Co-authors: Stephanie Davidson, Beth Ferguson, and Melissa Nail.
- 2001 “Investigating the Significance of the role of the Educational Technologist in the Middle School Environment,” paper presented at the annual meetings of the Southwest Educational Research Association. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Lehman.
- 2001 “Preparation in the Use of Technology Among Teacher Education Majors at Mississippi State University,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Vahid Motamedi and W.C. Johnson.

RESEARCH (Selected current)

- 2007-2009 Grades to Trades: Vocational training as predictors of job success. Studies of completers of secondary and postsecondary Career and Technical Education programs and their success in employment related to their CTE training. This is one of a series of studies supported by Research and Curriculum Unit, Mississippi State University.
- 2007-2009 Expectations of employees. Studies of employers in Mississippi and their expectations for individuals hired for company labors. This is one of a series of studies supported by Research and Curriculum Unit, Mississippi State University.
- 2007-2009 Case studies of First Year Teachers in Mississippi.
- 2005-2007 Developing an On-Line Action Research Professional Development Workshop. Supported by the Research and Curriculum Unit, Mississippi State University.
- 2004-2006 Developing a Curriculum Toolkit. Project conducted through the Child Care Bureau. Funded through the National Center for Rural Childhood Learning Initiatives.
- 2004-2006 The Montana Project. Research conducted through the Child Care Bureau. Supported by the National Center for Rural Early Childhood Learning Initiatives.

HONORS

- 2008 Selected for membership in *Sigma Xi*.
- 2007 Designated as Honors Faculty by the Judy and Bobby Shackouls Honors College
- 2005 Awarded Graduate-Level Teaching Award, Alumni Association.
- 1999 Awarded Outstanding Advisor Certificate of Merit by the National Academic Advising Association at their annual meeting.

OTHER EXPERIENCES

- 1968-1972 United States Marine Corps

**Jacob T. Walker**  
**Curriculum Vitae**

Email: [jake.walker@rcu.msstate.edu](mailto:jake.walker@rcu.msstate.edu)

**Education**

- 1995-1996 North Arkansas Community College, Harrison, General Education Credits  
1997-2001 B.S. in Medical Sociology and Gerontology, University of Central Arkansas  
Bachelor's Thesis Title: "End of Life Decisions and the Elderly."  
2004 Graduate program in Health Science, University of Arkansas  
2004-2007 M.S. in Sociology/Demography, Mississippi State University  
Master's Thesis Title: "County Level Suicide Rates and Social Integration:  
Urbanicity and Its Role in the Relationship."  
2006-Pres. Ph.D. Student in Education, Instructional Systems and Workforce Development,  
Mississippi State University  
(Expected Graduation: December 2009)

**Certifications**

- 2005-2008 Certificate in Geographic Information Systems, Mississippi State University  
2008 Internet and Computing Core Certification (IC3), Certiport  
2008 Certified as an Authorized IC3 Instructor, Certiport  
2008 Certified as an Authorized IC3 Proctor, Certiport

**Computer Experience**

I am proficient in the use of the following programs: Word, Works, Word Perfect, Excel, Power Point, Internet Software, Macromedia Freehand MX (graphic design program used for making pamphlets, newsletters, and maps), SPSS (Statistical Package for Social Sciences), IMAGINE 8.6, and ArcGIS (computerized data mapping software package from ESRI). I am also trained in the Geographical Information Systems as well as the use of online mapping tools from the Rural Policy Research Institute located in the Community Information Resource Center at the University of Missouri in Columbia.

**Professional Employment**

- 2007-Pres. Mississippi State University  
Research and Curriculum Unit  
Senior Research Associate/Research Specialist

As a research associate my duties involve the collection and analysis of data and literature as it relates to the projects that I am working on at any given time. Current projects include working with MDOT-RIDES program, creation of a dropout prediction model for MDE, and work with the Mississippi Assessment Center on various programs.

- 2004-2007 Mississippi State University  
National Center for Rural Early Childhood Learning Initiatives  
Graduate Research Assistant

As a research assistant my duties involve collecting and writing literature reviews of early childhood issues, grant writing, data analysis, and construction of community action plans to improve early childhood preparation for school, and graphic design work for various programs. While working for NCRECLI I have developed an understanding of many of the problems that

children in rural environments experience and how these problems can affect outcomes. I have also been able to develop the skills needed to work in the areas of demography, geographic information systems, and technology education.

2002-2004     Arkansas Department of Human Services  
                  Division of Children and Family Services  
                  Family Service Worker

As a family service worker I worked with foster care, protective services, and child abuse investigations. Duties included case management of children and their families to ensure that services were provided to help maintain children in their home or to reunite their family if the children were removed from the home. In the investigative area of my position I had to make contact with the families and contact collaterals to collect evidence to determine if the allegations are true or unsubstantiated.

### **Professional Presentations**

Kerr, L. & Walker, J. (April 2008). *School district superintendents' salaries in Mississippi: A regression of school-level variables*. Presentation at Mississippi State University College of Education Annual Research Forum Mississippi State, MS

Kerr, L. & Walker, J. (April 2008). *School district superintendents' salaries in Mississippi: A regression of school-level variables*. Presentation at Mississippi State University Graduate Student Association 2008 Annual Research Symposium Mississippi State, MS

“Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002-2007.” Presented at Mississippi State University College of Education Annual Research Forum in Mississippi State, MS.

“Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002-2007.” Presented at Mississippi State University Graduate Student Association 2008 Annual Research Symposium in Mississippi State, MS.

“County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” Presented at Mississippi State University Graduate Student Association 2008 Annual Research Symposium in Mississippi State, MS.

“County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” Presented at the Mid-South Sociological Association 2007 Annual Meeting in Mobile, AL.

“Modernization and Suicide: County Level Variation in the Late Twentieth Century.” With Jeralynn Sittig Cossman. Presented at the Mid-South Sociological Association 2005 Annual Meeting in Atlanta, GA.

“The Dead Presidents: Post Industrial Revolution.” With Jeralynn Sittig Cossman. Presented at the Alabama Mississippi Sociological Association 2005 Annual Meeting in Tuscaloosa, AL. Invited.

“Body Image, Body Mass Index and Suicidal Ideation among College Students.” Presented at the Alabama Mississippi Sociological Association 2005 Annual Meeting in Tuscaloosa, AL. Invited.

“The Dead Presidents: A Qualitative Analysis of Presidential Obituaries.” With Jeralynn Sittig Cossman. Presented at the Mid South Sociological Association 2004 Annual Meeting in Biloxi, MS.

### **Publications**

Walker, J. T. & R. D. Hare, 2008. “Think Dropout Prevention.” *MDE Brief*, 3(1) p. 11.

Walker, J.T. 2009. “County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” For publication in *Sociological Spectrum*. Jan/Feb Edition 2009.

### **Data Analysis/Grants/Official Reports/White Papers**

Walker, J. T. January 2008. “Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002 to 2007.” January 2008, Prepared for Mississippi Department of Education, Office of Dropout Prevention.

Data Analysis for the “Partners for Quality Child Care Final Report 2006.” February 2007, Prepared for: Mississippi State Department of Human Services, Office of Children and Youth.

Data analysis for the “2005-2006 Partner for Quality Child Care.” Grant from the Mississippi State Department of Human Services, Office of Children and Youth. January 2007, Funded.

“Leaders in Literacy Meridian, Midterm Report.” November 2006, Prepared for: The Phil Hardin Foundation.

Data analysis for the “2005-2009 Childcare Access Means Parents in School (CCAMPIS).” Grant from the US Department of Education. November 2005, Funded.

“Four Year Final Report Concerning the Childcare Access Means Parents in School (CCAMPIS).” Grant from the US Department of Education, May 2005.

Data analysis for “2004-2005 Partners for Quality Child Care Final Report.” May 2005, Prepared for: the Mississippi State Department of Human Services, Office of Children and Youth.

### **Awards/Recognitions**

Graduate Research Assistantship 2004-2007, National Center for Rural Early Childhood Learning Initiatives at Mississippi State University included full tuition and \$20,000 a year stipend

Mid-South Sociological Association, 2007 Graduate Paper of Distinction Award for the paper titled: “County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship”

### **Service**

- 2007 Proposal reviewer for American Educational Research Association (AERA), 2008 annual conference in New York, NY
- 2007 Guest presenter for Institutional Review Board Certification concerning research using secondary data, Mississippi State University
- 2007 Member, Search Committee, filling two Research Associate positions for the Mississippi Assessment Center, Research and Curriculum Unit, Mississippi State University
- 2007 Member, Search Committee, filling one Database Manager position for the Mississippi Assessment Center, Research and Curriculum Unit, Mississippi State University
- 2008 Member, Research and Curriculum Unit Advisory Committee on Research and Evaluation
- 2008 Judge, Mississippi State Private School Association State Science Fair
- 2008 Member, Search Committee, filling one IT Manager position for the Research and Curriculum Unit, Mississippi State University.
- 2008 Member, Search Committee, filling 3 Research Associate positions for the Research and Evaluation Unit of the Research and Curriculum Unit, Mississippi State University
- 2008 Member, Statistical Advisory Committee for MS-CPAS2 Standards Setting, Mississippi Department of Education

### **Professional Development**

University of Missouri at Columbia, Rural Policy Research Institute, Community Information Resource Center, Introduction to the use of online mapping tools for community improvement. December 2004

Washington, DC, SPSS Office and Training Center, Introduction to SPSS Text Analysis for Surveys, April, 2008

Certiport, Internet and Computing Core Certification (IC3), May 13, 2008

Certiport, Internet and Computing Core Certification (IC3), Authorized Instructor, May 20, 2008

Certiport, Internet and Computing Core Certification (IC3), Authorized Proctor, May 20, 2008

### **Dissertations Advised On**

Robin Parker, 2007-2008

Denise Sibley, 2008

Shelley Bock, 2008

Leanne Long, 2008

**Lesli M. Hutchins**

122 Cole St.

Starkville, MS 39759

Cell Phone: (601) 259-1281

Email: [lesli.hutchins@rcu.msstate.edu](mailto:lesli.hutchins@rcu.msstate.edu)

In August 1999, I graduated from Mississippi State University. I received a Bachelor of Arts in Communication with a concentration in Public Relations. Since graduation, I have held a wide variety of jobs from Data Specialist to Research Associate at Mississippi State University. I worked as a Research Associate at the Social Science Research Center working directly under the Director Dr. Arthur Cosby. I began graduate work in Instructional Technology and am planning to complete that in December of 2008. Upon completion, I will continue my graduate studies towards a PhD.

**EDUCATION**

1995-1999 B.A. in Communication with a concentration in Public Relations,  
Mississippi State University.

2005-Pres. M.S. Instructional Technology, Mississippi State University.  
(1 class to completion expected December 2008)

**COMPUTER EXPERIENCE**

I am proficient in the use of the following programs: Excel, Word, Works, Word Perfect, Power Point, Access, FrontPage, Photoshop, PageMaker, Acrobat, Illustrator, Dream Weaver, SPSS (Statistical Package for Social Sciences), Quark XPress, internet software, and various medical billing softwares.

**ACADEMIC EMPLOYMENT**

2000-2001 Mississippi State University  
Social Science Research Center  
Communication Specialist

As the first communication specialist my responsibilities included but were not limited to: desktop publishing from initial receipt to final product including layout and design of all reports, brochures, flyers, posters, etc. that the SSRC publishes. I also was responsible for assisting with web design, technical editing of reports, and public relations work involving the Center.

2004-2005 Mississippi State University  
Social Science Research Center  
Research Associate

As research associate my responsibilities included but were not limited to: research work on a wide variety of projects under the director, utilizing SPSS for data analysis, creation of multiple Power Point presentations for conferences and meetings, including those for the About Children project which were published on the internet, organizing the annual visit of the students and professors from the University of Catania, Italy, assisted in the Southern Pain Study, from report writing to data analysis and survey design, and led a study on Racial Disparities in Cardiovascular Health in Mississippi, as well as helping to manage student research assistants.

2008-Pres. Mississippi State University  
Research and Curriculum Unit  
Research Associate II

As a research associate my responsibilities include but are not limited to: general research design on a variety of topics under the supervision of senior level researchers, utilization of SPSS (Statistical Package for the Social Sciences) for data analysis and data management, assist in the development of data acquisition techniques with various stakeholders, and survey development and construction for internal as well as external evaluations.

### **NON-ACADEMIC EMPLOYMENT**

2002-2003 Network 8, Inc.  
Flowood, MS  
QI/Data Specialist

As a QI/Data specialist my responsibilities included but were not limited to: data entry for approximately 40 facilities in TN, data validation, mail outs, CPM data entry, website maintenance and design, CDC project entry and validation, direct dealings with specific facilities regarding patient data.

2006-2008 Crigler Family Vision Center  
Starkville, MS  
Business Manager/Technician

As business manager my responsibilities include but are not limited to: the filing and collecting of all insurance for patients, entering insurance payment upon receipt, reconciling statements and payment from vendors, website design and maintenance, development of use of an email system for reminders, public relations and advertising. As technician my responsibilities include taking patient histories, prepping patient charts, getting visual acuities, auto-refraction, and whatever the doctor may ask of me.

### **PUBLICATIONS**

2003 *About Children: An Authoritative Resource on the State of Childhood Today.*  
Chicago, IL: The American Academy of Pediatrics. 271 pp. (edited with R. E. Greenberg, L. Southward and M. Weitzman).

For this project, I designed power points for all chapters of the book and they were published on the internet web site. They were available for download to use for presentation purposes.

2004 "The Social and Cultural Dimensions of Pain: An Overview of the Southern Pain Prevalence Study 2004." Volume I. July. Social Science Research Center, Mississippi State University. (with T. Thornton-Neaves, L. Rich, R. McMillen, M. Matta, L. Hutchins, J. Cathcart, M. Abregu, and H. Hitt).

2006 "An Assessment of Cardiovascular Health in Mississippi: A Focus on Racial Disparities in Mortality, Behavioral Risk Factors, and Knowledge." January. Social Science Research Center, Mississippi State University. (with L. Brown, H. Taylor, T. Thornton-Neaves, L. Hutchins, R. McMillen, and W. James).

## **Professional Development**

Mississippi State University, Information Technology Services, SAS I, July 2008.

Mississippi State University, Information Technology Services, Access I, August 2008.

Mississippi State University, Information Technology Services, Access II, August 2008.

Mississippi State University, Office of Research and Economic Development, Grant Writing I, September 2008.

Mississippi State University, Office of Research and Economic Development, Grant Writing II, September 2008.

Mississippi State University, Department of Sociology and Social Work, Graduate Level Course in Data Management in the Social Sciences, Fall 2008.

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**Lisa Hardjono**

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Mississippi State, MS 39762

662-325-2510  
l.hardjono@msstate.edu

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**PROFILE**

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- Over 10 years of experience in information technology, providing technical support, system analysis and design, development and documentation, project management, group facilitation, and training
- Experience in system design, database management, web applications, and front-end tools development in ASP and WSH environments using Microsoft IIS, Microsoft SQL, HTML, CSS, VBScript, JavaScript, and Microsoft Office solutions
- Extensive knowledge of Microsoft operating system platforms, clustered and non-clustered Microsoft-based server environments, and Microsoft-based software applications
- Background experience in course development and delivery for professional enrichment workshops and conferences
- Proven ability to deliver projects without direct supervision, increase work efficiency, improve and streamline work processes, and organize individual as well as group projects
- Proficient in Microsoft Office (Word, Excel, PowerPoint, Access), Microsoft Visio, Microsoft Virtual PC, Adobe Creative Suite (Photoshop, Illustrator, Fireworks, InDesign, Acrobat, Dreamweaver), Macromedia Dreamweaver, Crystal Reports, and a variety of software utilities
- Highly motivated, detail-oriented, well-organized, excellent work ethic, and self-taught in various new skill sets

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**EDUCATION**

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**Doctor of Philosophy**, Expected December 2010  
Majored in Industrial and Systems Engineering  
Mississippi State University, Mississippi

**Master of Science**, May 2005  
Majored in Information Systems  
Mississippi State University, Mississippi

**Bachelor of Business Administration**, August 1995  
Triple Majored in Management, Marketing, and General Business Administration  
Mississippi State University, Mississippi  
Graduated Magna Cum Laude

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**CERTIFICATIONS**

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- **Internet and Computing Core Certification (IC<sup>3</sup>)**, 2007
- **Certification of Online Learning (C.O.O.L)**, 2006

## AREAS OF INTEREST

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- System Analysis, Design, and Development
- Knowledge Management and Information Portal
- Continuous Improvement and Change Management

## PROFESSIONAL EXPERIENCE

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### **Information Technology Manager**, July 2008 – Present

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Manage and supervise the Research and Curriculum Unit (RCU) Information Technology (IT) unit. Act as a liaison between the IT unit and other RCU subunits or external organizations. Develop IT forms and procedures. Conduct research, write proposals, and devise budgets for technology-related solutions for various projects.

#### *Key Contributions:*

- Performed process analysis for Mississippi Alternate Assessment independent rating system to reduce the turn-around time of report generation
- Converted the system used in Vocational Technical Assistance for Mississippi Department of Education from paper- to paperless-based system
- Improved the RCU inventory system to decrease repetitive, manual work and add a capability to search records electronically

### **Information Technology Project Manager and System Developer**, July 2005 – July 2008

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Managed group projects to ensure tasks are executed and delivered accurately and in a timely manner. Facilitated meetings and provided resources for group members. Designed and developed system and process improvement projects.

#### *Key Contributions:*

- Performed process analysis for the Mississippi Assessment Center (MAC) using Six Sigma principles to identify major issues and provide cost analysis
- Improved the Mississippi Career Planning and Assessment System, Edition 2 (MS-CPAS2) with online booklet ordering system to reduce cycle time and error rate for booklet dissemination
- Designed and implemented a barcode scanning system for the Vocational Administrators' Leadership Institute that reduced the turn-around time for awarding Continuing Education Unit (CEU) credits to participants

### **System Analyst and Developer**, July 2003 – June 2005

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Evaluated user needs, system processes, and alternative solutions to increase work and system efficiencies. Designed, developed, and maintained database-driven web applications using

HTML, VBScript, Microsoft IIS, Microsoft SQL, Microsoft Access, text editor, Macromedia Dreamweaver. Provided technical support for front-end applications such as Microsoft Office and back-end systems such as Microsoft IIS and Microsoft SQL.

*Key Contributions:*

- Proposed a technology upgrade for the RCU that increased the security of the RCU network and decrease the overhead of server maintenance
- Managed and configured mobile labs for on-site and off-site workshops using routers, wireless Access Points, and laptops and supervised off-site mobile labs deployment for conferences
- Conducted data analysis and generated reports for online workshop registration system, vocational conferences, and needs assessment surveys
- Designed and developed a database-driven web application to support work processes and reporting needs for the Vocational Instructor Preparation program

**Webmaster**, March 1998 – June 2003

Hinds Community College, Raymond, Mississippi

Managed group projects to evaluate user needs, current systems, and alternative solutions. Designed, developed, and maintained web sites using HTML, JavaScript, VBScript, Microsoft IIS, and Microsoft SQL. Conducted workshops and trained faculty and staff. Provided technical support for front-end and back-end applications. Resolved web- and database-related issues, debugged any scripting related problems, and developed Microsoft Office solutions.

*Key Contributions:*

- Upgraded the Hinds Community College web infrastructure by converting static web sites into database-driven web sites all six campuses
- Provided technical support for front-end and back-end applications such as Microsoft Office, Magic Solutions, Compass, and Blackboard
- Maintained budgets for web development unit
- Designed a logo, standard layout for training materials, forms, and internal procedure manuals for the Hinds Community College Information Services department

**Web Specialist**, September 1996 – March 1998

InternetU, Palm Bay, Florida

Designed, developed, and maintained web sites using HTML and JavaScript in Unix-based server environment. Created, scanned, and touched up media graphic files for web sites. Generated documentations for office procedures.

*Key Contributions:*

- Conducted client consultations to obtain project specifications
- Developed office solutions and automation systems using Microsoft Office (Word, Excel, and Access) in Windows based user environment and web site development
- Provided customer and technical support to resolve software and network connectivity issues

## AWARDS AND HONORS

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- **Cambridge Who's Who**, 2006
- **First Place Award in Web Page Junior Division**, College Public Relations Association of Mississippi, 1999
- **Gold Medallion of Excellence**, National Council for Marketing and Public Relations, 1999

## PRESENTATIONS

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### Conference Sessions

- *Change Management in Technology Areas* (January 2006)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jeremy Veldman
- *Fair Use in the Digital Age: Does It Exist?* (January 2005)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jon Beedle, Ph.D.
- *Wireless Balancing Act* (January 2005)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jon Beedle, Ph.D.

### Professional Development Workshop Sessions

- *Developing Web Pages for Blackboard* (2003)  
Hinds Community College, Raymond, Mississippi
- *Creating Media Files Using Photoshop* (2000)  
Hinds Community College, Raymond, Mississippi
- *HTML Authoring, Part I: Beginners and Part II: Advanced* (1998-1999)  
Hinds Community College, Raymond, Mississippi

**Scott Mitchell**  
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Starkville, Ms. 39760

Contact Info: (662) 549-7165  
[smitchel\\_64@hotmail.com](mailto:smitchel_64@hotmail.com)  
[scott.mitchell@rcu.msstate.edu](mailto:scott.mitchell@rcu.msstate.edu)

---

## **EXECUTIVE SUMMARY**

Experienced Sr. Programmer Analyst, multi-capable, solid achiever, and a broad range of proven skills that include:

- AS/400 Programming
- PC Programming
- Mainframe Programming
- Project Lead
- Customer Service
- Strategic Planning
- Training/Motivating
- Problem Solving

A resourceful and dynamic professional seeking to find a position within an organization that offers professional growth and opportunities for increased responsibilities based on performance.

## **PROFESSIONAL EXPERIENCE:**

### **SYSTEM ANALYST / APPLICATIONS DEVELOPER**

(January 2008 – Current) Mississippi State University,  
Research and Curriculum Unit,  
Starkville, Ms. 39759

#### Microsoft SQL Server

- Develop and support SQL server database applications
- Develop and support ASP web applications
- Develop and support Crystal Reports
- Develop and support Microsoft Access database applications

#### Training

- Entry Level Adobe Dreamweaver training

### **SR. PROGRAMMER ANALYST**

(November 1997 – March 2007) Sara Lee Foods,  
West Point, Ms. 39773.

#### AS/400 - ISeries

- Developed and supported applications utilizing RPG/ILE and imbedded SQL.
- Involved with the installation and interfacing of JBA ERP applications.

- Supported and implemented Teklogix RF applications.
- Supported interfaces utilizing IBM MQ Series
- Project manager and developer for a new livestock procurement/evaluation system for Bryan Foods and Jimmy Dean Foods.
- Developed and implemented an interface to a Linux based application for inventory retrievals and putaways to a high-rise warehouse.
- Implemented a purchase order interface from JBA to a SQL server utilizing MQ Series.
- Currently involved in the interface of our legacy JBA applications with SAP

#### ES9000 Mainframe

- Developed applications utilizing COBOL and CICS.
- Supported manufacturing and cost accounting applications.
- Supported Teklogix RF applications.
- Developed and implemented conversion programs to move finished goods inventory to JBA on the AS/400.

#### PC (Intel)

- Developed applications utilizing IBM Websphere.
- Support USDA Microsoft Access database and workable knowledge of all the Microsoft office tools.

#### PC (Linux)

- Interfaced inventory transactions from ERP system.

#### Training

- IBM MQ Series application programming.
- Six Sigma Yellow Belt training
- Self paced E-learning course on FrontPage 2002
- Online HTML and CSS training

#### **SR. PROGRAMMER ANALYST**

(February 1994 – November 1997) Thomas Industries / Daybrite Lighting, Tupelo, Ms 38802.

#### AS/400

- Developed applications utilizing RPGII / III.
- Involved with the installation and interfacing of Mapics XA MRP applications.
- Supported Teklogix RF applications.
- Helped Engineering implement a Knowledge Based Configurator Application to maintain Bill of Materials

**PROGRAMMER**

(December 1988 - February 1994) Stratford Furniture Company,  
New Albany, MS. 38652.

**ES9000 Mainframe**

- Developed applications utilizing PLI and CICS in the manufacturing arena
- Obtained the role of maintenance programmer for emergency and high level program failures
- Obtained the responsibility of supporting a Cobol based HR application with our corporate office in Chicago
- Supported EDI transactions

**EDUCATION:**

(August 1982 - July 1988)

Bachelor of Science in Computer Science  
Mississippi State University  
Starkville, Ms. 39762

**ADDITIONAL INFORMATION:**

- Extensive knowledge interfacing between different software and different machines.
- Workable knowledge of all Microsoft Office Tools
- References available upon request.

## **Curriculum Vitae, July 2008**

Domenico "Mimmo" Parisi

*Professor and Director  
Mississippi State University*

National Strategic Planning & Analysis Research Center  
P.O. Box 6027 / 203 Robert Louis Jones Circle  
Mississippi State, MS 39762  
Phone: 662-325-9242 / Fax: 662-325-1310  
E-mail: mimmo.parisi@nsparc.msstate.edu

### **EDUCATION**

The Pennsylvania State University, Ph.D.; Rural Sociology and Applied Statistics, 1998  
The Pennsylvania State University, M.A.; Rural Sociology and Community  
Development, 1995  
The Catholic University of Piacenza, Italy, Laurea/M.A.; Agronomy and Agricultural  
Economics, 1992

### **EXPERIENCE**

Mississippi State University

- 2008 to present. Director, National Strategic Planning & Analysis Research Center and Professor of Sociology
- 2004 to present. Director, State Workforce Integrated Performance System, State Workforce Investment Board
- 2004-2008. Coordinator, Workforce, Economic, & Community Development Research Unit and Associate Professor of Sociology
- 1998-2003. Co-Coordinator, Unit for Community and Environmental Studies and Assistant Professor of Sociology

### **PROFESSIONAL EXCELLENCE SUMMARY**

- Respected scientist, administrator, and practitioner focused on achieving exceptional results to improve the quality of life in Mississippi
- Nationally recognized expert and leader in exemplifying, articulating, promoting, and expanding the Land-Grant mission
- Developed the blueprint for an innovative strategic approach in Mississippi to create a unique results-oriented statewide integrated workforce system comprised of all 15 community colleges and seven state agencies along with their regional and local offices

- Contributed to the success of MSU and Mississippi by building a progressive research program aligning university, industry, and government resources and establishing strong public-private partnerships
- Trusted leader for state wide economic initiatives, strategic planning, and financial management to promote practices that meet the state's workforce needs while creating access to good jobs for workers across the state and local regions
- Recognized for consensus building and identifying, attracting, and working side-by-side with talented and highly motivated individuals to achieve established goals
- Award-winning scholar with 51 publications, 36 research grants totaling to \$19,734,362, 47 professional presentations at national and international conferences, actively involved in various national and international organizations, and actively engaged in various international, national, regional, and university committees

### **SELECTED AWARDS AND HONORS**

- Excellence in Extension and Public Service Award, Rural Sociological Society, 2008
- Ralph E. Powe Research Excellence Award, Mississippi State University, 2004
- Early Career Award, Rural Sociological Society, 2001

### **SELECTED COMMITTEES AND APPOINTMENTS**

- National Governors Association, Member of Mississippi Policy Academy on Sector Strategies, 2008-
- Momentum Mississippi, Member of the Working Group for the Economic Steering Committee, 2008-
- Mississippi House of Representatives, Select Committee on Poverty, Member of the Working Group for the Poverty Task Force, 2008-
- Rural Sociological Society Membership Committee, Chair, 2008
- Alabama-Mississippi Sociological Association, President, 2007
- University of Catania, Italy, Co-Chair of International Ph.D. Program in Human Sciences, 2006-
- Rural Sociological Society, Program Chair of Annual Meeting, 2004
- United States Department of Agriculture, Program Manager of Phase I and Phase II Small Business Innovation Research Rural and Community Development Program, 2004

### **PROFESSIONAL AND SCHOLARLY ASSOCIATIONS**

- Rural Sociological Society
- Population Association of America
- Southern Sociological Society
- Southern Rural Sociological Association
- Mid-South Sociological Association
- American Sociological Association
- International Association for Society and Natural Resources
- Society for the Study of Social Problems
- Alabama-Mississippi Sociological Association
- Community Development Society

## SELECTED RECENT PUBLICATIONS AND REPORTS

Parisi, Domenico, Steven Michael Grice, Guanqing Chi, and Jed Pressgrove. Forthcoming. "Poverty, Work, and the Local Environment: TANF and EITC." *Rural Studies Series*. Edited by Ann Tickameyer and Kristen Smith. Penn State Press.

Lichter, Daniel T., Domenico Parisi, Michael C. Taquino, and Brian Beaulieu. 2008. "Race and the Micro-Scale Spatial Concentration of Poverty." *Cambridge Journal of Regions, Economy, and Society* 10(1):1-17.

Parisi, Domenico and Steven Michael Grice. 2007. *Mississippi Business Environment and the Impact on Economic Development*. National Strategic Planning & Analysis Research Center, Mississippi State University.

Parisi, Domenico and Steven Michael Grice. 2007. *Mississippi Manufacturers: Preparing for the Jobs of the Future*. Workforce, Economic & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Racial Segregation in Rural and Small Town America: Does New York State Fit the National Pattern?" *Community and Rural Development Institute Research and Policy Brief Series* 10.

Parisi, Domenico, Steven Michael Grice, and Jed Pressgrove. 2007. "Mississippi Business Environment Before and After Katrina: Challenges and Opportunities." *Southern Rural Sociology* 22:64-82.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "National Estimates of Racial Segregation in Rural and Small Town America." *Demography* 44(3):563-581.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Municipal Underbounding: Annexation and Racial Exclusion in Southern Small Towns." *Rural Sociology* 72(1):47-68.

Parisi, Domenico, Steven Michael Grice, and Neil R. White. 2006. *Mississippi Delta Economic and Labor Market Landscape and Prospects*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *A Community Approach to Examine the Potential Impact of BRAC Recommendations on Pascagoula and Meridian, Mississippi*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *Mississippi Business Environment Before and After Katrina: Challenges and Opportunities*.

Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2005. "Community Concentration of Poverty and its Consequences on Nonmetro County Persistence of Poverty in Mississippi." *Sociological Spectrum* 25(4):469-483.

Parisi, Domenico, Duane A. Gill, Steven Michael Grice, and Michael Taquino. 2004. *Workforce Investment Act Customer Satisfaction Survey: July 2002 to June 2003*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2004. *WIN in Mississippi: Reaching Out to Dislocated Workers*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

### **SELECTED PROFESSIONAL PRESENTATIONS/PAPERS**

Lichter, Daniel T. and Domenico Parisi. 2007. "Race and the Micro-Scale Concentration of Poverty in Nonmetropolitan Counties." Presented at the annual meetings of the Rural Sociological Society, August 2-5, Santa Clara, CA.

Parisi, Domenico, Daniel T. Lichter, Steven Michael Grice, and Michael Taquino. 2007. "Disaggregating Trends in Racial Residential Segregation: Metropolitan, Micropolitan, and Noncore Counties Compared." Presented at the annual meetings of the Population Association of America, March 27-30, New York, NY.

Beaulieu, Lionel J. and Domenico Parisi. 2006. "Knowledge and Innovation: Are They the Highway to Brain Gain in Rural America?" Presented at the annual meetings of the Rural Sociological Society, August 10-13, Louisville, KY.

Parisi, Domenico, Deborah A. Harris, and Steven Michael Grice. 2006. "The Aftermath of Katrina and Its Impacts on the Resiliency of Local Labor Markets." Presented at the annual meetings of the Rural Sociological Society, August 10-13, Louisville, KY.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2006. "Racial Segregation in Small Towns: Municipal Underbounding and Racial Exclusion." Presented at the annual meetings of the Population Association of America, March 30-April 1, Los Angeles, CA.

## **Curriculum Vitae, July 2008**

Michael Taquino

### **Associate Research Professor Mississippi State University**

National Strategic Planning & Analysis Research Center

P.O. Box 6027

Mississippi State, MS 39762

Phone: 662-325-9242 / Fax: 662-325-1310

e-mail: mtaquino@nsparc.msstate.edu

### **EDUCATION**

Mississippi State University, Ph.D.; Sociology, 2007

Mississippi State University, MS.; Sociology, 2000

Mississippi State University, B.S.; Wildlife and Fisheries Management, 1998

### **EXPERIENCE**

Mississippi State University

- 2008 to present. Associate Research Professor, National Strategic Planning & Analysis Research Center
- 2004-2008. Data Management Coordinator, Workforce, Economic, & Community Development Research Unit
- 2003-2004. Research Associate, Unit for Community and Environmental Studies

### **PROFESSIONAL EXCELLENCE SUMMARY**

- 29 publications, including articles, briefs, and technical reports
- 2 sponsored research grants totaling over \$14,000,000
- 23 professional presentations at national and international conferences,
- 6 active memberships in national and international organizations

### **SELECTED AWARDS AND HONORS**

- College of Arts and Sciences Graduate Student Research Award, Mississippi State University; 2000
- Outstanding Master's Student Award, Department of Sociology, Mississippi State University 1999

### **SELECTED COMMITTEES AND APPOINTMENTS**

- Editorial Board, Journal of Southern Rural Sociology; 2006
- President of Alpha Kappa Delta, Alpha Chapter of Mississippi, 2000

## PROFESSIONAL AND SCHOLARLY AFFILIATIONS

- Alabama-Mississippi Sociological Association
- Alpha Kappa Delta
- Mid-South Sociological Association
- Rural Sociological Society
- Southern Sociological Society
- Southern Rural Sociological Association

## SELECTED RECENT PUBLICATIONS AND REPORTS

Lichter, Daniel T., Domenico Parisi, Michael C. Taquino, and Brian Beaulieu. Forthcoming. "Race and the Micro-Scale Spatial Concentration of Poverty." *Cambridge Journal of Regions, Economy, and Society*

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Racial Segregation in Rural and Small Town America: Does New York State Fit the National Pattern?" *Community and Rural Development Institute Research and Policy Brief Series 10*.

Parisi, Domenico, Steven Michael Grice, and Jed Pressgrove. 2007. "Mississippi Business Environment Before and After Katrina: Challenges and Opportunities." *Southern Rural Sociology* 22:64-82.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "National Estimates of Racial Segregation in Rural and Small Town America." *Demography* 44(3):563-581.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Municipal Underbounding: Annexation and Racial Exclusion in Southern Small Towns." *Rural Sociology* 72(1):47-68.

Parisi, Domenico, Steven Michael Grice, and Neil R. White. 2006. *Mississippi Delta Economic and Labor Market Landscape and Prospects*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *A Community Approach to Examine the Potential Impact of BRAC Recommendations on Pascagoula and Meridian, Mississippi*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *Mississippi Business Environment Before and After Katrina: Challenges and Opportunities*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2005. "Community Concentration of Poverty and its Consequences on Nonmetro County Persistence of Poverty in Mississippi." *Sociological Spectrum* 25(4):469-483.

Parisi, Domenico, Duane A. Gill, Steven Michael Grice, and Michael Taquino. 2004. *Workforce Investment Act Customer Satisfaction Survey: July 2002 to June 2003*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2004. *WIN in Mississippi: Reaching Out to Dislocated Workers*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Taquino, Michael, Domenico Parisi, and Duane A. Gill. 2002. "Units of Analysis and the Environmental Justice Hypothesis: The Case of Industrial Hog Farms." *Social Science Quarterly* 83(1):298-316.

### **SELECTED PROFESSIONAL PRESENTATIONS/PAPERS**

Lichter, Daniel T., Parisi, Domenico, Steven M. Grice, and Michael C. Taquino. 2008. "Hispanic Residential Segregation in New Immigrant Destinations." Paper presented at the annual meetings of the Population Association of America, April, New Orleans.

Parisi, Domenico, Daniel T. Lichter, Steven Michael Grice, and Michael Taquino. 2007. "Disaggregating Trends in Racial Residential Segregation: Metropolitan, Micropolitan, and Noncore Counties Compared." Presented at the annual meetings of the Population Association of America, March 27-30, New York, NY.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2006. "Racial Segregation in Small Towns: Municipal Underbounding and Racial Exclusion." Presented at the annual meetings of the Population Association of America, March 30-April 1, Los Angeles, CA.

Lichter Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2005. "Annexation and Municipal Underbounding: Racial Exclusion in America's Small Towns." Presented at the annual meetings of the Rural Sociological Society, August 8-12, Tampa, FL.

White Neil, Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2005. "Capital Formation in Mississippi: Does it Work?" Presented at the annual meetings of the Rural Sociological Society, August 8-12, Tampa, FL.

Parisi, Domenico, Michael Taquino, and Steven Michael Grice. 2005. "Understanding Factors Affecting Public Support for Precision Agriculture." Presented at the annual meetings of the International Conference on Environmental, Cultural, Economic, and Social Sustainability, February 25-27, Oahu, HI.

# Budget Narrative

## Budget Narrative

Attachment 1:

Title: Pages: Uploaded File: **1235-Budget Narrative (Justification).pdf**

### **Budget Narrative (Justification)**

The costs associated with this project are derived from past and current costs of equipment and services to create, implement, and maintain the Mississippi Student Information System and its educational partners' existing data systems, industry standard cost, and past similar National Statewide PK-16 Initiatives. A more specific cost will be established after bids are received. At this time the PK-16 Governing body will make the necessary adjustments.

**Phase One: School Year 2008-2009**

Oct'08 Jun'09

\*with March being the beginning of the Grant Period

Data and System Requirements of all educational partners and Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards and Business Rules Keeper, with the Major task being:

**Major Task**

PK-16 Longitudinal Data Planning Meeting, Define Data and System Requirements, Develop Request For Proposal for required Software, Hardware, and Contractual Services, Accept Grant Award, Proposal Review and Selection, Business Rules and Data Dictionary Reviewed and Finalized, Interfaces, Data Mapping, Data Conversions Reviewed and Finalized, Data Export, Data Import, Data Integration Procedure Established, Configuration of Hardware and Storage, Data Warehouse Data Mart Testing

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	600	51,000
2 Programmers	110.00	1200	132,000
2 Database Specialist	150.00	1200	180,000
Documentation Specialist	55.00	200	11,000
<b>Sub-Total</b>			<b>374,000</b>
<b>Software</b>			
OS, Database Engine, Database Tools			<b>120,000</b>
<b>Hardware</b>			
Servers, Capacity Upgrades, Communication Devices (Routers, Firewalls)			<b>200,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>

<b>Total Direct Cost</b>			<b>707,000</b>
<b>Indirect Cost</b>			<b>75,649</b>
<b>GRAND TOTAL</b>			<b>782,649</b>

**Phase Two: School Year 2009-2010**

Report Development, Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data for all Education Partners. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development based on needs identified in year one.

**Major Task**

Joint Development Meeting with Data Teams, Report Analysis and Requirements, Design Reports Design Documentation, Develop Reports, Install and Configure Data Mining Tools, Install and Configure Ad-hoc Reporter, EdFacts Staging System Analysis and Requirement Meeting, EdFacts Staging System Design Review, EdFacts Staging System Testing, EdFacts Staging System Implementation, Professional Development

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	1440	122,400
2 Programmers	110.00	3000	330,000
2 Database Specialist	150.00	3000	450,000
Documentation Specialist	55.00	800	44,000
<b>Sub-Total</b>			<b>946,400</b>
<b>Software</b>			
Data Mining Tool, Adhoc Reporter, Software for EdFacts Staging			<b>300,000</b>
<b>Hardware</b>			
<i>Additional Hardware Needs</i> Servers, Capacity Upgrades, Communication Devices (Routers, Firewalls)			<b>150,000</b>
<b>Training</b>			<b>80,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>
<b>Total Direct Cost</b>			<b>1,489,400</b>

<b>Indirect Cost</b>			<b>159,365.80</b>
<b>GRAND TOTAL</b>			<b>1,648,765.80</b>

**Phase Three: School Year 2010-2011**

State Department of Education, Local Education Entities, and Education Partners Performance DASHBOARD and Decision Tool

Major Task: Initial Dashboard and Decision Tool Meeting with all Education Partners and a focus group composed of their Customers, Dashboard and Decision Tool Need Assessment Analysis and Requirements Design, Interface and Reports Design Documentation, Develop/Modify Interface and Reports, Install and Configure Data Mining Tools, Install and Configure Ad-hoc Reporter, Testing and Quality Assurance Dashboard and Decision Tools

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	800	68,000
2 Programmers	110.00	2000	220,000
2 Database Specialist	150.00	2000	300,000
Documentation Specialist	55.00	1500	82,500
<b>Sub-Total</b>			<b>670,500</b>
<b>Software</b>			
Data Mining Tool, Adhoc Reporter, Software for EdFacts Staging			<b>85,000</b>
<b>Hardware</b>			
Additional Hardware Needs			<b>15,000</b>
<b>Training</b>			<b>80,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>
<b>Total Direct Cost</b>			<b>863,500</b>
<b>Indirect Cost</b>			<b>92,394.50</b>
<b>GRAND TOTAL</b>			<b>955,894.50</b>

**PROJECT TOTAL \$3,387,309.30**

# **U.S. Department of Education**

Washington, D.C. 20202-5335



## **APPLICATION FOR GRANTS UNDER THE**

**STATEWIDE LONGITUDINAL DATA SYSTEMS**

**CFDA # 84.372A**

**PR/Award # R372A090046**

**Grants.gov Tracking#: GRANT10076275**

OMB No. 1890-0004, Expiration Date:

Closing Date: SEP 25, 2008

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4. <i>ED 80-0013 Certification</i>	c9
5. <i>Dept of Education Supplemental Information for SF-424</i>	c10

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<i>Attachment - 1</i>	c12
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3. <i>Project Narrative - (Other Narrative...)</i>	c37
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This application was generated using the PDF functionality. The PDF functionality automatically numbers the pages in this application. Some pages/sections of this application may contain 2 sets of page numbers, one set created by the applicant and the other set created by e-Application's PDF functionality. Page numbers created by the e-Application PDF functionality will be preceded by the letter c (for example, c1, c2, c3, etc.).

## Application for Federal Assistance SF-424

Version 02

## \* 1. Type of Submission:

- Preapplication  
 Application  
 Changed/Corrected Application

## \* 2. Type of Application:

- New  
 Continuation  
 Revision

## \* If Revision, select appropriate letter(s):

## \* Other (Specify)

## \* 3. Date Received:

09/25/2008

## 4. Applicant Identifier:

## 5a. Federal Entity Identifier:

## \* 5b. Federal Award Identifier:

## State Use Only:

## 6. Date Received by State:

## 7. State Application Identifier:

## 8. APPLICANT INFORMATION:

## \* a. Legal Name:

Mississippi Department of Education

## \* b. Employer/Taxpayer Identification Number (EIN/TIN):

64-6000758

## \* c. Organizational DUNS:

8093996940000

## d. Address:

## \* Street1:

Central High School Building

## Street2:

359 North West Street

## \* City:

Jackson

## County:

Hinds

## \* State:

MS: Mississippi

## Province:

## \* Country:

USA: UNITED STATES

## \* Zip / Postal Code:

39201

## e. Organizational Unit:

## Department Name:

Bureau of Policy and Operation

## Division Name:

MIS

## f. Name and contact information of person to be contacted on matters involving this application:

## Prefix:

Mr.

## \* First Name:

Derrick

## Middle Name:

D

## \* Last Name:

Lindsay

## Suffix:

## Title:

Chief Information Officer

## Organizational Affiliation:

Employee

## \* Telephone Number:

601.359.2964

## Fax Number:

601.359.2027

## \* Email:

dlindsay@mde.k12.ms.us

**Application for Federal Assistance SF-424**

Version 02

**9. Type of Applicant 1: Select Applicant Type:**

A: State Government

Type of Applicant 2: Select Applicant Type:

Type of Applicant 3: Select Applicant Type:

\* Other (specify):

**\* 10. Name of Federal Agency:**

U.S. Department of Education

**11. Catalog of Federal Domestic Assistance Number:**

84.372

CFDA Title:

Statewide Data Systems

**\* 12. Funding Opportunity Number:**

ED-GRANTS-062608-001

\* Title:

Statewide Longitudinal Data Systems Grant Program CFDA 84.372

**13. Competition Identification Number:**

84-372A2009-1

Title:

**14. Areas Affected by Project (Cities, Counties, States, etc.):**

All of Mississippi (State and Local)

**\* 15. Descriptive Title of Applicant's Project:**

Mississippi's PK-16 Data Initiative

Attach supporting documents as specified in agency instructions.

Add Attachments

Delete Attachments

View Attachments

**Application for Federal Assistance SF-424**

Version 02

**16. Congressional Districts Of:**

\* a. Applicant

\* b. Program/Project

Attach an additional list of Program/Project Congressional Districts if needed.

Add Attachment

Delete Attachment

View Attachment

**17. Proposed Project:**

\* a. Start Date:

\* b. End Date:

**18. Estimated Funding (\$):**

* a. Federal	<input type="text" value="3,387,309.30"/>
* b. Applicant	<input type="text" value="0.00"/>
* c. State	<input type="text" value="906,000.00"/>
* d. Local	<input type="text" value="0.00"/>
* e. Other	<input type="text" value="0.00"/>
* f. Program Income	<input type="text" value="0.00"/>
* g. TOTAL	<input type="text" value="4,293,309.30"/>

**\* 19. Is Application Subject to Review By State Under Executive Order 12372 Process?**

- a. This application was made available to the State under the Executive Order 12372 Process for review on
- b. Program is subject to E.O. 12372 but has not been selected by the State for review.
- c. Program is not covered by E.O. 12372.

**\* 20. Is the Applicant Delinquent On Any Federal Debt? (If "Yes", provide explanation.)**

Yes  No

**21. \*By signing this application, I certify (1) to the statements contained in the list of certifications\*\* and (2) that the statements herein are true, complete and accurate to the best of my knowledge. I also provide the required assurances\*\* and agree to comply with any resulting terms if I accept an award. I am aware that any false, fictitious, or fraudulent statements or claims may subject me to criminal, civil, or administrative penalties. (U.S. Code, Title 218, Section 1001)**

\*\* I AGREE

\*\* The list of certifications and assurances, or an internet site where you may obtain this list, is contained in the announcement or agency specific instructions.

**Authorized Representative:**

Prefix:  \* First Name:   
 Middle Name:   
 \* Last Name:   
 Suffix:

\* Title:

\* Telephone Number:  Fax Number:

\* Email:

\* Signature of Authorized Representative:  \* Date Signed:

**Application for Federal Assistance SF-424**

Version 02

**\* Applicant Federal Debt Delinquency Explanation**

The following field should contain an explanation if the Applicant organization is delinquent on any Federal Debt. Maximum number of characters that can be entered is 4,000. Try and avoid extra spaces and carriage returns to maximize the availability of space.



**U.S. DEPARTMENT OF EDUCATION**  
**BUDGET INFORMATION**  
**NON-CONSTRUCTION PROGRAMS**

OMB Control Number: 1890-0004

Expiration Date: 06/30/2005

Name of Institution/Organization:  
 Mississippi Department of Education

Applicants requesting funding for only one year should complete the column under "Project Year 1." Applicants requesting funding for multi-year grants should complete all applicable columns. Please read all instructions before completing form.

**SECTION A - BUDGET SUMMARY**  
**U.S. DEPARTMENT OF EDUCATION FUNDS**

Budget Categories	Project Year 1(a)	Project Year 2 (b)	Project Year 3 (c)	Project Year 4 (d)	Project Year 5 (e)	Total (f)
1. Personnel	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2. Fringe Benefits	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
3. Travel	\$ 5,000	\$ 5,000	\$ 5,000	\$ 0	\$ 0	\$ 15,000
4. Equipment	\$ 200,000	\$ 150,000	\$ 15,000	\$ 0	\$ 0	\$ 365,000
5. Supplies	\$ 2,000	\$ 2,000	\$ 2,000	\$ 0	\$ 0	\$ 6,000
6. Contractual	\$ 494,000	\$ 1,246,400	\$ 755,500	\$ 0	\$ 0	\$ 2,495,900
7. Construction	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
8. Other	\$ 6,000	\$ 6,000	\$ 6,000	\$ 0	\$ 0	\$ 18,000
9. Total Direct Costs (lines 1-8)	\$ 707,000	\$ 1,409,400	\$ 783,500	\$ 0	\$ 0	\$ 2,899,900
10. Indirect Costs*	\$ 75,649	\$ 159,365	\$ 92,394	\$ 0	\$ 0	\$ 327,409
11. Training Stipends	\$ 0	\$ 80,000	\$ 80,000	\$ 0	\$ 0	\$ 160,000
12. Total Costs (lines 9-11)	\$ 782,649	\$ 1,648,765	\$ 955,894	\$ 0	\$ 0	\$ 3,387,309

**\*Indirect Cost Information (To Be Completed by Your Business Office):**

If you are requesting reimbursement for indirect costs on line 10, please answer the following questions:

(1) Do you have an Indirect Cost Rate Agreement approved by the Federal government?  Yes  No

(2) If yes, please provide the following information:

Period Covered by the Indirect Cost Rate Agreement: From: 7/1/2008 To: 6/30/2009 (mm/dd/yyyy)

Approving Federal agency:  ED  Other (please specify): \_\_\_\_\_

(3) For Restricted Rate Programs (check one) -- Are you using a restricted indirect cost rate that:

Is included in your approved Indirect Cost Rate Agreement? or,  Complies with 34 CFR 76.564(e)(2)?



**U.S. DEPARTMENT OF EDUCATION**  
**BUDGET INFORMATION**  
**NON-CONSTRUCTION PROGRAMS**

OMB Control Number: 1890-0004

Expiration Date: 06/30/2005

Name of Institution/Organization:  
 Mississippi Department of Education

Applicants requesting funding for only one year should complete the column under "Project Year 1." Applicants requesting funding for multi-year grants should complete all applicable columns. Please read all instructions before completing form.

**SECTION B - BUDGET SUMMARY**  
**NON-FEDERAL FUNDS**

Budget Categories	Project Year 1(a)	Project Year 2 (b)	Project Year 3 (c)	Project Year 4 (d)	Project Year 5 (e)	Total (f)
1. Personnel	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
2. Fringe Benefits	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
3. Travel	\$ 2,000	\$ 2,000	\$ 2,000	\$ 0	\$ 0	\$ 6,000
4. Equipment	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
5. Supplies	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
6. Contractual	\$ 300,000	\$ 300,000	\$ 300,000	\$ 0	\$ 0	\$ 900,000
7. Construction	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
8. Other	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
9. Total Direct Costs (lines 1-8)	\$ 302,000	\$ 302,000	\$ 302,000	\$ 0	\$ 0	\$ 906,000
10. Indirect Costs	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
11. Training Stipends	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0	\$ 0
12. Total Costs (lines 9-11)	\$ 302,000	\$ 302,000	\$ 302,000	\$ 0	\$ 0	\$ 906,000

## ASSURANCES - NON-CONSTRUCTION PROGRAMS

Public reporting burden for this collection of information is estimated to average 15 minutes per response, including time for reviewing instructions, searching existing data sources, gathering and maintaining the data needed, and completing and reviewing the collection of information. Send comments regarding the burden estimate or any other aspect of this collection of information, including suggestions for reducing this burden, to the Office of Management and Budget, Paperwork Reduction Project (0348-0040), Washington, DC 20503.

**PLEASE DO NOT RETURN YOUR COMPLETED FORM TO THE OFFICE OF MANAGEMENT AND BUDGET. SEND IT TO THE ADDRESS PROVIDED BY THE SPONSORING AGENCY.**

**NOTE:** Certain of these assurances may not be applicable to your project or program. If you have questions, please contact the awarding agency. Further, certain Federal awarding agencies may require applicants to certify to additional assurances. If such is the case, you will be notified.

As the duly authorized representative of the applicant, I certify that the applicant:

1. Has the legal authority to apply for Federal assistance and the institutional, managerial and financial capability (including funds sufficient to pay the non-Federal share of project cost) to ensure proper planning, management and completion of the project described in this application.
2. Will give the awarding agency, the Comptroller General of the United States and, if appropriate, the State, through any authorized representative, access to and the right to examine all records, books, papers, or documents related to the award; and will establish a proper accounting system in accordance with generally accepted accounting standards or agency directives.
3. Will establish safeguards to prohibit employees from using their positions for a purpose that constitutes or presents the appearance of personal or organizational conflict of interest, or personal gain.
4. Will initiate and complete the work within the applicable time frame after receipt of approval of the awarding agency.
5. Will comply with the Intergovernmental Personnel Act of 1970 (42 U.S.C. §§4728-4763) relating to prescribed standards for merit systems for programs funded under one of the 19 statutes or regulations specified in Appendix A of OPM's Standards for a Merit System of Personnel Administration (5 C.F.R. 900, Subpart F).
6. Will comply with all Federal statutes relating to nondiscrimination. These include but are not limited to: (a) Title VI of the Civil Rights Act of 1964 (P.L. 88-352) which prohibits discrimination on the basis of race, color or national origin; (b) Title IX of the Education Amendments of 1972, as amended (20 U.S.C. §§1681-1683, and 1685-1686), which prohibits discrimination on the basis of sex; (c) Section 504 of the Rehabilitation Act of 1973, as amended (29 U.S.C. §794), which prohibits discrimination on the basis of handicaps; (d) the Age Discrimination Act of 1975, as amended (42 U.S.C. §§6101-6107), which prohibits discrimination on the basis of age; (e) the Drug Abuse Office and Treatment Act of 1972 (P.L. 92-255), as amended, relating to nondiscrimination on the basis of drug abuse; (f) the Comprehensive Alcohol Abuse and Alcoholism Prevention, Treatment and Rehabilitation Act of 1970 (P.L. 91-616), as amended, relating to nondiscrimination on the basis of alcohol abuse or alcoholism; (g) §§523 and 527 of the Public Health Service Act of 1912 (42 U.S.C. §§290 dd-3 and 290 ee-3), as amended, relating to confidentiality of alcohol and drug abuse patient records; (h) Title VIII of the Civil Rights Act of 1968 (42 U.S.C. §§3601 et seq.), as amended, relating to nondiscrimination in the sale, rental or financing of housing; (i) any other nondiscrimination provisions in the specific statute(s) under which application for Federal assistance is being made; and, (j) the requirements of any other nondiscrimination statute(s) which may apply to the application.
7. Will comply, or has already complied, with the requirements of Titles II and III of the Uniform Relocation Assistance and Real Property Acquisition Policies Act of 1970 (P.L. 91-646) which provide for fair and equitable treatment of persons displaced or whose property is acquired as a result of Federal or federally-assisted programs. These requirements apply to all interests in real property acquired for project purposes regardless of Federal participation in purchases.
8. Will comply, as applicable, with provisions of the Hatch Act (5 U.S.C. §§1501-1508 and 7324-7328) which limit the political activities of employees whose principal employment activities are funded in whole or in part with Federal funds.

9. Will comply, as applicable, with the provisions of the Davis-Bacon Act (40 U.S.C. §§276a to 276a-7), the Copeland Act (40 U.S.C. §276c and 18 U.S.C. §874), and the Contract Work Hours and Safety Standards Act (40 U.S.C. §§327-333), regarding labor standards for federally-assisted construction subagreements.
10. Will comply, if applicable, with flood insurance purchase requirements of Section 102(a) of the Flood Disaster Protection Act of 1973 (P.L. 93-234) which requires recipients in a special flood hazard area to participate in the program and to purchase flood insurance if the total cost of insurable construction and acquisition is \$10,000 or more.
11. Will comply with environmental standards which may be prescribed pursuant to the following: (a) institution of environmental quality control measures under the National Environmental Policy Act of 1969 (P.L. 91-190) and Executive Order (EO) 11514; (b) notification of violating facilities pursuant to EO 11738; (c) protection of wetlands pursuant to EO 11990; (d) evaluation of flood hazards in floodplains in accordance with EO 11988; (e) assurance of project consistency with the approved State management program developed under the Coastal Zone Management Act of 1972 (16 U.S.C. §§1451 et seq.); (f) conformity of Federal actions to State (Clean Air) Implementation Plans under Section 176(c) of the Clean Air Act of 1955, as amended (42 U.S.C. §§7401 et seq.); (g) protection of underground sources of drinking water under the Safe Drinking Water Act of 1974, as amended (P.L. 93-523); and, (h) protection of endangered species under the Endangered Species Act of 1973, as amended (P.L. 93-205).
12. Will comply with the Wild and Scenic Rivers Act of 1968 (16 U.S.C. §§1271 et seq.) related to protecting components or potential components of the national wild and scenic rivers system.
13. Will assist the awarding agency in assuring compliance with Section 106 of the National Historic Preservation Act of 1966, as amended (16 U.S.C. §470), EO 11593 (identification and protection of historic properties), and the Archaeological and Historic Preservation Act of 1974 (16 U.S.C. §§469a-1 et seq.).
14. Will comply with P.L. 93-348 regarding the protection of human subjects involved in research, development, and related activities supported by this award of assistance.
15. Will comply with the Laboratory Animal Welfare Act of 1966 (P.L. 89-544, as amended, 7 U.S.C. §§2131 et seq.) pertaining to the care, handling, and treatment of warm blooded animals held for research, teaching, or other activities supported by this award of assistance.
16. Will comply with the Lead-Based Paint Poisoning Prevention Act (42 U.S.C. §§4801 et seq.) which prohibits the use of lead-based paint in construction or rehabilitation of residence structures.
17. Will cause to be performed the required financial and compliance audits in accordance with the Single Audit Act Amendments of 1996 and OMB Circular No. A-133, "Audits of States, Local Governments, and Non-Profit Organizations."
18. Will comply with all applicable requirements of all other Federal laws, executive orders, regulations, and policies governing this program.

<p>* SIGNATURE OF AUTHORIZED CERTIFYING OFFICIAL</p> <p>Derrick Lindsay</p>	<p>* TITLE</p> <p>Chief Information Officer</p>
<p>* APPLICANT ORGANIZATION</p> <p>Mississippi Department of Education</p>	<p>* DATE SUBMITTED</p> <p>09/25/2008</p>

Standard Form 424B (Rev. 7-97) Back

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## CERTIFICATION REGARDING LOBBYING

### Certification for Contracts, Grants, Loans, and Cooperative Agreements

The undersigned certifies, to the best of his or her knowledge and belief, that:

(1) No Federal appropriated funds have been paid or will be paid, by or on behalf of the undersigned, to any person for influencing or attempting to influence an officer or employee of an agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with the awarding of any Federal contract, the making of any Federal grant, the making of any Federal loan, the entering into of any cooperative agreement, and the extension, continuation, renewal, amendment, or modification of any Federal contract, grant, loan, or cooperative agreement.

(2) If any funds other than Federal appropriated funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this Federal contract, grant, loan, or cooperative agreement, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions.

(3) The undersigned shall require that the language of this certification be included in the award documents for all subawards at all tiers (including subcontracts, subgrants, and contracts under grants, loans, and cooperative agreements) and that all subrecipients shall certify and disclose accordingly. This certification is a material representation of fact upon which reliance was placed when this transaction was made or entered into. Submission of this certification is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required certification shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

### Statement for Loan Guarantees and Loan Insurance

The undersigned states, to the best of his or her knowledge and belief, that:

If any funds have been paid or will be paid to any person for influencing or attempting to influence an officer or employee of any agency, a Member of Congress, an officer or employee of Congress, or an employee of a Member of Congress in connection with this commitment providing for the United States to insure or guarantee a loan, the undersigned shall complete and submit Standard Form-LLL, "Disclosure of Lobbying Activities," in accordance with its instructions. Submission of this statement is a prerequisite for making or entering into this transaction imposed by section 1352, title 31, U.S. Code. Any person who fails to file the required statement shall be subject to a civil penalty of not less than \$10,000 and not more than \$100,000 for each such failure.

<b>* APPLICANT'S ORGANIZATION</b> Mississippi Department of Education	
<b>* PRINTED NAME AND TITLE OF AUTHORIZED REPRESENTATIVE</b>	
Prefix: Mr.	* First Name: Derrick
Middle Name:	
* Last Name: Lindsay	Suffix:
* Title: Chief Information Officer	
<b>* SIGNATURE:</b> Derrick Lindsay	<b>* DATE:</b> 09/25/2008

Close Form

SUPPLEMENTAL INFORMATION  
REQUIRED FOR  
DEPARTMENT OF EDUCATION GRANTS

**1. Project Director:**

Prefix:	* First Name:	Middle Name:	* Last Name:	Suffix:
Mr.	Derrick	D	Lindsay	

Address:

* Street1:	359 North West Street
Street2:	
* City:	Jackson
County:	Hinds
* State:	MS: Mississippi
* Zip Code:	39201
* Country:	USA: UNITED STATES

\* Phone Number (give area code) Fax Number (give area code)

601.359.2964	601.359.2027
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Email Address:

dlindsay@mde.k12.ms.us
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**2. Applicant Experience:**

Novice Applicant  Yes  No  Not applicable to this program

**3. Human Subjects Research**

Are any research activities involving human subjects planned at any time during the proposed project Period?

Yes  No

Are ALL the research activities proposed designated to be exempt from the regulations?

Yes Provide Exemption(s) #: 

--

No Provide Assurance #, if available: 

--

**Please attach an explanation Narrative:**

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Add Attachment

Delete Attachment

View Attachment

# **Project Narrative**

## **Abstract Narrative**

Attachment 1:

**Title: Pages: Uploaded File: 1234-MS Project Abstract.pdf**

## Mississippi's PK-16 Longitudinal Data Initiative

### Project Abstract

The Mississippi Department of Education (MDE) currently maintains and facilitates a custom-built statewide student level database system referred to as MSIS (Mississippi Student Information System).

MSIS provides for the electronic collection and storage of comprehensive detailed data about teachers, administrators, students, and school board members. MSIS also allows for the electronic transfer of student records from one school district to another, thus offering a unique student tracking system. This data is collected on a daily and monthly basis.

Also, the State Workforce Investment Board has been working to consolidate and strengthen the workforce development system. A new accountability system, the Integrated Workforce Performance System, has been developed and implemented to collect and analyze the results of training and placement efforts across all public agencies. Participating agencies are Mississippi Department of Employment Security, State Board for Community and Junior Colleges, Mississippi Department of Rehabilitation Services, Mississippi Department of Human Services, Mississippi Department of Education, and the Mississippi Department of Corrections. In addition, there is another great data initiative that is being facilitated by the Research and Curriculum Unit (RCU) under contract for the MDE. The RCU was established to foster educational enhancements and innovations. The Research and Evaluation Section (R/E) of the RCU was established to conduct research and evaluation as requested by the various divisions of MDE with the goal of improving instruction and student learning in the public schools of Mississippi.

Although Mississippi has these great comprehensive data sets and the ability to match student records between the secondary and post secondary world, and the support of all its Educational Partners in this PK-16 initiative, Mississippi still lacks the funding to take it to the next level, that of full integration of data sets. Therefore, Mississippi seeks to utilize the Longitudinal Grant to expand its existing K-12 statewide data systems, known as MSIS, and integrate the systems and related data of Mississippi's Workforce Performance Management System and the RCU. This expansion will allow Mississippi to create consolidation of PK-16 systems, assess the extent to which high school graduates are adequately prepared for work or further education, and allow Mississippi the capacity to send and receive transcripts of students applying to postsecondary educational institutions, and/or moving across State lines.

It is Mississippi's hope that this initiative will serve as a model PK-16 initiative that can be replicated and integrated to any states' environment, and allow them to meet the various reporting requirements; support data driven decision-making at the state, district, school, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve instruction and learning of all students.

# **Project Narrative**

## **Project Narrative**

Attachment 1:

Title: Pages: Uploaded File: **1237-Project Narrative.pdf**

## Project Narrative

The Mississippi Department of Education (MDE) currently maintains and facilitates a custom-built statewide student level database system referred to as MSIS (Mississippi Student Information System).

MSIS was created to comply with the Performance-Based Accreditation Model established by the Mississippi Education Reform Act of 1982. This creation was strengthened by further legislation in 1994. This legislation placed an emphasis on the accurate reporting of student attendance and personnel at the school level – it required that there be no more summary data sent to the State Department of Education. MSIS was created to capture the data necessary to comply with this state legislation, as well as federal requirements, for reporting.

MSIS provides for the electronic collection and storage of comprehensive detailed data about teachers, administrators, students, and school board members. MSIS also allows for the electronic transfer of student records from one school district to another, thus offering a unique student tracking system. This data is collected on a daily and monthly basis.

The purpose of this system is to provide an efficient means in which to:

- (1) MDE performance-based accreditation model;
- (2) Support education funding programs;
- (3) Provide timely and accurate reporting of education data (schedules, attendance, grades, transportation, discipline, Vocational, and Special Education) to meet state and federal requirements; and,
- (4) Allow for student tracking across the state to determine student mobility trends and to accurately document the reduction of the drop-out rate within the state.
- (5) Improve instruction and student learning using data driven decisions.
- (6) Improve teacher quantity and quality through diagnosing problems and projected teacher workforce needs.
- (7) Provide effective and efficient resource for evaluation of various programs and activities conducted by the MDE.

Although Mississippi has this comprehensive data set, and the ability to match student records between secondary, and post secondary systems, Mississippi still lacks the funding to take the system to the next level. This level is creating a Data Warehouse that will be used to efficiently and effectively export and import data to and from a PK-16 collection system.

The sharing of such data will allow the Mississippi Department of Education to answer such questions as:

- (1) What is the percentage of each district's high school graduates who continue to postsecondary education or training versus going directly to the workforce;
- (2) What percentage of last year's graduates from each high school or school district needed remediation in college, and how did these percentages vary by student demographic characteristics?
- (3) What percentage of students who met the proficiency standard on the state high school test still needs remediation in the same subject in college?

- (4) How did the students' ability to stay in and complete college relate to their high school courses, grades, and test scores?
- (5) Are the schools and universities providing the courses and training needed to meet the current, and project future workforce needs of Mississippi?
- (6) Are the dollars spent on programs for improvement providing an acceptable return on investment?

Also, the State Workforce Investment Board has been working to consolidate and strengthen the workforce development system. A new accountability system, the Integrated Workforce Performance System, has been developed and implemented to collect and analyze the results of training and placement efforts across all public agencies. The workforce system has been consolidated to be more efficient and customer friendly.

The State Workforce Investment Board now must build on its accomplishments. The primary challenge for the State will be the shortage of qualified workers. By 2014, Mississippi will need 200,000 more workers, but population projections indicate a growth of only 100,000 more workers. This worker shortage must be addressed first by looking inside Mississippi. Mississippi must reclaim more of its non-participants in the labor force. High school dropout rates must be reduced. Adults without a high school education must be given a chance to earn a GED. This will allow them to seek placement in career and technical training programs to support this ever expanding need for skilled labor.

Governor Haley Barbour took office in 2004 and immediately worked with Mississippi's State Legislature to craft new workforce legislation, "The Mississippi Comprehensive Workforce Training and Education Act of 2004." The legislation reformed Mississippi's workforce system by consolidating employment and training programs into one new executive agency, the Mississippi Department of Employment Security. The Act also created the State Workforce Investment Board (SWIB), that merged the Workforce Investment Act mandated SWIB, with the Community College Workforce Development Board.

The State Workforce Investment Board is designed to be business-led with a majority of its members from business. It also includes legislators, local area workforce leaders, and the heads of all the public agencies that deal with workforce and economic development.

Governor Barbour charged the State Workforce Investment Board with the following vision:

- Centralize and streamline workforce training functions
- Maximize and leverage all workforce training funds
- Raise the skill level of Mississippi workers
- Create job opportunities in Mississippi

The State Workforce Investment Board has articulated a clear and focused mission statement: Develop and implement a state strategy to maximize the state's training resources in support of economic development. The State Workforce Investment Board adopted six broad goals:

- (1) Install an accountability system to track system-wide results and funding;
- (2) Consolidate workforce training efforts and reduce redundancy and administration;
- (3) Involve business in defining training needs;

- (4) Provide a user-friendly system for all customers;
- (5) Develop a clearly defined implementation plan; and
- (6) Fully leverage the community college workforce training system.

The State Workforce Investment Board has accomplished many of these goals. Its premier success has been in creating, a results-oriented accountability system that could be applied to all workforce programs in Mississippi. The Board asked the following questions:

- (1) Do people get jobs?
- (2) Do people retain jobs?
- (3) Do people get better jobs (better pay)?
- (4) Are we meeting the demands of business?

Under the direction of the Accountability Committee, the National Strategic Planning & Analysis Research Center (nSPARC) at Mississippi State University conceptualized, developed, and implemented the blueprint for an accountability system that simultaneously identifies resources and tracks progress for the purpose of streamlining efforts toward result-oriented workforce programs. The system is considered a national model.

nSPARC produces quarterly and annual reports for the State Workforce Investment Board and is currently receiving data from the following agencies.

- (1) Mississippi Department of Employment Security
- (2) State Board for Community & Junior Colleges
- (3) Mississippi Department of Rehabilitation Services
- (4) Mississippi Department of Human Services
- (5) Mississippi Department of Corrections
- (6) Mississippi Institutions of Higher Learning

The current State Workforce Integrated Performance System expedites the following functions:

- (1) Generating timely information on both the supply and demand sides of the economy of the state and its local regions;
- (2) Enabling proper resource management for workforce development activities across agencies and funding streams;
- (3) Promoting data sharing to reduce duplication of services, measure performance, calculate return on investment, and identify best practices;
- (4) Helping state agencies meet federal reporting requirements;
- (5) Providing economic and financial forecasts to promote workforce initiatives;
- (6) Marketing existing businesses and attracting new businesses; and,
- (7) Leveraging federal and state training dollars and building the business case for needed additional funding.

In addition, there is another great data initiative that is being facilitated by the Research and Curriculum Unit (RCU) under contract for the Mississippi Department of Education. The RCU was established to foster educational enhancements and innovations to improve instruction and student learning in Mississippi.

In keeping with the land grant mission of Mississippi State University (MSU), the RCU is dedicated to improving the quality of life for Mississippians. The RCU enhances intellectual and professional development of Mississippi students and educators, while applying knowledge and educational research to the lives of the people of the state. The RCU works within the contexts of curriculum development and revision, research, assessment, professional development, and industrial training. The RCU works closely with the MDE in researching and developing academic and vocational curricula to improve educational outcomes for all Mississippians.

The Research and Evaluation Section (R/E) of the RCU was established to conduct research and evaluation as requested by the various divisions of MDE with the goal of improving instruction and student learning in the public schools of Mississippi. Additionally, R/E assists staff at the RCU and MDE in designing and conducting research and evaluation studies of new and existing instructional programs. R/E works directly with Mississippi school districts in planning and conducting research and evaluation to improve instruction and student learning.

The relationship between MDE and R/E is documented in the Memorandum of Understanding (MOU) between MDE and RCU/MSU. The MOU provides R/E with access to student, course, and teacher level data available through the Mississippi Student Information System (MSIS). Specifically, the MOU states:

The MDE through the Mississippi Student Information System (MSIS) maintains records of data reported from the public school districts in the State of Mississippi. The Purpose of this Memorandum of Understanding is to provide MSIS student, course, and teacher data maintained by MDE to the RCU for purposes of the creation and maintenance of the Vocational Instruction Reporting System (VIRS), evaluation of *Redesign*, creation of a dropout prediction model per Dr. Bounds' request, creation of pre-id files for MSCPAS2 and Alternate Assessment (MSCAARES), and any other evaluation, research, or purpose as requested by MDE to improve instruction and/or student learning. Pursuant to the Family Educational Rights and Privacy Act (FERPA), 20 U.S.C. 1232(g), the MDE is prohibited from releasing educational records, unless the receiving party agrees to and ensures that specific safeguards are implemented to (1) limit the use of data to the purpose(s) for which it has been requested, (2) keep the data secure and limits access only to individuals officially assigned to work on the project [see Oath of Confidentiality in Attachment A], (3) ensure that no data are released or reported in any manner that would allow the identification of individual students, and (4) destroy the data containing student identifiers once the data are no longer needed.

As noted in the MOU, R/E is presently working with MDE on a number of research and evaluation projects at the request of MDE. Completion of these projects will require use of student, course, and teacher data, as well as workforce data for follow up, and are intended for the improvement of instruction and student learning in the schools of Mississippi throughout students' educational lives.

Additional research projects include an analysis of the content of Career and Technical Education (CTE) courses and of the required tests of those courses (MS CPAS2) by representatives of businesses and industry in Mississippi. This project is titled Grades. Another related research project is titled Grades to Trades, and follows completers of CTE courses onto

their jobs, and explores whether completers were prepared for their job. Projects such as these are intended to improve the quality of instruction and learning of the 21<sup>st</sup> century workforce in Mississippi, and would greatly benefit by a longitudinal data system.

Because the interest of MDE is improvement of instruction and student learning, further reference to FERPA is noted. Because RCU is associated with MSU, RCU must comply with all relevant requirements of the Institutional Review Board for the Protection of Human Subjects in Research (IRB). An exemption is cited under 34 CFR 99.31 (a) (6):

(6) (i) The disclosure is to organizations conducting studies for, or on behalf of, educational agencies or institutions to:

(A) Develop, validate, or administer predictive tests;

(B) Administer student aid programs; or

(C) Improve instruction.

The agency or institution may disclose information under paragraph (a) (6) (i) of this section, only if:

(1) The study is conducted in a manner that does not permit personal identification of parents and students by individuals other than representatives of the organization; and

(2) The information is destroyed when no longer needed for the purposes for which the study was conducted.

The MOU between MDE and RCU requires all personnel at RCU with access to MSIS data to sign a statement of confidentiality. All members of R/E have done so. Additionally, all members of R/E have signed a statement of confidentiality concerning all data entering or leaving R/E.

It should also be noted that the evaluation of School Redesign in Mississippi as noted in the MOU will require follow up studies of students once they leave the public schools of Mississippi. To accomplish this, access to community/junior college data (SBCJC) as well as to four-year college data (IHL) and to workforce data will be required.

Therefore, Mississippi seeks to utilize the Longitudinal Grant to expand its existing K-12 statewide data systems known as MSIS and integrate the systems and related data of Mississippi's Integrated Workforce Performance Management System and the RCU. This expansion will allow Mississippi to create consolidation of PK-16 systems, allows Mississippi to assess the extent to which high school graduates are adequately prepared for work or further education, and provide the capacity to send and receive transcripts of students applying to postsecondary educational institutions, and/or moving across State lines.

In addition, it is Mississippi's hope that this initiative will serve as a model PK-16 initiative that can be replicated and integrated to any states' environment and allow them to meet the various reporting requirements; support decision-making at state, district, school, and classroom levels; and facilitate research needed to eliminate achievement gaps and improve learning of all students.

## **Assessment of Project Readiness**

### **I. UNIQUE STUDENT IDENTIFIER**

The state of Mississippi decided early on to use a sequential identifier. A Sequential Identifier is a general number that is generated and assigned sequentially on a first student created basis. Ex: 000050123. This number is a nine digit number that is unique to each student and follows the student throughout his/her PK to 12 school years. The state has had discussion with the Higher Education Community on moving this unique student ID from Secondary to the Post Secondary world.

### **II. ENTERPRISE-WIDE DATA ARCHITECTURE**

MSIS is designed to accept an XML file submission of specific student and personnel data elements from a school/district-level administrative software package. To insure the integrity of the data, certain procedures and data checks have been instituted to verify the quality of the data before its acceptance, as opposed to checking the data once it is received.

On a monthly basis, each of the districts within the public education arena build an XML file, using data entered on a daily basis into the district's/school's administrative package. That file is then submitted to a "holding area" where MSIS runs a series of edit checks against the file, and districts are able to print reports that present the data in the file to the user in readable, user-friendly format. Once the edit checks insure that the data follows established business rules, the reports are made available to the districts/schools so that they can insure that the data not only follows the established format, but is accurate as well.

Once the edit checks insure that the data is formatted correctly, and the district runs the reports and insures that the quality of the data is acceptable, the data submission personnel passes the reports to their superior, generally the superintendent or his/her designee. Once that person is satisfied that the data accurately represents the activities of the district, the data is "approved" in the holding area. At that point, MSIS automatically picks up the data during a nightly procedure that moves the data from the virtual holding area into the MSIS database. The data is then available to anyone with proper security clearance to view and/or report as necessary.

### **III. SECURITY, CONFIDENTIALITY, AND INTEGRITY OF DATA**

Maintaining the security and confidentiality of MSIS data is of the utmost importance. The MDE centrally maintains security for MSIS. The MDE staff is fully aware of the sensitive nature of student and district personnel records and data. Every precaution will be taken to ensure the integrity of the MSIS system. Therefore, security access for MSIS will be maintained and monitored by a Security Administrator designated by the MDE. Any security related questions or issues should be addressed to the MSIS Security Administrator.

## **Physical Network Security**

The MDE/K12 Network Security process was implemented using the "Defense in Depth" Model as recommended by the SANS institute. In summary, security is a cyclical process of auditing all network devices for compliance with standards, patching software to recommended versions, configuration of settings on hardware and software to meet production level needs, verification of implementation, monitoring log files for abnormal behavior, then returning to auditing. The physical and logical layout of the network is in a perimeter router to firewall to internal router stratagem. The perimeter router, a Cisco 8540 router, will access control lists to filter out unwanted traffic from the Internet that is common and easy to handle. Attached to the perimeter router is a Cisco PIX-535 firewall. Packet filtering and application access control is implemented on this device. Network address translation is also a function of the firewall, this allows the assignment of "real Internet" addressing on the outside of the firewall to be translated to "fake" addressing on the inside of the firewall. Another function of the firewall is to control the amount or number of connections that are allowed to an internal application. Finally, the internal router allows for a granular control of local network traffic that is being directed to the firewall for access to the Internet. This allows for the isolation of networks from being able to reach the Internet directly, or at all. This also allows the use of access control lists to limit the type of Internet application access, thereby reducing the amount of work the firewall has to process. Constant attention to the security cycles on these devices, as well as the security cycles implemented on the internal hosts using the MDE/K12 network, allows for normal operation and support of the many business and educational functions at MDE and school districts in Mississippi.

## **Security Policy**

The Mississippi Department of Education requires all users to sign an OATH OF CONFIDENTIALITY AND NON-DISCLOSURE OF RELEASED INFORMATION.

### **Main Statement of Oath**

*I understand that the data maintained by the Mississippi Student Information System (MSIS) is sensitive and confidential. I acknowledge the access to and release of MSIS information is governed by the Family Educational Rights and Privacy Act of 1974 and Section 37-15-1, et seq. of the Mississippi Code of 1972, Annotated, as amended. I further acknowledge that this data may only be accessed and used for legitimate educational interests **and is sensitive, confidential, and not subject to disclosure.***

*I agree that I shall not release MSIS data unless authorized to do so according to applicable laws, rules and regulations, neither shall I access nor use the information contained therein except for legitimate educational interests.*

***I acknowledge that I fully understand that the release by me of this information to any unauthorized person could subject me to disciplinary action including termination and/or criminal and civil penalties imposed by law.***

## **Database Security**

MSIS database is currently running the latest Oracle 10g software on the latest version of Solaris 10 platform. The MSIS database is currently 200gig in size, which is residing on a SUN SAN solution with built in redundancy on every drive, and every switch. With the migration of MPLS, the applications had to be open to the world; therefore, in order to secure the application we had to implement SSL (Secure Socket Layer) to encrypt all the data with a 128bit encryption to and from the servers to keep hackers from accessing the data. There is one System Administrator/Database Administrator that manages the system and database. The administrator is the only user with the root password and administrative rights on the system and the database. The Administrator manages the users on the Application and Database server, to ensure that internal users can have access to forms, reports, and files.

## **Workforce Investment Data Security**

The National Strategic Planning & Analysis Research Center (nSPARC) protects information in all forms, for which it is the custodian, and maintains a robust, proactive, and evolving information security program. This program protects information from a variety of threats, and stresses the importance of multi-layer protection. Through staff orientation, Institutional Review Board for the Protection of Human Subjects (IRB) certification, university information security certification and regular staff meetings, each nSPARC staff member is aware of, committed to, and accountable for his or her role in the overall protection of critical and sensitive information.

In addition to personal accountability, nSPARC identifies best practices to ensure ongoing protection of information, and timely and appropriate responses in the event of an information security breach. In the interest of ongoing security, specific details regarding steps taken to ensure data and system integrity are not disclosed. nSPARC does, however, operate in a restricted access environment and maintains a “clean room” for all management and analysis of sensitive data. Random security audits are conducted to maintain data and system integrity.

All data transferred to nSPARC for management and analysis, are governed by Memorandums of Understanding (MOU) that establish specific terms, conditions, and limitations on the use of custodial data. Furthermore, all sensitive data for which nSPARC is the custodian, are transferred via a secure Web server that relies on the HTTPS Protocol. Uploaded data are encrypted using SSL/TLS with a 128-bit key. Once received, all files are automatically encrypted using an RSA 4096-bit key and moved to a secure offline location for storage. All identifiers (e.g., names, street addresses, telephone numbers, and identification numbers) are stripped from datasets once a unique alternate identification code has been assigned.

Information security policies and procedures are continually reviewed and evolve in response to changing information security technologies, requirements, and threats.

## **Research and Curriculum Unit Research and Evaluation Data Security**

The Research and Curriculum Units Research and Evaluation section has the responsibility of securing, analyzing, and maintaining data for a variety of projects for MDE. As such the RCU

R/E has expanded its existing data handling and security capabilities to include a configurable Windows 64bit, 2 node cluster, HP ProLiant quad core blade server with 2 Quad-Core Intel Xenon 3000 MHz per blade, 16 GB RAM, and multiple terabytes of storage. The physical security for the RCU R/E system includes one-entry point in a secure room with a locked monitor and internal keyboard requiring a separate key access than the room. Additional network perimeter security is provided by Mississippi State University's Information Technology Services (MSU ITS). RCU R/E uses a two-level audit system both internal and external. Internal auditing is based on the Center for Internet Security benchmarks. The system is currently rated a 6.67 out of 10 with measures in place to increase this rating. External auditing is conducted regularly by MSU ITS. There are no wireless connections to the RCU LAN with all wireless VLAN done through MSU ITS. Web connection is secured through a HTTPS encryption using a RSA 1024-bit-key.

Additional system backup and security is provided through the use of a SAN data storage array with RAID level 50 making use of clustering services so that it requires multiple drive (3) failure before data is lost with secure offsite backup. Separate physical machines are also maintained for database and web services.

As for data that is housed at the RCU R/E multiple steps are taken to ensure security, access and confidentiality. Specific safeguards including confidentiality statements, information security certification, Institutional Review Board for the Protection of Human Subjects certification, off-line storage of identifying data, a "clean room" and others are included in the Memorandum of Understanding (MOU) that is currently in place concerning student, teacher, and course level data that the RCU R/E has access to for improving instruction and student learning.

#### **IV. AUTOMATED REPORTING**

MDE takes careful consideration in terms of its reporting requirements. We have set up a calendar and reporting formats that ensure timely and accurate data to meet local, State, and Federal reporting requirements, including the commitment and ability to report all ED Facts data groups by the completion of the grant. These timelines will be included in the Mississippi PK-16 Longitudinal Data System and reports, displayed in a manner that shows the cycle and utility of the data. Users will be able to access reports via a visual calendar and timeline chart.

#### **V. DATA WAREHOUSE/ DATA MART**

This grant will enable the agency to design and develop a true Data Warehouse with Data Marts. We plan on consulting with a vendor that has expertise in creating these products. They will contain views for all sets of student, teacher, personnel, vocational, and federal data.

##### **Data Warehouse Model**

The nSPARC data warehouse model allows for predictive modeling and knowledge discovery, and is part of a larger business intelligence system. Data warehouse modeling is employed as part of the Mississippi Integrated Workforce Performance System, and designed to bring together disparate datasets to provide access to timely, relevant information that supports

everyday decision making and strategic planning, and allows for customized knowledge-based applications.

Because the data warehouse model is analytically oriented and both a repository of information and access point to information, flexibility is a hallmark. The data warehouse model allows for the creation of and easy access to metadata and longitudinal data. This dynamically results in a system scalable and nimble enough to meet changing priorities and demands.

The key to successful implementation of a data warehouse is access to relevant data from various sources. To ensure all data necessary for the integrated workforce performance system are available, data sharing agreements (Memorandums of Understanding) are negotiated across all partners. Currently, data sharing agreements are in place with the Mississippi Department of Employment Security, Mississippi Department of Human Services, Mississippi Department of Rehabilitation Services, Mississippi Department of Corrections, State Board for Community & Junior Colleges and the fifteen community colleges it coordinates, and Mississippi Institutions of Higher Learning. Data sharing agreements for the Mississippi Department of Education and the academic side of community colleges are in progress and are expected to be executed within one year.

Data sharing with educational partners has been promoted to conduct research aimed at facilitating improved instruction, increased student learning, and career-oriented education to meet the demand of workforce skills for the jobs of the future. Mississippi has been very successful in using its integrated performance system to meet the demands of jobs that require basic education and some form of workforce development. Mississippi also recognizes that to move forward and to be competitive in the global knowledge-based economy, emphasis must be placed on higher education and workforce needs. This will require aligning early education requirements with college expectations.

With the appropriate data sharing agreements in place, appropriate protocols for any data transfer and storage are determined with participating partners. After procedures and policies have been established, partners' administrative data are transferred and housed in a secure location. Once data are received, they are reviewed on an agency-by-agency and program-by-program basis to identify relevant fields. Data dictionaries for all data are developed by programmers to ensure accurate data entry and coding.

Data are then managed into a common file structure and format. A standardized methodology is developed and employed across data from all partners to establish common fields. Lastly, all data are integrated into a single administrative database that can be more easily maintained and updated over time to provide the required output for all educational partners and the USDOE in a timely cost effective manner.

The agency's enterprise systems are implemented and maintained on an in-house Storage Area Network Solution (SAN). It is a Sun StorEdge 6130 ("SE6130") disk array, two Qlogic 5600 16/4 port SAN switches, and 2 Sun Fire T2000 servers. It has the ability to be increased for future expansion of data requirements. Remote management and Performance management is part of this system. The systems run on the latest Oracle 10g software on the latest version of

Solaris 10 platform. The MSIS database is currently 200gig in size which is residing on this SAN solution with built in redundancy on every drive, and every switch.

## **VI. CAPACITY TO EXCHANGE DATA**

This grant will allow us to create the capacity to exchange student data across institutions within the State and with institutions in other States, in compliance with FERPA. More specifically, it will enable us to implement an Electronic Transcript Vehicle, Adhoc Reporter, EDFacts Staging System, SEA and LEA performance DASHBOARD, and an educational stakeholders' decision making tool, while at the same time, improving instruction and facilitating increased student learning. It could also serve to receive Post Graduate Information from the Post Secondary World, thus creating a true PK-16 Reporting System.

## **VII. FACILITATE EASE OF REPORTING**

This grant will allow MDE to implement a secure-access data mart, or comparable means for providing data, reports, and *ad hoc* analyses to inform data driven decision-making of key stakeholders, including teachers, administrators, State and local officials, and possibly students and parents.

## **VIII. SUPPORT ANALYSES AND RESEARCH**

In addition to facilitating the ease of reporting the use of such a data warehouse system would allow Federal, State, and local stakeholders the ability to utilize student, teacher, and course level data to perform statistical analysis and research related to the level of their access. Such research will focus on making use of student, teacher, and course level data to improve instruction and increase student learning as governed by the Federal Education Reporting Act (FERPA). This system will also ease the process by which programs such as *Redesign* and others conducted by RCU R/E and others can be evaluated to ensure that data driven decisions are leading the way to securing Mississippi's future.

### **Resources and Sustainability**

The MDE will continue to supply approximately \$300,000 annually during this data collection initiative. The MDE and the education partners will supply the salaries for the assigned personnel from their perspective organizations and the workspace and meeting rooms for all work sessions. The chosen vendor will be provided all appropriate work space and office equipment by the department.

MDE will budget for one meeting each year in Washington, DC, with other grantees and Institute staff to discuss accomplishments, problems encountered, and possible solutions/improvements. At least two project representatives will attend the required two-day meeting.

In addition, the state feels that one of its most valuable resources is its ongoing communication and relationship with its education partners and established organizations. Described below are the organizations that have been involved in the creation, development, and enhancement of MSIS. And these are the organizations that will continue to be instrumental throughout the life cycle of the Mississippi PK-16 Longitudinal Data System.

The RCU R/E through a \$800,000 contract with MDE will provide continual feedback to school districts for the improvement of instruction and increased student learning throughout the process of evaluation of the 3 goals of *Redesign* which include: a) reduced dropout rate; b) improved quality and quantity of teachers; and c) all students reading at grade level in the 3<sup>rd</sup> grade by 2020.

### **Communication and Collaboration Groups**

#### **Mississippi Council for Education Technology (CET)**

In 1994, the Mississippi Legislature passed landmark educational legislation entitled the **Mississippi Technology Enhancement Act, Senate Bill 3350**, establishing the Council for Education Technology (CET) as the advisory group which, in cooperation with the Mississippi Department of Education (MDE), was charged with the responsibility of creating the Mississippi Master Plan for Educational Technology.

Membership in the Council includes representatives from public education, as well as private business and industry, and members appointed by various entities and government officials.

#### **K12/MSIS Steering Committee**

The Mississippi Department of Education has established a K12/MSIS Steering Committee that has provided valuable insight from the K12 perspective. It is the Agency's position that we will continue to utilize this committee to review Established Business Rules.

Membership is comprised of Technology Coordinators, Principals, Assistant Superintendents, MDE MSIS staff, and private organizations.

#### **Mississippi Association of School Superintendents (MASS)**

The mission of the Mississippi Association of School Superintendents (MASS) is to provide resources, advocacy, leadership, policy information, training, support, renewal, hope, and public relations services to superintendents so that they can meet the MASS vision of quality public education.

MASS is a non-profit association whose membership is made up of the 152 public school superintendents across the state of Mississippi.

The Alliance of Educational Leaders of Mississippi is made up of more than 2000 public school administrators whose Superintendent is a member of MASS.

The organizations' Board of Directors is made up of two Superintendents from each of the old five congressional districts and five at-large members and five officers. The board meets on a monthly basis to set policy and give guidance for activities.

### **Mississippi Department of Information Technology Services (ITS)**

The Mississippi Department of Information Technology Services (ITS) was created as the Central Data Processing Authority (CDPA) by the Mississippi Legislature in 1970 to improve long-range planning coordination and establish a central point responsible for the fiscal management of data processing functions in state agencies, institutions of higher learning, and community colleges. ITS came about as a result of a reorganization in FY95 and FY96 that changed CDPA to ITS.

### **K12 Network Steering Committee**

The purpose of this Committee is to provide guidance in order to create an environment for MDE and the school districts in maintain system security, data integrity, and privacy by preventing unauthorized access to data and by preventing misuse of, damage to, or loss of data.

The K12 Network Steering Committee is composed of representatives' from 14 school districts and MDE personnel. These representatives meet to discuss issues with the K12 Network for school districts.

### **Mississippi Educational Technology Leaders Association (METLA)**

The Mississippi Educational Technology Leaders Association is an educational association dedicated to the improvement of education in Mississippi through the use of technology.

Membership is comprised of a person designated to be the district's representative to the association by the superintendent of each Mississippi public school district and upon payment of membership dues to the Association. Member must be an employee of a Mississippi Public School District.

The goals of this Association shall be to provide an association for sharing and exchanging best practices, ideas, techniques, materials and procedures for the use of technology in the K-12 educational environment to encourage and lobby for the increased philosophical and monetary support of technology in order to help improve the education of the youth of Mississippi to provide electronic access to support resources and a network of human resources to aid its members in implementing and supporting technologies in their educational institutions to collaborate with and support the Mississippi Department of Education and other stakeholders in establishing and maintaining proper technology standards and procedures and identifying technology needs within the K-12 educational community.

### **Project Calendar Overview**

#### **Phase One: School Year 2008-2009**

Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards, and Business Rules Keeper

This is a critical phase in this project. It must start with a good foundation. Therefore, we will concentrate on the granular data area. All functionality and reports will rest on the process. We will be performing a comprehensive needs assessment, which will focus first on the data

requirements, hardware and software, professional development, and continued development of agreements among all educational partners MDE needs for the successful implementation of the PK-16 Mississippi Longitudinal Data System. The various educational partners are: Mississippi Department of Employment Security, State Board for Community and Junior Colleges, Mississippi Department of Rehabilitation Services, Mississippi Department of Human Services, Mississippi Department of Education, and the Mississippi Department of Corrections.

This needs assessment will also result in a data dictionary that will meet federal requirements and lead to the design of the data architecture and hardware architecture. Much of this is already done. The Department wants to make sure that we fill any missing gaps in our data requirements.

This data warehouse environment will include all program areas; facilitate longitudinal data analysis on student achievement, and link students to teachers via course; while ensuring appropriate and secure access to data by districts, legislators, general public, and researchers.

It will serve as a comprehensive data dictionary to support reporting of quality data and appropriate, consistent use, and representation of data.

### **Phase Two: School Year 2009-2010**

Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development will be based on needs identified in year one.

There are many man hours spent collecting, reviewing, cleaning, submitting, and resubmitting files to ED Facts. MDE will automate this process by establishing an ED Facts Staging Area where the IT staff can set up data calls to pull required information from the Student Level Database (MSIS), and then have Program Office Data Managers automatically validate the data. The system will then automatically convert the files to the required ED Facts Specifications. The files will be automatically submitted and have a work area to keep up with any errors and corrections. This documentation will serve as a catalyst to improve the process or inform USDE of the issue.

Year 2 will begin the planning phase for local school system access, and a pilot with some school systems will begin. Finally, sustainability plans will be finalized and implementation of procurement will begin.

### **Phase Three: School Year 2010 - 2011**

SEA and LEA performance DASHBOARD and an educational stakeholder's decision tool.

Year 3 Local School System and educational partners will be able to start utilizing the system to make true Data Driven Systems. State and Local District performance measures will be readily available. Local School systems will be able to rely on the system to know how well their students are performing and what areas of improvement are needed by an individual student level. Districts will be able to compare themselves to any other Mississippi District or School.

System evaluation will be on-going to determine the system's quality and effectiveness in meeting the reporting and decision-making needs of stakeholders.

MDE will automate and streamline the process of compiling and reporting federally required data to meet the required specifications for the U.S. Dept. of Education's Education Data Exchange Network (EDEN) and its reporting arm EDFacts.

The grant will be used for professional development for educators on how to use data for decision making and to improve student achievement, and for an evaluation of the overall effectiveness of the project.

One venue of this professional development will be the annual MIS Summer Data Conference. Each year, the MIS Department has the task of training school districts' staff on data reporting and K12 Network Updates/Initiatives for the upcoming school year.

Our goal is to make data more accurate and timely each year. The state and federal government requires mandatory reporting of school districts information. The only way to drill down to the school level is to train the district staff on the process of supplying MDE/MIS with the data that is required to meet these mandates that are required by the legislature, and USDE Elementary and Secondary reporting requirements.

We ask superintendents to provide at least five persons from their school district to attend this training conference. These people are at a minimum, the district personnel officer, the attendance officer, business manager, special education coordinator, technology coordinator, technicians, and when possible, a person from the local school that enters data.

This conference is geared toward training at least 760 district staff, plus staff from the state's special schools that report data. Our planning is done for 800 participants. This training is specifically designed to train staff appropriately in their area of data reporting based on defined data elements from a standard programmatic state or federal definition, requiring some hands-on training from 2 to 3 computer lab set ups. We provide internet connectivity for our training labs. One goal is to attend a session and learn the technique that is required for a district staff to do their job more efficiently.

## **Project Governance**

PK-16 Longitudinal Data System's Governing Body is composed of various experience and talents from each of the education partners. This body will be responsible for the final direction and goals and objectives throughout this project. MDE feels that this structure will provide the project with the definitive levels of authority, accountability, direction, policy and procedure setting, and communication.

### **Dr. Hank Bounds, State Superintendent, will serve as the Project Sponsor and the Mississippi Department of Education Executive Governing Authority.**

Dr. Hank M. Bounds was named State Superintendent of Education by the Mississippi Board of Education in June 2005 and began serving in this position August 1, 2005. We all remember what happened at the end of that month: Hurricane Katrina damaged 297 schools and totally destroyed 16 schools. *Talk about the first 90 days on the job!* Dr. Bounds stood up to the challenge of the rebuilding and restoring those educational settings.

Now with a focus on dropout prevention in Destination Graduation, raising student achievement with new curriculum, assessment and standards, and early childhood education, he has proposed sweeping changes that will dramatically change the face of education in our state.

Dr. Bounds serves on National and Regional Councils and Boards, some of those include:

- Council of Chief State School Officers' Elementary and Secondary Education Act Reauthorization Task Force
- Southeast Regional Advisory Board for the United States Department of Education
- United States Department of Education's National Forum on Education Statistics.

As a native Mississippian, born in Hattiesburg, Mississippi

- He graduated from Forrest County Agricultural High School in Brooklyn
- Holds Bachelor's and Master's Degrees from University of Southern MS
- Earned a Doctor of Philosophy from University of Mississippi

As an educator, he has been:

- Superintendent of the Pascagoula School District
- Principal of
  - Pascagoula High School
  - Lumberton High School
  - Forrest County Agricultural High School
- Teacher
  - Petal High School
  - Moss Point High School

**Mr. Haley Barbour, Governor of Mississippi, will serve as the State's Executive Governing Authority.**

In two historic, successful campaigns for Governor, Yazoo City native Haley Reeves Barbour offered a new path for Mississippi in job creation, education, health care, energy, safer communities and stronger families. His message resonated with voters: His election in 2003 marked the largest voter turnout in Mississippi gubernatorial history, and he was reelected in 2007 with 58.2 percent of the vote. He is only the second governor since Reconstruction to be elected to a second consecutive term as Mississippi's chief executive.

Governor Barbour's first term was highlighted by many accomplishments, including:

- Balancing the budget without raising taxes. Inheriting a budget hole of more than \$720 million, Governor Barbour led by restraining spending, controlling debt and getting the state's fiscal house in order. His policies not only filled the budget hole but also resulted in increasing Mississippi's "rainy day fund."
- The most comprehensive tort reform in the nation, restoring balance for plaintiffs and defendants in the state's civil justice system;
- "Momentum Mississippi," an update to the state's economic development programs. During the Barbour Administration, Mississippi has seen a net increase of more than 50,000 new jobs, and personal income is up nearly 20 percent. Recent major announcements include Toyota, whose auto assembly plant was the most sought-after economic development project in the United States; General Electric, which will manufacture advanced jet engine components; SeverCorr, which is building a state-of-the-art steel mill; and PACCAR, which is building a diesel engine manufacturing plant.
- Record funding increases for all three levels of education in Mississippi – K-12, community colleges, and universities. State appropriations for K-12 schools have increased by \$529 million during the Barbour Administration, the largest increase in K-12 spending in any four year period under any governor in the history of our state. Across-the-board reforms in public education, including new focus on teacher and school performance, reducing state bureaucracy and strengthening discipline.
- Saving the Medicaid program for truly needy recipients, emphasizing preventative care and implementing the strongest anti-fraud plan in the history of Mississippi Medicaid.
- Putting more Troopers on the highways and increasing their pay; tougher measures to fight the scourge of illegal drugs; strengthening penalties against criminals who commit crimes with guns.
- Protecting the unborn. The Governor initiated and the Legislature passed seven pro-life laws that make Mississippi "the safest place in America for an unborn child," according to a national right-to-life organization.

Today, under Governor Barbour's leadership, Mississippi is emerging as a leader in utilizing the state's abundant resources and developing alternative, affordable, and sustainable sources of energy. To date, approximately \$10.5 billion in projects have been announced, involving biofuels, liquefied natural gas, clean coal and coal to liquid, and nuclear power. In total, the state is actively pursuing and negotiating additional energy-related projects valued at more than \$26.3 billion.

In the face of the worst natural disaster in American history – Hurricane Katrina, which struck on August 29, 2005 – Governor Barbour took the lead early on helping Mississippians rebuild and recover. He and First Lady Marsha Barbour, his wife of 36 years, have worked tirelessly and innovatively with local, state and national leadership to tap into many resources of assistance for victims of Hurricane Katrina.

He created the Governor's Commission on Recovery, Rebuilding, and Renewal to develop a broad vision for opportunities to help South Mississippi rebuild bigger and better than ever. The commission has been folded into the Office of the Governor, where its work continues.

For his leadership after Katrina, Governor Barbour was awarded the Thomas Jefferson Freedom Award, which is presented by the bipartisan American Legislative Exchange Council to a nationally recognized public sector leader who has an extraordinary record of successfully advancing Jeffersonian principles.

He was also named Governor of the Year by Washington, D.C.-based *Governing* magazine and awarded the Gulf Guardian Award by the U.S. Environmental Protection Agency for his work to rebuild and protect sensitive Coast ecosystems.

**Dr. Tom Meredith, Executive Director of the Institute of Higher Learning will serve as the IHL Executive Governing Authority.**

A native of Owensboro, Kentucky, Thomas C. Meredith is the Commissioner of Higher Education for the Board of Trustees of State Institutions of Higher Learning (IHL). He is responsible for administering the Board's policies at the eight public universities in the state of Mississippi, which has a total enrollment of over 70,000 students and a budget totaling over \$2.9 billion.

In January 2002, Dr. Meredith was appointed Chancellor for the Board of Regents of the University System of Georgia, responsible for the state's 34 public colleges and universities. Prior to this appointment, he served as Chancellor of the University of Alabama System.

Dr. Meredith served from 1988 to 1997 as president and professor of education at Western Kentucky University in Bowling Green. He joined that institution from The University of Mississippi, where, from 1984 to 1988, he served as vice chancellor for executive affairs, adjunct professor of higher education and executive assistant to the chancellor. Before that, Dr. Meredith served as an academic programs officer and as an associate director for programs and planning for the Mississippi Board of Trustees of State Institutions of Higher Learning from 1974 to 1984. He began his career as a high school teacher and later as a high school principal.

Dr. Meredith holds a Bachelor of Arts degree in social studies from Kentucky Wesleyan College, a Master of Arts degree in education administration and supervision from Western Kentucky University, and a doctor of education in administration and supervision with an emphasis in secondary and higher education from The University of Mississippi. He also completed the Institute for Educational Management at Harvard University and was a participant in the Higher Education Roundtable at Oxford University.

Dr. Meredith serves on numerous educational and corporate boards. He is president of the National Association of System Heads (NASHE), an organization comprised of the chief executive officers of the 51 public higher education systems in the United States. He was also chair of the American Association of State Colleges and Universities (AASCU). When he took office in November 2003, he was the first head of a university system to serve as chair of AASCU. He was appointed in 2002 to a three-year term on the Executive Committee of the Board of Control for the Southern Regional Educational Board (SREB).

While serving as chancellor in Alabama, Dr. Meredith was asked by Governor Don Siegelman to head the Alabama Commerce Commission, a group charged with drafting, implementing and monitoring a long-term economic development plan for the state. He was also initiated into the Alabama Academy of Honor, an organization of only 100 outstanding Alabamians.

The Commissioner and his wife, Susan, have two sons. Mark is serving a fellowship in pediatric emergency medicine at Vanderbilt Children's Hospital, and Matthew is practicing law in Dallas, Texas.

**Dr. Eric Clark, Executive Director of the Community College Board will serve as the SBJC governing authority.**

Dr. Eric Clark began serving as Executive Director of the Mississippi State Board for Community and Junior Colleges in January 2008. He previously served for twelve years as Mississippi Secretary of State and sixteen years as a member of the Mississippi Legislature.

He was valedictorian of his class at Taylorsville High School. He received a bachelor's degree from Millsaps College, a master's degree from the University of Mississippi, and a doctorate in history from Mississippi State University. Clark taught history and government at Jones County Junior College for 7 ½ years and at Mississippi College for 5 ½ years.

Dr. Clark is a member of the Mississippi Economic Council, Mississippi Farm Bureau, Mississippi Forestry Association, and Mississippi Historical Society. He was recognized with the American Family Association's "God and Country" Award for authoring the law that outlawed possession of child pornography in Mississippi, and the Mississippi Wildlife Federation's Conservation Legislator of the year for his efforts to preserve natural lands on the Gulf Coast. He was twice awarded the Mississippi Nature Conservancy's Public Service Award. He is also a Certified Public Manager.

Dr. Clark is married to the former Karan Killebrew who grew up in Durant and Forest. Karan is a registered nurse. They are the parents of two children, Charles and Catherine. The Clarks are

active members of the First Baptist Church of Brandon, where Eric serves as a deacon and Sunday school teacher. He is also a member of the Mississippi Baptist Convention Board.

**Ms. Tommye Dale Favre, Workforce Investment Council, will serve as the Workforce investment governing authority.**

Tommye Dale Favre was appointed as the first Executive Director of the Mississippi Department of Employment Security (MDES) by Governor Haley Barbour in September 2004.

Ms. Favre spent 16 years at Mississippi Power Company. She began her career there in Professional Development, worked as a manager in two of the company's power plants, worked in Human Resources overseeing Leadership Development, and was serving as President of the Mississippi Power Education Foundation prior to joining MDES.

Among the accomplishments she is most proud of since joining MDES is the Mississippi Integrated Workforce Performance System, a product of the State Workforce Investment Board. The system is designed to track workforce training progress across all partner agencies in Mississippi. Ever the leader, Ms. Favre invested in all MDES employees by implementing Franklin Covey's 7 Habits training agency-wide.

Ms. Favre was a member of the 1999 Class of Leadership Jackson County and in 2007 she was selected as one of Mississippi's 50 Leading Business Women by the Mississippi Business Journal. She serves on the Board of Directors for the National Association of State Workforce Agencies, the Mississippi State Workforce Investment Board, the Southern Growth Policies Board Council for a New Economy Workforce and the Advisory Board for the Certified Managers Program for the State Personnel Board.

Tommye Dale graduated from the University of Mississippi with a Bachelor of Arts and received a Master of Science in Public Relations and a Masters in Education from the University of Southern Mississippi. She and her family reside in Gautier, Mississippi.

**Dr. R. Dwight Hare, of the Research and Curriculum Unit, will serve as the RCU Research Directives governing authority. This individual will be responsible for reviewing proposed and ongoing research conducted by stakeholders involved in the project, to determine the appropriateness and scope involved.**

Dr. R. Dwight Hare is the Coordinator of the Research and Evaluation Section of the Research and Curriculum Unit at Mississippi State University. In the role of Coordinator of Research and Evaluation Dr. Hare works closely with the Mississippi State Superintendent of Education concerning the research agenda for MDE. He holds a BA in Early Childhood Education and PhD in Education from the University of North Carolina at Chapel Hill. Dr. Hare in the past has served multiple appointments as the Chair of MSU's Institutional Review Board (IRB) for the Protection of Human Subjects, which is responsible for the approval or disapproval of research projects that are conducted at Mississippi State University. He is also a member of MSU's Interdisciplinary Studies Committee which focuses on the cross disciplinary collaboration to support research and instruction at MSU.

**Mr. Jacob T. Walker, of the Research and Curriculum Unit, will serve as the RCU Data Ethics governing authority. This individual will be responsible for ensuring that appropriate ethical guidance is used in acquisition, use, and cross referencing of sensitive data.**

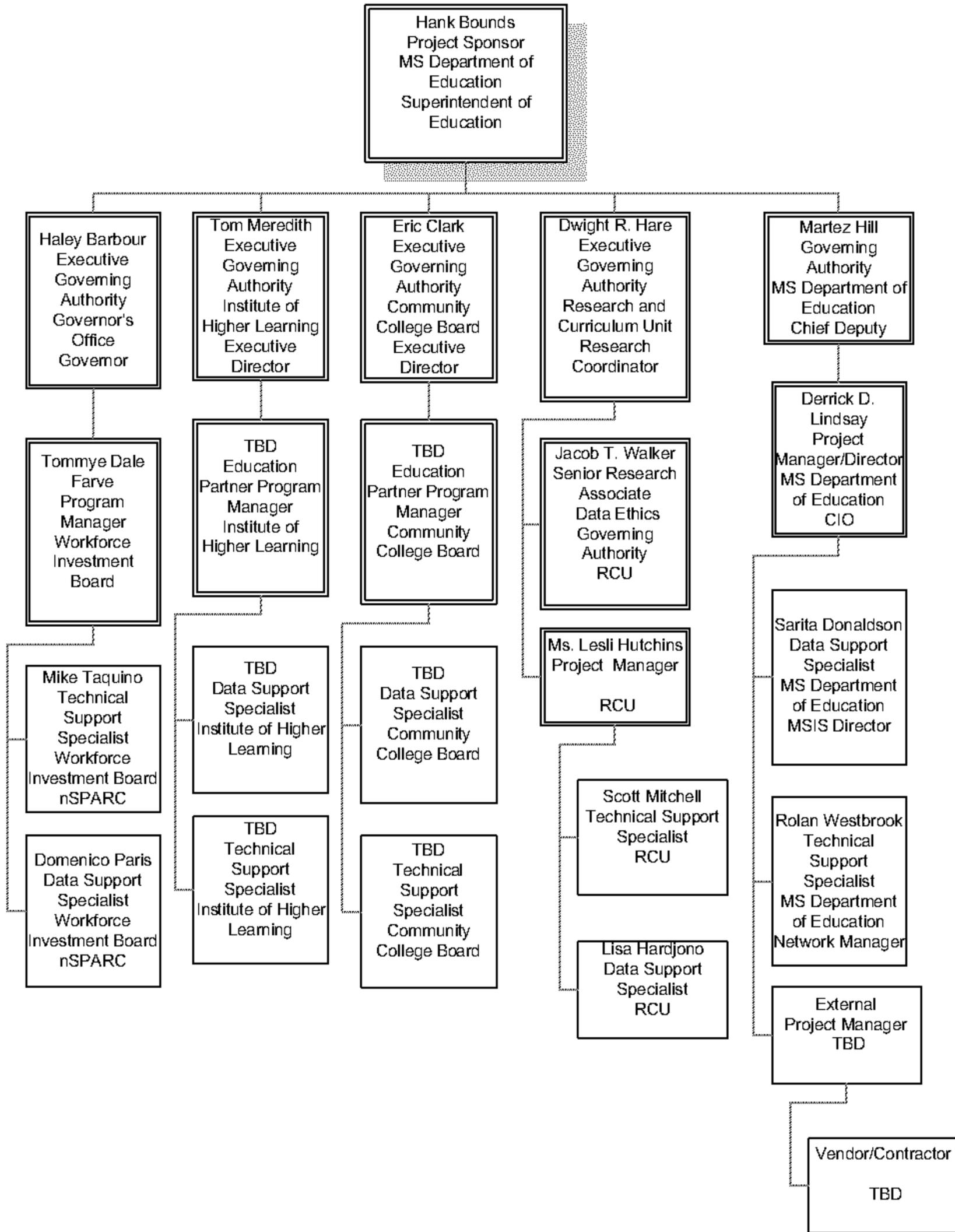
Mr. Jacob T. Walker is the Senior Research Associate for the Research and Evaluation Section of the Research and Curriculum Unit at Mississippi State University. He holds a BS in Medical Sociology from the University of Central Arkansas and a MS in Sociology/Demography from Mississippi State University. He will be completing his PhD in Education/Instructional Systems and Workforce Development at MSU in May of 2009. Mr. Walker is a former social worker for the state of Arkansas and has received extensive training in the areas of data security and confidentiality as it pertains to the protection of large scale sensitive data related to children and vulnerable populations. Additionally Mr. Walker has a thorough training in the combination of multiple large scale data sets for data management, research, and analysis such as the Area Resource File, US Census, Compressed Mortality File, General Social Survey, Mississippi Student Information System, and others.

**Ms. Lesli Hutchins, the Project/Program Manager.**

Ms. Lesli Hutchins holds a Bachelor of Arts degree in Communication from Mississippi State University and is currently finishing a Master of Science in Instructional Technology at MSU and will continue on to obtain a PhD in the same area. She has a unique work history that spans a variety of fields from office management and data control in the private sector, to communication specialist and academic researcher in the public sector. Handling and managing statewide CMS data for over 40 medical facilities and her research in social science in the fields of child health and cultural dimensions of health contribute to Ms. Hutchins' working knowledge of data management and research design. Currently, Ms. Hutchins works closely with senior researchers in the Research and Evaluation section of the RCU as well as other RCU staff on a number of research endeavors with more current work focusing on Tech Prep, assessment standards setting, and student dropout issues.

\*Each executive body will appoint a Project/Program Manager and assign them with a Technical Support Specialist and a Data Support Specialist.

## Project Organizational Chart





# Project Narrative

## Other Narrative

Attachment 1:

Title: Pages: Uploaded File: 1236-MSLDGMandatory Documents.pdf

## Project Task/Timeline

### Phase One: School Year 2008-2009

Data and System Requirements of all educational partners and Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards and Business Rules Keeper

Major Task	Month 'Year	Responsible Party
PK-16 Longitudinal Data Planning Meeting	Oct '08	Educational Partners
Define Data and System Requirements	Oct '08 Dec '08	Project Director Educational Partners
Develop Request For Proposal for required Software, Hardware, and Contractual Services	Jan '09 Mar '09	MDE ITS
Accept Grant Award	Mar '09	MDE Educational Partners
Proposal On the Street	Mar '09 Apr '09	MDE ITS
Proposal Review and Selection	Apr '09 May '09	MDE MDE Educational Partners ITS
Business Rules and Data Dictionary Reviewed and Finalized	Jun '09	MDE MDE Educational Partners Contractor/Vendor
Interfaces, Data Mapping, Data Conversions Reviewed and Finalized	Jun '09	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor
Data Export, Data Import, Data Integration Procedure Established	Mar '08	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor
Configuration of Hardware and Storage	Jun '09	MDE Educational Partners Technical Specialist Contractor/Vendor
Data Warehouse Data Mart Testing	July '09	MDE MDE Educational Partners Technical Specialist Data Specialist Contractor/Vendor

**Phase Two: School Year 2009-2010**

Report Development, Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data for all Education Partners. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development based on needs identified in year one.

<b>Major Task</b>	<b>Month 'Year</b>	<b>Responsible Party</b>
Joint Development Meeting with Data Teams	Aug '09	Data Managers Education Partners Project/Program Managers
Report Analysis and Requirements	Aug '09 Oct '09	Data Managers Education Partners Project/Program Managers
Design Reports Design Documentation	Oct '09 Nov '09	Data Managers Education Partners Project/Program Managers
Develop Reports	Nov '09 Jan '10	MDE Educational Partners
Install and Configure Data Mining Tools	Nov '09 Nov '09	MDE ITS
Install and Configure Ad-hoc Reporter	Dec '09 Dec '09	MDE MDE Educational Partners ITS
EdFact Staging System Analysis and Requirement Meeting	Jan '10 Mar '10	MDE Contractor/Vendor USDE
EdFacts Staging System Design Review	Apr '10	MDE Contractor/Vendor USDE
EdFacts Staging System Testing	Apr '10	MDE Contractor/Vendor USDE
EdFacts Staging System Implementation	May '10	MDE Contractor/Vendor USDE
Professional Development	June '10 July '10	MDE Educational Partners

**Phase Three: School Year 2010-2011**

State Department of Education, Local Education Entities, and Education Partners Performance Dashboard and Decision Tool

<b>Major Task</b>	<b>Month 'Year</b>	<b>Responsible Party</b>
Initial Dashboard and Decision Tool Meeting with all Education Partners and a focus group composed of their Customers	Aug '10	Data Managers Education Partners Project/Program Managers Education Partners
Dashboard and Decision Tool Need Assessment Analysis and Requirements Design	Sept '10 Nov '10	Data Managers Education Partners Project/Program Managers
Interface and Reports Design Documentation	Nov '10 Dec '10	Data Managers Education Partners Project/Program Managers
Develop/Modify Interface and Reports	Jan '11 Mar '11	MDE Educational Partners
Install and Configure Data Mining Tools	Sept '10 Sept '10	MDE Contractor/Vendor ITS
Install and Configure Ad-hoc Reporter	Oct '10 Oct '10	MDE MDE Educational Partners ITS
Testing and Quality Assurance Dashboard and Decision Tools	April '11 May '11	MDE Contractor/Vendor USDE



STATE OF MISSISSIPPI  
OFFICE OF THE GOVERNOR

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HALEY BARBOUR  
GOVERNOR

September 24, 2008

Dear Grant Review Team:

The Office of Governor Haley Barbour fully supports Mississippi's collaborative application on the Longitudinal Data Grant Project. The coordination by all the education entities in the state is unprecedented and is indicative of the importance of this effort.

Our State needs financial assistance in advancing the capacity of our data gathering system for all partners. This grant encompasses all facets of academic as well as workforce and job placement data. Far too many of our students leave our institutions ill equipped to become productive citizens. We must have the capacity to track every youngster entrusted to our care to determine strategies to combat this tremendous dropout problem. Our future, and theirs, depends upon it.

Your genuine consideration of our grant proposal will be appreciated. Our educational entities have done a commendable job of designing and implementing our current data gathering system. This grant will allow its enhancement and ability to share data between all education and governmental agencies.

Appreciatively,

A handwritten signature in cursive script that reads "Johnny Franklin".

Johnny Franklin  
Education Policy Advisor



National Strategic Planning & Analysis Research Center

September 25, 2008

Dr. Hank Bounds  
Superintendent of Education  
Mississippi Department of Education  
P.O. Box 771  
Jackson, MS 39205

Dear Dr. Bounds:

I write to express my support and commitment to the proposed project, Mississippi's PK16 Longitudinal Data System. I strongly believe that the realization of this project will help align education with workforce expectations for the jobs of the future.

The State of Mississippi has already made great progress in integrating workforce programs. The National Strategic Planning & Analysis Research Center has been instrumental in developing, implementing, and maintaining the state's data warehouse model for its Integrated Workforce Performance System. I am delighted to partner with you in this initiative, and through my center, I am committed to providing you and your staff technical assistance for the PK-16 Longitudinal Data System you are proposing.

Sincerely,

A handwritten signature in black ink, appearing to read "Domenico Parisi". The signature is fluid and cursive, with a large, stylized initial "D" at the beginning.

Domenico "Mimmo" Parisi, Ph.D.  
Director and Professor



Mississippi State  
UNIVERSITY

Research and Curriculum Unit  
for Workforce Development

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Patti S. Abraham, Ed.D., Director

September 23, 2008

Dear Grant Review Team:

As director of the Research and Curriculum Unit (RCU) at Mississippi State University, I support our research and evaluation (R/E) staff's proposal to collaborate with the Mississippi Department of Education (MDE) on the longitudinal data grant project. Awarding of this project will assist Mississippi's effort in promoting improved instruction and student learning as well as economic and workforce development by collecting and analyzing comprehensive pre-K-20 data and making recommendations to pertinent stakeholders.

The R/E staff possesses a record of high-quality work and authentic research credentials that a project such as this demands. They have established cooperative relationships with critical departments at MDE and other stakeholders who will be involved in this endeavor. Essentially, they serve as an extension of MDE responsible for expert coordination and oversight of various research projects.

The RCU is committed to the success of this project and supports the positive impact it can have on Mississippi. Specifically, the RCU is prepared to provide support with management of data including storage, transfer, analysis, and security. The RCU is also prepared to provide human resources to support the project. This includes two governing authorities: Dwight Hare, research directives, and Jacob Walker, data ethics. Additionally, Lesli Hutchins will serve as project manager; Lisa Hardjono will serve as data support specialist; and Scott Mitchell will serve as technical support specialist.

I am pleased that the R/E staff has proposed this commendable project to integrate our existing resources into a worthwhile project. This initiative will do much to improve instruction and student learning as well as educate and inform influential persons in the educational, economic and workforce enterprises in Mississippi.

Sincerely,

Patti S. Abraham  
Director



P.O. Drawer DX, Mississippi State, MS 39762-5671 • Phone: 662.325.2510 Fax: 662.325.3296  
[www.rcu.msstate.edu](http://www.rcu.msstate.edu)

*A partnership of the Mississippi Department of Education's Office of Vocational Education and Workforce Development and Mississippi State University's Office of Research*

## **Appendix B – Resumes of Key Personnel**

### **DERRICK D. LINDSAY**

#### **EDUCATION**

Bachelor of Science in Computer Science, (1989) University of Mississippi, Oxford, Mississippi  
Emphasis in Computer Systems and Programming Languages  
Minor: Business

National Forum for Education Statistics Forum Chair  
Mississippi Council for Education Technology Chair

#### **EXPERIENCE**

**Chief Information Officer, Office of Management Information Systems,  
Mississippi Department of Education, Jackson, Mississippi  
Deputy Superintendent, Martez Hill** **February 2002 - Present**

##### Responsibilities

Responsible for the overall management and supervision of all technical and support personnel that provide IT services. This includes management of applications development and systems delivery, operations, quality assurance, resource and hardware management. The Office of Management Information Systems support over 500 employees, 5 remote sites, and the states K-12 Wide Area Network (composed of a core infrastructure, 6 regional routers, 152 district routers, and over 1000 schools. The Office of Management Information Systems also serves as the K-12 Internet Service Provider. The office is composed of five main divisions: Networking, Application Development I, Application Development II, Statistics and Reporting, and Systems/Database Management. Other areas of responsibility include E-Rate, Security, Mainframe Application Support, and Job Queuing and Printing.

##### Tasks

- Manage system delivery and technical support for agency users, which includes oversight of system performance.
- Set the agency's technical direction, ensuring the agency has hardware, software, and personnel resources required.
- Provide work direction and prioritize work for technology staff within the agency.
- Establish and enforce technology standards and procedures for the agency.
- Plan large-scale technology projects involving many users at different locations.
- Act as the chief advisor on all development projects regarding technology, and negotiates contracts and administration for the life of the project.
- Responsible for personnel recruitment of technology personnel. Conduct review and feedback sessions and annual performance reviews for staff, including preparation of professional development plans for each employee.
- Prepare budget to adequately provide technology services for the agency supported, maintains and tracks expenditures.
- Act as an advisor on technology issues for the agency and collaborates with ITS staff when necessary. Act as the information technology representative for the agency.

- Participate in inter-agency technology initiatives and committees.

**Vice President of Technical Services, Business Communications Inc., Ridgeland,  
Mississippi  
CEO, Tony Bailey**

**November 2000 - January 2002**

Responsibilities

- My responsibilities are to plan, supervise and organize all technical services within the company. My division provides all technical services in the area of Wide Area Network, Local Area Network, Internet Products, Application Development, Computer System and Printer Maintenance and Voice over IP Solutions.

**INFORMATION SYSTEMS DIRECTOR**

**MISSISSIPPI ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Director of Administration, LaDonna P. Thompson**

**May 1993 - March 2000**

Responsibilities

- My responsibilities were to plan, supervise and organized all technology resources (infrastructure, operations, support and system delivery) for the Management Information Systems Division of the MS Attorney General's Office (MSAGO). The MIS division is responsible for supporting approximately 205 employees housed in two (2) main locations, as well as several satellite offices.

Example of Projects

- 100% percent migration off of a Data General MV15000 onto a Wide Area Network (WAN).
- Statewide online access to the MS Attorney General's Office Official Opinions Implementation of Agency Web Site.
- WAN access to legal research CD-ROMS.
- Utilized federal grant to implement a statewide WAN for 22 District Attorneys.
- Implemented new method of access with remote location to decreased ownership cost by 54,000 dollars a year.
- Modified current maintenance schedules that resulted in a decrease of 27,000 dollars a year.
- Implemented an Agency Wide Case Management System.
- Converted mission critical Novell based applications onto Microsoft NT-Application Servers.

**DP SYSTEMS ANALYST MANAGER**

**MISSISSIPPI ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Director of Administration, LaDonna P. Thompson**

**May 1992 - May 1993**

Responsibilities

- My responsibilities were system design and project leader.

### Tasks

- Network Administrator.
- Plan and Coordinate all telecommunication actions.
- Supervise all new project development Analyze, Evaluate, and Train on current and new IS systems.
- Analyze inter-division relationships in respect to data input and retrieval.
- System Analysis and Design.
- System Programming.

### Example of Projects

- Developed custom inventory and leave applications.
- Implemented a Medicaid Fraud investigative research application.
- Consumer Fraud Complainant/Respondent Application.
- Implemented agency wide Project/Case Management System.

### **DP SYSTEMS ANALYST II**

**MS DEPARTMENT OF EDUCATION, Jackson, Mississippi**

**Data Processing Manager, Nathan Slater**

**June 1991 - April 1992**

### Responsibilities

- I was a member of the new development team in the Data Processing Division. My main responsibilities were system analyses and design.

### Examples of Projects

- School Building and Transportation Funding System.
- Attendance Officers Tracking System Planning committee to design Data Processing Department's new network.

### **COMPUTER SERVICE AND SUPPORT CONSULTANT**

**MS ATTORNEY GENERAL'S OFFICE, Jackson, Mississippi**

**Data Processing Manager, Ed Foresman**

**May 1990 - May 1991**

### Responsibilities

- I was a self-employed computer consultant that was brought in to developed system operation procedures, to provide technical support for the Data General MV1500, and to design an agency payroll system.

### Examples of Projects

- Developed a custom agency payroll application Modifications of existing Data General SNA/RJE macros.
- Online network installation for 5 remote sites.
- Developed a MIS Policy and Procedures Manual.

## **SYSTEMS OPERATOR**

**Clarion Ledger/Jackson Daily News, Jackson, Mississippi**  
**IT Director, George Bailey**

**August 1989 - May 1991**

### Responsibilities

- My responsibilities were to oversee and control the daily processes required to produce the daily newspapers. The processes took place on an IBM 38 System and an ATEX Editorial/Classified System.

### Example of Projects

- Analysis and Modification of existing time clock program to provide needed features  
Evaluation of a Token-Ring network segment to solve repeater problem.

## **SYSTEMS OPERATOR/ASSISTANT PROGRAMMER**

**Green Marketing Resource, Oxford, Mississippi**  
**Owner, Steve Green**

**March 1988 - June 1989**

### Responsibilities

- My responsibilities were application support, software and hardware maintenance.

### Example of Projects

- Projects involved modifications to existing database.

## **TECHNICAL KNOWLEDGE**

Languages- BASIC, 'C', ADA, dBase, ACCESS, IBM Assembly, LISP, PROLOG, FORTRAN, IBM CONTROL LANGUAGE (CL), SNA/RJE

Operating Systems- IBM PC - XT, ADA, IBM DOS, AOS/VS, REX, UNIX, NOVELL NETWARE 3.12/4.1, WIN 3.X, WIN 95/NT/2000

Micro Computers- IBM PC, MACINTOSH, APPLE IIc, APPLE IIe, DELL, MEMOREX TELEX, PACKARD BELL, COMPAQ, GATEWAY 2000, HEWLETT PACKARD

*Mainframes/Mid-Range Systems - IBM AMDAHL 3070 SYSTEM, CYBER SUPER COMPUTER, VAX SYSTEM, IBM 38 SYSTEM, ATEX CLASSIFIED SYSTEM, ATEX EDITORIAL SYSTEM, DATA GENERAL MV15000*

Technology Concepts- Application Development Cycle, Wide Area Network, Local Area Network, Internet, Imaging, Data Storage, Network Security, Document Management, Data Center Operations, System Migration, Network Audit, System and Data Integration, Data Workflow

## SARITA DONALDSON

### PROFILE

Solid background in financial analysis and programming, with strong emphasis in electronics and account management. Experienced in developing applications, training personnel, submitting Federal reports and interpreting Federal guidelines. Skilled in developing and implementing standardized policies and procedures.

### EDUCATION

M.B.A. Accounting, Belhaven College	December 2000
B.S. Electronic Technology, Jackson State University	August 1981

### CAREER HISTORY

<b>Mississippi Department of Education, Jackson, MS</b>	<b>October 2000 - Present</b>
<b>Management Information Systems</b>	

#### *MSIS Director*

- Create Reports & Spreadsheets as needed for State Auditors.
- Project Leader for Financial Electronic Tracking System (FETS). Maintain Financial Database. Assist District Business Managers with resolution of data errors. Created annual financial application for use by District Business Managers to submit information to the State Department of Financial Accountability.
- Designed Database, Screen and Report for Post-Secondary Schools to input Teacher Information for Vocational Education Department of Compliance & Reporting.
- Designed Database, Screen and Report for Safe & Orderly to input School Incident Reports. Trained Safe & Orderly personnel to utilize their application.
- Designed Screen for Vocational Short-Term Adult data entry. Trained Short-Term Adult personnel to utilize form.
- Create Programs and Reports as requested by Department of Financial Accountability. Support the Accounting Department with revisions to SPS Applications; Creation of new forms and reports.
- Maintain financial database and assist Business Managers in submitting data from School District to State Department of Education.
- Assist Vocational Education Directors/Secretaries in submitting data to Vocational Education Department of Compliance & Reporting.
- Assist users in resolving data issues using MSIS, MDED, MDEC and SPS Databases.
- Research and test different programming tools for producing reports and writing programs.
- Create program to gather financial data needed by auditors visiting school district - School District Data Collection Form (SRAI-DC1). Provide financial data to State Auditor's Department. Create financial reports for Department of Transportation.
- Databases are Oracle, Access and FoxPro. Screens are Oracle and FoxPro. Reports are Oracle, FoxPro and Crystal Report Writer.

### ***Senior Programmer Analyst***

- Create Reports & Spreadsheets as needed for State Auditors.
- Project Leader for Financial Electronic Tracking System (FETS). Maintain Financial Database. Assist District Business Managers with resolution of data errors. Created annual financial application for use by District Business Managers to submit information to the State Department of Financial Accountability.
- Designed Database, Screen and Report for Post-Secondary Schools to input Teacher Information for Vocational Education Department of Compliance & Reporting.
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- Maintain financial database and assist Business Managers in submitting data from School District to State Department of Education.
- Assist Vocational Education Directors/Secretaries in submitting data to Vocational Education Department of Compliance & Reporting.
- Assist users in resolving data issues using MSIS, MDED, MDEC and SPS Databases. Education Department of Compliance & Reporting.
- Assist users in resolving data issues using MSIS, MDED, MDEC and SPS Databases.
- Research and test different programming tools for producing reports and writing programs.
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- Databases are Oracle, Access and FoxPro. Screens are Oracle and FoxPro. Reports are Oracle, FoxPro and Crystal Report Writer.

### **Primary Healthcare, Inc.**

**dba East River Physicians Group, Jackson, MS**

**October 1991 – 2000**

### ***Office Manager***

- Handled financial analysis and reporting of corporate finances
- Corporate-wide training of personnel in the use of Q&A Database Application and WordPerfect Documents.
- Designed, ordered and installed server and network cards.
- Installed new software programs. Upgraded networking software from Microsoft Windows to Novell. Maintained daily, weekly and monthly backup of server.
- Created Weight-Loss Application using Q&A/FoxPro.
- Developed and implemented policies and procedures over financial transactions, resulting in standardized reports.
- Trained and evaluated Office Managers in Louisiana, Mississippi and Tennessee.

**Mississippi Democratic Party Headquarters, Jackson, MS**      **Sept. 2001 – Oct. 1995**

***Office Manager***

- Designed Database, Screen and Report for Financial Recordkeeping.
- Assigned duties to Office personnel.
- Responsible for Fundraising activities.
- Coordinated implementation of Party goals statewide.
- Created Forms & Reports for submission to Secretary of State.
- Compiled and processed data for quarterly submission to Federal Election Commission.
- Weekly computer backups. Daily bank deposits and monthly reconciliation. Biweekly payroll.

**Chevron USA Refinery, Pascagoula, MS**      **August 1981- August 1991**

***Systems Analyst / Computer Programmer***

- Designed Screens and Reports using SQL, C++, FORTRAN, and Oracle Reports.
- Created batch processes for daily reports.
- Created Hurricane Warning Map and software to track movement of Hurricane based on input from Refinery Shift Manager.
- Converted screen displays using Tektronix Graphic package.
- Maintained Monthly computer backups. Schedule maintenance on computers. Performed Software Upgrades.
- Installed networking cables and servers.

**Rufus Dwight Hare**  
**Curriculum Vitae**

E-mail: [dwight.hare@rcu.msstate.edu](mailto:dwight.hare@rcu.msstate.edu)  
662-325-2510

**EDUCATION**

- PhD : University of North Carolina, Chapel Hill. Major area: Education, 1984.  
Dissertation: The Focus Group Interview: An Examination of the Use of a Research Method.
- BA: University of North Carolina, Chapel Hill. Major area: Early Childhood Education, 1975.

**PROFESSIONAL EXPERIENCE**

- 2007 Coordinator, Research and Evaluation, Research and Evaluation Section, Research and Curriculum Unit, Mississippi State University.
- 1993- Professor (with tenure), College of Education. Member of the Graduate Faculty, Graduate Faculty Status Level One.
- 1990-1993 Associate Professor, College of Education. Mississippi State University.
- 1988-1989 Associate Professor (with tenure), College of Education. University of Louisiana at Monroe.
- 1985-1988 Assistant Professor, College of Education. University of Louisiana at Monroe.

**UNIVERSITY SERVICE**

- 2005-2007 Member, Responsible Conduct of Research Committee, Mississippi State University. Appointed by the Vice President for Research and Graduate Studies.
- 2001-2007 Chair, Institutional Review Board for the Protection of Human Subjects. Appointed by the Vice President for Research for initial 3-year term as chair. Reappointed to a second 3-year term as chair.

**PUBLICATIONS (Selected current)**

**Articles**

- 2008 "Music and Messages from the Past: Tuning into History." Social Studies Research and Practice, July 2008. Co-author: Susie Burroughs.
- 2008 "Mississippi National Board Certified Teachers' Effect on Student Achievement." The National Journal of Urban Education & Practice, Vol 1, No. 2. Co-authors: Jeanne Holland and Joseph Holland.
- 2007 "The Development of a Curriculum Toolkit with American Indian and Alaska Native Communities." Early Childhood Education Journal. <http://www.springerlink.com/content/4844x13h85450443/>. Co-authors: Nicole Thompson, Tracie Sempier, and Cathy Grace.
- 2007 "Agricultural Managers and Hispanic Agricultural Workers: The Impact of Cultural Differences." The International Journal of Interdisciplinary Social Studies, Vol 2. Co-authors: Rosa Vosso and Sue Minchew.
- 2006 "The American Indian and Alaska Native Curriculum Toolkit." Zero to Three special edition. This invited article was commissioned by the National Center for Rural Early Childhood Learning Initiatives. Co-author: Nicole Thompson.

- 2005 "Enhancing Technology Use in Student Teaching: A Case Study". *Journal of Technology and Teacher Education*, Vol. 13, No. 4, pp. 573-618. Co-authors: Margaret Pope and Esther Howard.
- 2002 "University Administrators' Perceptions and Practices of Electronic Mail as a Communication Channel," *Delta Pi Epsilon Journal*, Volume XLIV, No. 2, pp. 91-109. Co-authors: John Forde, Anna Hillman-Dill, and Connie Forde.
- 2002 "Technology Integration: Closing the Gap Between What Preservice Teachers Are Taught To Do and What They Can Do," *Journal of Technology and Teacher Education*, 10 (2), 2002-2003. Co-authors: Margaret Pope and Esther Howard.
- 2002 "Teaching Technology Infusion to In-Service Teachers: A Case Study," Proceedings of the annual meetings of the Society for Information Technology in Teacher Education. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Leman.
- 2001 "Longitudinal Effects of Kindergarten," *Journal of Research in Childhood Education*, Vol. 16, No. 1. Co-authors: Debra Prince and Esther Egley.
- 2001 "Investigating the Benefits of the Educational Technologist in the Middle School Environment: A Qualitative Study," Proceedings of the annual meetings of the Society for Information Technology in Teacher Education. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Leman.
- 1999 "Development of an Evaluation Model to Establish Research-based Knowledge about Teacher Education." *Studies in Educational Evaluation*, Vol 25, No 4. Co-author: Kaye Pepper
- 1999 "Establishing Research-Based Knowledge in Teacher Education." *Journal of Research and Development in Teacher Education*, Vol. 32, No. 2, Spring. Co-author: Kaye Pepper.

#### Books, Chapters, and Special Publications (Selected current)

- 2003 "The Impact of High-Stakes Accountability on Teachers' Professional Development: Evidence from the South," final report submitted to the Spencer Foundation for a funded research project. Co-authors: Barnett Berry, Laura Turchi, Dylan Johnson, Diana Montgomery, Deborah Owens, and Steve Clements.
- 2002 "An Evaluation of PREPS English II Subject Area Professional Development Series", PREPS Research Brief Issue 4, Summer 2002. Author: Patricia Bridges. My role was Research Director for the Brief.

#### PROFESSIONAL PAPER PRESENTATIONS (Selected current)

- 2008 "Pullout or Inclusion: A Longitudinal Study of Reading Achievement of ESL Students in Grades 1 and 2." Paper presented at the annual meetings of the American Education Research Association. Co-Author: Lishu Yin.
- 2008 "Looping in the Middle Grades and the Usefulness of Disaggregating Test Scores." Paper presented at the annual meetings of the American Education Research Association. Co-Authors: Bob Fuller and Nicole Thompson
- 2008 "Teacher Perceptions of the Centers for Ocean Sciences Education Excellence: Central Gulf of Mexico." Paper presented at the annual meetings of Ocean Science Education. Co-Authors: Tracie Sempier and Nicole Thompson.
- 2007 "Is Inclusion the Best Program for ESL Students?" Paper presented at the annual meetings of the MidSouth Education Research Association. Co-Author: Lishu Yin
- 2007 "Pullout and Inclusion Programs for ESL Students: A Study of Reading Achievement." Paper presented at the annual meetings of the MidSouth Education Research Association.

- Co-Author: Lishu Yin. (NOTE: This paper was the winner of the Herb Handley Dissertation Award)
- 2007 “Agricultural Managers and Hispanic Agricultural Workers: The Impact of Cultural Differences.” Paper presented at the annual meeting of the International Conference on Interdisciplinary Social Sciences, Granada, Spain. Co-Authors: Rosa Vosso and Sue Minchew.
- 2007 “Are Mississippi Students Achieving at a Higher Rate as a Result of National Board Certified Teachers?” Roundtable presentation at the annual meetings of the American Education Research Association. Co-Authors: Jeanne Holland and Cathy Grace.
- 2006 “Diversity in Adult English Language Learning Programs,” paper presented at the annual meeting of the MidSouth Education Research Association. Co-Author: Lishu Yin.
- 2006 “Perspectives of Undergraduate Exchange Students in the United States from an Asian Country,” paper presented at the annual meetings of the MidSouth Education Research Association. Co-authors: Lishu Yin and Li-Ching Hung.
- 2006 “Rural School Technology Immersion: A Comparative View From the Field,” paper presented at the annual meetings of the National Rural Education Association. Co-Authors: Stephanie Davidson and Beth Coghlan
- 2006 “Grant Writing for Head Start Directors,” presentation at the National Indian Head Start Directors Association Annual Conference. Co-Author: Nicole Thompson.
- 2006 “The Early Childhood Native American Curriculum Toolkit,” paper presented at the Hawaii International Conference on Education. Co-Author: Nicole Thompson
- 2005 “The Plight of Outsiders: Rural Teachers’ Resistance to Outsiders in a Rural School,” paper presented at the National Rural Education Association. Co-Author: Beth Coghlan
- 2005 “The Rural Education Childhood Mapping Project,” paper presented at the Annual Meeting of the National Association of Community Development Extension Professionals. Co-Authors: Cathy Grace, Ann Peton, and Elizabeth Shores.
- 2005 “Barriers to Technology Integration: A Case Study,” paper presented at a roundtable discussion at the annual meetings of the Society for Information Technology & Teacher Education International Conference. Co: Author: Beth Coghlan
- 2005 “Prepared to Teach, But Not to be a Teacher,” paper presented at the American Education Research Association Annual Meetings. Co-Authors: Monica Riley and Linda Walker.
- 2004 “Addressing Barriers to Technology Integration: A Case Study of Teachers in a Rural School”, paper presented at the annual meeting of the MidSouth Educational Research Association. Co-author: Beth Coghlan
- 2004 “The Missing Professional Development-Accountability Link: Real Data Analysis,” paper presented at the Annual Meetings of the American Educational Research Association. Co-authors: Laura Turchi and Deborah Owens.
- 2003 “Success in Early Head Start,” paper presented at the Annual Meetings of the American Educational Research Association. Co-authors: Kay Brocato, Lavinia Otis, Arvern Moore, Reuben Dilworth, and Sarah Howard.
- 2002 “Strategies in Qualitative Research,” paper presented at the conference for Methodological Issues and Practices in Using QSR Nvivo and NUD\*IST, London, England. Co-authors: Mike Lehman, Melissa Nail, Beth Ferguson Coghlan, and Stephanie Davidson.

- 2002 “Student and Teacher Learning in Technology,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Margaret Pope and Esther Howard.
- 2002 “Enhancing Technology Use in Student Teaching: A Case Study,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Margaret Pope and Esther Howard.
- 2001 “Technology Integration and the Changing Faces of Instruction in the Middle School Classroom,” paper submitted for presentation at the annual meetings of the American Educational Research Association. Co-authors: Stephanie Davidson, Beth Ferguson, and Melissa Nail.
- 2001 “Investigating the Significance of the role of the Educational Technologist in the Middle School Environment,” paper presented at the annual meetings of the Southwest Educational Research Association. Co-authors: Melissa Nail, Beth Ferguson, Stephanie Davidson, and Mike Lehman.
- 2001 “Preparation in the Use of Technology Among Teacher Education Majors at Mississippi State University,” paper presented at the annual meetings of the American Educational Research Association. Co-authors: Vahid Motamedi and W.C. Johnson.

RESEARCH (Selected current)

- 2007-2009 Grades to Trades: Vocational training as predictors of job success. Studies of completers of secondary and postsecondary Career and Technical Education programs and their success in employment related to their CTE training. This is one of a series of studies supported by Research and Curriculum Unit, Mississippi State University.
- 2007-2009 Expectations of employees. Studies of employers in Mississippi and their expectations for individuals hired for company labors. This is one of a series of studies supported by Research and Curriculum Unit, Mississippi State University.
- 2007-2009 Case studies of First Year Teachers in Mississippi.
- 2005-2007 Developing an On-Line Action Research Professional Development Workshop. Supported by the Research and Curriculum Unit, Mississippi State University.
- 2004-2006 Developing a Curriculum Toolkit. Project conducted through the Child Care Bureau. Funded through the National Center for Rural Childhood Learning Initiatives.
- 2004-2006 The Montana Project. Research conducted through the Child Care Bureau. Supported by the National Center for Rural Early Childhood Learning Initiatives.

HONORS

- 2008 Selected for membership in *Sigma Xi*.
- 2007 Designated as Honors Faculty by the Judy and Bobby Shackouls Honors College
- 2005 Awarded Graduate-Level Teaching Award, Alumni Association.
- 1999 Awarded Outstanding Advisor Certificate of Merit by the National Academic Advising Association at their annual meeting.

OTHER EXPERIENCES

- 1968-1972 United States Marine Corps

**Jacob T. Walker**  
**Curriculum Vitae**

Email: [jake.walker@rcu.msstate.edu](mailto:jake.walker@rcu.msstate.edu)

**Education**

- 1995-1996 North Arkansas Community College, Harrison, General Education Credits  
1997-2001 B.S. in Medical Sociology and Gerontology, University of Central Arkansas  
Bachelor's Thesis Title: "End of Life Decisions and the Elderly."  
2004 Graduate program in Health Science, University of Arkansas  
2004-2007 M.S. in Sociology/Demography, Mississippi State University  
Master's Thesis Title: "County Level Suicide Rates and Social Integration:  
Urbanicity and Its Role in the Relationship."  
2006-Pres. Ph.D. Student in Education, Instructional Systems and Workforce Development,  
Mississippi State University  
(Expected Graduation: December 2009)

**Certifications**

- 2005-2008 Certificate in Geographic Information Systems, Mississippi State University  
2008 Internet and Computing Core Certification (IC3), Certiport  
2008 Certified as an Authorized IC3 Instructor, Certiport  
2008 Certified as an Authorized IC3 Proctor, Certiport

**Computer Experience**

I am proficient in the use of the following programs: Word, Works, Word Perfect, Excel, Power Point, Internet Software, Macromedia Freehand MX (graphic design program used for making pamphlets, newsletters, and maps), SPSS (Statistical Package for Social Sciences), IMAGINE 8.6, and ArcGIS (computerized data mapping software package from ESRI). I am also trained in the Geographical Information Systems as well as the use of online mapping tools from the Rural Policy Research Institute located in the Community Information Resource Center at the University of Missouri in Columbia.

**Professional Employment**

- 2007-Pres. Mississippi State University  
Research and Curriculum Unit  
Senior Research Associate/Research Specialist

As a research associate my duties involve the collection and analysis of data and literature as it relates to the projects that I am working on at any given time. Current projects include working with MDOT-RIDES program, creation of a dropout prediction model for MDE, and work with the Mississippi Assessment Center on various programs.

- 2004-2007 Mississippi State University  
National Center for Rural Early Childhood Learning Initiatives  
Graduate Research Assistant

As a research assistant my duties involve collecting and writing literature reviews of early childhood issues, grant writing, data analysis, and construction of community action plans to improve early childhood preparation for school, and graphic design work for various programs. While working for NCRECLI I have developed an understanding of many of the problems that

children in rural environments experience and how these problems can affect outcomes. I have also been able to develop the skills needed to work in the areas of demography, geographic information systems, and technology education.

2002-2004     Arkansas Department of Human Services  
                  Division of Children and Family Services  
                  Family Service Worker

As a family service worker I worked with foster care, protective services, and child abuse investigations. Duties included case management of children and their families to ensure that services were provided to help maintain children in their home or to reunite their family if the children were removed from the home. In the investigative area of my position I had to make contact with the families and contact collaterals to collect evidence to determine if the allegations are true or unsubstantiated.

### **Professional Presentations**

Kerr, L. & Walker, J. (April 2008). *School district superintendents' salaries in Mississippi: A regression of school-level variables*. Presentation at Mississippi State University College of Education Annual Research Forum Mississippi State, MS

Kerr, L. & Walker, J. (April 2008). *School district superintendents' salaries in Mississippi: A regression of school-level variables*. Presentation at Mississippi State University Graduate Student Association 2008 Annual Research Symposium Mississippi State, MS

“Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002-2007.” Presented at Mississippi State University College of Education Annual Research Forum in Mississippi State, MS.

“Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002-2007.” Presented at Mississippi State University Graduate Student Association 2008 Annual Research Symposium in Mississippi State, MS.

“County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” Presented at Mississippi State University Graduate Student Association 2008 Annual Research Symposium in Mississippi State, MS.

“County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” Presented at the Mid-South Sociological Association 2007 Annual Meeting in Mobile, AL.

“Modernization and Suicide: County Level Variation in the Late Twentieth Century.” With Jeralynn Sittig Cossman. Presented at the Mid-South Sociological Association 2005 Annual Meeting in Atlanta, GA.

“The Dead Presidents: Post Industrial Revolution.” With Jeralynn Sittig Cossman. Presented at the Alabama Mississippi Sociological Association 2005 Annual Meeting in Tuscaloosa, AL. Invited.

“Body Image, Body Mass Index and Suicidal Ideation among College Students.” Presented at the Alabama Mississippi Sociological Association 2005 Annual Meeting in Tuscaloosa, AL. Invited.

“The Dead Presidents: A Qualitative Analysis of Presidential Obituaries.” With Jeralynn Sittig Cossman. Presented at the Mid South Sociological Association 2004 Annual Meeting in Biloxi, MS.

### **Publications**

Walker, J. T. & R. D. Hare, 2008. “Think Dropout Prevention.” *MDE Brief*, 3(1) p. 11.

Walker, J.T. 2009. “County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship.” For publication in *Sociological Spectrum*. Jan/Feb Edition 2009.

### **Data Analysis/Grants/Official Reports/White Papers**

Walker, J. T. January 2008. “Turn On, Tune In, and Drop Out: A Preliminary Exploration of Mississippi High School Dropout Rates 2002 to 2007.” January 2008, Prepared for Mississippi Department of Education, Office of Dropout Prevention.

Data Analysis for the “Partners for Quality Child Care Final Report 2006.” February 2007, Prepared for: Mississippi State Department of Human Services, Office of Children and Youth.

Data analysis for the “2005-2006 Partner for Quality Child Care.” Grant from the Mississippi State Department of Human Services, Office of Children and Youth. January 2007, Funded.

“Leaders in Literacy Meridian, Midterm Report.” November 2006, Prepared for: The Phil Hardin Foundation.

Data analysis for the “2005-2009 Childcare Access Means Parents in School (CCAMPIS).” Grant from the US Department of Education. November 2005, Funded.

“Four Year Final Report Concerning the Childcare Access Means Parents in School (CCAMPIS).” Grant from the US Department of Education, May 2005.

Data analysis for “2004-2005 Partners for Quality Child Care Final Report.” May 2005, Prepared for: the Mississippi State Department of Human Services, Office of Children and Youth.

### **Awards/Recognitions**

Graduate Research Assistantship 2004-2007, National Center for Rural Early Childhood Learning Initiatives at Mississippi State University included full tuition and \$20,000 a year stipend

Mid-South Sociological Association, 2007 Graduate Paper of Distinction Award for the paper titled: “County Level Suicide Rates and Social Integration: Urbanicity and Its Role in the Relationship”

### **Service**

- 2007 Proposal reviewer for American Educational Research Association (AERA), 2008 annual conference in New York, NY
- 2007 Guest presenter for Institutional Review Board Certification concerning research using secondary data, Mississippi State University
- 2007 Member, Search Committee, filling two Research Associate positions for the Mississippi Assessment Center, Research and Curriculum Unit, Mississippi State University
- 2007 Member, Search Committee, filling one Database Manager position for the Mississippi Assessment Center, Research and Curriculum Unit, Mississippi State University
- 2008 Member, Research and Curriculum Unit Advisory Committee on Research and Evaluation
- 2008 Judge, Mississippi State Private School Association State Science Fair
- 2008 Member, Search Committee, filling one IT Manager position for the Research and Curriculum Unit, Mississippi State University.
- 2008 Member, Search Committee, filling 3 Research Associate positions for the Research and Evaluation Unit of the Research and Curriculum Unit, Mississippi State University
- 2008 Member, Statistical Advisory Committee for MS-CPAS2 Standards Setting, Mississippi Department of Education

### **Professional Development**

University of Missouri at Columbia, Rural Policy Research Institute, Community Information Resource Center, Introduction to the use of online mapping tools for community improvement. December 2004

Washington, DC, SPSS Office and Training Center, Introduction to SPSS Text Analysis for Surveys, April, 2008

Certiport, Internet and Computing Core Certification (IC3), May 13, 2008

Certiport, Internet and Computing Core Certification (IC3), Authorized Instructor, May 20, 2008

Certiport, Internet and Computing Core Certification (IC3), Authorized Proctor, May 20, 2008

### **Dissertations Advised On**

Robin Parker, 2007-2008

Denise Sibley, 2008

Shelley Bock, 2008

Leanne Long, 2008

**Lesli M. Hutchins**

(b)(6)

Email: [lesli.hutchins@rcu.msstate.edu](mailto:lesli.hutchins@rcu.msstate.edu)

In August 1999, I graduated from Mississippi State University. I received a Bachelor of Arts in Communication with a concentration in Public Relations. Since graduation, I have held a wide variety of jobs from Data Specialist to Research Associate at Mississippi State University. I worked as a Research Associate at the Social Science Research Center working directly under the Director Dr. Arthur Cosby. I began graduate work in Instructional Technology and am planning to complete that in December of 2008. Upon completion, I will continue my graduate studies towards a PhD.

### **EDUCATION**

- 1995-1999 B.A. in Communication with a concentration in Public Relations,  
Mississippi State University.
- 2005-Pres. M.S. Instructional Technology, Mississippi State University.  
(1 class to completion expected December 2008)

### **COMPUTER EXPERIENCE**

I am proficient in the use of the following programs: Excel, Word, Works, Word Perfect, Power Point, Access, FrontPage, Photoshop, PageMaker, Acrobat, Illustrator, Dream Weaver, SPSS (Statistical Package for Social Sciences), Quark XPress, internet software, and various medical billing softwares.

### **ACADEMIC EMPLOYMENT**

- 2000-2001 Mississippi State University  
Social Science Research Center  
Communication Specialist

As the first communication specialist my responsibilities included but were not limited to: desktop publishing from initial receipt to final product including layout and design of all reports, brochures, flyers, posters, etc. that the SSRC publishes. I also was responsible for assisting with web design, technical editing of reports, and public relations work involving the Center.

- 2004-2005 Mississippi State University  
Social Science Research Center  
Research Associate

As research associate my responsibilities included but were not limited to: research work on a wide variety of projects under the director, utilizing SPSS for data analysis, creation of multiple Power Point presentations for conferences and meetings, including those for the About Children project which were published on the internet, organizing the annual visit of the students and professors from the University of Catania, Italy, assisted in the Southern Pain Study, from report writing to data analysis and survey design, and led a study on Racial Disparities in Cardiovascular Health in Mississippi, as well as helping to manage student research assistants.

2008-Pres. Mississippi State University  
Research and Curriculum Unit  
Research Associate II

As a research associate my responsibilities include but are not limited to: general research design on a variety of topics under the supervision of senior level researchers, utilization of SPSS (Statistical Package for the Social Sciences) for data analysis and data management, assist in the development of data acquisition techniques with various stakeholders, and survey development and construction for internal as well as external evaluations.

### **NON-ACADEMIC EMPLOYMENT**

2002-2003 Network 8, Inc.  
Flowood, MS  
QI/Data Specialist

As a QI/Data specialist my responsibilities included but were not limited to: data entry for approximately 40 facilities in TN, data validation, mail outs, CPM data entry, website maintenance and design, CDC project entry and validation, direct dealings with specific facilities regarding patient data.

2006-2008 Crigler Family Vision Center  
Starkville, MS  
Business Manager/Technician

As business manager my responsibilities include but are not limited to: the filing and collecting of all insurance for patients, entering insurance payment upon receipt, reconciling statements and payment from vendors, website design and maintenance, development of use of an email system for reminders, public relations and advertising. As technician my responsibilities include taking patient histories, prepping patient charts, getting visual acuities, auto-refraction, and whatever the doctor may ask of me.

### **PUBLICATIONS**

2003 *About Children: An Authoritative Resource on the State of Childhood Today.*  
Chicago, IL: The American Academy of Pediatrics. 271 pp. (edited with R. E. Greenberg, L. Southward and M. Weitzman).

For this project, I designed power points for all chapters of the book and they were published on the internet web site. They were available for download to use for presentation purposes.

2004 "The Social and Cultural Dimensions of Pain: An Overview of the Southern Pain Prevalence Study 2004." Volume I. July. Social Science Research Center, Mississippi State University. (with T. Thornton-Neaves, L. Rich, R. McMillen, M. Matta, L. Hutchins, J. Cathcart, M. Abregu, and H. Hitt).

2006 "An Assessment of Cardiovascular Health in Mississippi: A Focus on Racial Disparities in Mortality, Behavioral Risk Factors, and Knowledge." January. Social Science Research Center, Mississippi State University. (with L. Brown, H. Taylor, T. Thornton-Neaves, L. Hutchins, R. McMillen, and W. James).

## **Professional Development**

Mississippi State University, Information Technology Services, SAS I, July 2008.

Mississippi State University, Information Technology Services, Access I, August 2008.

Mississippi State University, Information Technology Services, Access II, August 2008.

Mississippi State University, Office of Research and Economic Development, Grant Writing I, September 2008.

Mississippi State University, Office of Research and Economic Development, Grant Writing II, September 2008.

Mississippi State University, Department of Sociology and Social Work, Graduate Level Course in Data Management in the Social Sciences, Fall 2008.

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l.hardjono@msstate.edu

## **PROFILE**

- Over 10 years of experience in information technology, providing technical support, system analysis and design, development and documentation, project management, group facilitation, and training
- Experience in system design, database management, web applications, and front-end tools development in ASP and WSH environments using Microsoft IIS, Microsoft SQL, HTML, CSS, VBScript, JavaScript, and Microsoft Office solutions
- Extensive knowledge of Microsoft operating system platforms, clustered and non-clustered Microsoft-based server environments, and Microsoft-based software applications
- Background experience in course development and delivery for professional enrichment workshops and conferences
- Proven ability to deliver projects without direct supervision, increase work efficiency, improve and streamline work processes, and organize individual as well as group projects
- Proficient in Microsoft Office (Word, Excel, PowerPoint, Access), Microsoft Visio, Microsoft Virtual PC, Adobe Creative Suite (Photoshop, Illustrator, Fireworks, InDesign, Acrobat, Dreamweaver), Macromedia Dreamweaver, Crystal Reports, and a variety of software utilities
- Highly motivated, detail-oriented, well-organized, excellent work ethic, and self-taught in various new skill sets

## **EDUCATION**

**Doctor of Philosophy**, Expected December 2010  
Majored in Industrial and Systems Engineering  
Mississippi State University, Mississippi

**Master of Science**, May 2005  
Majored in Information Systems  
Mississippi State University, Mississippi

**Bachelor of Business Administration**, August 1995  
Triple Majored in Management, Marketing, and General Business Administration  
Mississippi State University, Mississippi  
Graduated Magna Cum Laude

## **CERTIFICATIONS**

- **Internet and Computing Core Certification (IC<sup>3</sup>)**, 2007
- **Certification of Online Learning (C.O.O.L)**, 2006

## AREAS OF INTEREST

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- System Analysis, Design, and Development
- Knowledge Management and Information Portal
- Continuous Improvement and Change Management

## PROFESSIONAL EXPERIENCE

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### **Information Technology Manager**, July 2008 – Present

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Manage and supervise the Research and Curriculum Unit (RCU) Information Technology (IT) unit. Act as a liaison between the IT unit and other RCU subunits or external organizations. Develop IT forms and procedures. Conduct research, write proposals, and devise budgets for technology-related solutions for various projects.

#### *Key Contributions:*

- Performed process analysis for Mississippi Alternate Assessment independent rating system to reduce the turn-around time of report generation
- Converted the system used in Vocational Technical Assistance for Mississippi Department of Education from paper- to paperless-based system
- Improved the RCU inventory system to decrease repetitive, manual work and add a capability to search records electronically

### **Information Technology Project Manager and System Developer**, July 2005 – July 2008

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Managed group projects to ensure tasks are executed and delivered accurately and in a timely manner. Facilitated meetings and provided resources for group members. Designed and developed system and process improvement projects.

#### *Key Contributions:*

- Performed process analysis for the Mississippi Assessment Center (MAC) using Six Sigma principles to identify major issues and provide cost analysis
- Improved the Mississippi Career Planning and Assessment System, Edition 2 (MS-CPAS2) with online booklet ordering system to reduce cycle time and error rate for booklet dissemination
- Designed and implemented a barcode scanning system for the Vocational Administrators' Leadership Institute that reduced the turn-around time for awarding Continuing Education Unit (CEU) credits to participants

### **System Analyst and Developer**, July 2003 – June 2005

Research and Curriculum Unit, Mississippi State University, Starkville, Mississippi

Evaluated user needs, system processes, and alternative solutions to increase work and system efficiencies. Designed, developed, and maintained database-driven web applications using

HTML, VBScript, Microsoft IIS, Microsoft SQL, Microsoft Access, text editor, Macromedia Dreamweaver. Provided technical support for front-end applications such as Microsoft Office and back-end systems such as Microsoft IIS and Microsoft SQL.

*Key Contributions:*

- Proposed a technology upgrade for the RCU that increased the security of the RCU network and decrease the overhead of server maintenance
- Managed and configured mobile labs for on-site and off-site workshops using routers, wireless Access Points, and laptops and supervised off-site mobile labs deployment for conferences
- Conducted data analysis and generated reports for online workshop registration system, vocational conferences, and needs assessment surveys
- Designed and developed a database-driven web application to support work processes and reporting needs for the Vocational Instructor Preparation program

**Webmaster**, March 1998 – June 2003

Hinds Community College, Raymond, Mississippi

Managed group projects to evaluate user needs, current systems, and alternative solutions. Designed, developed, and maintained web sites using HTML, JavaScript, VBScript, Microsoft IIS, and Microsoft SQL. Conducted workshops and trained faculty and staff. Provided technical support for front-end and back-end applications. Resolved web- and database-related issues, debugged any scripting related problems, and developed Microsoft Office solutions.

*Key Contributions:*

- Upgraded the Hinds Community College web infrastructure by converting static web sites into database-driven web sites all six campuses
- Provided technical support for front-end and back-end applications such as Microsoft Office, Magic Solutions, Compass, and Blackboard
- Maintained budgets for web development unit
- Designed a logo, standard layout for training materials, forms, and internal procedure manuals for the Hinds Community College Information Services department

**Web Specialist**, September 1996 – March 1998

InternetU, Palm Bay, Florida

Designed, developed, and maintained web sites using HTML and JavaScript in Unix-based server environment. Created, scanned, and touched up media graphic files for web sites. Generated documentations for office procedures.

*Key Contributions:*

- Conducted client consultations to obtain project specifications
- Developed office solutions and automation systems using Microsoft Office (Word, Excel, and Access) in Windows based user environment and web site development
- Provided customer and technical support to resolve software and network connectivity issues

## AWARDS AND HONORS

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- **Cambridge Who's Who**, 2006
- **First Place Award in Web Page Junior Division**, College Public Relations Association of Mississippi, 1999
- **Gold Medallion of Excellence**, National Council for Marketing and Public Relations, 1999

## PRESENTATIONS

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### Conference Sessions

- *Change Management in Technology Areas* (January 2006)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jeremy Veldman
- *Fair Use in the Digital Age: Does It Exist?* (January 2005)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jon Beedle, Ph.D.
- *Wireless Balancing Act* (January 2005)  
Mississippi Educational Computing Association, Jackson, Mississippi  
Co-presenter: Jon Beedle, Ph.D.

### Professional Development Workshop Sessions

- *Developing Web Pages for Blackboard* (2003)  
Hinds Community College, Raymond, Mississippi
- *Creating Media Files Using Photoshop* (2000)  
Hinds Community College, Raymond, Mississippi
- *HTML Authoring, Part I: Beginners and Part II: Advanced* (1998-1999)  
Hinds Community College, Raymond, Mississippi

**Scott Mitchell**

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Contact Info: (b)(6)

[scott.mitchell@rcu.msstate.edu](mailto:scott.mitchell@rcu.msstate.edu)

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## EXECUTIVE SUMMARY

Experienced Sr. Programmer Analyst, multi-capable, solid achiever, and a broad range of proven skills that include:

- AS/400 Programming
- PC Programming
- Mainframe Programming
- Project Lead
- Customer Service
- Strategic Planning
- Training/Motivating
- Problem Solving

A resourceful and dynamic professional seeking to find a position within an organization that offers professional growth and opportunities for increased responsibilities based on performance.

## PROFESSIONAL EXPERIENCE:

### **SYSTEM ANALYST / APPLICATIONS DEVELOPER**

(January 2008 – Current) Mississippi State University,  
Research and Curriculum Unit,  
Starkville, Ms. 39759

#### Microsoft SQL Server

- Develop and support SQL server database applications
- Develop and support ASP web applications
- Develop and support Crystal Reports
- Develop and support Microsoft Access database applications

#### Training

- Entry Level Adobe Dreamweaver training

### **SR. PROGRAMMER ANALYST**

(November 1997 – March 2007) Sara Lee Foods,  
West Point, Ms. 39773.

#### AS/400 - ISeries

- Developed and supported applications utilizing RPG/ILE and imbedded SQL.
- Involved with the installation and interfacing of JBA ERP applications.

- Supported and implemented Teklogix RF applications.
- Supported interfaces utilizing IBM MQ Series
- Project manager and developer for a new livestock procurement/evaluation system for Bryan Foods and Jimmy Dean Foods.
- Developed and implemented an interface to a Linux based application for inventory retrievals and putaways to a high-rise warehouse.
- Implemented a purchase order interface from JBA to a SQL server utilizing MQ Series.
- Currently involved in the interface of our legacy JBA applications with SAP

#### ES9000 Mainframe

- Developed applications utilizing COBOL and CICS.
- Supported manufacturing and cost accounting applications.
- Supported Teklogix RF applications.
- Developed and implemented conversion programs to move finished goods inventory to JBA on the AS/400.

#### PC (Intel)

- Developed applications utilizing IBM Websphere.
- Support USDA Microsoft Access database and workable knowledge of all the Microsoft office tools.

#### PC (Linux)

- Interfaced inventory transactions from ERP system.

#### Training

- IBM MQ Series application programming.
- Six Sigma Yellow Belt training
- Self paced E-learning course on FrontPage 2002
- Online HTML and CSS training

#### **SR. PROGRAMMER ANALYST**

(February 1994 – November 1997) Thomas Industries / Daybrite Lighting, Tupelo, Ms 38802.

#### AS/400

- Developed applications utilizing RPGII / III.
- Involved with the installation and interfacing of Mapics XA MRP applications.
- Supported Teklogix RF applications.
- Helped Engineering implement a Knowledge Based Configurator Application to maintain Bill of Materials

**PROGRAMMER**

(December 1988 - February 1994) Stratford Furniture Company,  
New Albany, MS. 38652.

**ES9000 Mainframe**

- Developed applications utilizing PLI and CICS in the manufacturing arena
- Obtained the role of maintenance programmer for emergency and high level program failures
- Obtained the responsibility of supporting a Cobol based HR application with our corporate office in Chicago
- Supported EDI transactions

**EDUCATION:**

(August 1982 - July 1988)

Bachelor of Science in Computer Science  
Mississippi State University  
Starkville, Ms. 39762

**ADDITIONAL INFORMATION:**

- Extensive knowledge interfacing between different software and different machines.
- Workable knowledge of all Microsoft Office Tools
- References available upon request.

## **Curriculum Vitae, July 2008**

Domenico "Mimmo" Parisi

*Professor and Director  
Mississippi State University*

National Strategic Planning & Analysis Research Center  
P.O. Box 6027 / 203 Robert Louis Jones Circle  
Mississippi State, MS 39762  
Phone: 662-325-9242 / Fax: 662-325-1310  
E-mail: mimmo.parisi@nsparc.msstate.edu

### **EDUCATION**

The Pennsylvania State University, Ph.D.; Rural Sociology and Applied Statistics, 1998  
The Pennsylvania State University, M.A.; Rural Sociology and Community  
Development, 1995  
The Catholic University of Piacenza, Italy, Laurea/M.A.; Agronomy and Agricultural  
Economics, 1992

### **EXPERIENCE**

Mississippi State University

- 2008 to present. Director, National Strategic Planning & Analysis Research Center and Professor of Sociology
- 2004 to present. Director, State Workforce Integrated Performance System, State Workforce Investment Board
- 2004-2008. Coordinator, Workforce, Economic, & Community Development Research Unit and Associate Professor of Sociology
- 1998-2003. Co-Coordinator, Unit for Community and Environmental Studies and Assistant Professor of Sociology

### **PROFESSIONAL EXCELLENCE SUMMARY**

- Respected scientist, administrator, and practitioner focused on achieving exceptional results to improve the quality of life in Mississippi
- Nationally recognized expert and leader in exemplifying, articulating, promoting, and expanding the Land-Grant mission
- Developed the blueprint for an innovative strategic approach in Mississippi to create a unique results-oriented statewide integrated workforce system comprised of all 15 community colleges and seven state agencies along with their regional and local offices

- Contributed to the success of MSU and Mississippi by building a progressive research program aligning university, industry, and government resources and establishing strong public-private partnerships
- Trusted leader for state wide economic initiatives, strategic planning, and financial management to promote practices that meet the state's workforce needs while creating access to good jobs for workers across the state and local regions
- Recognized for consensus building and identifying, attracting, and working side-by-side with talented and highly motivated individuals to achieve established goals
- Award-winning scholar with 51 publications, 36 research grants totaling to \$19,734,362, 47 professional presentations at national and international conferences, actively involved in various national and international organizations, and actively engaged in various international, national, regional, and university committees

### **SELECTED AWARDS AND HONORS**

- Excellence in Extension and Public Service Award, Rural Sociological Society, 2008
- Ralph E. Powe Research Excellence Award, Mississippi State University, 2004
- Early Career Award, Rural Sociological Society, 2001

### **SELECTED COMMITTEES AND APPOINTMENTS**

- National Governors Association, Member of Mississippi Policy Academy on Sector Strategies, 2008-
- Momentum Mississippi, Member of the Working Group for the Economic Steering Committee, 2008-
- Mississippi House of Representatives, Select Committee on Poverty, Member of the Working Group for the Poverty Task Force, 2008-
- Rural Sociological Society Membership Committee, Chair, 2008
- Alabama-Mississippi Sociological Association, President, 2007
- University of Catania, Italy, Co-Chair of International Ph.D. Program in Human Sciences, 2006-
- Rural Sociological Society, Program Chair of Annual Meeting, 2004
- United States Department of Agriculture, Program Manager of Phase I and Phase II Small Business Innovation Research Rural and Community Development Program, 2004

### **PROFESSIONAL AND SCHOLARLY ASSOCIATIONS**

- Rural Sociological Society
- Population Association of America
- Southern Sociological Society
- Southern Rural Sociological Association
- Mid-South Sociological Association
- American Sociological Association
- International Association for Society and Natural Resources
- Society for the Study of Social Problems
- Alabama-Mississippi Sociological Association
- Community Development Society

## SELECTED RECENT PUBLICATIONS AND REPORTS

Parisi, Domenico, Steven Michael Grice, Guanqing Chi, and Jed Pressgrove. Forthcoming. "Poverty, Work, and the Local Environment: TANF and EITC." *Rural Studies Series*. Edited by Ann Tickameyer and Kristen Smith. Penn State Press.

Lichter, Daniel T., Domenico Parisi, Michael C. Taquino, and Brian Beaulieu. 2008. "Race and the Micro-Scale Spatial Concentration of Poverty." *Cambridge Journal of Regions, Economy, and Society* 10(1):1-17.

Parisi, Domenico and Steven Michael Grice. 2007. *Mississippi Business Environment and the Impact on Economic Development*. National Strategic Planning & Analysis Research Center, Mississippi State University.

Parisi, Domenico and Steven Michael Grice. 2007. *Mississippi Manufacturers: Preparing for the Jobs of the Future*. Workforce, Economic & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Racial Segregation in Rural and Small Town America: Does New York State Fit the National Pattern?" *Community and Rural Development Institute Research and Policy Brief Series* 10.

Parisi, Domenico, Steven Michael Grice, and Jed Pressgrove. 2007. "Mississippi Business Environment Before and After Katrina: Challenges and Opportunities." *Southern Rural Sociology* 22:64-82.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "National Estimates of Racial Segregation in Rural and Small Town America." *Demography* 44(3):563-581.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Municipal Underbounding: Annexation and Racial Exclusion in Southern Small Towns." *Rural Sociology* 72(1):47-68.

Parisi, Domenico, Steven Michael Grice, and Neil R. White. 2006. *Mississippi Delta Economic and Labor Market Landscape and Prospects*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *A Community Approach to Examine the Potential Impact of BRAC Recommendations on Pascagoula and Meridian, Mississippi*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *Mississippi Business Environment Before and After Katrina: Challenges and Opportunities*.

Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2005. "Community Concentration of Poverty and its Consequences on Nonmetro County Persistence of Poverty in Mississippi." *Sociological Spectrum* 25(4):469-483.

Parisi, Domenico, Duane A. Gill, Steven Michael Grice, and Michael Taquino. 2004. *Workforce Investment Act Customer Satisfaction Survey: July 2002 to June 2003*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2004. *WIN in Mississippi: Reaching Out to Dislocated Workers*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

### **SELECTED PROFESSIONAL PRESENTATIONS/PAPERS**

Lichter, Daniel T. and Domenico Parisi. 2007. "Race and the Micro-Scale Concentration of Poverty in Nonmetropolitan Counties." Presented at the annual meetings of the Rural Sociological Society, August 2-5, Santa Clara, CA.

Parisi, Domenico, Daniel T. Lichter, Steven Michael Grice, and Michael Taquino. 2007. "Disaggregating Trends in Racial Residential Segregation: Metropolitan, Micropolitan, and Noncore Counties Compared." Presented at the annual meetings of the Population Association of America, March 27-30, New York, NY.

Beaulieu, Lionel J. and Domenico Parisi. 2006. "Knowledge and Innovation: Are They the Highway to Brain Gain in Rural America?" Presented at the annual meetings of the Rural Sociological Society, August 10-13, Louisville, KY.

Parisi, Domenico, Deborah A. Harris, and Steven Michael Grice. 2006. "The Aftermath of Katrina and Its Impacts on the Resiliency of Local Labor Markets." Presented at the annual meetings of the Rural Sociological Society, August 10-13, Louisville, KY.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2006. "Racial Segregation in Small Towns: Municipal Underbounding and Racial Exclusion." Presented at the annual meetings of the Population Association of America, March 30-April 1, Los Angeles, CA.

**Curriculum Vitae, July 2008**  
Michael Taquino

**Associate Research Professor**  
**Mississippi State University**

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Mississippi State, MS 39762  
Phone: 662-325-9242 / Fax: 662-325-1310  
e-mail: mtaquino@nsparc.msstate.edu

**EDUCATION**

Mississippi State University, Ph.D.; Sociology, 2007  
Mississippi State University, MS.; Sociology, 2000  
Mississippi State University, B.S.; Wildlife and Fisheries Management, 1998

**EXPERIENCE**

Mississippi State University

- 2008 to present. Associate Research Professor, National Strategic Planning & Analysis Research Center
- 2004-2008. Data Management Coordinator, Workforce, Economic, & Community Development Research Unit
- 2003-2004. Research Associate, Unit for Community and Environmental Studies

**PROFESSIONAL EXCELLENCE SUMMARY**

- 29 publications, including articles, briefs, and technical reports
- 2 sponsored research grants totaling over \$14,000,000
- 23 professional presentations at national and international conferences,
- 6 active memberships in national and international organizations

**SELECTED AWARDS AND HONORS**

- College of Arts and Sciences Graduate Student Research Award, Mississippi State University; 2000
- Outstanding Master's Student Award, Department of Sociology, Mississippi State University 1999

**SELECTED COMMITTEES AND APPOINTMENTS**

- Editorial Board, Journal of Southern Rural Sociology; 2006
- President of Alpha Kappa Delta, Alpha Chapter of Mississippi, 2000

## PROFESSIONAL AND SCHOLARLY AFFILIATIONS

- Alabama-Mississippi Sociological Association
- Alpha Kappa Delta
- Mid-South Sociological Association
- Rural Sociological Society
- Southern Sociological Society
- Southern Rural Sociological Association

## SELECTED RECENT PUBLICATIONS AND REPORTS

Lichter, Daniel T., Domenico Parisi, Michael C. Taquino, and Brian Beaulieu. Forthcoming. "Race and the Micro-Scale Spatial Concentration of Poverty." *Cambridge Journal of Regions, Economy, and Society*

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Racial Segregation in Rural and Small Town America: Does New York State Fit the National Pattern?" *Community and Rural Development Institute Research and Policy Brief Series 10*.

Parisi, Domenico, Steven Michael Grice, and Jed Pressgrove. 2007. "Mississippi Business Environment Before and After Katrina: Challenges and Opportunities." *Southern Rural Sociology* 22:64-82.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "National Estimates of Racial Segregation in Rural and Small Town America." *Demography* 44(3):563-581.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2007. "Municipal Underbounding: Annexation and Racial Exclusion in Southern Small Towns." *Rural Sociology* 72(1):47-68.

Parisi, Domenico, Steven Michael Grice, and Neil R. White. 2006. *Mississippi Delta Economic and Labor Market Landscape and Prospects*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *A Community Approach to Examine the Potential Impact of BRAC Recommendations on Pascagoula and Meridian, Mississippi*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Deborah A. Harris, and Michael Taquino. 2006. *Mississippi Business Environment Before and After Katrina: Challenges and Opportunities*. Workforce, Economic, & Community Development Research Unit, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2005. "Community Concentration of Poverty and its Consequences on Nonmetro County Persistence of Poverty in Mississippi." *Sociological Spectrum* 25(4):469-483.

Parisi, Domenico, Duane A. Gill, Steven Michael Grice, and Michael Taquino. 2004. *Workforce Investment Act Customer Satisfaction Survey: July 2002 to June 2003*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Parisi, Domenico, Steven Michael Grice, Michael Taquino, and Duane A. Gill. 2004. *WIN in Mississippi: Reaching Out to Dislocated Workers*. Unit for Community and Environmental Studies, Social Science Research Center, Mississippi State University.

Taquino, Michael, Domenico Parisi, and Duane A. Gill. 2002. "Units of Analysis and the Environmental Justice Hypothesis: The Case of Industrial Hog Farms." *Social Science Quarterly* 83(1):298-316.

### **SELECTED PROFESSIONAL PRESENTATIONS/PAPERS**

Lichter, Daniel T., Parisi, Domenico, Steven M. Grice, and Michael C. Taquino. 2008. "Hispanic Residential Segregation in New Immigrant Destinations." Paper presented at the annual meetings of the Population Association of America, April, New Orleans.

Parisi, Domenico, Daniel T. Lichter, Steven Michael Grice, and Michael Taquino. 2007. "Disaggregating Trends in Racial Residential Segregation: Metropolitan, Micropolitan, and Noncore Counties Compared." Presented at the annual meetings of the Population Association of America, March 27-30, New York, NY.

Lichter, Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2006. "Racial Segregation in Small Towns: Municipal Underbounding and Racial Exclusion." Presented at the annual meetings of the Population Association of America, March 30-April 1, Los Angeles, CA.

Lichter Daniel T., Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2005. "Annexation and Municipal Underbounding: Racial Exclusion in America's Small Towns." Presented at the annual meetings of the Rural Sociological Society, August 8-12, Tampa, FL.

White Neil, Domenico Parisi, Steven Michael Grice, and Michael Taquino. 2005. "Capital Formation in Mississippi: Does it Work?" Presented at the annual meetings of the Rural Sociological Society, August 8-12, Tampa, FL.

Parisi, Domenico, Michael Taquino, and Steven Michael Grice. 2005. "Understanding Factors Affecting Public Support for Precision Agriculture." Presented at the annual meetings of the International Conference on Environmental, Cultural, Economic, and Social Sustainability, February 25-27, Oahu, HI.

# Budget Narrative

## Budget Narrative

Attachment 1:

Title: Pages: Uploaded File: 1235-Budget Narrative (Justification).pdf

### **Budget Narrative (Justification)**

The costs associated with this project are derived from past and current costs of equipment and services to create, implement, and maintain the Mississippi Student Information System and its educational partners' existing data systems, industry standard cost, and past similar National Statewide PK-16 Initiatives. A more specific cost will be established after bids are received. At this time the PK-16 Governing body will make the necessary adjustments.

**Phase One: School Year 2008-2009**

Oct'08 Jun'09

\*with March being the beginning of the Grant Period

Data and System Requirements of all educational partners and Implementation Data Mart/Warehouse, Data Quality Cleanser, Data Dictionary, Data Standards and Business Rules Keeper, with the Major task being:

**Major Task**

PK-16 Longitudinal Data Planning Meeting, Define Data and System Requirements, Develop Request For Proposal for required Software, Hardware, and Contractual Services, Accept Grant Award, Proposal Review and Selection, Business Rules and Data Dictionary Reviewed and Finalized, Interfaces, Data Mapping, Data Conversions Reviewed and Finalized, Data Export, Data Import, Data Integration Procedure Established, Configuration of Hardware and Storage, Data Warehouse Data Mart Testing

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	600	51,000
2 Programmers	110.00	1200	132,000
2 Database Specialist	150.00	1200	180,000
Documentation Specialist	55.00	200	11,000
<b>Sub-Total</b>			<b>374,000</b>
<b>Software</b>			
OS, Database Engine, Database Tools			<b>120,000</b>
<b>Hardware</b>			
Servers, Capacity Upgrades, Communication Devices (Routers, Firewalls)			<b>200,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>

<b>Total Direct Cost</b>			<b>707,000</b>
<b>Indirect Cost</b>			<b>75,649</b>
<b>GRAND TOTAL</b>			<b>782,649</b>

**Phase Two: School Year 2009-2010**

Report Development, Data Mining Tool, Adhoc Reporter, ED Facts Staging System will be a continuation of report development; however, this will be concentrating on allowing the user to guide the output. This will serve as a full research center for Mississippi Educational Data for all Education Partners. Ongoing professional development will be a must. It will also emphasize the expansion of methods to ensure the accuracy of data, the development and implementation of policy for data access, and security parameters. At this point, the education partners will concentrate on the establishment of policies and procedures for viewing and generating reporting needs. Continued professional development based on needs identified in year one.

**Major Task**

Joint Development Meeting with Data Teams, Report Analysis and Requirements, Design Reports Design Documentation, Develop Reports, Install and Configure Data Mining Tools, Install and Configure Ad-hoc Reporter, EdFacts Staging System Analysis and Requirement Meeting, EdFacts Staging System Design Review, EdFacts Staging System Testing, EdFacts Staging System Implementation, Professional Development

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	1440	122,400
2 Programmers	110.00	3000	330,000
2 Database Specialist	150.00	3000	450,000
Documentation Specialist	55.00	800	44,000
<b>Sub-Total</b>			<b>946,400</b>
<b>Software</b>			
Data Mining Tool, Adhoc Reporter, Software for EdFacts Staging			<b>300,000</b>
<b>Hardware</b>			
<i>Additional Hardware Needs</i> Servers, Capacity Upgrades, Communication Devices (Routers, Firewalls)			<b>150,000</b>
<b>Training</b>			<b>80,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>
<b>Total Direct Cost</b>			<b>1,489,400</b>

<b>Indirect Cost</b>			<b>159,365.80</b>
<b>GRAND TOTAL</b>			<b>1,648,765.80</b>

**Phase Three: School Year 2010-2011**

State Department of Education, Local Education Entities, and Education Partners Performance DASHBOARD and Decision Tool

Major Task: Initial Dashboard and Decision Tool Meeting with all Education Partners and a focus group composed of their Customers, Dashboard and Decision Tool Need Assessment Analysis and Requirements Design, Interface and Reports Design Documentation, Develop/Modify Interface and Reports, Install and Configure Data Mining Tools, Install and Configure Ad-hoc Reporter, Testing and Quality Assurance Dashboard and Decision Tools

	<b>Cost per Hour</b>	<b>Estimated Hours</b>	<b>Cost</b>
<b>Contractual Services</b>			
Program Manager	85.00	800	68,000
2 Programmers	110.00	2000	220,000
2 Database Specialist	150.00	2000	300,000
Documentation Specialist	55.00	1500	82,500
<b>Sub-Total</b>			<b>670,500</b>
<b>Software</b>			
Data Mining Tool, Adhoc Reporter, Software for EdFacts Staging			<b>85,000</b>
<b>Hardware</b>			
Additional Hardware Needs			<b>15,000</b>
<b>Training</b>			<b>80,000</b>
<b>Travel</b>			<b>5,000</b>
<b>Other</b>			<b>6,000</b>
<b>Supplies</b>			<b>2,000</b>
<b>Total Direct Cost</b>			<b>863,500</b>
<b>Indirect Cost</b>			<b>92,394.50</b>
<b>GRAND TOTAL</b>			<b>955,894.50</b>

**PROJECT TOTAL \$3,387,309.30**