Studer Education

MISSISSIPPI

Improvement by Design, Not by Chance



OUTCOMES | Oxford School District

CORE ACADEMICS

↑8.8 & ↑14

PERCENTAGE POINTS

ELA proficiency climbed from 55.1% to 63.9%, and math proficiency increased from 58.9% to 72.9% between 2022 and 2025.

ADVANCED PLACEMENT

↑29

PERCENTAGE POINTS

AP scores of 3 or higher increased from 62% in 2021 to 91% in 2025, while earned college credit hours more than doubled.

HOLISTIC READINESS

↑8.1

PERCENTAGE POINTS

Students meeting all three college, career, and life readiness standards increased from 1.1% in 2021 to 9.2% in 2023.

EMPLOYEE EXPERIENCE

↑37.2

PERCENTAGE POINTS

Employees receiving monthly leader check-ins reported an 87.4% favorable workplace recommendation rate, compared to 50.2% for those without.

COMMUNITY TRUST

81%

APPROVAL

The community passed a $37 million school bond with an 81% approval rate.

AT A GLANCE

STATE	ENROLLMENT	SCHOOLS	FOCUS AREA	STUDER EDUCATION PARTNER SINCE
Mississippi	4,600 Students	7 Campuses	Culture & Alignment	2021

CHALLENGE

Oxford School District sought to expand its definition of student success beyond traditional academic measures while continuing to strengthen achievement. District leaders recognized that reaching this broader vision would require greater alignment across goals, teams, and improvement efforts — and a more disciplined system for turning strategy into action.

SOLUTION

In partnership with Studer Education, Oxford built an aligned system for turning district priorities into action. Scorecards connected systemwide goals to school and classroom priorities, while disciplined improvement cycles helped teams use data to identify what was working and make adjustments. Leader rounding strengthened communication, surfaced barriers, and helped build a culture of continuous improvement.

> *Our partnership with Studer Education has helped us create greater alignment around what matters most for our students. We've moved from isolated improvement efforts to a more intentional way of working — and we're seeing that translate into stronger outcomes across our district.*
>
> — Bradley Roberson, Superintendent

LEADERSHIP IN ACTION

SYSTEMWIDE ALIGNMENT

Using Studer Education's scorecard approach, Oxford connected districtwide priorities with department and school goals, Professional Learning Communities (PLCs), and classroom-level student goals. This alignment helped leaders and educators focus on shared priorities rather than disconnected improvement initiatives.

PRE-K TO PROFESSIONAL INITIATIVE

Oxford developed research-based indicators to measure student readiness beyond standardized test scores, from early childhood through graduation and beyond. This broader approach considers academic achievement, college readiness, workforce preparation, and the skills students need for success in life.

TARGETED ACTION PLANS & PDSA CYCLES

Teachers developed measurable action plans and used Plan-Do-Study-Act (PDSA) improvement cycles with students to test instructional strategies and monitor progress. Connecting classroom actions with performance data helped teachers make informed adjustments while encouraging students to take greater ownership of their learning.

LEADER ROUNDING

Administrators conducted regular, one-on-one employee check-ins to gather feedback, identify barriers, and provide timely support. This practice strengthened communication and helped leaders address employee needs, contributing to a more positive employee experience and a culture of continuous improvement.

SUMMARY

Oxford School District in Mississippi set out to strengthen academic achievement while expanding its definition of student success beyond traditional measures. In partnership with Studer Education, the district moved away from "random acts of improvement" by aligning priorities from district leadership to individual classrooms. Through focused scorecards, disciplined improvement cycles, and intentional leader rounding practices, Oxford strengthened its culture of continuous improvement and achieved significant gains in academic performance, student readiness, employee experience, and community trust.

LASTING IMPACT

Oxford School District's partnership with Studer Education has helped build a districtwide culture of continuous improvement grounded in leadership alignment, shared accountability, and focused action. By connecting strategic priorities to everyday practices, the district has moved beyond isolated initiatives and established an approach that supports meaningful progress across schools and classrooms.

The impact extends beyond academic achievement. Oxford has strengthened student readiness, improved employee experience, and earned significant community support, including the passage of a $37 million school bond with 81% approval. These accomplishments reflect a district committed to measuring success broadly and following through on its priorities.

Oxford continues to build on that progress, voluntarily raising its expectations for student readiness and pursuing a goal of 60% high school readiness by 2029. Through its ongoing partnership with Studer Education, the district has strengthened the leadership practices and organizational alignment that support continued improvement — demonstrating that meaningful progress happens by design, not by chance.