

**OFFICE OF CHIEF SCHOOL AND DISTRICT TRANSFORMATION OFFICER**  
**Summary of State Board of Education Agenda Items**  
**February 19, 2026**

**OFFICE OF SCHOOL AND DISTRICT TRANSFORMATION**

03. Action: Approval of the appointment of an Interim Superintendent for the Okolona Separate School District [Goals 1, 2, 3, 4, 5, and 6 – MBE Strategic Plan]

Mr. Chad R. Spence has served as a Superintendent of the North Panola School District, a Superintendent of the Okolona Separate School District, an Assistant Superintendent of the South Panola School District, as an Assistant Superintendent of the Houston School District, as a Principal of D.T. Cox Elementary School, and a Principal of Houston Middle School.

This item references Goals 1, 2, 3, 4, 5, and 6 of the *Mississippi Board of Education Strategic Plan*.

Recommendation: Approval

Back-up material attached

# Chad R. Spence

973 Baker Batesville, MS 38606 · (662) 231-0565 · spencr1914@yahoo.com

---

## SUPERINTENDENT OF EDUCATION

### Superintendent /Assistant Superintendent/ Principal / Educator

Highly qualified educator and administrator with 25 years of strong leadership and commitment to promoting student growth and achievement. Currently serving as the Assistant Superintendent servicing approximately 509 students and 51 certified teachers on 3 campuses. Successful in driving a rigorous curriculum set out to challenge students daily. Committed to administering board policies, effective, and creating a professional learning community where students are exemplified and demonstrate higher levels of learning.

#### **Core competencies include:**

- Staffing & Leadership Development
- Interpersonal Skills
- Personnel/Human Resource Management
- Policy Revisions
- Parent & Community Involvement
- Multisite Operations Oversight
- Program Evaluation
- Federal Program Evaluation
- Hearing Officer
- Accreditation Evaluation

---

## PROFESSIONAL EXPERIENCE

---

NORTH PANOLA SCHOOL DISTRICT, Sardis, MS

**SUPERINTENDENT** (July 2022– June 2025)

Oversees the daily operations and the long-range planning of the North Panola School District. Serves as the point person for all district matters. Supervise school principals and district staff, work with school board members and to manage fiscal operations.

#### **Selected accomplishments:**

- *Successful Rating for the 2022-2023, 2023-2024 academic year moved from a D rating to C rating*
- *B-Rated High School for 2 consecutive years*
- *Managed and Completed Construction Projects: HVACs, Windows, Artificial Football Turf*
- *Developed approve plan for Auditorium renovation at North Panola High School*
- *Developed the approved plan for 2.4 million dollar QCSB for building construction projects*
- *Increase communication with parents and stakeholders by enhancing district website*

...continued...

OKOLONA MUNICIPAL SEPARATE SCHOOL DISTRICT, Okolona, MS  
**SUPERINTENDENT** (July 2019 – June 2022)

Oversees the daily operations and the long-range planning of the Okolona Municipal Separate School District. Serves as the point person for all district matters. Supervise school principals and district staff, work with school board members and to manage fiscal operations.

**Selected accomplishments:**

- *Successful Rating for the 2021-2022 academic year moved from a D rating to a C Rating*
- *B-Rated High School for the 2021-2022 academic year*
- *One to one computer initiative for all students K-12*
- *Approved for the RUS GRANT for technology improvement*
- *Increased safety of all students by replacing classroom doors, install control access entry system*
- *Purchased touchless water fountains and sinks*
- *Install security cameras at each school*
- *Replaced building stairs at elementary school safety improvement*
- *Increased communication with parents and stakeholders by enhancing district website*

SOUTH PANOLA SCHOOL DISTRICT, Batesville, MS  
**ASSISTANT SUPERINTENDENT** (July 2016 – June 2019)

Assists the Superintendent with day-to-day operations involving the school board. Advises and counsels the district administration concerning personnel, policy, and operational issues. Serves as director of the departments of Personnel, Student Services, and the Alternative School for the school district.

**Selected accomplishments:**

- Implemented the Edgenuity Online Program which increased student achievement for students in grades 9-12 and graduation rates from 76% to 80%.
- Established the online learning program at the Alternative School which assisted in increasing student passing rates in course work by 60%.

HOUSTON SCHOOL DISTRICT, Houston, MS  
**ASSISTANT SUPERINTENDENT** (July 2012 – June 2016)

Served as director of the Federal Programs, Student Services, Transportation and Maintenance, and Alternative School of the school district. Assisted the Superintendent in day-to-day school board operations and advised and counseled the district administrators concerning federal funds, personnel, policy, and operational issues.

**Selected accomplishments:**

- Effectively used and monitored the school budget which allowed improvements to the infrastructure of school buildings, repairing of school roads, HVAC units to be replaced, and 7 new school buses to be purchased.
- Use Federal Title I funds to help improve graduation rate at Houston High School

D.T. COX ELEMENTARY, Pontotoc, MS  
**PRINCIPAL** (August 2008 – June 2012)

Created a safe and positive learning environment where all students are provided with the needed resources to be successful by demonstrating higher levels of learning according to state standards and common core curriculum. Built relationships with teachers and provided resources and support within the classroom. Planned, controlled, and directed the overall activities for the school. Additionally implemented professional development activities, performed teacher evaluations, maintained and monitored school budget, administered student discipline, and encouraged and supported a team atmosphere.

**Selected accomplishments:**

- Achieved the Star School State Rating based on student academic performance for 2 Consecutive Years (2010-2012).

HOUSTON MIDDLE SCHOOL, Houston, MS

**PRINCIPAL** (January 2006 – July 2008)

Created a safe and positive learning environment where all students are provided with the needed resources to be successful by demonstrating higher levels of learning according to state standards and common core curriculum. Built relationships with teachers and provided resources and support within the classroom. Planned, controlled, and directed the overall activities for the school. Additionally implemented professional development activities, performed teacher evaluations, maintained and monitored school budget, administered student discipline, and encouraged and supported a team atmosphere.

**Selected accomplishments:**

- Achieved Level 5 State Rating for increasing student achievement by 2 Levels (Increased from Level 3 Rating-to Level 5 Rating, which was the highest level a school could make).

---

**ADDITIONAL EXPERIENCE**

---

**OKOLONA EDUCATION STEERING TASK FORCE COMMITTEE** (August 2019-December 2021)

**TST CHAIRPERSON** | PONTOTOC CITY SCHOOL DISTRICT (January 2008 – January 2012)

**DROPOUT COMMITTEE MEMBER** | HOUSTON SCHOOL DROPOUT PREVENTION (August 2012 – JUNE 2016)

**6<sup>TH</sup> GRADE LANGUAGE ARTS TEACHER** | MILAM ELEMENTARY SCHOOL (August 2000 – December 2005)

---

**EDUCATION & CREDENTIALS**

UNIVERSITY OF MISSISSIPPI— University, MS

**Specialists of Education in Educational Leadership**, May 2008

UNIVERSITY OF MISSISSIPPI— University, MS

**Masters of Education in Educational Leadership**, December 2004

ALCORN STATE UNIVERSITY— Alcorn State, MS

**Bachelors of Science in Elementary Education**, May 2000

**Professional Development**

MSBA Leadership Conference 2019-2024 | Leadership Academy for Perspective Superintendent Fall-2014-Spring 2015 | School Board Training, Community and Family Engagement/School Board Ethics- Spring 2014 | Mass Winter Conference-- Winter 2014 | MS School Board Association School Policy Risk Workshop Fall 2013 | Leadership Academy Conference NEW ORLEANS-Fall 2013 | Dropout Prevention Conference-- Fall 2013 | Mass Winter Conference- Winter 2013 | Transportation Workshop- Summer 2012 | Mass Summer Conference- Summer 2012 |

Professional Development /Conference Summer 2010 | Strategies To Address The Complexity Of Today's Curriculum-- Spring 2009 | Dyslexia Training-- Summer 2009 | MS Model School Conference-- Fall 2009 | A Framework For Understanding Poverty- Summer 2008 | Milsaps Principals' Summer Institute-- Summer 2008

### ***Affiliations & Activities***

- MPE (Mississippi Professional Educators) member 2004-Present
- Served on Chickasaw County
- PHI BETA SIGMA FRATERNITY, INC. Theta Iota Sigma Chapter, Director of Education (2012-Present)
- Education Ministry Member, White Hill Baptist Church Tupelo, MS 2005—2022
  - Conducted ACT workshops, coordinated back to school socials for parents and students, scheduled college visits, and helped students and parents with the admission's process for college.
  - Teach Children Church for ages 6-8 and 12-14
- Member, Steering Committee for Development of Girls and Boys Club in Houston, MS- December 2007- May 2008
- Volunteer, White Hill Baptist Church Summer School Program –Summer 2003
  - Developed program curriculum, accompanied children during outside activities, addressed problematic behavior, and taught students new life skills.
- Volunteer, Boys to Men Basketball Camp –Summer 2003
  - Coached boys ages 10-13 to learn basketball fundamentals and importance of sportsmanship.
  - Education Director for Phi Beta Sigma Fraternity, INC.

### ***Honors & Awards***

- *Recognized by MDE Spring 2024 for CTC Program Invent to 2Prevent Campaign*
- Selected by Mississippi Department of Transportation to revise the MS state accreditation standards, Spring 2015
- Recipient of the Star School Rating for outstanding gains in student achievement and performance. D.T. Cox Elementary, Fall 2012.
- Recipient of the PREPS Value Added Award for outstanding gains in student achievement and performance MCT2 assessment 4 years in a row. D.T. Cox Elementary, 2011-2007
- Achieved the state rating for increasing student achievement by 2 Levels (Increased from Level 3 Rating-to Level 5 Rating, which was the highest level a school could make). Houston Middle School, Fall 2007.
- Awarded "Teacher of Distinction" by peers from Milam Elementary, Tupelo Public Schools, Fall 2004.
- Awarded "Inspirational Teacher Award", sponsored by the Future Educators of America, for dedication to teaching and inspiring others to teach. Tupelo Public Schools, 2002.