



JEFCOED

JEFFERSON COUNTY BOARD OF EDUCATION

Enlighten. Engage. Empower.

STATE OF THE DISTRICT Leadership Matters 2016

Strategic Components

Excellent
leadership,
collaboration,
community
support

Excellent
teaching,
assessment,
instruction,
and learning

Excellent
facilities,
support
systems,
technology,
resources

High-performing schools and
successful GRADUATES

1.

GOVERNANCE & LEADERSHIP

**Goal 1: Support and deliver excellent
governance and leadership.**



1. Governance & Leadership

Goal 1: Support and deliver excellent governance and leadership.

1.1 Board of Education members are qualified, effective, collaborative, and engaged in on-going development of skills and knowledge.

1.2 System and school administrators are qualified, effective, innovative, collaborative and engaged in on-going development of skills and knowledge.

1.3 Employees, community members, families, and students have opportunities to participate in system leadership, governance, planning, and decision-making.

Goal 1: Support and deliver excellent governance and leadership.

- ▷ Thanks to all of you, our Board has been working very collaboratively for the last several months.
- ▷ We all have worked to maintain open lines of communications with our employee associations.
- ▷ We have updated all our salary schedules to reflect compensation that is competitive with the regional average by position and employee type.
- ▷ Many of you have expanded community partnerships which has increased the level of support for your schools.
- ▷ We have really begun to focus on bridging the gap between school and business which will lead to internship opportunities.
- ▷ We are leveraging relationships with special groups like the Arts as well as social services.

2.

TEACHING & LEARNING

Goal 2: Deliver excellent teaching and instructional services to achieve excellent learning.



2. Teaching & Learning

Goal 2: Deliver excellent teaching and instructional services to achieve excellent learning.

2.1 All schools provide rigorous curriculum and relevant, challenging, engaging instruction to meet the needs of all students.

2.2 All schools meet or exceed established yearly learning goals for all subgroups in all subjects and sustain progress toward the target graduation rate of 100%.

2.3 All personnel are highly qualified, highly effective, and engaged in ongoing development of knowledge and skills.

2.4 All decision-making is based on data that is effectively collected, analyzed, and used to improve teaching and learning.

Goal 2: Deliver excellent teaching and instructional services to achieve excellent learning.

- ▷ We have standardized scheduling throughout the district.
- ▷ This has facilitated expanded dual enrollment opportunities as well as sharing teachers and programs between the schools.
- ▷ We are continuing to expand our implementation of the Literacy Design Curriculum and the Math Design Curriculum within all schools.
- ▷ We have implemented Accelerate JEFCEOD which has expanded academic opportunities for advancement and recovery.
- ▷ We expanded Career Tech programs from 68 programs to 125 programs.
- ▷ We began project based learning in all the elementary schools.
- ▷ We started feeder pattern data meetings and implemented support in that manner.
- ▷ HR has expanded recruitment strategies to make sure we can hire talented staff.
- ▷ Professional Learning has focused on a narrowed scope of support.

3.

FACILITIES & SUPPORT SYSTEMS

**Goal 3: Provide and sustain excellent facilities,
resources, and support systems.**



3. Facilities & Support Systems

Goal 3: Provide and sustain excellent facilities, resources, and support systems.

3.1 Facilities are safe, secure, appropriate, well maintained and adequately equipped throughout the school district.

3.2 Sufficient and stable financial, physical, and human resources are available to sustain innovation and support continuous improvement of system operations, instructional programs, and student achievement.

3.3 Current technology, infrastructure, and essential equipment and resources are provided to deliver high quality instruction, to facilitate effective communication, and to support student achievement.

Goal 3: Provide and sustain excellent facilities, resources, and support systems.

- ▷ Implementing a financial improvement plan has allowed us to redirect resources that have invested \$20 million over the last two years on capital improvement.
- ▷ Added 40 new buses this year.
- ▷ Focused on improving bathrooms, lights, and gymnasiums.
- ▷ Accelerated roofing repairs in multiple schools.
- ▷ Facilitated a bill which will bring us \$6 million a year for capital needs.
- ▷ Began the groundwork of our current ad valorem renewal efforts.
- ▷ Upgraded high schools' networks and currently working to do the same in all middle and elementary schools.
- ▷ Expanded the uses of various electronic devices that support instruction.

4.

COMMUNICATION & COLLABORATION

Goal 4: Engage in excellent communication and collaboration with families, community partners, and all entities that promote student success.



4. Communication & Collaboration

Goal 4: Engage in excellent communication and collaboration with families, community partners, and all entities that promote student success.

4.1 School system data and achievements are effectively disseminated, published and made easily accessible to provide accountability, enhance credibility, and to enhance support for programs.

4.2 Effective collaborative relationships with families, post-secondary institutions, business-industry groups, and the community are initiated, maintained, and expanded to maximize student success.

Goal 4: Engage in excellent communication and collaboration with families, community partners, and all entities that promote student success.

- ▷ Growth data was shared with Administrators in feeder pattern meetings.
- ▷ We shared 4 district wide data meetings.
- ▷ Principals turned it around at the local school level and held parent and student goal settings.
- ▷ Implemented the JCAP Advisor/Advisee program in middle schools and high schools.
- ▷ We focused on the development of our 4 year plans and increased collaborative relationships.
- ▷ We launched new district and school websites in order to meet 21st Century digital communication needs.
- ▷ We launched the Key Communicator program in order to increase the means and success of communication throughout the entire district and community.

5. CONTINUOUS IMPROVEMENT

Goal 5: Sustain and demonstrate excellent commitment to continuous improvement.



5. Continuous Improvement

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5.1 Published plans are effectively implemented, evaluated, and modified to increase student achievement, to evaluate school system success, and to guide decision-making.

5.2 The system strategic plan is regularly reviewed, monitored, evaluated, revised, and reported on to communicate progress.

Goal 5: Sustain and demonstrate excellent commitment to continuous improvement.

- ▷ Every school completed a systematic process that results in a continuous improvement plan.
- ▷ Activities and reform efforts are tied directly to the work.
- ▷ The strategic plan is used as a template for all district level work.

FUTURE CHANGES FOR THIS UPCOMING YEAR

**Governance & Leadership . Teaching & Learning
Facilities & Support Systems . Communication &
Collaboration . Continuous Improvement**



Future Changes for This Upcoming Year

GOVERNANCE & LEADERSHIP

- ▷ Continue working with the Board and stakeholders to increase their awareness of proper administration.
- ▷ Invest training efforts that will increase the DOK of our APs.
- ▷ Encourage our best teacher leaders to pursue advanced learning opportunities.

Future Changes for This Upcoming Year

TEACHING & LEARNING

- ▷ Continue to provide rigorous curriculum that meets the individual needs of all students.
- ▷ All schools meet or exceed their learning goals in every grade and every subgroup.
- ▷ Work with new staff in a way that we encourage their professional growth as well as their inclusion into our school families.

Future Changes for This Upcoming Year

FACILITIES & SUPPORT SYSTEMS

- ▷ Maintain balanced expenditures that allow us to continue making improvements.
- ▷ Successfully complete our tax renewal campaign in November.
- ▷ Begin a capital building plan which will lead to updating several of our elementary and middle schools.

Future Changes for This Upcoming Year

COMMUNICATION & COLLABORATION

- ▶ By utilizing our new websites, increase contacts with our stakeholders through proper messaging and frequent communications.
- ▶ Expand the Key Communicator Program so that its not a burden on any single individual but a shared responsibility of the entire faculty.
- ▶ Continue to build on the partnerships and community relationships in each school.

Future Changes for This Upcoming Year

CONTINUOUS IMPROVEMENT

- ▷ Revisit and possibly revise our strategic plan beginning next spring.
- ▷ Maintain the focus on the main thing: Don't go chasing butterflies.
- ▷ Insist on the use of data in driving the decision making process.

Strategic Goals

