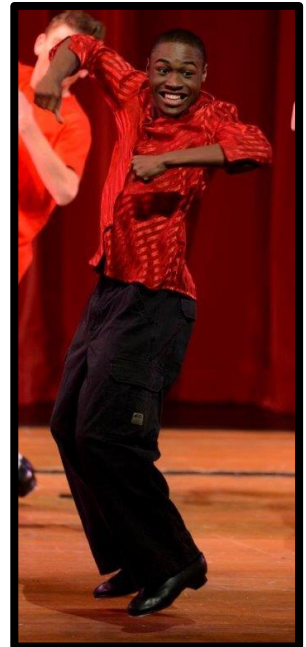


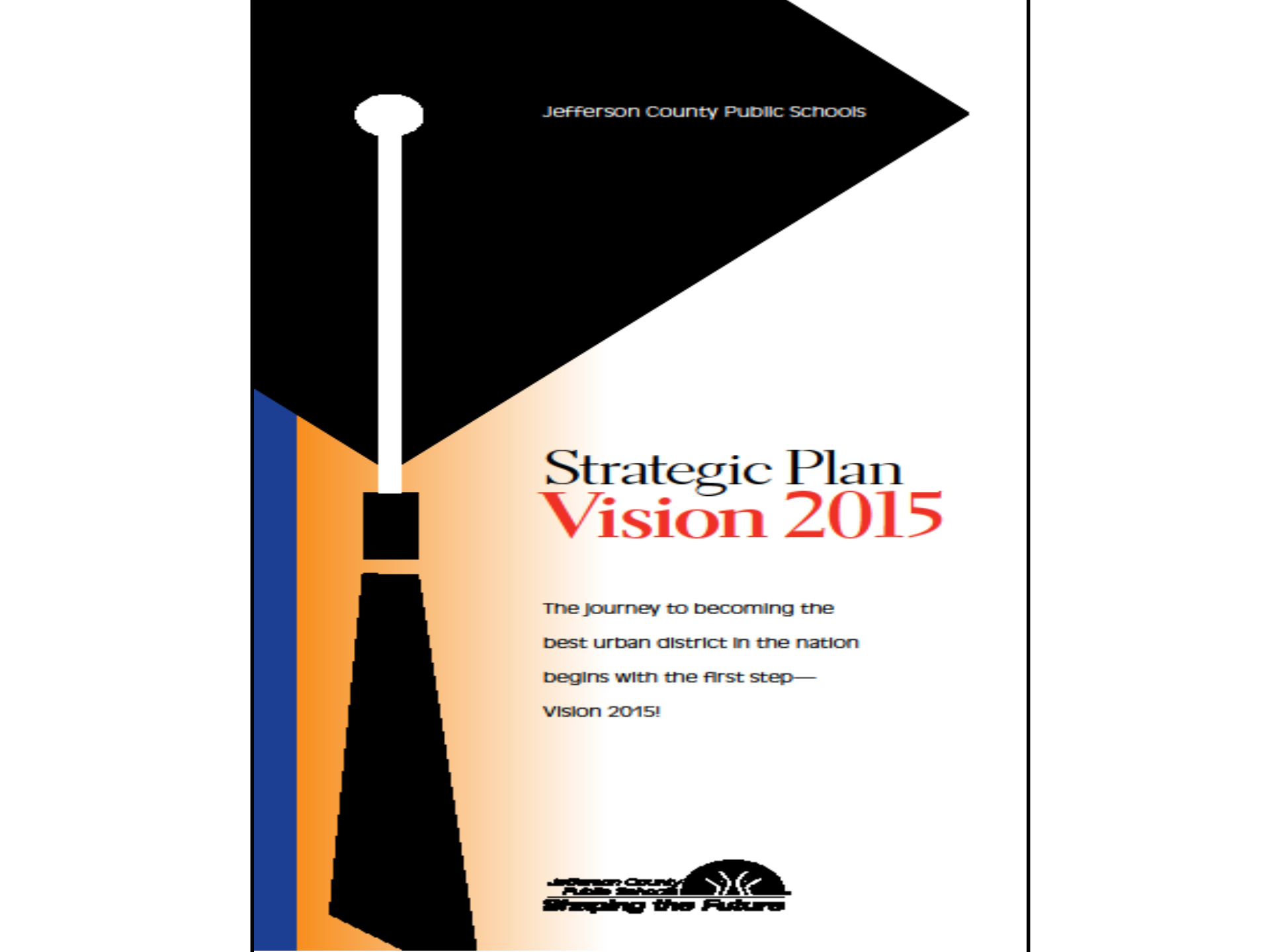


Jefferson County Public Schools

**Board Meeting
December 9, 2013**

Dr. Donna Hargens, Ed.D. - Superintendent
Jefferson County Public Schools



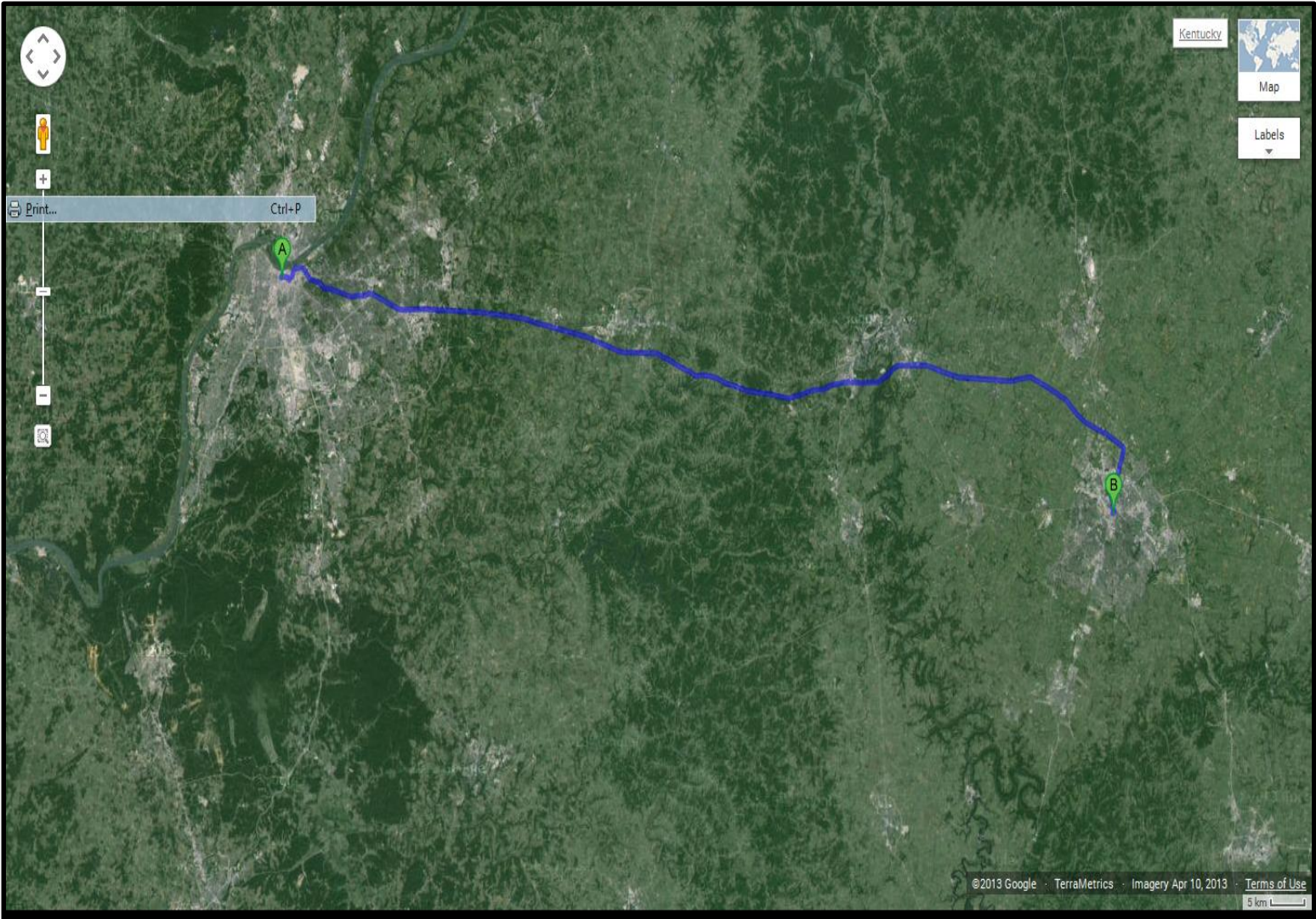


Jefferson County Public Schools

Strategic Plan **Vision 2015**

The journey to becoming the
best urban district in the nation
begins with the first step—
Vision 2015!











GPS VISUAL



Driving Directions

“Work” / “Rowing”

GPS

		3. Merge onto Henry Watterson Expy / I-264 E / US-60 E. Map	4.0 Mi 4.1 Mi Total
		4. Merge onto I-64 E via EXIT 19A toward Lexington. Map	64.7 Mi 68.8 Mi Total
		5. Take the KY-922 / Newtown Pike exit, EXIT 115, toward Martha Layne Collins Bluegrass Parkway / Airport / Lexington. Map	0.3 Mi 69.0 Mi Total
		6. Merge onto Newtown Pike / KY-922 S toward Lexington Airport / Martha Layne Collins Bluegrass Parkway. Map	3.3 Mi 72.4 Mi Total
		7. Stay straight to go onto Oliver Lewis Way. Map	0.3 Mi 72.7 Mi Total
		8. Take the 2nd right onto W High St / US-60-BR. Map W High St is 0.1 miles past Manchester St If you are on Pine St and reach Cross St you've gone a little too far	0.4 Mi 73.0 Mi Total

CDIP

Jefferson County Public Schools

STRATEGIC PLAN: VISION 2015

2013-2014 Comprehensive District Improvement Plan

FOCUS AREA: INCREASED LEARNING

GOAL: Increased Learning - Every student progresses in his or her learning and meets or exceeds proficiency in all subjects.

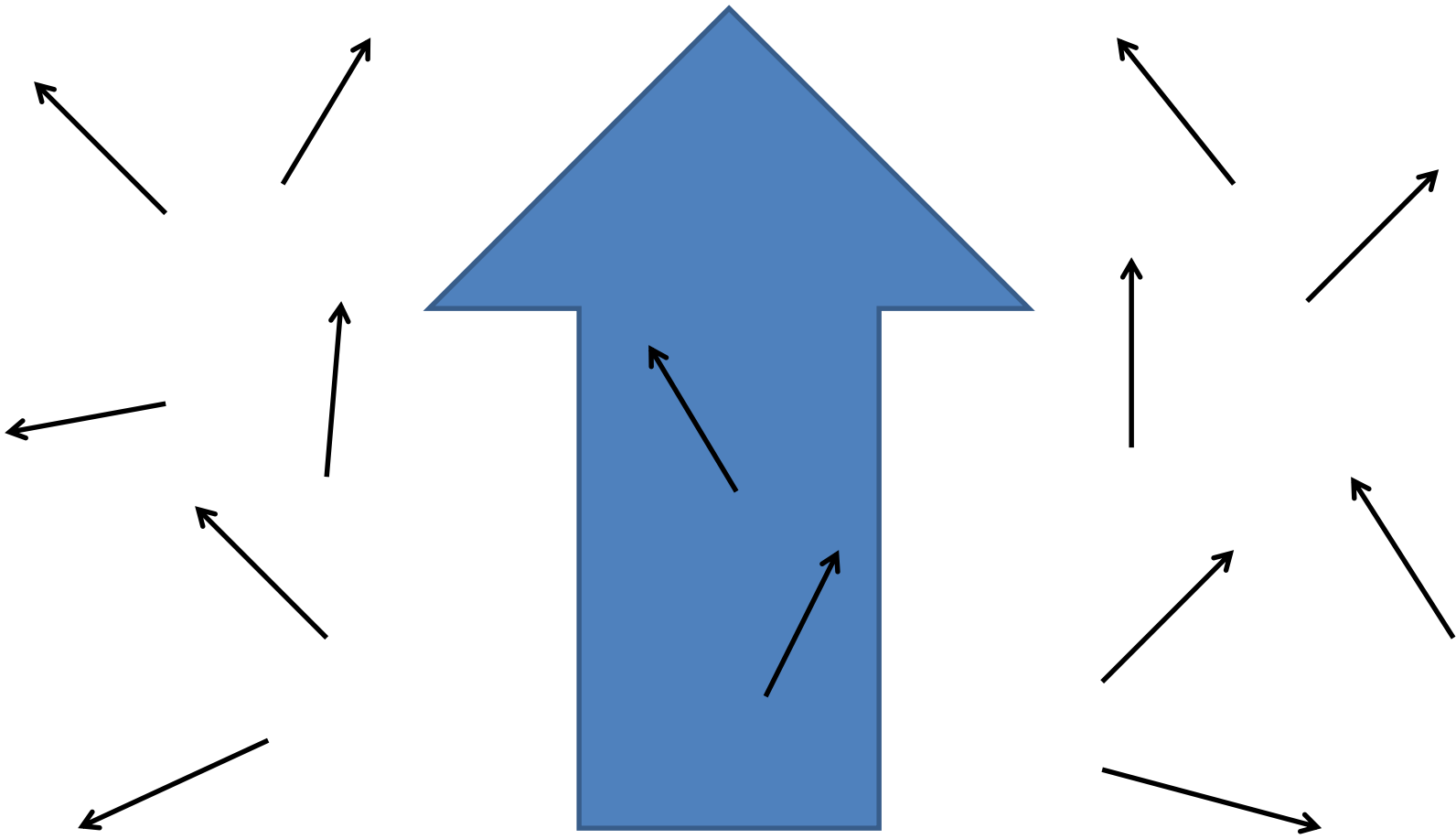
OBJECTIVE: Collaborate to increase our combined reading and math proficiency rate to 49.7% for all students and 44.3% for gap students by 08/05/2014 as measured by the state accountability system.

Each school (including Priority Schools) will meet their AMO and their proficiency targets.

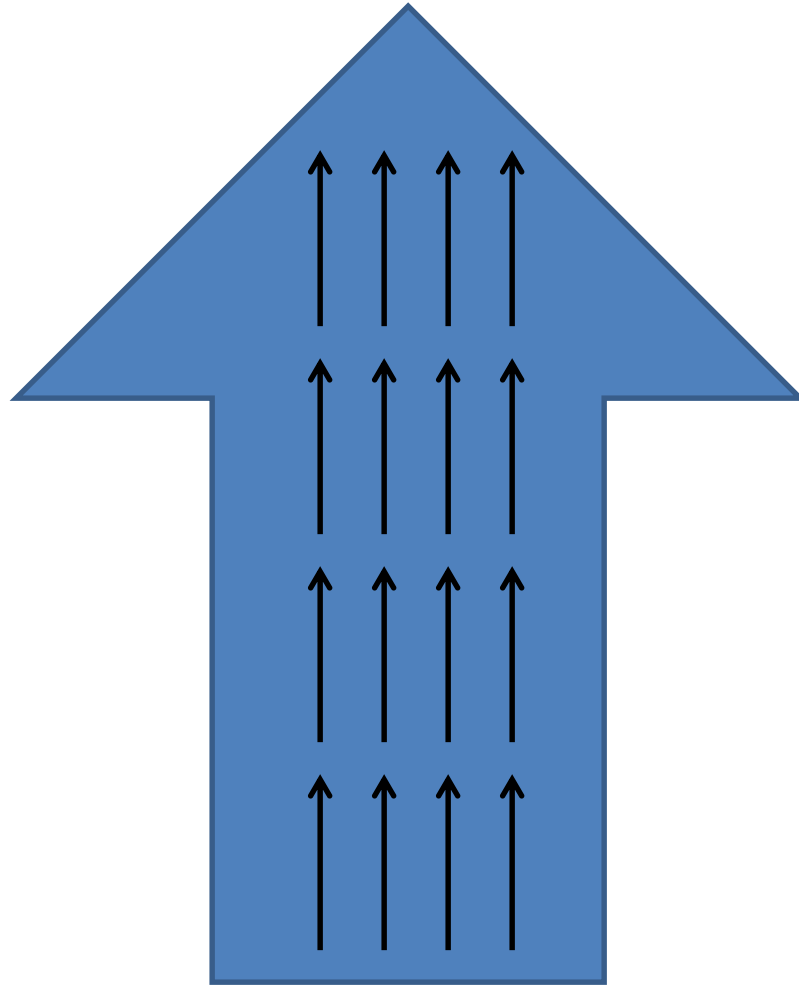
Priority Schools will do the following: 1. Use Curriculum Maps as their guide to design instruction that is informed by student needs. 2. Participate in Professional Learning Communities. 3. Do 4 Benchmark Assessments and 2 additional school-made formative assessments and use results to inform the design of instruction. 4. Use Walkthroughs to collect data on instructional practices and document use of that data to adjust or inform practice. 5. Use a Student Response Team to intervene in regard to inappropriate behavior or support. 6. Provide extended learning and a system of targeted interventions and support. 7. Participate in the KY Professional Evaluator Growth System.

#	Strategy	Leader(s)	Stakeholder Groups	Start Date	End Date	Funding Amount	Funding Source
1.1	Design and implement a system to align the written, taught, and tested curriculum that allows teachers to be creative and to differentiate the taught curriculum to engage and to meet the needs of the whole child.	Hensley, Branham					
1.1.1	Curriculum Specialists will review and revise 2012-13 Curriculum Maps to ensure maps are congruent with KCAS. This system will aim to provide schools with "goal clarity" regarding what they teach, what will be assessed and the tools/resources they use to ensure the curriculum is learned. CMA A.4.5', KDE R.1"			7/13	6/14		
1.1.2	Revised Curriculum Maps will be updated and posted on Gheens website prior to the opening of the 2013-14 school year and will be revised and posted with teacher assistance prior to the 2014-15 school year, as well. This endeavor will be connected directly with the Educator Growth System's definition of Planning, Preparation and Content Knowledge, as well as specifically with "learning objectives" as defined in the EQOC Approved Danielson Domains. CMA A.4.5, KDE R.1			7/13	6/14		

Random Acts of Improvement



Aligned



JCPS has goals in four focus areas.

Increased Learning

GOAL 1:

Every student progresses in his or her learning and meets or exceeds proficiency in all subjects.

Graduation and Beyond

GOAL 2:

Every student graduates prepared for his or her post-secondary choice— for college or career, and life.

Stakeholder Involvement/Engagement

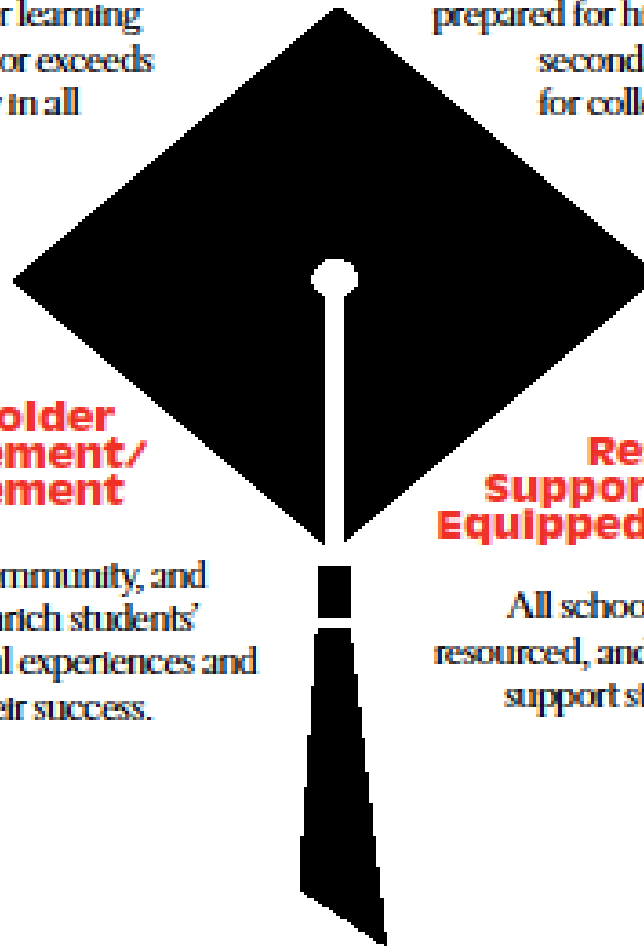
GOAL 3:

Parents, community, and partners enrich students' educational experiences and support their success.

Safe, Resourced, Supported, and Equipped Schools

GOAL 4:

All schools are staffed, resourced, and equipped to support student needs.



Focus Area 1

Students

1.1 Learning Targets

Curricular
Quality
Control

**The
Work**

1.2 Designing
Instruction

1.9 System of Support
1.10 Districts of Innovation

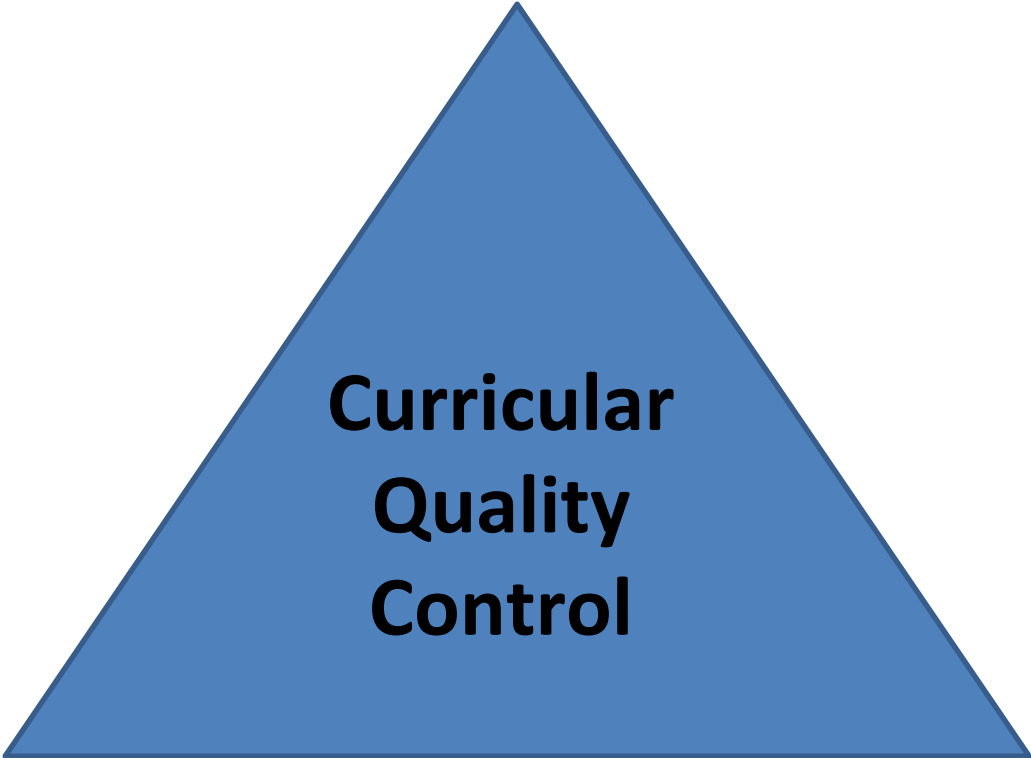
1.5 Measurement System
(K-Readiness)

Curriculum = WHAT + HOW
(Work Plan for the
Learning Experience)

Focus Area 1

Educators

1.3 Framework-Effective Teaching



Curricular
Quality
Control

**The
Work**

1.4 PGES Process

1.3 PLCs

1.3 Professional Development
(NISL)

1.4 PGES

(Professional Growth
Effectiveness System)

Our Strategy



Focus Area: **Increased Learning**

GOAL 1:

Every student progresses in his or her learning and meets or exceeds proficiency in all subjects.

STRATEGIES:

- 1.1** Design and implement a system to **align the written, taught, and tested curriculum** that allows teachers to be creative and to **differentiate** the taught curriculum to engage and to meet the needs of the whole child.
- 1.2** Determine through collaboration and research—and then **institutionalize instructional best practices** for—the effective delivery of the district-written curriculum and educational programs in support of implementation and the development of the whole child.
- 1.3** Design and **implement a coordinated system of professional development** that is aligned with annual strategic priorities and targeted to the needs of the whole child.
- 1.4** Establish a formal system of support and **monitor the use of instructional best practices.**
- 1.5** Develop and implement a comprehensive, balanced plan (that includes both formative and summative measures) for **student assessment** that includes K-2 Readiness and K-2 measures and the use of authentic assessments where data are utilized to inform practice.
- 1.6** Develop and **implement reading interventions** for current third-grade students (Class of 2021), current fourth-grade students (Class of 2020), and current fifth-grade students (Class of 2019) who are not performing at the Proficient level.
- 1.7** Develop and **implement early interventions** for students who are entering kindergarten and who are identified as academically unprepared for kindergarten. Develop and implement interventions for students who are identified as academically unprepared for kindergarten.

1.1 Learning Targets

Our Strategy



Focus Area: **Increased Learning**

GOAL 1:

Every student progresses in his or her learning and meets or exceeds proficiency in all subjects.

STRATEGIES

- 1.1 Design and implement a system to **align the written, taught, and assessed curriculum** with the state standards and the needs of the students.
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- 1.4 Establish a formal process to support and **monitor the use of instructional best practices**.
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- 1.7 Develop and **implement early interventions** for students who are entering kindergarten and are identified as academically unprepared by a Kindergarten Readiness Assessment. Develop and **implement early interventions** for students who are identified as academically unprepared by a Kindergarten Readiness Assessment. Develop and **implement early interventions** for students who are identified as academically unprepared by a Kindergarten Readiness Assessment.
- 1.8 Develop and **implement program evaluations** to ensure, monitor, and manage the adoption, improvement, continuation, expansion, or contraction of programs.
- 1.9 **Create a coordinated system of student support** that will result in increasing attendance, reducing absences, suspensions, and expulsions, and increasing time spent in learning.
- 1.10 **Provide for continuous improvement of systems** designed to support student achievement and to eliminate the achievement gap.



1.5
Measurement

Our Strategy



Focus Area: **Increased Learning**

GOAL 1:

Every student progresses in his or her learning and meets or exceeds proficiency in all subjects.

STRATEGIES

1.1

Develop and **implement early interventions** for students who are identified as academically unprepared by a Kindergarten Readiness Assessment. Develop and **implement early interventions** for students who are identified as at-risk on 2 assessments.

1.2

Use program evaluations to measure, monitor, and manage program adoption, improvement, implementation, expansion, or termination.

1.3

Design and **implement a coordinated system of professional development** that is aligned to annual strategy priorities and targeted to the needs of schools.

1.9

Create a coordinated system of student support that will result in increasing attendance, reducing dropout and suspensions, and ultimately increasing time spent on learning.

1.4

Establish a formal process to support and **monitor the use of instructional best practices**.

1.10

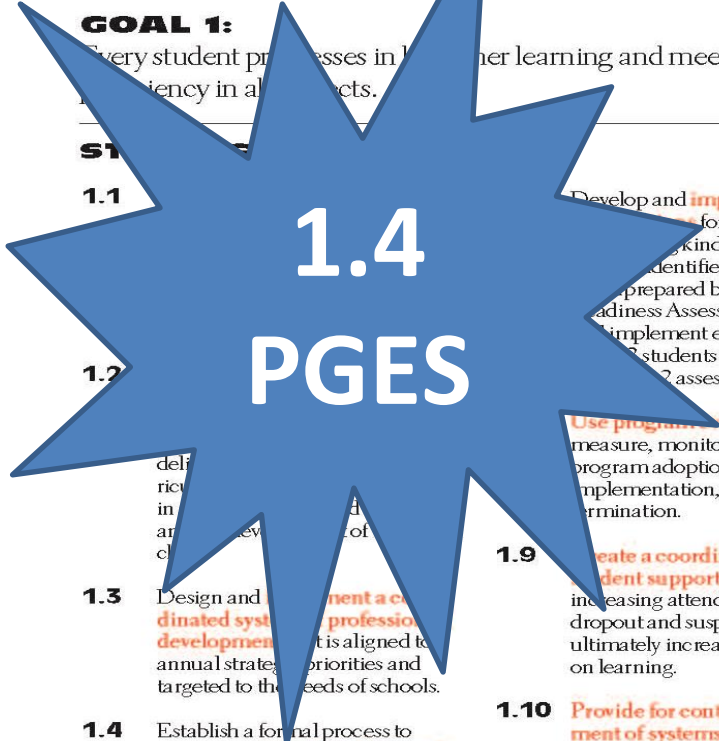
Provide for continuous improvement of systems designed to support student achievement and to eliminate the achievement gap.

1.5

Develop and implement a comprehensive, balanced plan (that includes both formative and summative measures) for **student assessment** that includes K-Readiness and K-2 measures and the use of authentic assessments where data are utilized to inform practice.

1.6

Develop and **implement reading interventions** for current third-grade students (Class of 2021), current fourth-grade students (Class of 2020), and current fifth-grade students (Class of 2019) who are not performing at the Proficient level.



Our Strategy

Focus Area: **Increased Learning**

GOAL 1:

Every student progresses in her learning and meets her needs for proficiency in all subjects.

STRATEGIES:

- 1.1** Design and implement a system to **align the written, taught, and tested curriculum** that empowers teachers to be creative and **differentiate** the taught curriculum to engage and to meet the needs of the whole child.
- 1.2** Determine through collaboration and research—and then **institutionalize instructional best practices** for—the delivery of the district-written curriculum and educational program in support of improved learning and the development of the whole child.
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1.10

District of
Innovation

- 1.10** **Provide for continuous improvement of systems** designed to support student achievement and to eliminate the achievement gap.

Our Strategy



Focus Area: **Graduation and Beyond**

Goal 2:

Every student graduates from high school and is prepared for postsecondary choices.

STEP

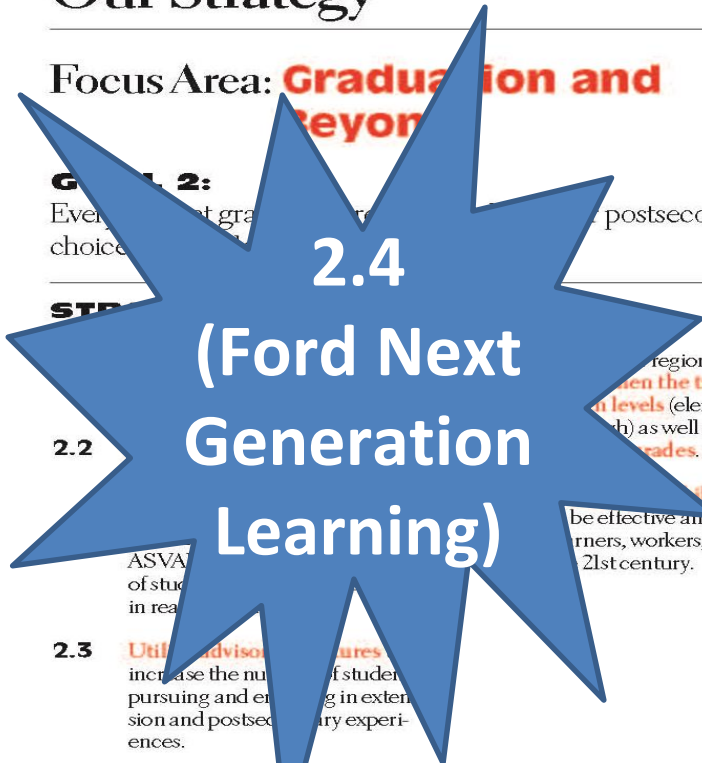
2.2 Implement a regional approach to **improve the transitions between levels** (elementary, middle, high school) as well as transitions between **grades**.

2.3 **Utilize advisory committees** to ensure the **needs and abilities of students** are met. **Advisory committees** should be effective and happy citizens, learners, workers, and leaders for the 21st century.

ASVA
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2.3 **Utilize advisory committees** to increase the number of students pursuing and enrolling in extension and postsecondary experiences.

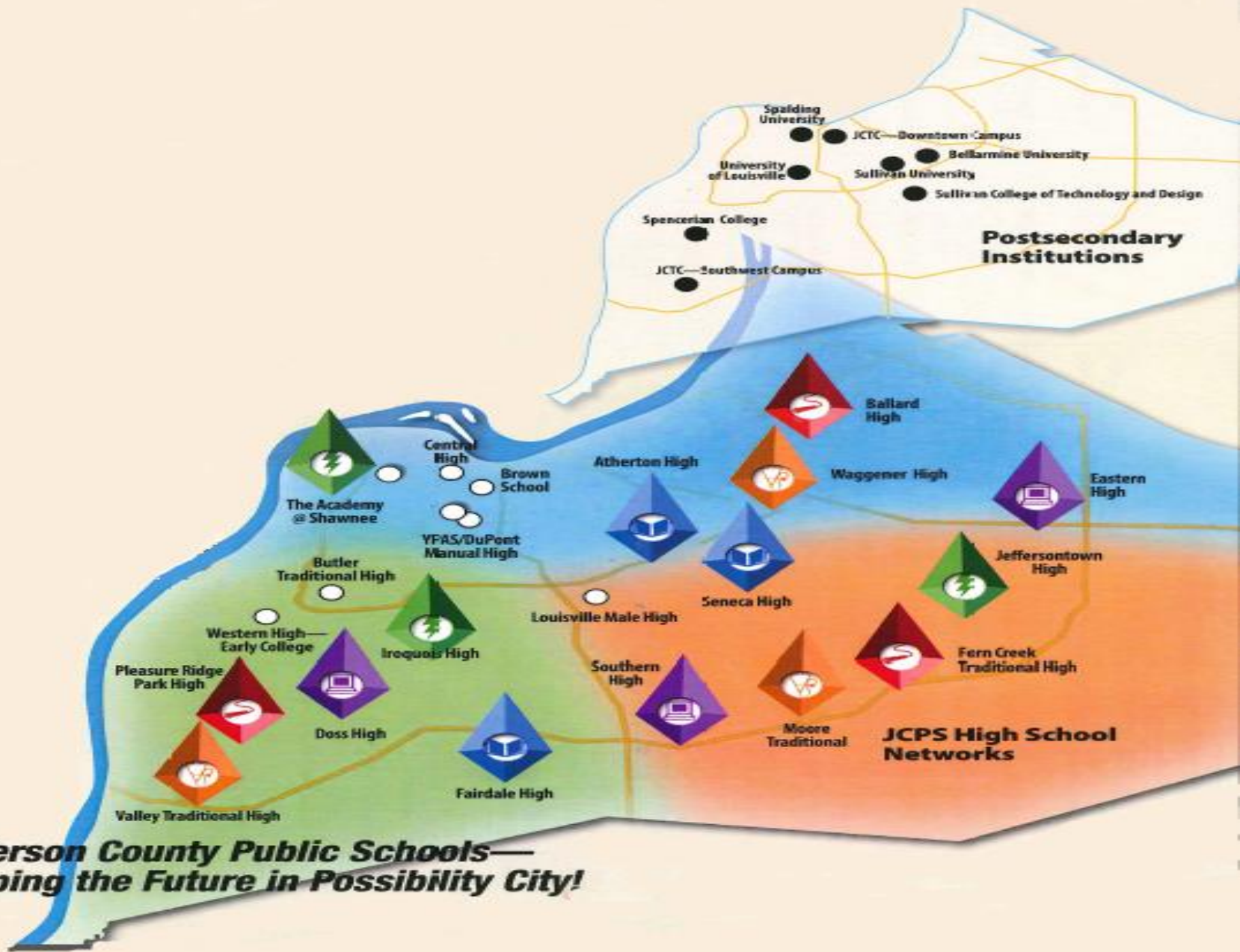
2.4 Work collaboratively with community partners, postsecondary education institutions, and the Kentucky Department of Education (KDE) to achieve the goals of 55,000 Degrees and the KDE and our Commonwealth Commitment to create a context where **all students have a disposition for postsecondary education and are college- and career-ready.**



2.4

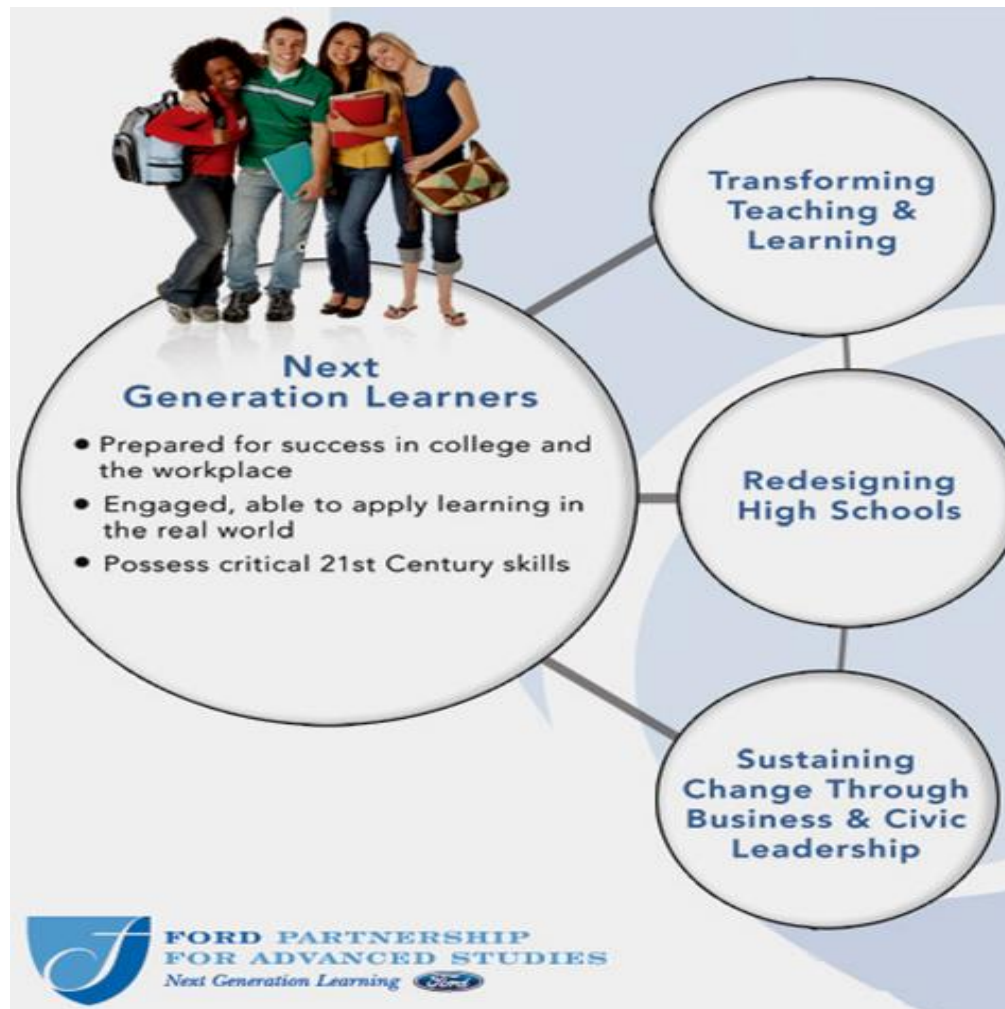
(Ford Next
Generation
Learning)

**Jefferson County Public Schools—
Shaping the Future in Possibility City!**



5-Star Networks



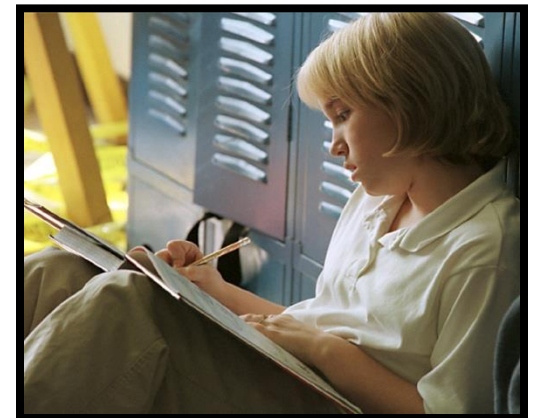


Strand 1:

Debbie Anderson, JCPS

James Reddish, GLI

- Transforming Teaching and Learning
 - Externships
 - Project Based Learning
 - Professional Development



Strand 2:

Dr. Brian Shumate, JCPS

Audwin Helton, Spatial Data Integrations Inc.

- Redesigning High Schools
 - Schools of Study
 - Individual Learning Plans
 - Data



Strand 3:

Christi Lanier-Robinson, JCPS
Debra Hoffer, Junior Achievement

- **Business and Civic Leadership**
 - Industry Councils
 - CEO Advisory Board
 - Parent Engagement



Our Strategy



Focus Area: **Graduation and Beyond**

Goal 2:

Every student graduates from high school and is prepared for postsecondary choices.

STEP

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2.4
Mayor's
Joint
Commitment

Our Strategy



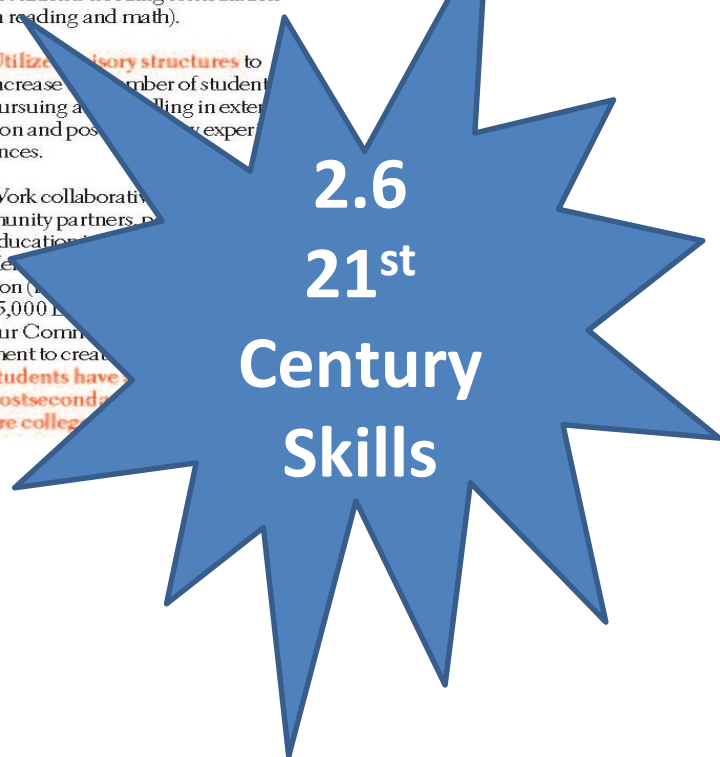
Focus Area: **Graduation and Beyond**

GOAL 2:

Every student graduates prepared for his or her postsecondary choice—for college or career, and life.

STRATEGIES:

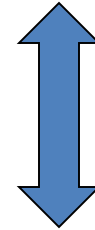
- 2.1** Utilize predictive data (e.g., EXPLORE, PLAN, ACT) to inform interventions.
- 2.2** Assess the effectiveness of interventions at all levels using appropriate measures (e.g., COMPASS, achievement of industry certifications, KOSSA, ASVAB, decrease in the number of students needing remediation in reading and math).
- 2.3** Utilize advisory structures to increase the number of students pursuing a pathway in extension and postsecondary experiences.
- 2.4** Work collaboratively with community partners, postsecondary education, and the K-12 system to increase graduation (currently 55,000) and our Commitment to create pathways so that students have postsecondary options and are college and career ready.
- 2.5** Utilize our regional approach to strengthen the transitions between levels (elementary, middle, and high) as well as transitions between grades.
- 2.6** Develop capabilities of students to be effective and happy citizens, learner workers, and leaders for the 21st century.



Increased Learning Time (3.2)

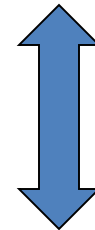


Time



Learning

Support



Our Strategy



Focus Area: **Stakeholder Involvement/Engagement**

GOAL 3:

Parents, community, and partners enrich students' educational experiences and support their success.

STRATEGIES:

3.1 Design aligned, data-driven, and sustainable planning processes to provide coherent focus in order to achieve the vision of the Board of Education. Align comprehensive implementation plans with the Plan for Learning.

3.2 Increase the quality of teaching and learning interventions by increasing the number of partnerships between our education partners and

3.3 Increase the number of community-based opportunities/experiences that support student learning, including service learning, the arts, and enrichment experiences. Increase the use of Parent Portal.

3.4 Think big! Plan with parents, teachers, administrators, and community stakeholders, and seek support and funding for major initiatives that will have an impact on student learning. Design community engagement—“a movement” around increased learning time—that includes tracking family activities that support learning. (Audit action 9.9)

3.5 Collaborate with the Parent Teacher Association (PTA), Jefferson County Teachers Association (JCTA), Jefferson County Association of School Administrators (JCASA), community organizations, and institutions of higher education to increase the “concerted cultivation mindset” among parents in the community so that they become more active in the “educational journey” of our children.

3.6 Increase the quality of teaching and learning interventions by increasing the number of partnerships between our education partners and

3.7 Build capacity for schools to develop Professional Learning Communities with cohorts of teachers and administrators who share a collective vision for and shared ownership of achievement for each child.

3.8 Celebrate learning—the successes of our students as well as the contributions of teachers, administrators, parents, and community stakeholders.



Our Strategy



Focus Area: **Stakeholder Involvement/Engagement**

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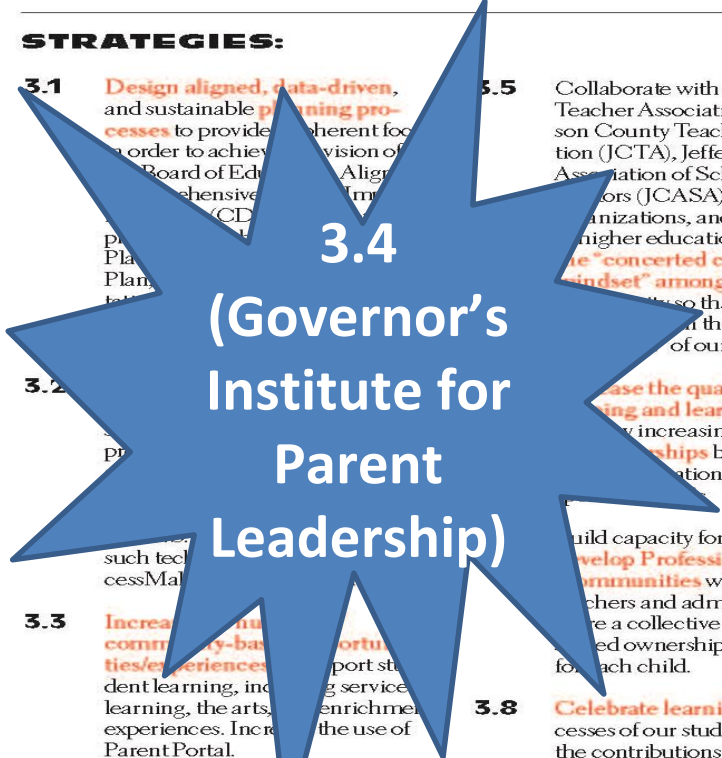
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3.4
(Governor's Institute for Parent Leadership)

Our Strategy



Focus Area: Stakeholder Involvement/Engagement

GOAL 3:

Parents, community and partners enrich students' educational experiences and support their success.

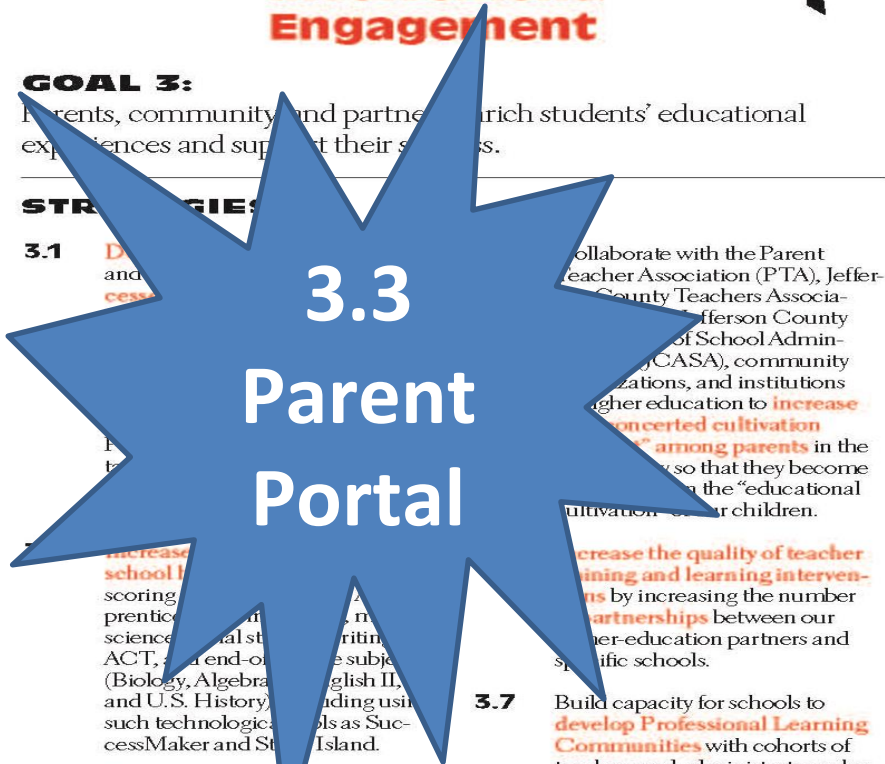
STRATEGIES

3.1 Design and launch a community engagement strategy.

3.2 Increase the quality of teacher training and learning interventions by increasing the number of partnerships between our partner-education partners and specific schools.

3.3 Increase the number of community-based opportunities/experiences to support student learning, including service learning, the arts, and enrichment experiences. Increase the use of Parent Portal.

3.4 Think big! Plan with parents, teachers, administrators, and community stakeholders, and seek support and funding for major initiatives that will have an impact on student learning. **Design community engagement— "a movement" around increased learning time**— that includes tracking family activities that support learning. (Audit action 9.9)



collaborate with the Parent Teacher Association (PTA), Jefferson County Teachers Association, Jefferson County Office of School Administration (CASA), community organizations, and institutions of higher education to **increase concerted cultivation** among parents in the community so that they become more engaged in the "educational cultivation" of their children.

3.6 Increase the quality of teacher training and learning interventions by increasing the number of partnerships between our partner-education partners and specific schools.

3.7 Build capacity for schools to **develop Professional Learning Communities** with cohorts of teachers and administrators who share a collective vision for and shared ownership of achievement for each child.

3.8 **Celebrate learning**— the successes of our students as well as the contributions of teachers, administrators, parents, and community stakeholders.

Our Strategy



Focus Area: **Stakeholder Involvement/Engagement**

GOAL 3:

Parents, community, and partners enrich students' educational experiences and support their success.

STRATEGIES:

3.1 **Design aligned, data-driven, and sustainable planning processes** to provide a coherent focus in order to achieve the vision of the Board of Education. Align the Comprehensive District Improvement Plan (CDIP) and Comprehensive School Improvement Plan (CSIP) with the Strategic Plan, and ensure deep implementation of these strategies so that they have an impact on the work on each student's desk.

3.2 **Increase the number of out-of-school hours** spent by students scoring at the Novice and Apprentice levels in reading, math, science, social studies, writing, ACT, and end-of-course subjects (Biology, Algebra II, English II, and U.S. History), including using such technological tools as SuccessMaker and Study Island.

3.3 **Increase the number of community-based opportunities/experiences** to support student learning, including service learning, the arts, and enrichment experiences. Increase the use of Parent Portal.

3.4 Think big! Plan with parents, teachers, administrators, and community stakeholders, and seek support and funding for major initiatives that will have an impact on student learning. **Design community engagement— "a movement" around increased learning time**— that includes tracking family activities that support learning. (Audit action 9.9)

Collaborate with
teachers

3.8
Celebrate Learning

3.7 Build capacity for schools to **develop professional learning communities** with cohorts of teachers and administrators who share a collective vision for and shared ownership of achievement for each child.

3.8 **Celebrate learning**—the successes of our students as well as the contributions of teachers, administrators, parents, and community stakeholders.

Our Strategy



Focus Area: **Safe, Resourced, Supported, and Equipped Schools**

GOAL 4:

All schools are staffed, resourced, and equipped to support student needs.

STRATEGY

4.1

4.2

4.3

4.4

4.5

4.6

4.4

Louisville Linked

Review office services to foster...

4.3 Provide equal access to programs, services, and opportunities to advance achievement for all students.

4.4 Develop a comprehensive system of proactive student supports and interventions to ensure that all students are safe, feel secure, and possess a sense of belonging—primary foundations for learning.

4.5 Develop and implement a three-year budget spending plan and a five-year overall revenue projection that aligns district- and building-level resources to curricular goals, strategic priorities, and financial responsibility for the return on investment.

4.6 Collaborate with JCTA, JCASA, and KDE to develop and implement a teacher and principal evaluation system to promote effective student instruction and achievement.

4.1 Retain and support the principal, and support...
4.2 Implement a comprehensive training plan that includes pedagogical strategies for 100 percent of staff. Utilize the expertise of JCPS community partners, and...
4.3 Leverage partnerships with institutions of higher education to... training.

4.4 Retain and recruit high-quality staff who reflect the diversity of the student population.

4.5 Create a system of targeted professional development. Assess the impact (footprints) of the professional development on the students' desks. Our formula is: Teacher Talent + Professional Development = Improved Student Achievement.

4.10 Create a system of support for collaboration in Professional Learning Communities.

4.11 Create structures for ongoing engagement of stakeholders.

4.12 Create communication strategies to inform and to rally all citizens of Jefferson County.

Our Strategy

Focus Area: **Resourced, and Schools**



4.3

Equity Scorecard

support student

STRATEGY

- 4.1** ... and support **Cultural Competence training** (that includes pedagogical strategies) for 100 percent of staff. Utilize the expertise of JCPS staff, community partners, and institutions of higher education to develop the training.
- 4.2** Create structures and services to support high performing schools per Recommendation No. 1 of Curriculum Management Audit and the Level II Organizational Review. Ensure that Central Office services exist to support and foster student achievement.
- 4.3** Provide equal access to programs, services, and opportunities to advance achievement for all students.
- 4.4** Develop a comprehensive system of proactive student supports and interventions to ensure that all students are safe, feel secure, and possess a sense of belonging—primary foundations for learning.
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- 4.11** Create structures for ongoing engagement of stakeholders.
- 4.12** Create communication strategies to inform and to rally all citizens of Jefferson County.

Our Strategy

Focus Area: **Resource-rich, and schools**



support student

STRATEGY

4.1

practices.

4.2

Create structures and services to support high performing schools per Recommendation No. 1 of Curriculum Management Audit and the Level II Organizational Review. Ensure that Central Office services exist to support and foster student achievement.

4.3

Provide equal access to programs, services, and opportunities to advance achievement for all students.

4.4

Develop a comprehensive system of proactive student supports and interventions to ensure that all students are safe, feel secure, and possess a sense of belonging—primary foundations for learning.

4.5

Develop and implement a three-year budget spending plan and a five-year overall revenue projection that aligns district- and building-level resources to curricular goals, strategic priorities, and financial responsibility for the return on investment.

4.6

Collaborate with JCTA, JCASA, and KDE to develop and implement a teacher and principal evaluation system to promote effective student instruction and achievement.

4.3

Facilities Plan

and support **Cultural Competence training** (that includes pedagogical strategies) for 100 percent of staff. Utilize the expertise of JCPS staff, community partners, and institutions of higher education to develop the training.

4.8

Retain and recruit **high-quality staff who reflect the diversity** of the student population.

4.9

Create a system of targeted professional development. Assess the impact (footprints) of the professional development on the students' desks. Our formula is: Teacher Talent + Professional Development = Improved Student Achievement.

4.10

Create a system of support for collaboration in Professional Learning Communities.

4.11

Create structures for ongoing engagement of stakeholders.

4.12

Create communication strategies to inform and to rally all citizens of Jefferson County.

Our Strategy

Focus Area: **Re-sourced, and Schools**



support student

STRATEGY

4.1

practices.

4.2

Create structures and services to support high performing schools per Recommendation No. 1 of Curriculum Management Audit and the Level II Organizational Review. Ensure that Central Office services exist to support and foster student achievement.

4.3

Provide equal access to programs, services, and opportunities to advance achievement for all students.

4.4

Develop a comprehensive system of proactive student supports and interventions to ensure that all students are safe, feel secure, and possess a sense of belonging—primary foundations for learning.

4.5

Develop and implement a three-year budget spending plan and a five-year overall revenue projection that aligns district- and building-level resources to curricular goals, strategic priorities, and financial responsibility for the return on investment.

4.6

Collaborate with JCTA, JCASA, and KDE to develop and implement a teacher and principal evaluation system to promote effective student instruction and achievement.

and support Cultural Competence training (that includes pedagogical strategies) for 100 percent of staff. Utilize the expertise of JCPS staff, community partners, and institutions of higher education to develop the training.

4.8

Retain and recruit high-quality staff who reflect the diversity of the student population.

4.9

Create a system of targeted professional development. Assess the impact (footprints) of the professional development on the students' desks. Our formula is: Teacher Talent + Professional Development = Improved Student Achievement.

4.10

Create a system of support for collaboration in Professional Learning Communities.

4.11

Create structures for ongoing engagement of stakeholders.

4.12

Create communication strategies to inform and to rally all citizens of Jefferson County.

4.3

Technology Plan

Our Strategy

Focus Area: **Fe** sourced, **and** **schools**



4.3 Meal Expansion

support student

STRA

- 4.1** ... and support **Cultural Competence training** (that includes pedagogical strategies) for 100 percent of staff. Utilize the expertise of JCPS staff, community partners, and institutions of higher education to develop the training.
- 4.2** Create structures and services to support high performing schools per Recommendation No. 1 of Curriculum Management Audit and the Level II Organizational Review. Ensure that Central Office services exist to support and foster student achievement.
- 4.3** Provide equal access to programs, services, and opportunities to advance achievement for all students.
- 4.4** Develop a comprehensive system of proactive student supports and interventions to ensure that all students are safe, feel secure, and possess a sense of belonging—primary foundations for learning.
- 4.5** Develop and implement a three-year budget spending plan and a five-year overall revenue projection that aligns district- and building-level resources to curricular goals, strategic priorities, and financial responsibility for the return on investment.
- 4.6** Collaborate with JCTA, JCASA, and KDE to develop and implement a teacher and principal evaluation system to promote effective student instruction and achievement.
- 4.8** Retain and recruit high-quality staff who reflect the diversity of the student population.
- 4.9** Create a system of targeted professional development. Assess the impact (footprints) of the professional development on the students' desks. Our formula is: Teacher Talent + Professional Development = Improved Student Achievement.
- 4.10** Create a system of support for collaboration in Professional Learning Communities.
- 4.11** Create structures for ongoing engagement of stakeholders.
- 4.12** Create communication strategies to inform and to rally all citizens of Jefferson County.

Our Strategy



Focus Area: **Safe, Resourced, Supported, and Equipped Schools**

GOAL 4:

All schools are staffed, resourced, and equipped to support student needs.

STRATEGIES

- 4.1** Review and **realign JCPSS Budget** as the primary financial plan.
- 4.2** **Cr**
- 4.3** **4.5 State Audit**
- 4.4** Develop and implement a **system of targeted professional development** to ensure all students are safe, secure, and possess a sense of belonging—primary foundations for learning.
- 4.5** Develop and implement a **three-year budget spending plan** and a five-year overall revenue projection that aligns district- and building-level resources to curricular goals, strategic priorities, and financial responsibility for the return on investment.
- 4.6** Collaborate with JCTA, JCASA, and KDE to develop and **implement a teacher and principal evaluation system** to promote effective student instruction and achievement.
- 4.7** Provide, monitor, and support **Cultural Competence training** (that includes pedagogical strategies) for 100 percent of staff. Utilize the expertise of JCPSS staff, community partners, and institutions of higher education to support training.
- 4.8** Attract and recruit **high-quality staff who reflect the diversity** of the student population.
- 4.9** **4.5 State Audit**
- 4.10** Create a **system of support for collaboration** in Professional Learning Communities.
- 4.11** Create structures for **ongoing engagement** of stakeholders.
- 4.12** Create **communication strategies** to inform and to rally all citizens of Jefferson County.

Our Strategy



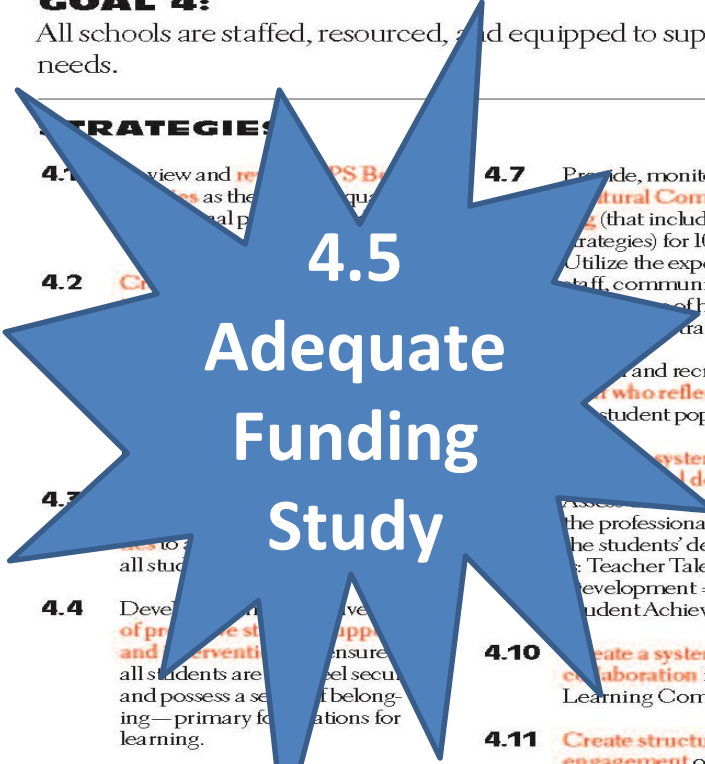
Focus Area: **Safe, Resourced, Supported, and Equipped Schools**

GOAL 4:

All schools are staffed, resourced, and equipped to support student needs.

STRATEGIES

- 4.1 Review and re... PS B... as the... equ... al p...
- 4.2 Cr...
- 4.3 ... and recruit **high-quality** ... **who reflect the diversity** of student population.
- 4.4 ... and recruit **high-quality** ... **who reflect the diversity** of student population.
- 4.5 ... **system of targeted** ... **development.** ... the professional development on the students' desks. Our formula is: **Teacher Talent + Professional Development = Improved Student Achievement.**
- 4.6 ... **4.10** ... **create a system of support for collaboration** in Professional Learning Communities.
- 4.7 ... **4.11** ... **Create structures for ongoing engagement** of stakeholders.
- 4.8 ... **4.12** ... **Create communication strategies** to inform and to rally all citizens of Jefferson County.
- 4.9 ...
- 4.10 ...
- 4.11 ...
- 4.12 ...



Our Strategy



Focus Area: **Safe, Resourced, Supported, and Equipped Schools**

GOAL 4:

All schools are staffed, resourced, and equipped to support student needs.

STRATEGIES

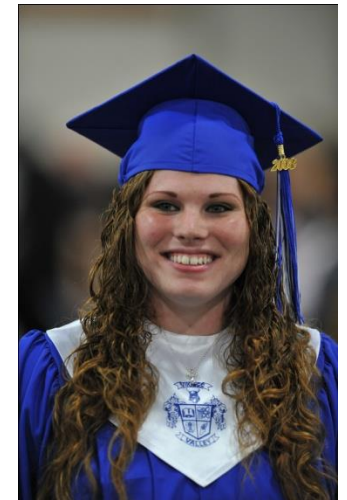
- 4.1 Review and **re** **PS B** **es** as the **equ** **al p**
- 4.2 **Cr**
- 4.3 **4.5**
Community Budget Document
- 4.4 **Deve** **lve** **of p** **re st** **app** **and i** **erventi** **nsure** **all stude** **nts are** **el secu** **and posse** **s a se** **of belong** **ing—pri** **mary fo** **rat** **ions for** **learn** **ing.**
- 4.5 **Deve** **lop and im** **ple** **ment a** **three** **year** **bu** **dge** **spen** **d** **ing** **pl** **an** **and a** **five** **year** **ove** **rall** **re** **ve** **nu** **e** **pr** **o** **je** **ct** **io** **n** **th** **at** **al** **ig** **ns** **di** **st** **ri** **ct-** **and** **bu** **il** **d** **ing** **l** **e** **ve** **l** **re** **so** **ur** **ce** **s** **to** **cu** **rr** **ic** **u** **la** **r** **g** **o** **al** **s,** **st** **ra** **te** **g** **i** **c** **pr** **io** **ri** **ti** **e** **s,** **and** **fi** **na** **nc** **ia** **l** **re** **sp** **o** **n** **s** **i** **b** **il** **i** **t** **y** **for** **the** **re** **tu** **rn** **o** **n** **in** **ve** **st** **me** **nt.**
- 4.6 **Co** **ll** **ab** **o** **ra** **te** **with** **JCTA,** **JCASA,** **and** **KDE** **to** **de** **ve** **lop** **and** **im** **ple** **ment** **a** **te** **ach** **er** **and** **pr** **in** **ci** **pal** **e** **va** **lu** **ati** **o** **n** **s** **ys** **te** **m** **to** **pr** **o** **mo** **te** **eff** **e** **ct** **i** **ve** **st** **u** **d** **e** **n** **t** **i** **n** **st** **ru** **ct** **i** **o** **n** **and** **ach** **ie** **ve** **me** **nt.**
- 4.7 **Pr** **o** **vi** **de,** **mo** **n** **it** **o** **r,** **and** **su** **pp** **o** **rt** **n** **at** **u** **ra** **l** **C** **o** **m** **pe** **t** **e** **n** **c** **e** **tr** **ai** **n** **g** **(th** **at** **in** **cl** **u** **de** **s** **pe** **d** **ag** **o** **g** **i** **ca** **l** **st** **ra** **te** **g** **i** **e** **s)** **for** **100** **pe** **rc** **e** **n** **t** **of** **st** **a** **ff.** **U** **t** **il** **i** **ze** **the** **ex** **pe** **r** **t** **i** **se** **of** **JCPS** **st** **a** **ff,** **co** **m** **m** **u** **n** **i** **t** **y** **pa** **r** **t** **n** **e** **r** **s,** **and** **o** **f** **h** **i** **g** **h** **e** **r** **e** **d** **u** **c** **a** **t** **i** **o** **n** **to** **tr** **ai** **n** **g.**
- 4.7 **At** **t** **r** **a** **ct** **and** **re** **cu** **it** **h** **i** **g** **h** **q** **u** **a** **l** **i** **t** **y** **st** **a** **ff** **wh** **o** **re** **fl** **e** **ct** **the** **di** **ve** **r** **s** **i** **t** **y** **of** **the** **st** **u** **d** **e** **n** **t** **po** **p** **u** **l** **a** **t** **i** **o** **n.**
- 4.7 **De** **ve** **lop** **a** **system** **of** **targeted** **pr** **o** **f** **es** **s** **io** **n** **and** **de** **ve** **lo** **p** **me** **nt.** **Ass** **ess** **the** **im** **p** **a** **ct** **(fo** **ot** **pr** **i** **n** **t** **s)** **of** **the** **pr** **o** **f** **es** **s** **io** **n** **al** **de** **ve** **lo** **p** **me** **nt** **o** **n** **the** **st** **u** **d** **e** **n** **t** **s'** **de** **s** **k** **s.** **O** **ur** **fo** **r** **m** **u** **l** **a** **is:** **Te** **ach** **er** **T** **a** **l** **e** **n** **t** **+** **P** **r** **o** **f** **es** **s** **io** **n** **al** **D** **e** **ve** **lo** **p** **me** **n** **t** **=** **I** **m** **pr** **o** **ve** **d** **S** **t** **u** **d** **e** **n** **t** **A** **ch** **ie** **ve** **m** **e** **n** **t.**
- 4.10 **Cr** **ea** **te** **a** **system** **of** **su** **pp** **o** **r** **t** **for** **co** **l** **l** **ab** **o** **r** **a** **t** **i** **o** **n** **i** **n** **P** **r** **o** **f** **es** **s** **io** **n** **al** **L** **e** **a** **r** **n** **i** **n** **g** **C** **o** **m** **m** **u** **n** **i** **t** **y** **s.**
- 4.11 **Cr** **ea** **te** **str** **u** **ct** **u** **r** **e** **s** **for** **o** **n** **g** **o** **i** **n** **g** **en** **g** **a** **g** **e** **m** **e** **n** **t** **of** **st** **a** **k** **e** **h** **o** **l** **d** **e** **r** **s.**
- 4.12 **Cr** **ea** **te** **co** **m** **m** **u** **n** **i** **c** **a** **t** **i** **o** **n** **st** **ra** **te** **g** **i** **e** **s** **to** **i** **n** **fo** **r** **m** **and** **to** **r** **ally** **all** **ci** **ti** **z** **e** **n** **s** **of** **J** **e** **ff** **e** **r** **so** **n** **C** **o** **u** **n** **t** **y.**

CHALLENGES:

- Personalizing Time and Support
- Funding to Extend Learning
- Communication/Sharing Information



We Can Meet This Challenge!



We can provide **SUCCESS** for every student!