

# Vision 2020 Strategic Plan

## Setting the Context

1



JEFFERSON COUNTY BOARD OF EDUCATION  
STRATEGIC PLANNING BOARD WORK SESSION

MAY 26, 2015

# Informing the Process

2

## External Trends

- ✓ Research-based education policy trends
- ✓ Benchmark districts
- ✓ External Reviews of JCPS

## Staff and Stakeholder Input

- ✓ Summer 2014 Superintendent Summit feedback
- ✓ JCPS Strategic Planning Stakeholder Meetings

# Research-based Policy Trends: National, State, and Local

3



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|-------------------------------------------------------------------------------------------------|-------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------------|
| <ul style="list-style-type: none"><li>• Rote learning, seat time, highly standardized</li></ul> | Competency-based education                                                                                                                                                                      |
| <ul style="list-style-type: none"><li>• Core academic support</li></ul>                         | <p>“Whole Child” support</p> <ul style="list-style-type: none"><li>✓ academic</li><li>✓ cognitive</li><li>✓ socio-emotional</li><li>✓ 21st century skills</li><li>✓ global competence</li></ul> |
| <ul style="list-style-type: none"><li>• Day care</li></ul>                                      | Quality early learning programs, ready for Kindergarten                                                                                                                                         |
| <ul style="list-style-type: none"><li>• Reduce achievement gaps</li></ul>                       | Equitable opportunity and access to resources                                                                                                                                                   |
| <ul style="list-style-type: none"><li>• Certified educators</li></ul>                           | Prepared, effective educators and leaders for all                                                                                                                                               |

April 23, 2015 Louisville Metro Visit



Dr. Libby Doggett, Deputy Asst. Secretary for Policy and Early Learning



Arne Duncan, U.S. Secretary of Education

National League of Cities:

Tonia Rucker, Program Director, Institute for Youth, Education and Families Early Childhood Success



# Benchmark Districts

4

Priority Categories		Districts with Priority	Benchmark Districts											
			JCPS	Baltimore Co	Charlotte-Mecklenburg	Baltimore City	Austin	Duval Co	Long Beach USD	Northside	San Diego USD	Cobb Co	Fulton Co	Pinellas Co
Common Priorities	Parent/community engagement & relationships	10	x	x	x	x	x	x	x	x	x	x		
	Safe, respectful, resourced schools	8	x	x	x	x			x	x			x	x
	Aligned, efficient, productive processes/systems	7		x	x	x	x	x					x	x
	Effective educators	6	x			x	x	x			x			x
	Academic achievement	6	x	x	x				x		x			x
	CCR	4	x			x			x			x		
	Human capital	4			x					x		x	x	
	Technology	3			x								x	x
	Differentiated opportunities/ Diverse learners	3								x		x	x	
Unique Priorities	Effective schools	1				x								
	Neighborhood schools	1									x			
	Support/guidance from district leadership	1									x			
	Develop whole child	2					x	x						

# 2014 Summit Feedback

5

Broad support for overall direction of Vision 2015, with recommendations to make it more clear, succinct, and actionable.

Themes across comments and changes - strong investment in retaining activities focused on 3 areas: *students, professionals, and systems*.

70% of strategies retained (25 of 36) around students, professionals, systems, and caregiver/community engagement.

- ✓ 6 strategies shifted to Guiding Practices (well-implemented, cross-goal and strategy practices)
- ✓ 3 sets of strategies combined (e.g., PLCs).
- ✓ 7 rewritten and 5 moved to other goals.

# Alignment Between External Reviews and Strategies in Vision 2015



JCPS Strategic Plan Vision 2015 Strategies	Orfield Report (Sept 2011)	Curriculum Management Audit (Jan 2012)	KDE District Leadership Audit (April 2012)	AdvancEd Report (Feb 2013)	GE Foundation Annual System Review (Nov 2013)	Magnet School Review (March 2014)
1.1 Responsive, differentiated instruction						
1.2 Equitable learning opportunities						
1.3 Early learning and student readiness						
2.1 Student advising and planning						
2.2 Career pathways and dual pathways						
2.3 Transition support between levels						
3.1 Communication and relationships						
3.2 Fostering postsecondary opportunities						
3.3 Student-community enrichment						
3.4 Parent/caregiver engagement						
4.1.1 Professional Learning Communities						
4.1.2 Professional development						
4.1.3 Educator growth and effectiveness						
4.2.1 Service-oriented, productive, and efficient systems linked with student success						
4.2.2 Access, equity, and safety						
4.2.3 Intervention and response						

# Stakeholder Engagement Meetings

7

## Three primary components

### (1) Where are we going?

- *What do we want students to know?*
- *What do we want students to be able to do?*
- *What kind of community members do we want students to be?*

### (2) What's going well?

- *What are we doing that is already helping us get there?*

### (3) What do we need to do?

- *What do we need to start doing—or do more?*
- *What do we need to stop doing—or do less?*
- *What do we need to change about what we are doing—or how we are doing it?*

# Emerging Themes: Where are we going?

8

## **Individuals who are whole**

*Happy, healthy, empathic, compassionate, respectful, confident, resilient, creative thinkers and problem-solvers*

## **Individuals who understand what it means to be a citizen**

*Responsible, own their own lives, give back to the community, have meaningful employment, can live and work with others who do not look like themselves*

## **Individuals who value / seek / leverage education**

*Have learned how to learn, are invested in their own education, can navigate the system and advocate for themselves*



# Emerging Themes: What's going well?

9

## JCPS is more transparent and accountable

*Shares information more freely, willing to acknowledge areas of challenge and needing improvement*

## JCPS is better at acknowledging / addressing inequalities

*Across demographics, in managing behavior, between performing and under-performing schools, by valuing all children*

## JCPS is listening to and engaging community stakeholders

*Parents and families, through partnerships with community organizations and businesses, within the Black community*

# Emerging Themes: What do we need to do?

10

## Focus on the whole child

*Transcend mere math/reading assessment, help children leverage their skills and abilities—not merely overcome their weaknesses, recognize and address mental and physical health issues, find ways to personalize education—not merely standardize it, understand that not all are college bound: provide trade/vocational options*

## Deepen diversity / cultural competency

*Move beyond ensuring the right mix of demographics to providing deep cultural sharing, learning and appreciation*

## Resource the vision

*Obtain not just funding but talent—and in an amount that helps us reach the vision*

## Continue to increase meaningful parental engagement

## Continue to work on equity issues

# Vision 2020 Proposed Process & Timeline

11

March 30	Board Work Session — Discuss Vision 2020 Timeline
April 27	Board Work Session — Initiate strategic planning process — Setting the Stage
May 15-16	Board Retreat
May -June	<b>Stakeholder Input Sessions</b> <ul style="list-style-type: none"><li>• Coordinate Strategy Work Group</li><li>• Externally facilitated</li><li>• Diverse stakeholder groups</li><li>• Six locations across district (4 English, 2 Spanish)</li><li>• Three school-based student sessions</li><li>• Online interactive forum</li></ul>
May 26	Board Work Session – Discuss and refine outcomes of Board Retreat
June	Strategy Work Group - Engage with National Expert to Determine Key Focus Issue
June-August	Strategy Work Group – Convene Issue-Action Meetings to Develop Strategies Around Key Focus Issues
June-August	Staff Develops Initial Draft of Vision 2020 – Using Board direction and stakeholder input
August 28	Board Work Session – Review and response to initial draft of Vision 2020
Aug - Sept	Staff finalizes Vision 2020 edits – Based on Board direction
September	Public & Stakeholder input – Provide opportunity for review and comment
Sep 28	Recommendation for Board to approve Vision 2020 Strategic Plan

# Cradle to Career

## Louisville Metro Plan for Lifelong Learning

12



CONVENER

METRICS FOR POTENTIAL ACTION NETWORKS

FUNDERS

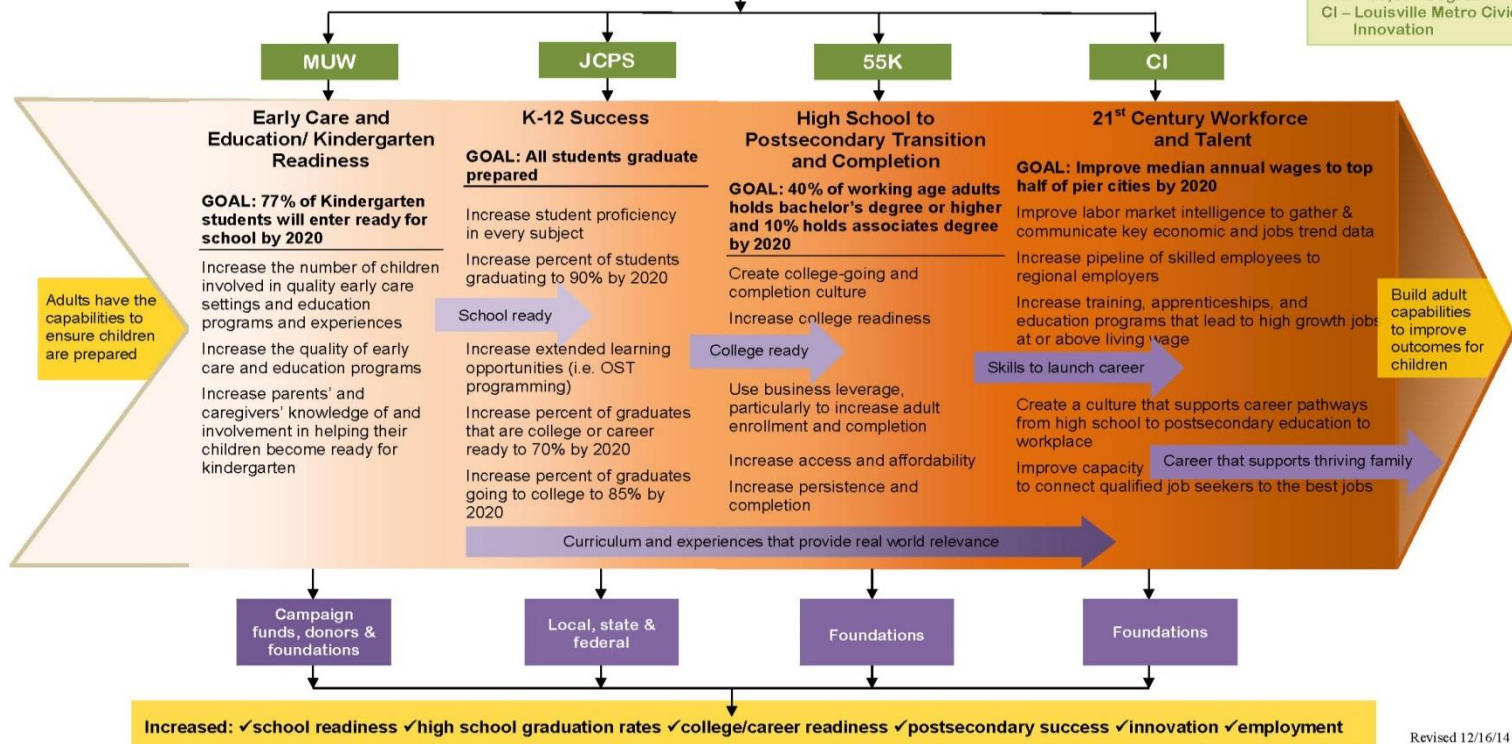
OUTCOMES

### Cradle to Career: Louisville

**CITYWIDE ACCOUNTABILITY FOR CRADLE-TO-CAREER SYSTEM**  
(Semiannual Convening by the Mayor to provide connectivity across system)

#### KEY

MUW – Metro United Way  
JCPS – Jefferson County  
Public Schools  
55K – 55,000 Degrees  
CI – Louisville Metro Civic  
Innovation



Revised 12/16/14

Effective 1/5/2015, you can contact Katie Dailinger, Deputy Chief of Staff, Office of Mayor Greg Fischer, [Katie.dailinger@louisvilleky.gov](mailto:Katie.dailinger@louisvilleky.gov), (502) 574-2003 for more information.