JEFFERSON COUNTY PUBLIC SCHOOLS

VISION 2020

EXCELLENCE
With EQUITY

The Journey

Donna M. Hargens, Ed.D.

Superintendent

February 7, 2017

JEFFERSON COUNTY PUBLIC SCHOOLS
VISION 2020

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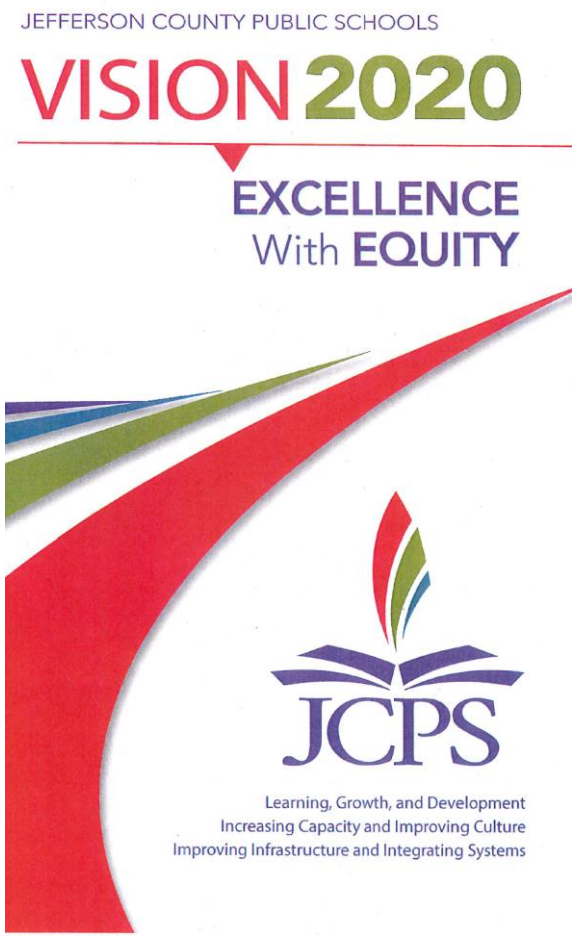

Vision

All JCPS students graduate prepared, empowered, and inspired to reach their full potential and contribute as thoughtful, responsible citizens of our diverse, shared world.

EXCELLENCE
With EQUITY

I SEE Vision2020

JEFFERSON COUNTY PUBLIC SCHOOLS

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JCPS

JCPS_CDIP1617

smartsheet

	Number	Strategy	Leader(s)	Start Date	End Date	Status	Progress Notes
21	1.1.3	Provide equitable access: Develop and improve systems and practices to recognize student strengths and provide equitable access to engaging learning opportunities, supports, and resources.	Marshall				Community members and SBDM director, reviewed all policies to assure sensitivity, inclusion, and cultural competence.
25	1.1.3.4	Implement initiatives to help support college and career readiness in diverse populations including 1) A.C.T Bootcamps – Workshops targeted for students of color to improve their scores on the ACT, 2) D.O.R.M.S – College Readiness for parents and students that are first generation college-going, 3) FAFSA BOOTCAMPS – College readiness for parents and students that need financial aid, 4) First Task is to Ask-Sheets that equip parents with questions to ask school officials pertinent and targeted questions	Marshall, Rodgers	12/01/16	12/30/17		
26	1.1.3.5	Continue to support Out of School Time initiatives including 1) collaboration with Community Data Specialist, 2) O.S.T Cascade Training – Training OST provided on the usages of CASCADE, 3) Out of School Time projects such as Street Academy- Program designed for Males of Color to engage in improve their behavior and academic footing	Marshall	12/01/16	12/30/17		
29	1.1.3.8P	Provide Cultural Competence training (Equity Institute) for staff including but not limited to teachers, principals, JCBOE, and noncertified teachers. An emphasis will be placed on priority schools.	Marshall, Davis, Munoz	12/01/16	12/30/17		
54	1.1.7	Eliminate achievement, learning, and opportunity gaps: Establish the elimination of gaps in educational outcomes for students as a fundamental objective of the district. This objective is to be pursued through the development and implementation of research or evidence-based strategies and best practices at the district, school, and classroom level, including differentiated resources and targeted strategies to increase student success, such as the Males of Color Initiative, and the Closing Minority Gaps through AP Enrollment and Support Program.	Marshall				
59	1.1.7.5	Continue supporting the ACES program (alternative certification program for minority teachers)	Marshall,	07/01/16	12/30/17		
60	1.1.7.6P	Provision of professional development to address cultural (in)competence utilizing 1) C.A.S.E law PD and 2) Equity Institutes- district-wide PD that sees to address (in)equities in the district.	Marshall, Munoz	07/01/16	12/30/17		
61	1.1.7.7	Expand learning opportunities to address opportunity gaps: 1) Expand REACH Academy (program to designed to help students of color pass the AP test), 2) Expand Coding opportunities for Males of Color (opportunities for students to learn the language of computer coding, learn the tenets of being an entrepreneur, 3) Expand Out of School Time Enrichment activities (community-based initiative to provide students with learning opportunities outside of school, generally in the Zones of Hope), and 4) Provide additional literacy programming that matches literacy with activities	Marshall	07/01/16	12/30/17		
70	2.1.2	Cultivate growth mindset: Use research or evidence-based strategies and best practice to increase the capacity of teachers, staff, and school leaders to create a growth mindset in each student and recognize student strengths.	Marshall				
74	2.1.2.4P	Providing diversity literacy and cultural competence for new leaders through the CARDS Program and through cultural competence training, which focus on culture and inclusion	Marshall, Munoz	12/01/16	06/30/17		
75	2.1.2.5	Transition support with the program "On Track and Going Back"- Program that matches students exiting our behavior schools with mentors and parental support	Marshall	12/01/16	06/30/17		
76	2.1.2.6	Inclusion of student input via the Student Voices Project	Marshall	12/01/16	06/30/17		
124	3.2.1	Engage with families: Invite parents and caregivers to participate in the life of their child's school and the educational growth of their child through a process of meaningful and mutual communication and engagement focused on improving the learning environment and experiences at school and at home.	Marshall				

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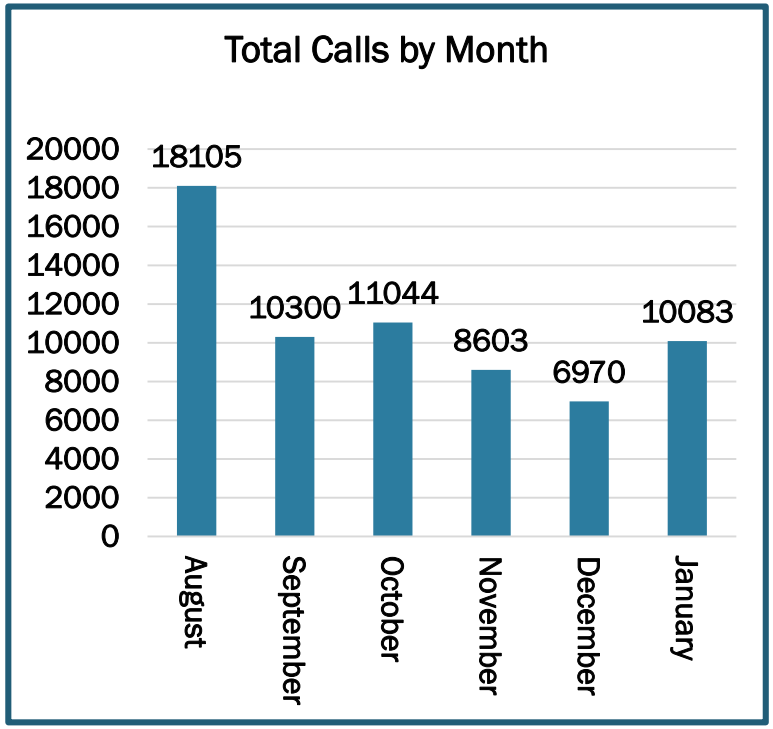
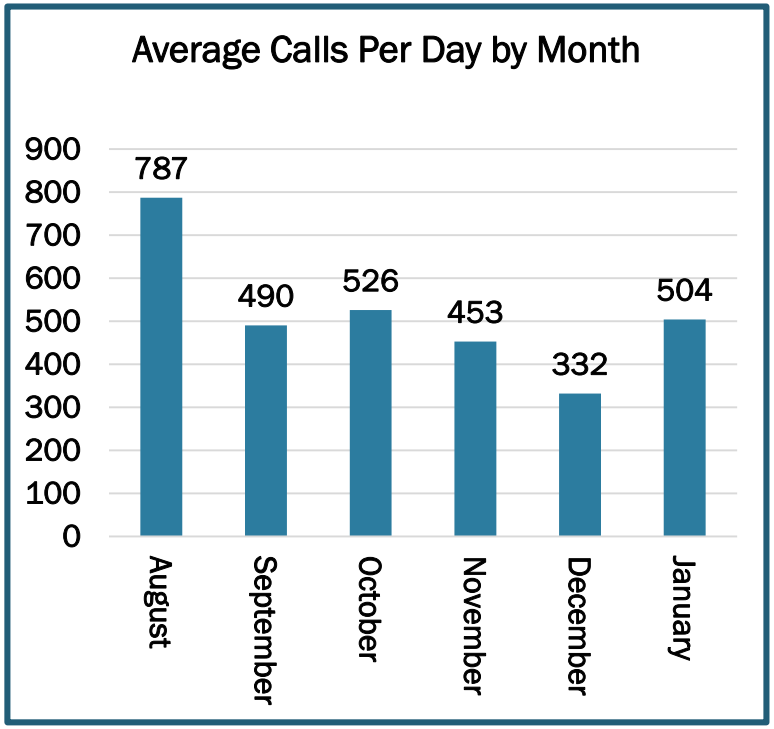
JCPS Call Center

Operational Summary: 08/01/16 - 01/31/17

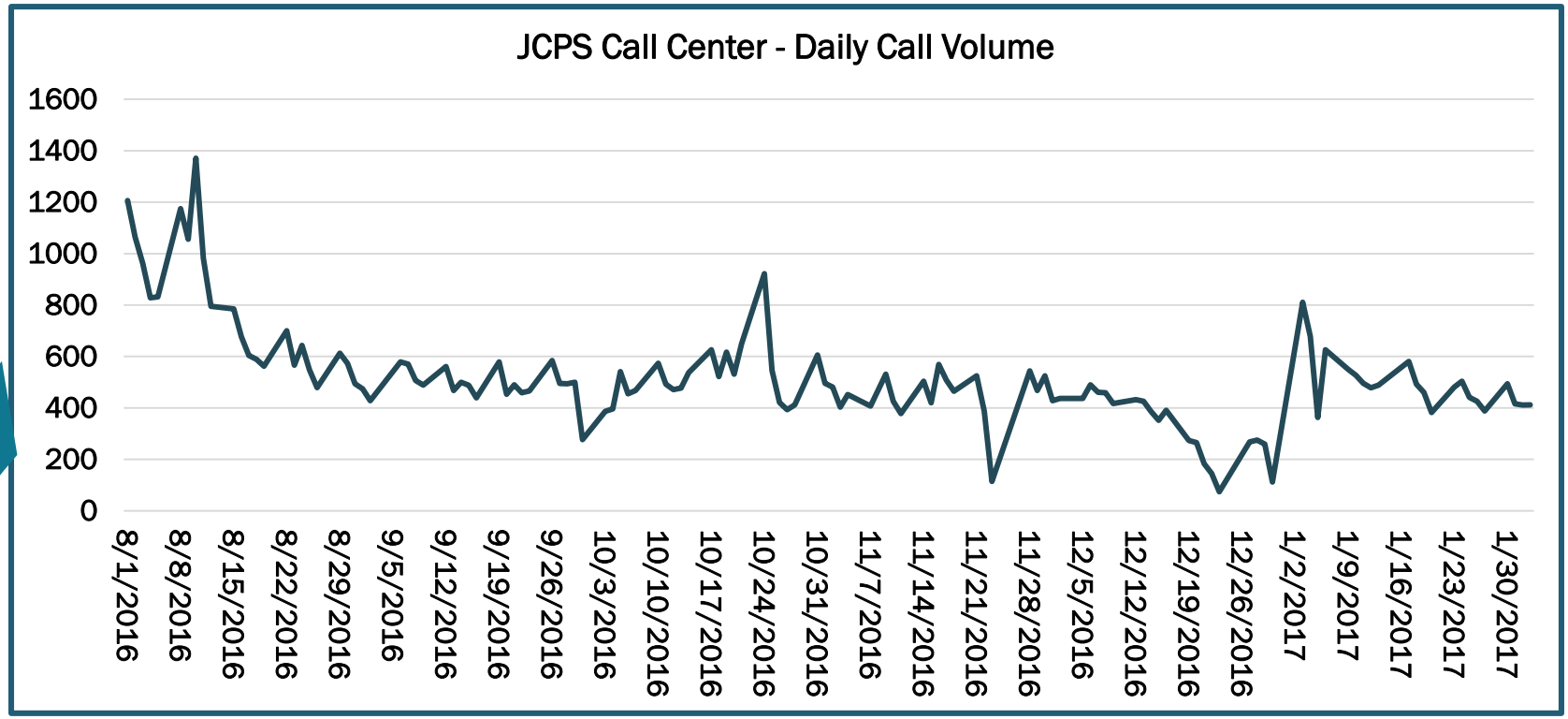
JCPS Call Center Stats



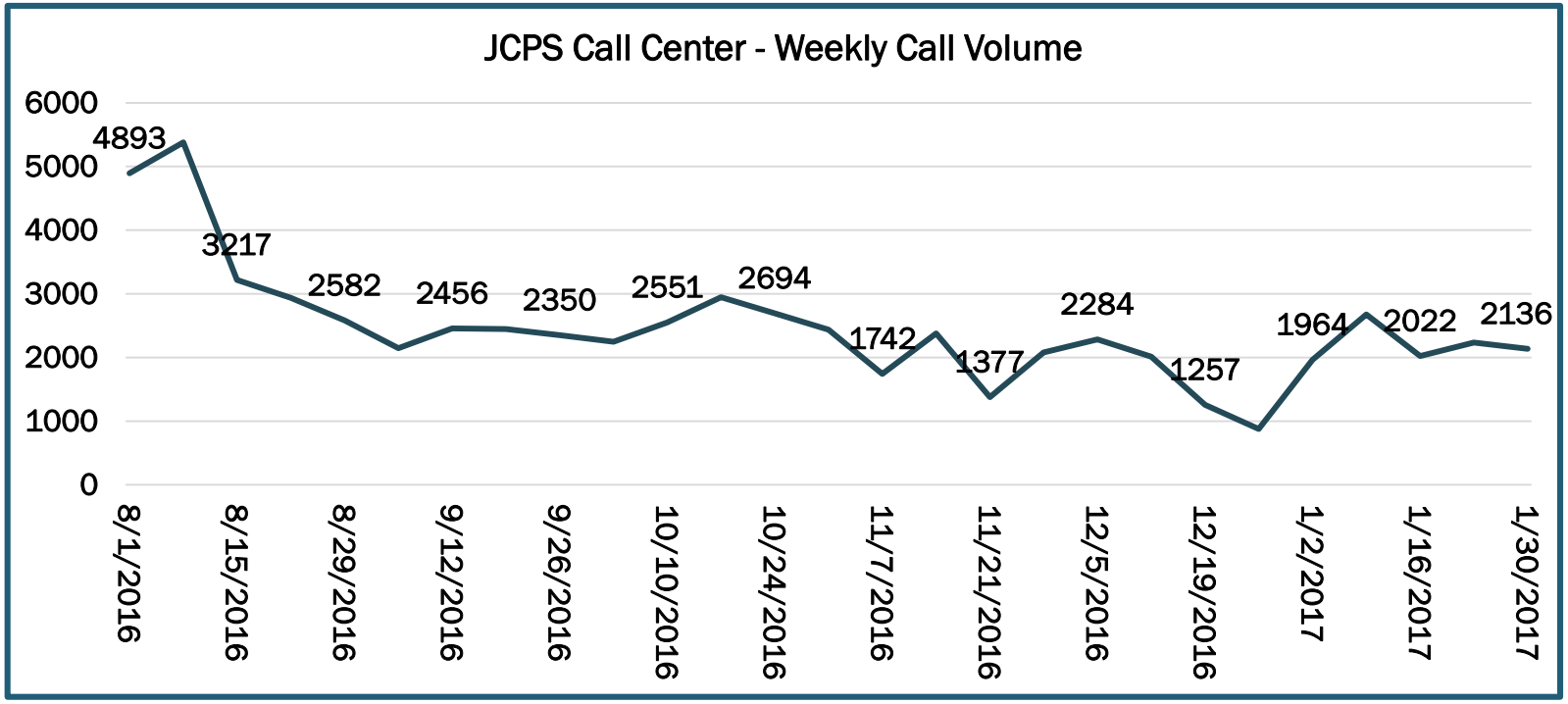


Total Calls since opening in August: 65,105

JCPS Call Center Stats



JCPS Call Center Stats



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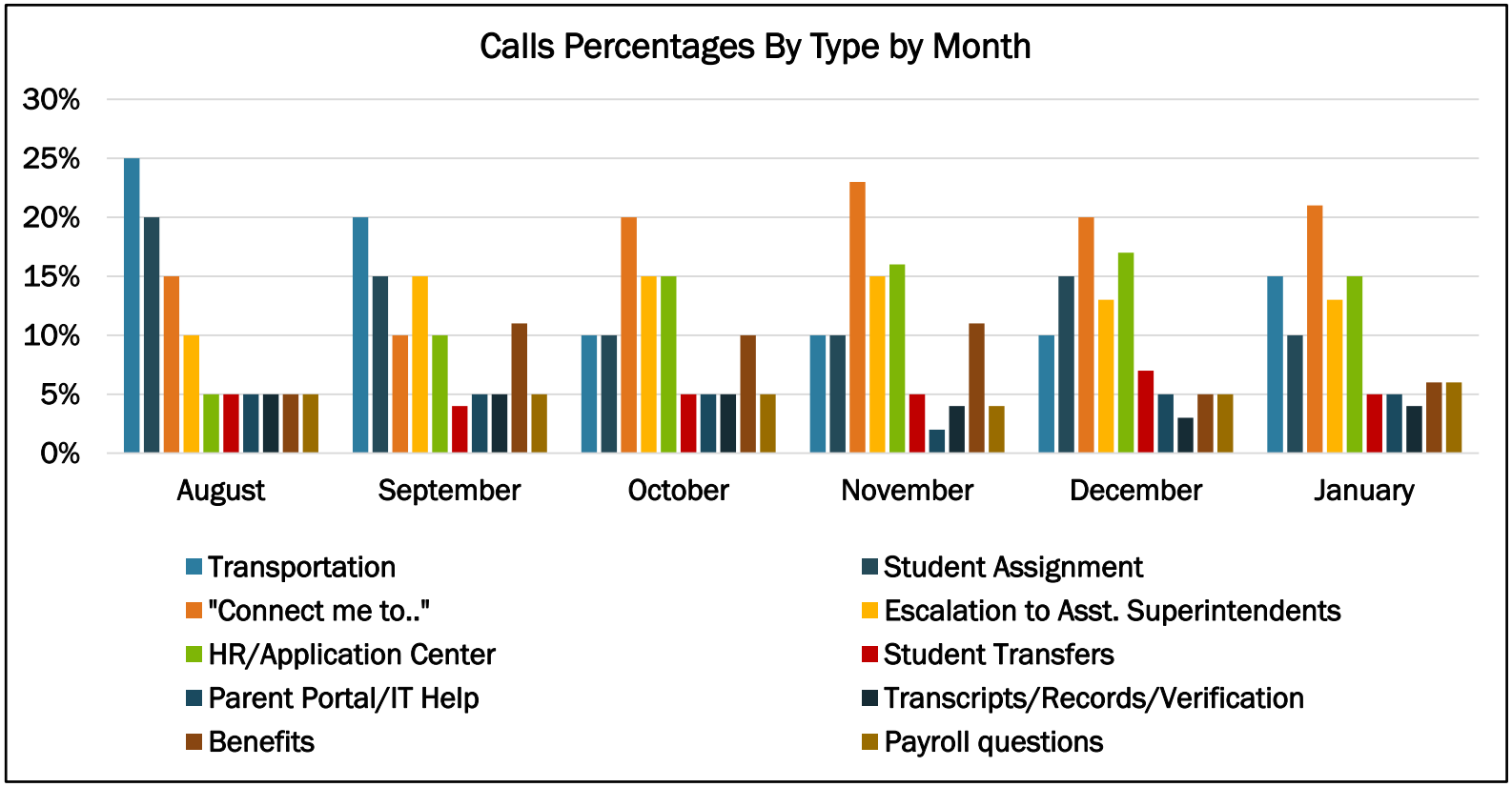

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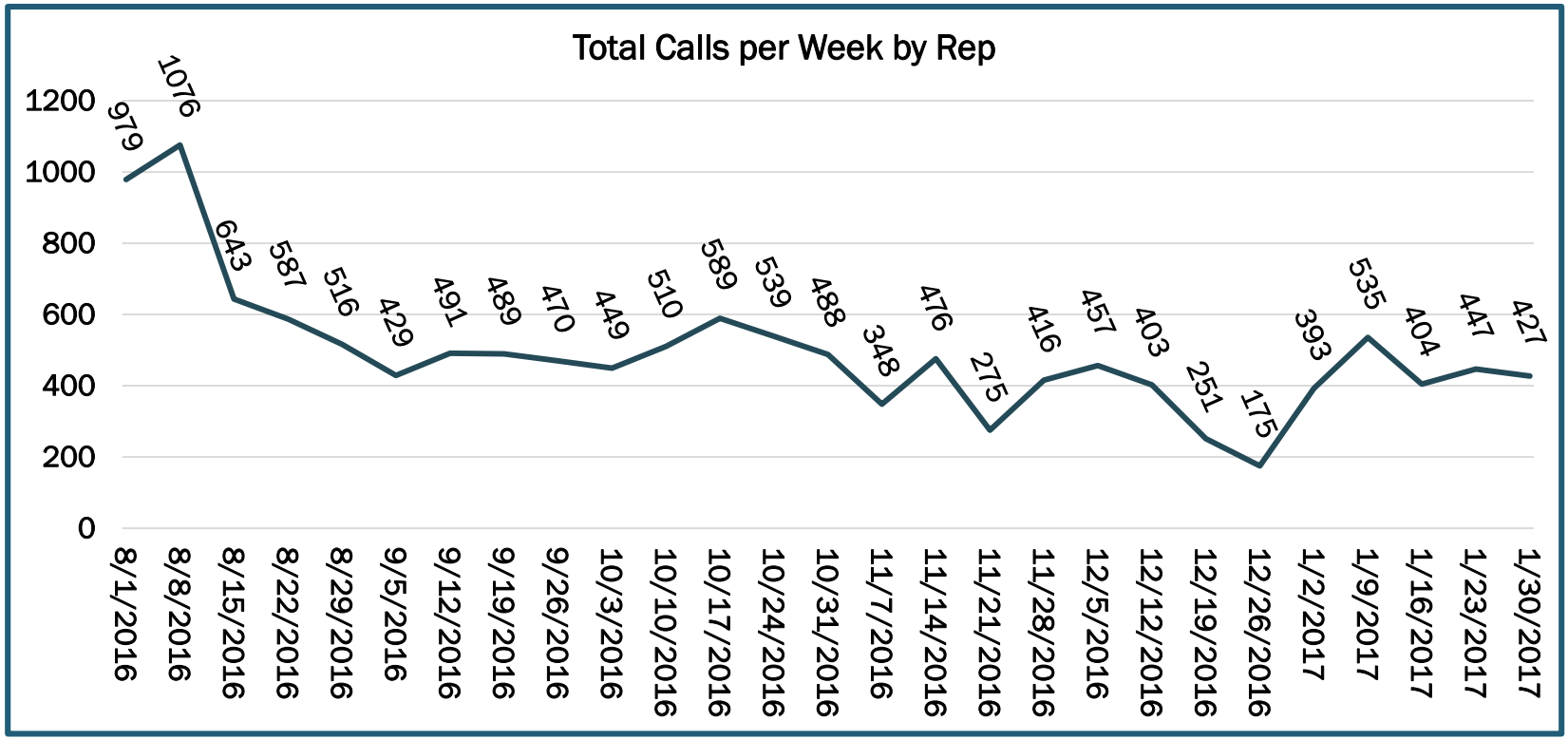
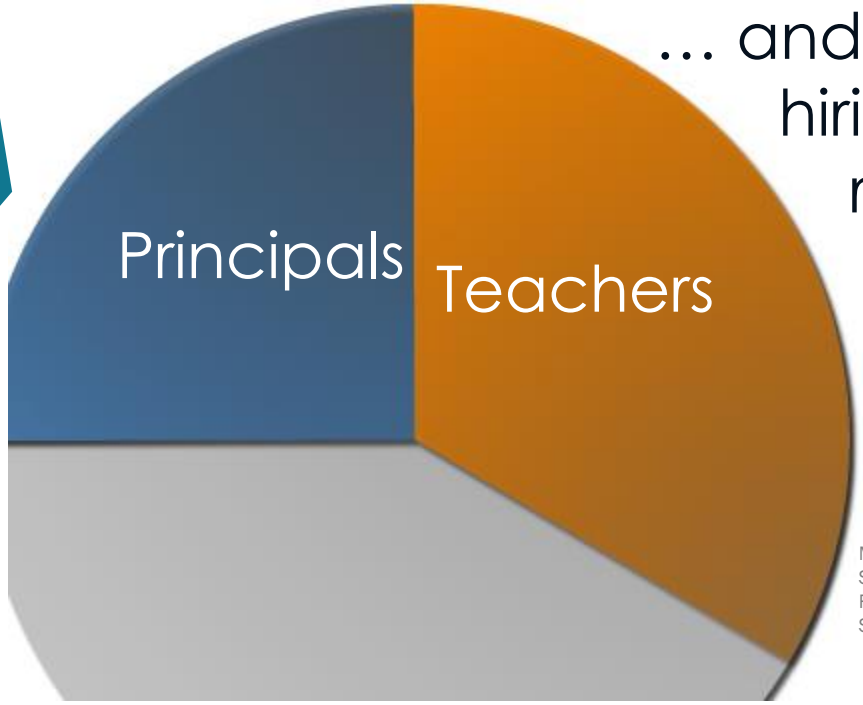


I see *Vision 2020* in Priority Schools

Focus Area: Increasing Capacity and Improving Culture

Goals: Professional Capacity in Teachers and Leaders

Principals are responsible for over 25% of school effects on student learning…



… and also impact the hiring, training, and retention of teachers – who account for 33% of the effects.

Marzano, R.J.; Waters, T.: & McNulty, B. (2005) School Leadership that Works: From Research to Results. Alexandria, VA: Association for Supervision and Curriculum Development

NISL

13 Units Transform Leadership

1. The Education Challenge
2. The Principal as Strategic Thinker
3. Elements of Standards-Based Instructional Systems
4. Foundations of Effective Learning
5. Leadership for Excellence in Lite
6. Leadership for Excellence in Mat
7. Leadership for Excellence in Science
8. Promoting Professional Learning and Phase One Simulation
9. The Principal as Instructional Leader and Team Builder
10. The Principal as Ethical Leader
11. The Principal as Driver of Change
12. Leading for Results
13. Culminating Simulation

Leadership

Ed. Best Practices

Content-Area Instruction

National Institute for School Leadership (NISL)

Cohort 1 (2016-2017)

- Academy @ Shawnee
- Byck Elementary
- Doss High
- Fairdale High
- Iroquois High
- Olmsted North Middle
- Roosevelt-Perry Elementary
- Thomas Jefferson Middle
- Valley High School
- Western Middle
- Westport Middle

Cohort 2 (02/01/2017)

- Academy @ Shawnee
- Byck Elementary
- Doss High
- Fairdale High
- Iroquois High
- Knight Middle
- Moore (Middle & High)
- Olmsted North Middle
- Roosevelt-Perry Elementary
- Seneca High
- Southern High
- Stuart Academy
- Valley High
- Western Middle
- Western High
- Westport Middle

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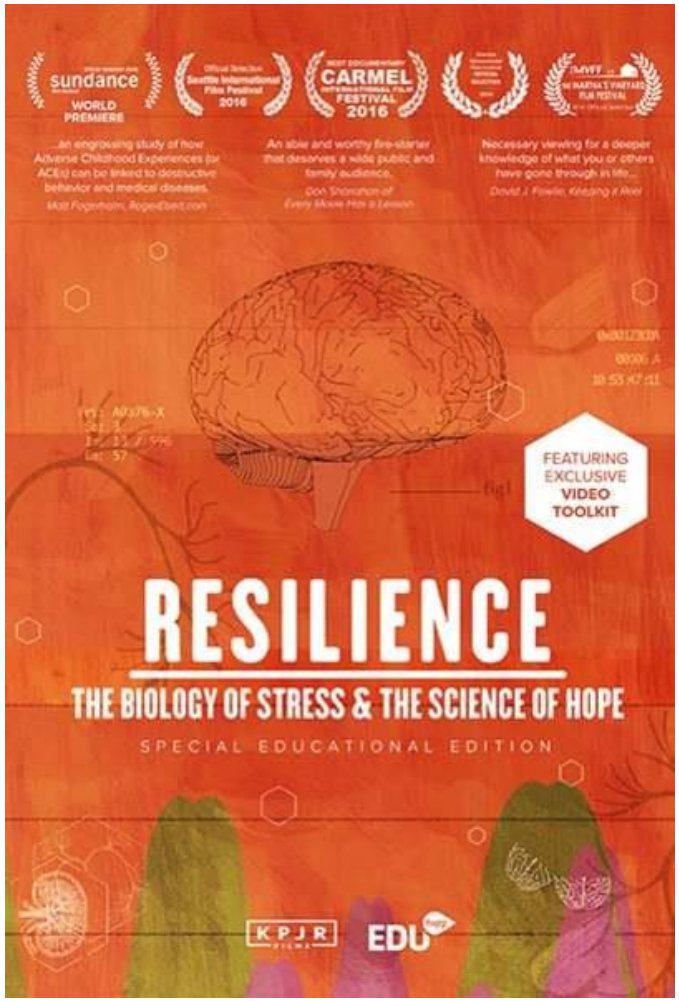

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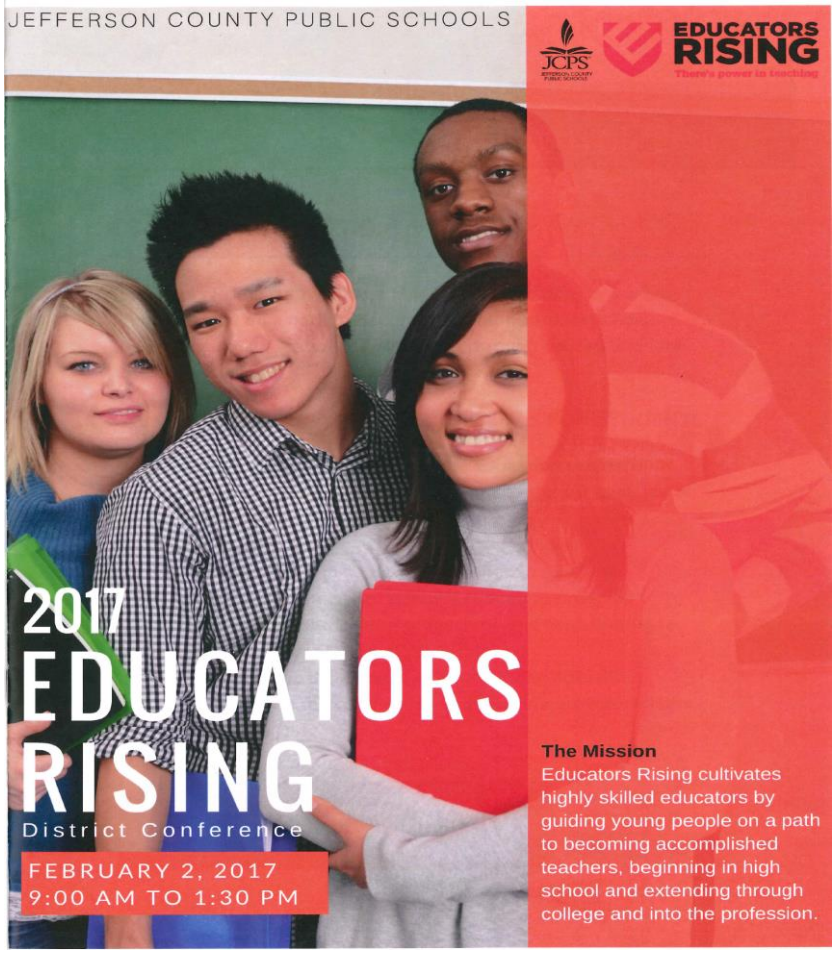


Culturally Inclusive and Culturally Sensitive Policy Review Update

Board Data Dashboard

JCPS At-A-Glance

Through School Day: 107 | Slide Show | Through School Date: 02/06/2017

Avg. Daily Attendance Rate YTD

PY: 94% ⇔ +/- 1% CY: 94.2%

Staff Avg. Daily Attendance Rate

PY: 95% ⇔ +/- 1% CY: 95%

Total Behavior Incidents

CY: 119,650

↑

PY: 83,547

Total Unexcused Absences YTD

PY: 317,669 ⇔ +/- 10% CY: 342,936

Staff Capacity

Filled: 6,436

Vacant: 73

Efficiency Rate: 98.9%

Total Suspensions

CY: 12,333

↑

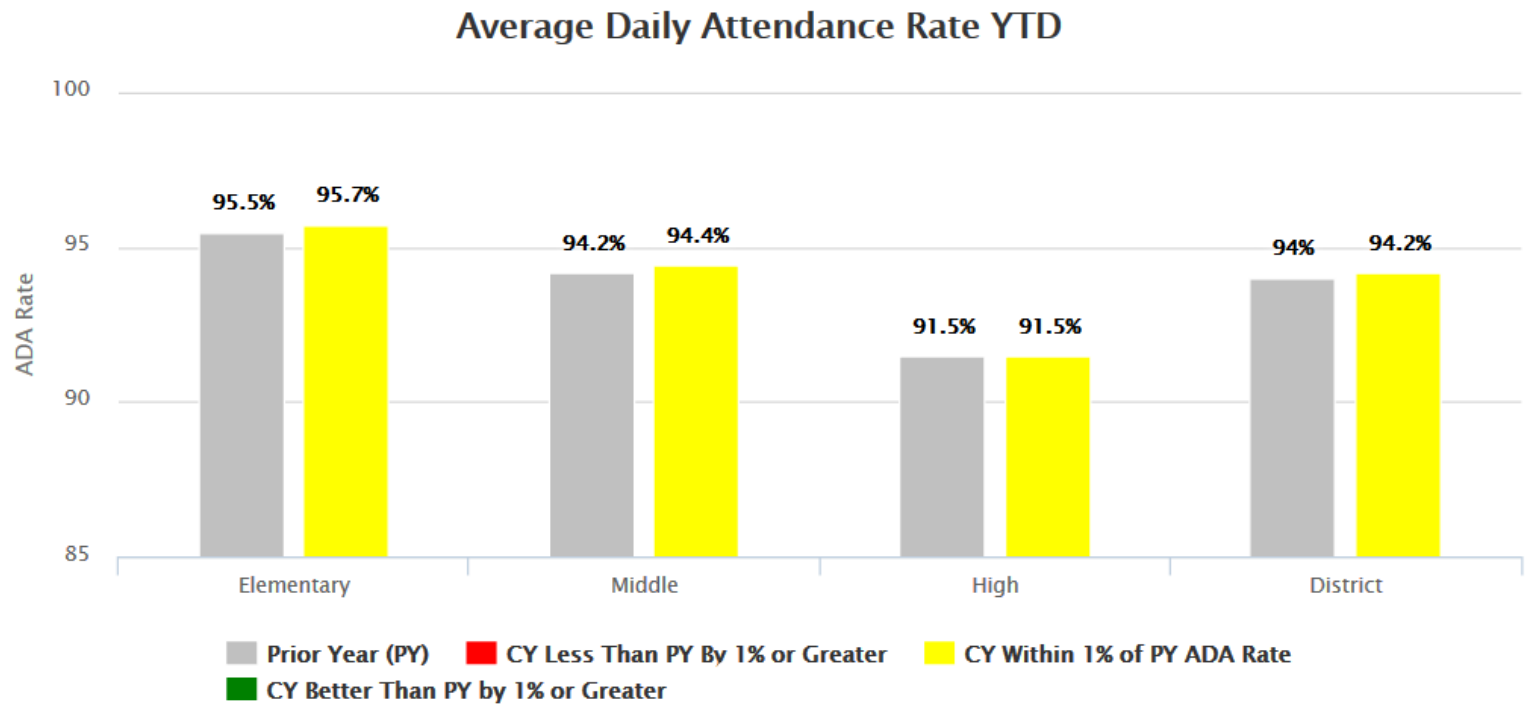
PY: 10,332

Student Attendance

JCPS At-A-Glance

Through 107 School Days (02/06/2017

Student Average Daily Attendance Rates

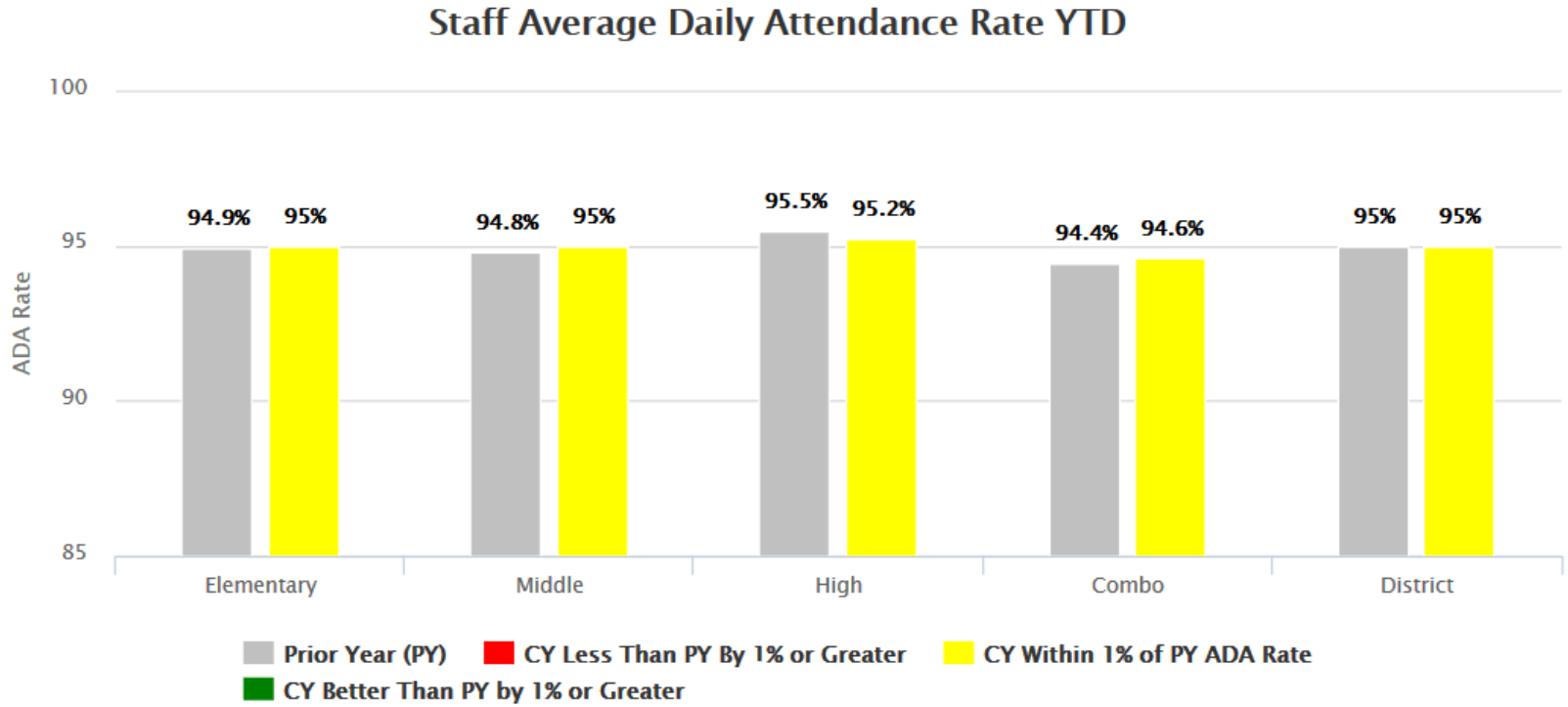


Staff Attendance

JCPS At-A-Glance

Through 107 School Days (02/06/2017)

Staff Average Daily Attendance Rate



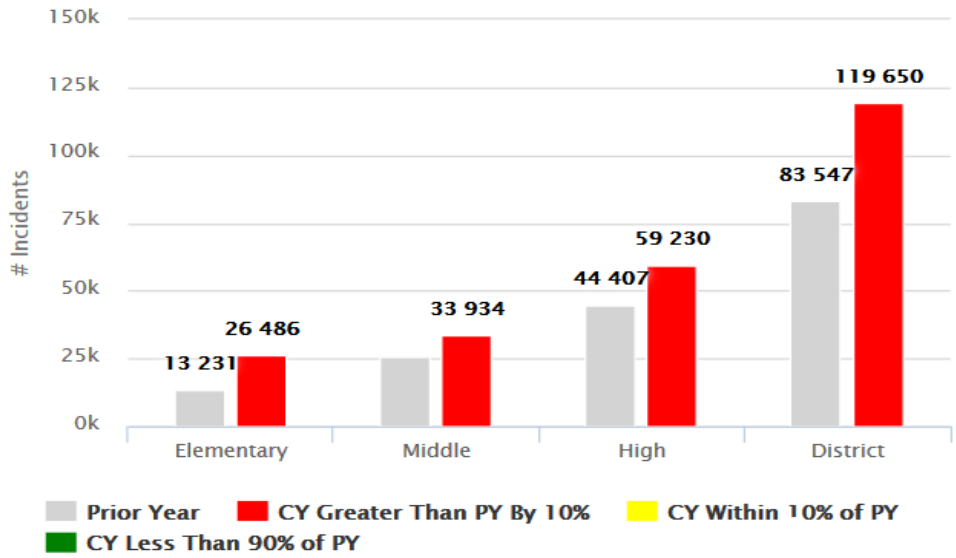
Student Behavior

JCPS At-A-Glance

Through 107 School Days (02/06/2017

Total Behavior Occurrences

All Students Involved in All Behavior Events



Student Behavior

- Failure to respond is one of the top events for all levels
- Student Conference is one of the top resolutions for all levels

	Top 3 Events	Top 3 Resolutions
Elementary	Failure to respond Fighting Horseplay	Student Conference Phone Call Parent/Guardian Conference
Middle	Failure to respond Fighting Horseplay	Student Conference ISAP Partial Day Out of School Suspension
High	Unexcused tardiness Failure to respond Nonattendance to class	ISAP Partial Day Student Conference Detention

Certified Vacancies

(as of 02/03/17)

Resignations	26
Retirements	7
Transfers/Reassignments	16
New Positions*	16.5
Other: See comment	5.0
Vacant All Year	2.5
Total	73

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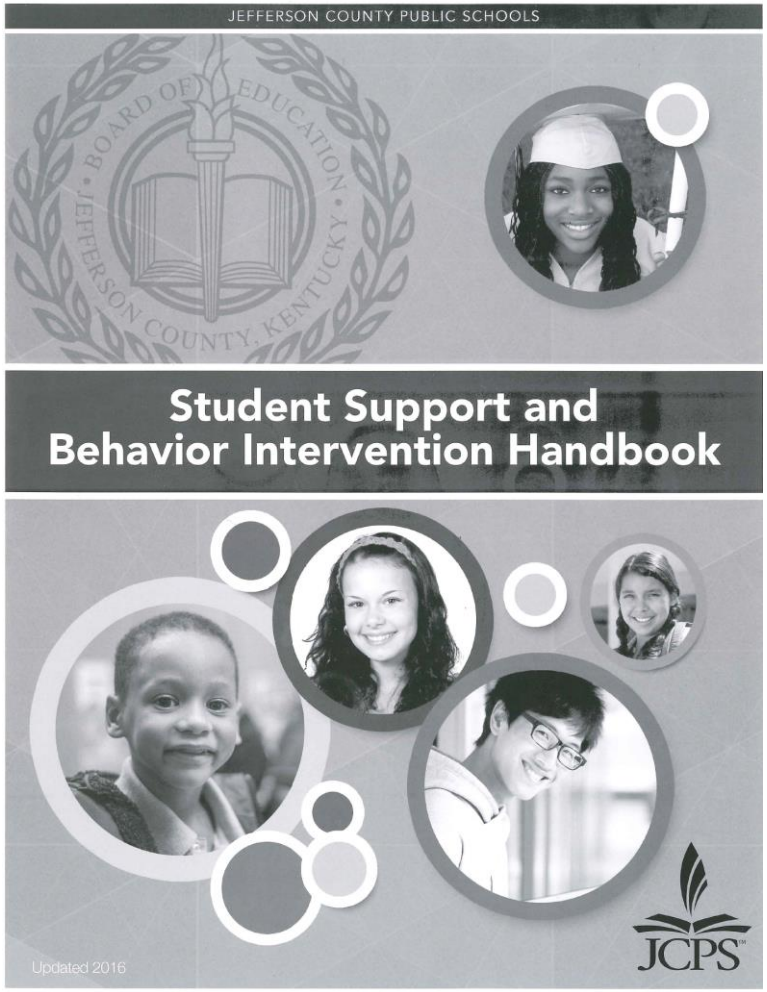

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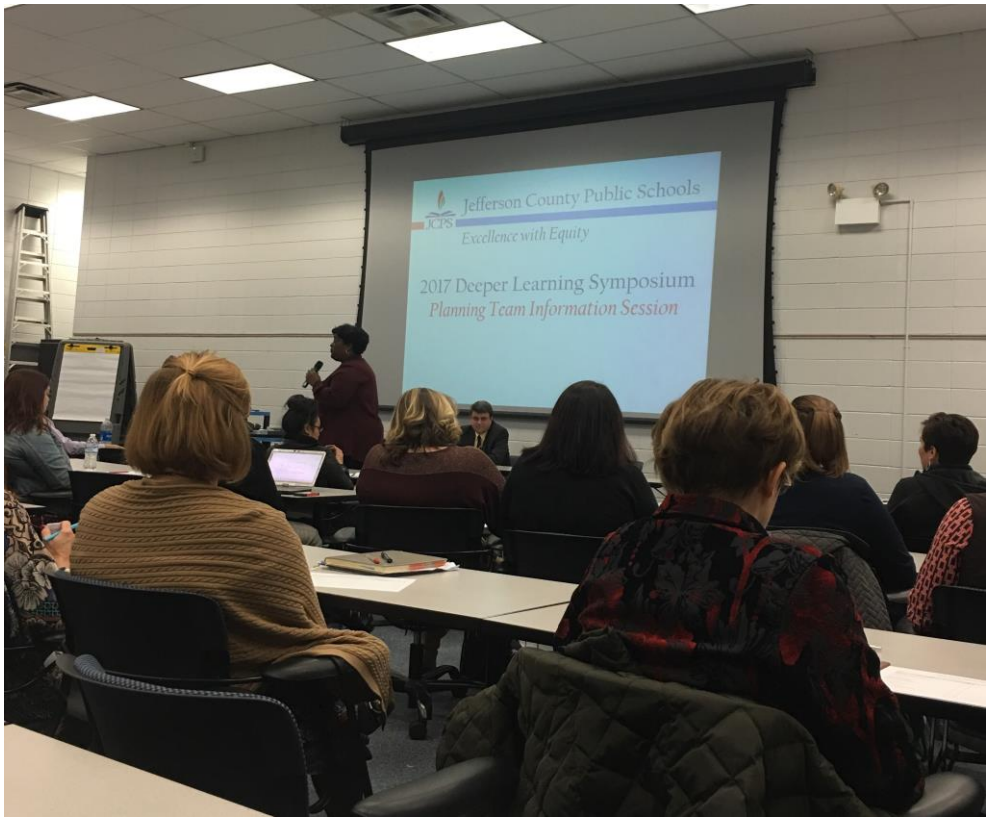
Superintendent's Listen and Learn Series

Crums Lane Elementary School



Deeper Learning

Deeper Learning

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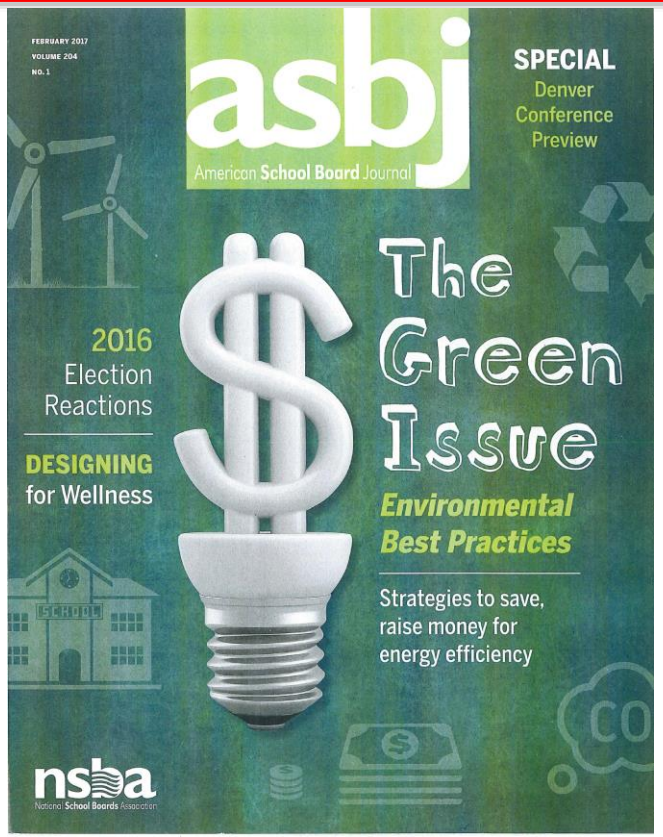

"Diversity Advantage"
By Chandi Wagner, Research Analyst,
NSBA's Center for Public Education

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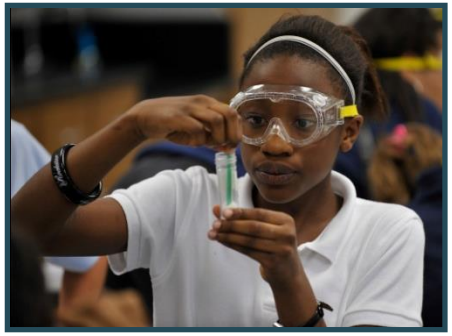

We can provide SUCCESS for every student!