
VISION 2020 ACTION PLAN

Dear Stakeholders,

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Dr. Martin Pollio
Superintendent,
Jefferson County Public Schools

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Action

Backpack of Success Skills

Identify, implement and support Backpack of Skills: (1) What do students need to be able to do? (2) What experiences will get them there? (3) How will they demonstrate skills?

Process/Short-Term Metrics

- % of students with evidence of successskills in their digital portfolio
- % of classrooms implementing andmeeting high-quality deeper learning principles
- % of students meeting literacy andnumeracy benchmarks as measured by MAP

Long-Term Outcomes

- Improved literacy and numeracy skills
- Increased college and career readiness rates
- Increased graduation rate
- Improved NAEP



Action

Transition Readiness Continuum

Define and monitor transition readiness of critical skills needed at key points instudent development; provide various supports for students not transition ready, including extended learning time.

Process/Short-Term Metrics

- % of 5th, 8th, and 12th grade students meeting defense/ capstone requirements
- % of students on track to graduate
- % kindergarten ready (Brigance)
- % of students participating in extended learning
- % meeting growth on MAP in literacy and numeracy

Long-Term Outcomes

- Decreased 9th grade dropout rates
- Increased transition ready
- Increased graduation rate
- Increased college and career readiness rates



Action

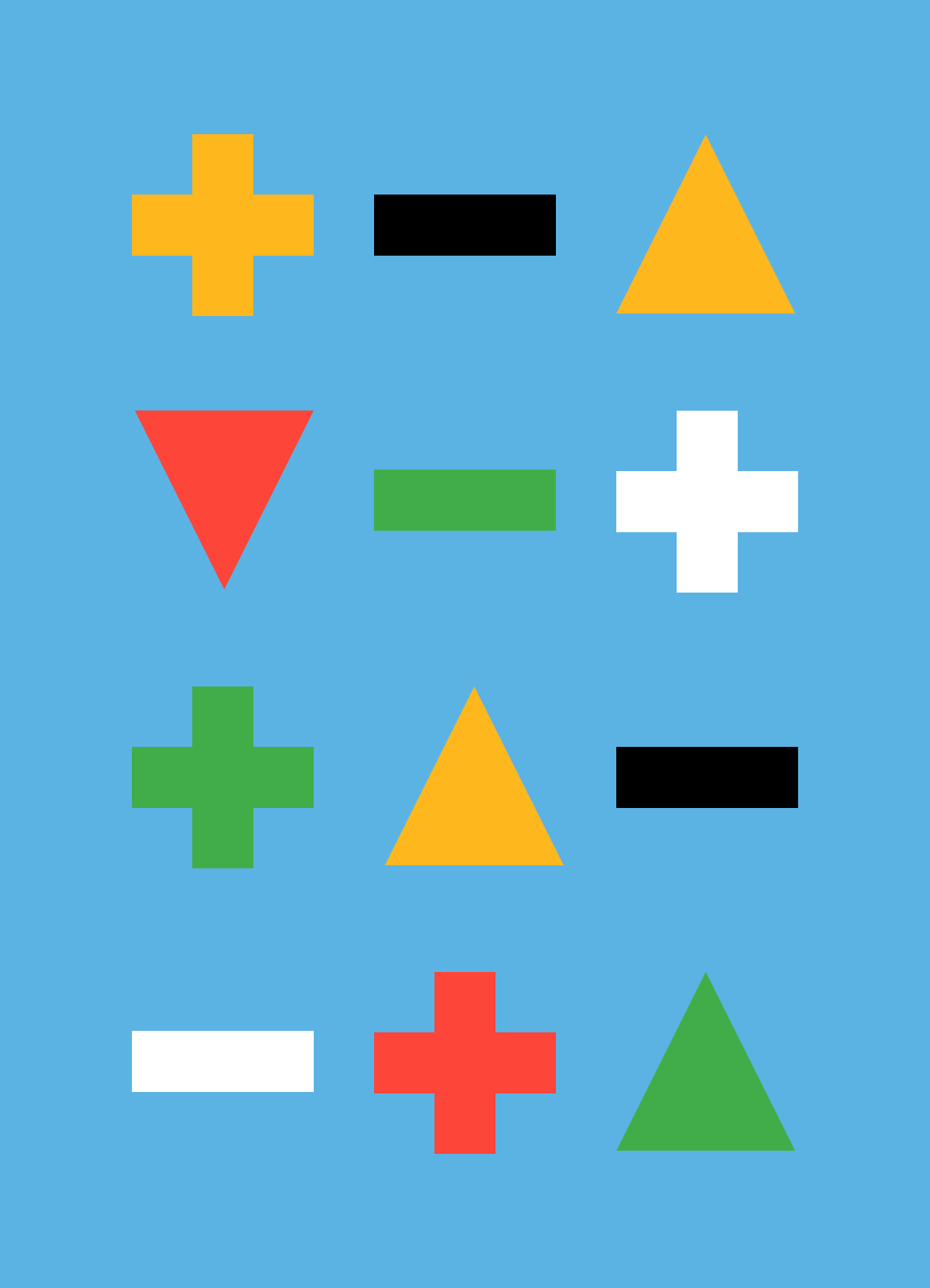
Authentic Assessment System
Meaningfully assess student learning and provide feedback throughout the school year to adjust instruction and interventions to meet the needs of each student.

Process/Short-Term Metrics

- % of educators trained in assessment literacy
- % of educators adjusting instruction based on formative assessment data
- % student engagement on CSS
- % of schools implementing multiple demonstrations of learning

Long-Term Outcomes

- Increased student-led conferences presenting goals, work, and assessment outcomes.
- Increased quality of work in student digital portfolios
- Increased transition ready



Action

Personalized and Engaging Learning Environments
engaging educational programs, relevant career-focused experiences, and comprehensive support services by personalizing learning environments, transforming the *alternative schools* and expanding and monitoring the *Academies of Louisville model*.

Process/Short-Term Metrics

- % student sense of belonging and engagement on CSS
- # of suspensions and behavior referrals
- Absenteeism/ attendance rates
- % of students enrolled in Advanced coursework

Long-Term Outcomes

- Decreased dropout and retention
- Increased college and career readiness rates
- Increased graduation rate
- Decreased suspension and behavioral referrals



Action

Community Partnerships

Leverage community partners to provide equitable personalized learning experiences and targeted support for students.

Process/Short-Term Metrics

- # of Academies of Louisville business partnership reports
- % of students participating in workbased experiences

Long-Term Outcomes

- Decreased dropout and retention
- Increased college and career readiness rates
- Increased graduation rate



Learning Scorecard

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Culture and Climate

Goal

Educators create healthy, caring, equitable cultures and learning environments to engage, empower, and support students, staff, and families.

Educators provide students with deeper, more personalized learning experiences to improve their learning and growth.

Action

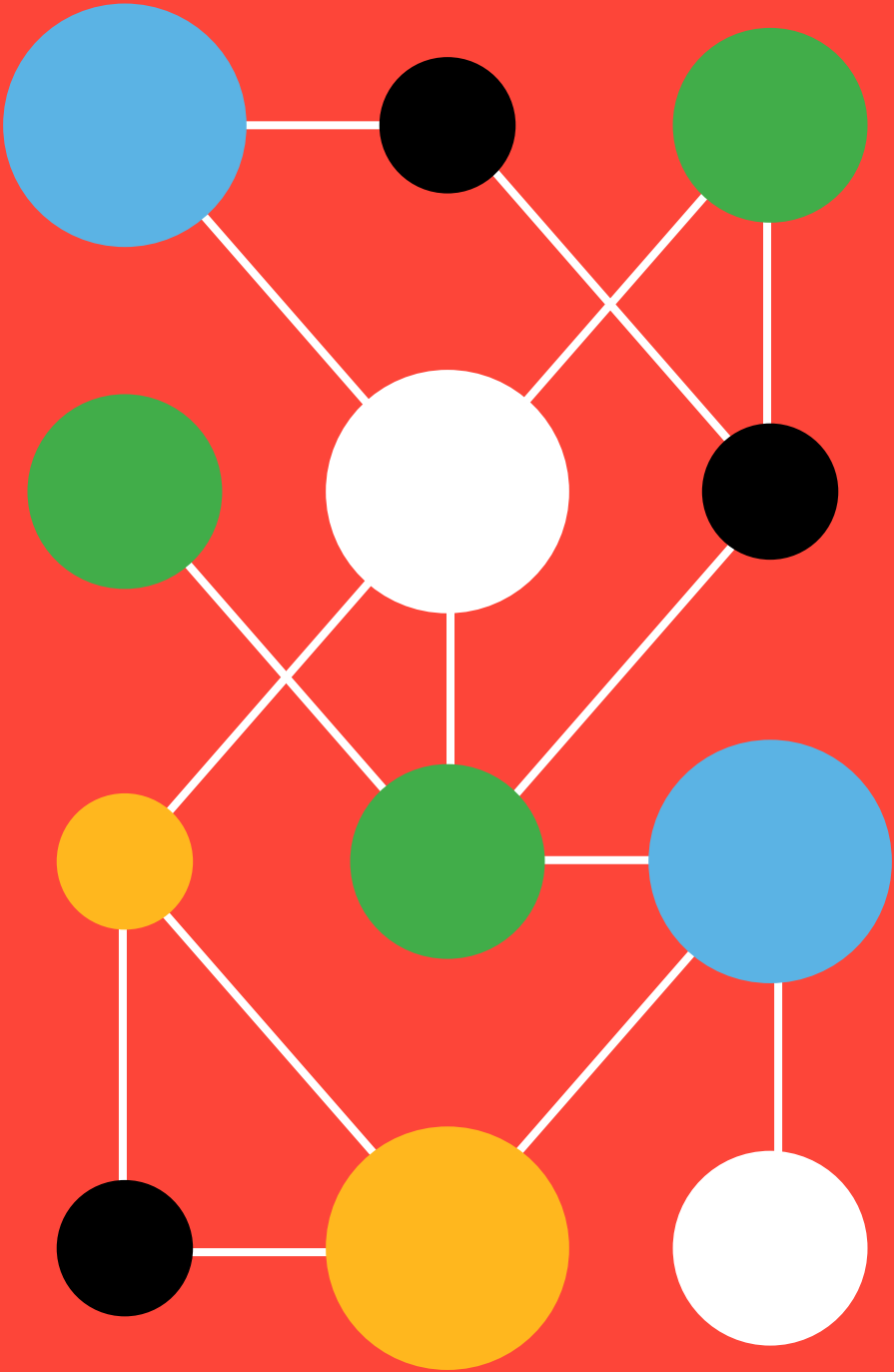
Meaningful Relationships
Advocate practices that improve engagement, belonging, and empowerment for students, staff, and families.

Process/Short-Term Metrics

- % sense of belonging, engagement, and voice across stakeholder groups from the CSS
- % positive ratings on teacher and school leadership items from the TELL survey

Long-Term Outcomes

- Improved teacher and staff retention
- Decreased disproportionality in suspensions



Action

Professional Deeper Learning
(Teacher Backpack)

Develop a professional learning system that provides common understanding of deeper learning and deeper learners constructs with clear exemplars to improve shared understanding districtwide.

Process/Short-Term Metrics

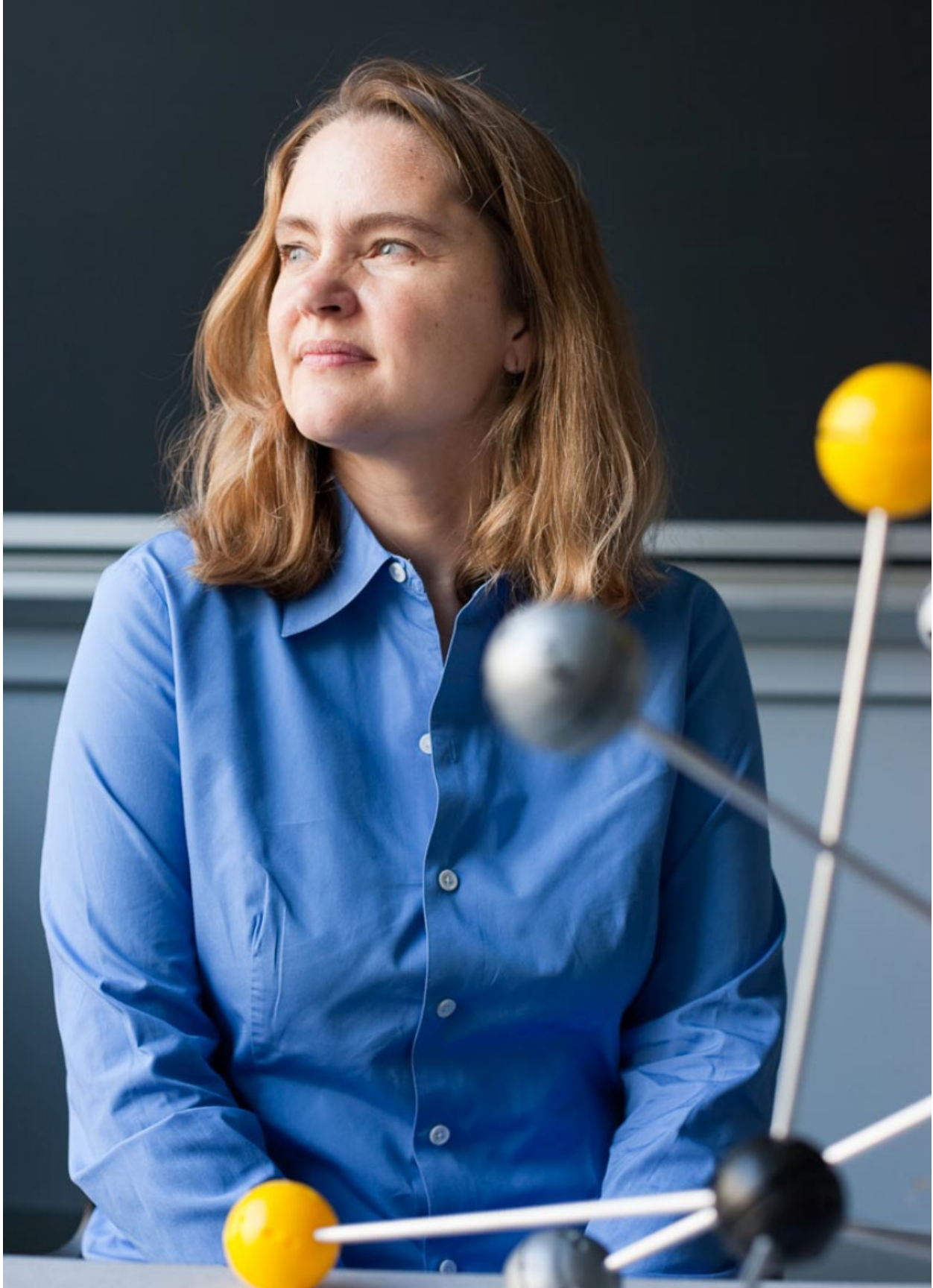
% of educators with professional learning experiences in deeper learning

% of students with evidence of success skills in their digital portfolio

Long-Term Outcomes

Increased number of teachers with microcredentials in personalizing instruction

Increased quality exhibitions and defenses across schools



Action

Transformed Instructional Core

Implement an aligned instructional core (i.e., standards, curriculum, instruction, and assessment frameworks, and grading practices) and professional development system to create deeper learning experiences for all students.

Process/Short-Term Metrics

- % of educators trained in deeper learning strategies
- % educators implementing deeper learning experiences measured by observations
- Passing rates in gateway courses (e.g., English I, Algebra I) measured through grades

Long-Term Outcomes

- Improved literacy and numeracy skills and growth
- Increased transition readiness
- Increased quality of work in student digital portfolios

Photo
to come

Action

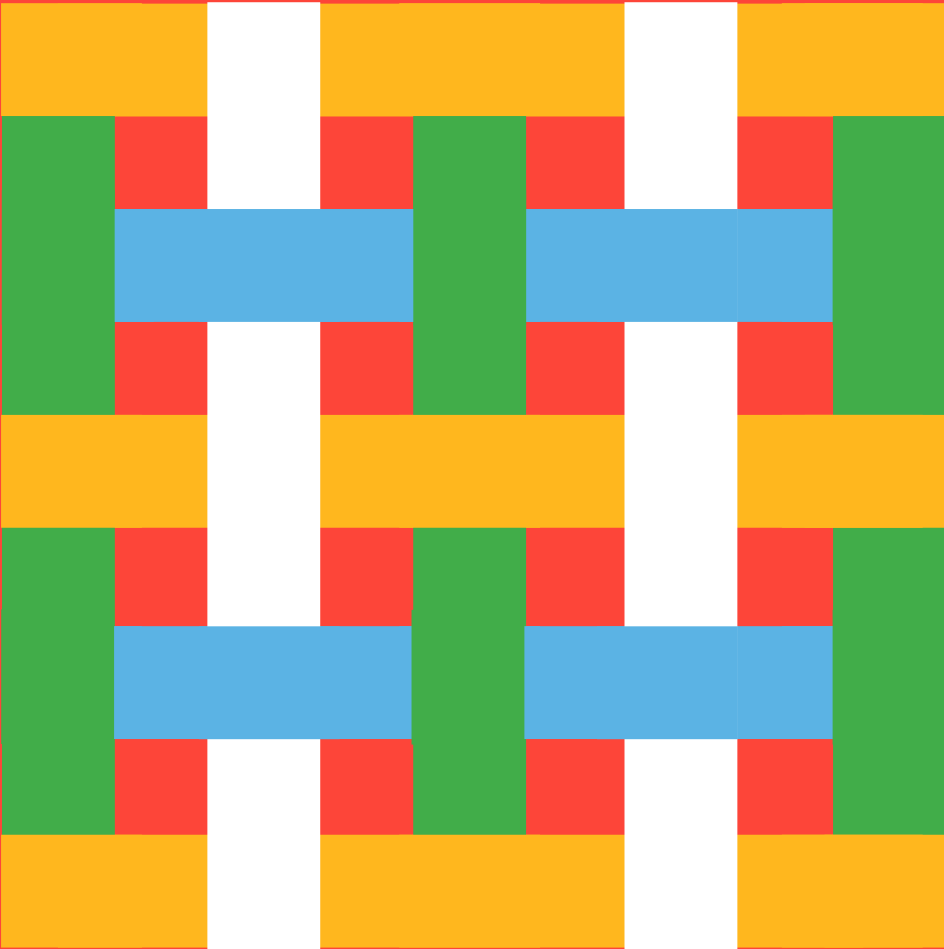
Family Engagement
Improve outreach so families can have more access points to engage in their students’ educational experiences.

Process/Short-Term Metrics

- % parental login to digital portfolio platform and parent portal
- % parent satisfaction, sense of belonging, and engagement from the CSS

Long-Term Outcomes

- Increased student attendance
- Reduced chronic absenteeism
- Increased transition readiness



Action

High Performing Teams

Provide learning opportunities for educators to learn together, plan, and reflect upon and improve professional practice.

Process/Short-Term Metrics

- % positive ratings on teacher and school leadership items from the TELL survey
- % educator sense of belonging and satisfaction from the CSS

Long-Term Outcomes

- Increased teacher retention
- Increased minority educator staffing



Culture and Climate Scorecard

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Organizational Coherence

Goal

Systems, work, and funding function equitably for students, families, and the community from preschool through high school.

The infrastructure and supports are in place necessary to promote deeper learning practices, provide equitable access to systems, and engage students and families effectively.

Action

Coherent Systems and Processes

Implement common performance management practices, processes, and routines focused on (1) reviewing current data related to strategic goals, (2) defining actions that will improve data to meet goals and (3) conducting systematic reviews of district corrective action plans.

Process/Short-Term Metrics

Regular cycle of review of strategies/ targets and gap to goal analysis at Cabinet meeting, school leadership team meeting, and Board meeting as demonstrated by agenda/minutes.

% central office satisfaction ratings

Long-Term Outcomes

Improved district star ratings on state accountability

Reduced number of CSI/TSI schools

Removal of corrective action status.

Renewed accreditation status



Action

Racial Equity Policy
Implement JCPS Racial
Equity Policyand monitor
plans districtwide.

Photo
to come

Process/Short-Term Metrics

% of central office departments
and schools implementing at least
one strategy for achieving and
maintaining racial educational
equity, aligned with the system-
wide plan as evidenced by the
Equity Scorecard metrics

Long-Term Outcomes

Reduced disproportionality in
behavior referrals, suspensions,
and ECE placements

Reduced achievement gaps
through increased proficiency
and growth in literacy and
numeracy among students
of color

Action

Improved School Supports

Equitably align resource allocation with strategic priorities for physical, instructional, and human resource infrastructure in ways that meet student learning needs.

Photo
to come

Process/Short-Term Metrics

- % instructional and non-instructional school staffing
- % NBCT in the classroom
- % of schools in High Growth category in literacy and numeracy (MAP)
- % of schools in High Achievement category in literacy and numeracy (MAP)

Long-Term Outcomes

- Improved teacher and staff retention
- Improved literacy and numeracy skills

Action

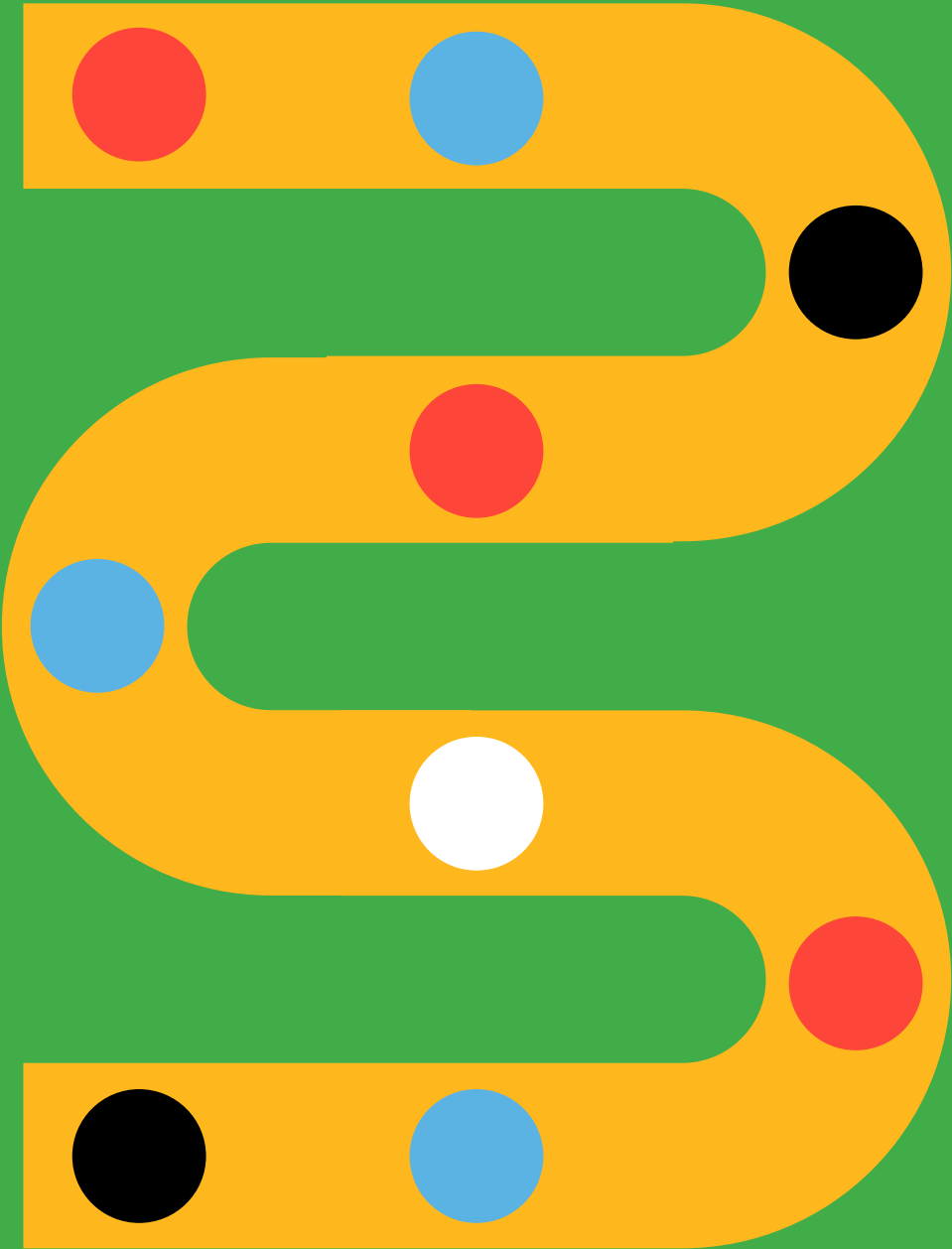
Modernized Facilities Plan
Develop a facilities planning process to address the most critical three-year consumer and renovation needs.

Process/Short-Term Metrics

% funding for facilities needs identified in facilities plan

Long-Term Outcomes

Improved facility conditions and efficient utilization of facility capacity
Increased early childhood centers
Increased new buildings



Action

School Choice Plan

Clarify, restructure, and expand choice programs to better meet student and family needs.

Graphic
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Process/Short-Term Metrics

% satisfaction with schools
Approved systems for application, evaluation, and monitoring of charters, alternative programs, and magnet programs.

Long-Term Outcomes

Accepted charter applications with high rubric scores.
Positive performance metrics for charter schools
Improved JCPS market share
Improved quality of magnets

Action

Louisville Promise

Engage in a community-wide development of a system infrastructure to support each student in post-secondary success.

Process/Short-Term Metrics

Louisville Promise data analytics reports

Long-Term Outcomes

Improved college and career readiness rates
Improved graduation rates
Increased transition readiness



Orgnaizational Coherence Scorecard

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JCPS is a leading urban school district that provides a high-quality education for more than 100,000 students (about 1 of every 7 students in Kentucky).

Parents can choose the school and the programs that best meet their child's needs and match his or her learning style. From preschool to adult education, JCPS is known for educational innovation, for dedication to students, and for highly qualified teachers and administrators.

Jefferson County Public Schools
VanHoose Education Center
3332 Newburg Road
Louisville, KY 40218
www.jefferson.kyschools.us

JEFFERSON COUNTY PUBLIC SCHOOLS

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