

# Future State

Jefferson County  
Board of Education Meeting  
April 21, 2020

# Future State Updates

- Strategic Plan
- Student Assignment
- Revenue
- Workforce Development

# JCPS New Strategic Plan: Progress Update

- Completed Actions
- Current Work
- Next Step



# Strategic Plan: Completed Actions

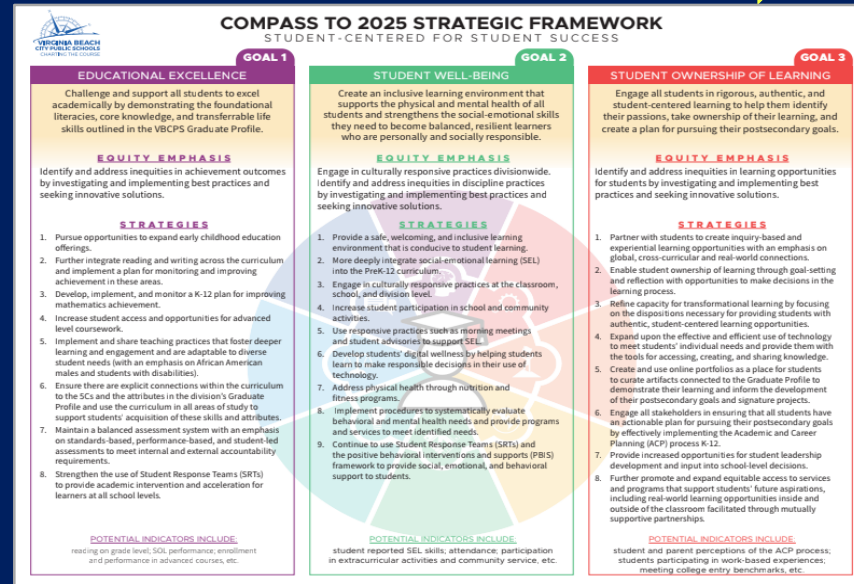
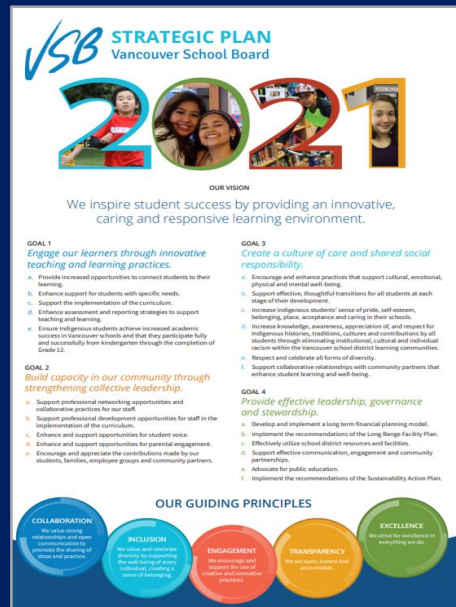
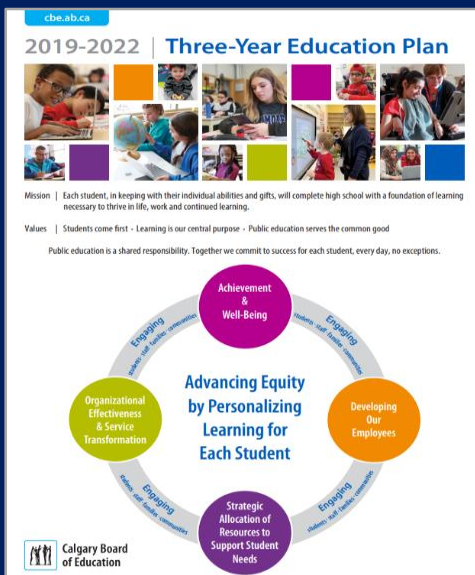
- Reflected on current plan and pillars
- Shared progress report on Vision 2020 in Action
- Developed Future State tenets
- Established timeline for new plan
- Identified Core and Advisory Teams

# Strategic Plan: Current Work

**Core team continues to meet virtually focused on:**

- Reviewing JCPS' prior plans and future states
- Exploring other districts' plans
- Identifying possible framework for plan
- Grouping current strategies
- Considering current context

# Other Districts: What We Liked



➤ Student-Centered

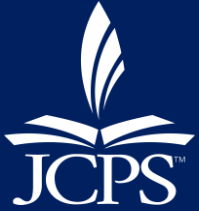
➤ Focused Goals

➤ Equity Theme

➤ Simple Language



# Possible Framework: What We Are Considering



Learners &  
Learning

Competencies &  
Collaboration

Supports &  
Structures

Engagement

Culture &  
Climate

Equity

# Strategic Plan: Next Steps

- Revise timeline
- Reschedule Advisory Team meetings
- Schedule community input/feedback sessions
- Consider alternative opportunities for participation



# Strategic Plan: Possible Revised Timeline

Revised:	Jan-July 2020	Aug-Sept 2020	Oct 2020	Nov 2020	Dec 2020
Fall 2019	Jan-March 2020	April-June 2020	July-Aug 2020	Sept 2020	Oct 2020
<b>Reflect</b>	<b>Develop</b>	<b>Share &amp; Listen</b>	<b>Refine</b>	<b>Review</b>	<b>Approve</b>

# Student Assignment

# December 2019 Task Force Recommendations

- Revised Guiding Principles for Student Assignment
- Dual Resides for middle and high school students in West Louisville
- Eliminate school-initiated exits from magnets
- Diversity targets and goals within magnet schools and programs
- New interest-based magnets and replicating popular magnets
- Centralized lottery processes



**COOPERATIVE  
STRATEGIES**

COMPLETE FINANCIAL & DEMOGRAPHIC PLANNING FOR EDUCATION

2,000+ School  
Districts Served

15+ Billion  
Dollars in  
Bonds

30+  
Comprehensive  
Service Lines



300+ Facilities  
Master Plans



200 Million  
Dollars in  
Owners Rep.

Success  
Stories Across  
the U.S. and  
Beyond

3,000  
Enrollment  
Projections

25+ Years of  
Experience



6 Series 50  
Qualified  
Municipal  
Advisors

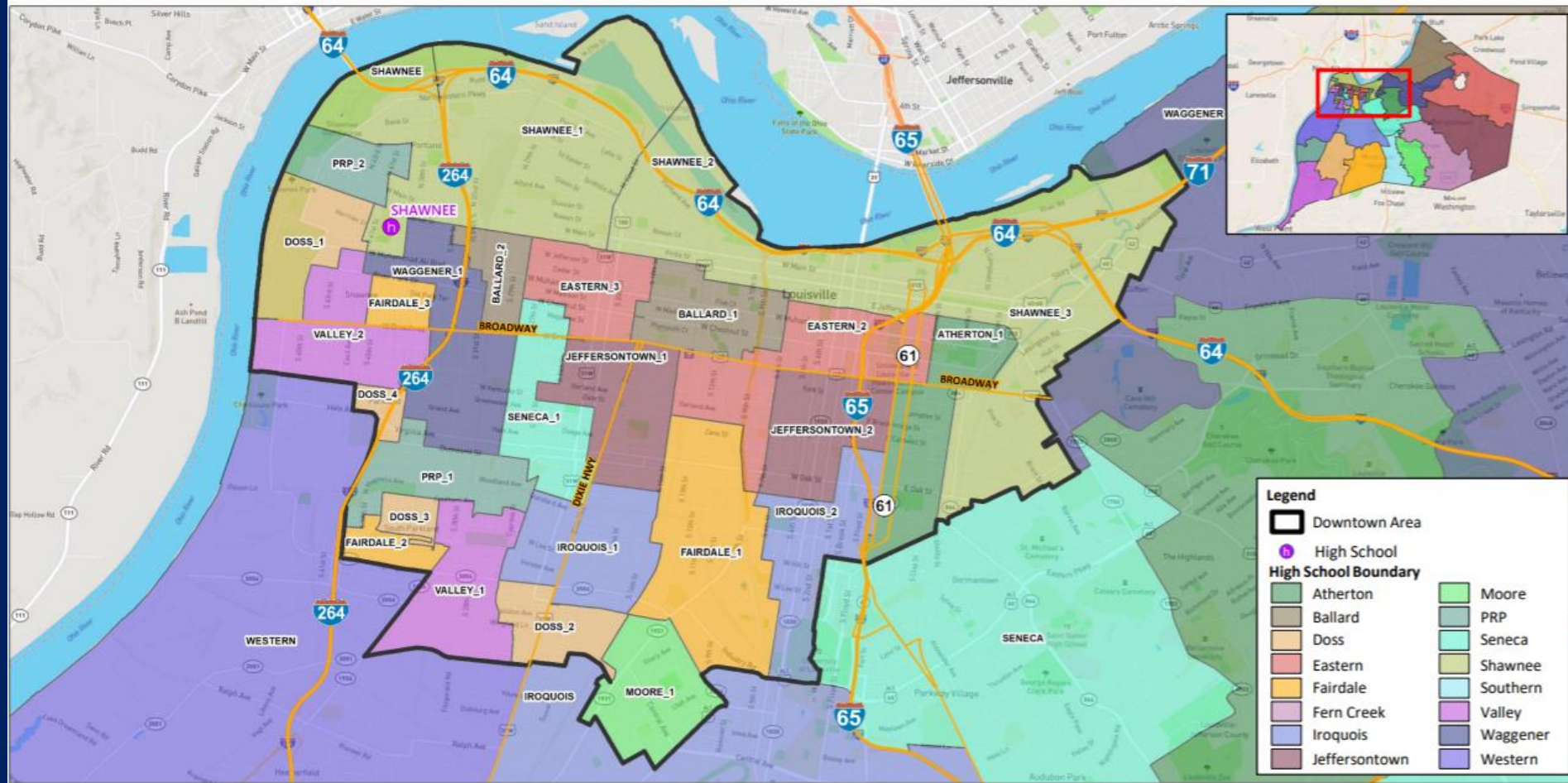


280+  
Educational  
Specifications

50+  
Employees  
with Diverse  
Specialties

4 U.S. Office  
Locations

## ► CURRENT DOWNTOWN ZONES



## ► DEMOGRAPHICS

### BACKGROUND DATA

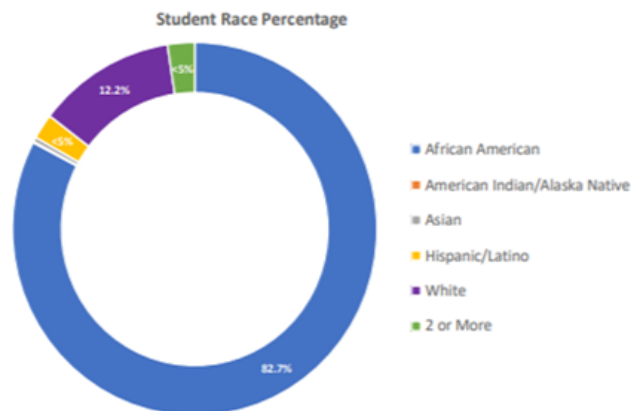
Planning Unit	Total Students (9th -12th)	Students Choosing Resides School		Students Choosing Magnet		Students Attending Other (school/program)	
		Count	%	Count	%	Count	%
ATHERTON_1	270	172	63.7%	42	15.6%	56	20.7%
BALLARD_1	148	103	69.6%	23	15.5%	22	14.9%
BALLARD_2	52	31	59.6%	9	17.3%	12	23.1%
DOSS_1	101	53	52.5%	28	27.7%	20	19.8%
DOSS_2	95	50	52.6%	30	31.6%	15	15.8%
DOSS_3	78	38	48.7%	31	39.7%	9	11.5%
DOSS_4	27	17	63.0%	4	14.8%	6	22.2%
EASTERN_2	58	30	51.7%	9	15.5%	19	32.8%
EASTERN_3	209	116	55.5%	38	18.2%	55	26.3%
FAIRDALE_1	91	55	60.4%	13	14.3%	23	25.3%
FAIRDALE_2	67	26	38.8%	35	52.2%	6	9.0%
FAIRDALE_3	79	52	65.8%	19	24.1%	8	10.1%
IROQUOIS_1	210	103	49.0%	68	32.4%	39	18.6%
IROQUOIS_2	97	37	38.1%	34	35.1%	26	26.8%
JEFFERSONTOWN_1	188	109	58.0%	31	16.5%	48	25.5%
JEFFERSONTOWN_2	65	37	56.9%	8	12.3%	20	30.8%
MOORE_1	198	111	56.1%	36	18.2%	51	25.8%
PRP_1	153	85	55.6%	47	30.7%	21	13.7%
PRP_2	143	87	60.8%	25	17.5%	31	21.7%
SENECA_1	233	126	54.1%	43	18.5%	64	27.5%
SHAWNEE	162	68	42.0%	31	19.1%	63	38.9%
SHAWNEE_1	313	165	52.7%	45	14.4%	103	32.9%
SHAWNEE_2	106	63	59.4%	19	17.9%	24	22.6%
SHAWNEE_3	135	23	17.0%	25	18.5%	87	64.4%
VALLEY_1	149	64	43.0%	52	34.9%	33	22.1%
VALLEY_2	265	118	44.5%	76	28.7%	71	26.8%
WAGGENER_1	319	202	63.3%	49	15.4%	68	21.3%
<b>Total</b>	<b>4011</b>	<b>2,141</b>	<b>53.4%</b>	<b>870</b>	<b>21.7%</b>	<b>1,000</b>	<b>24.9%</b>

Total HS Students: 4,011

Resides : 2,141

Magnet : 870

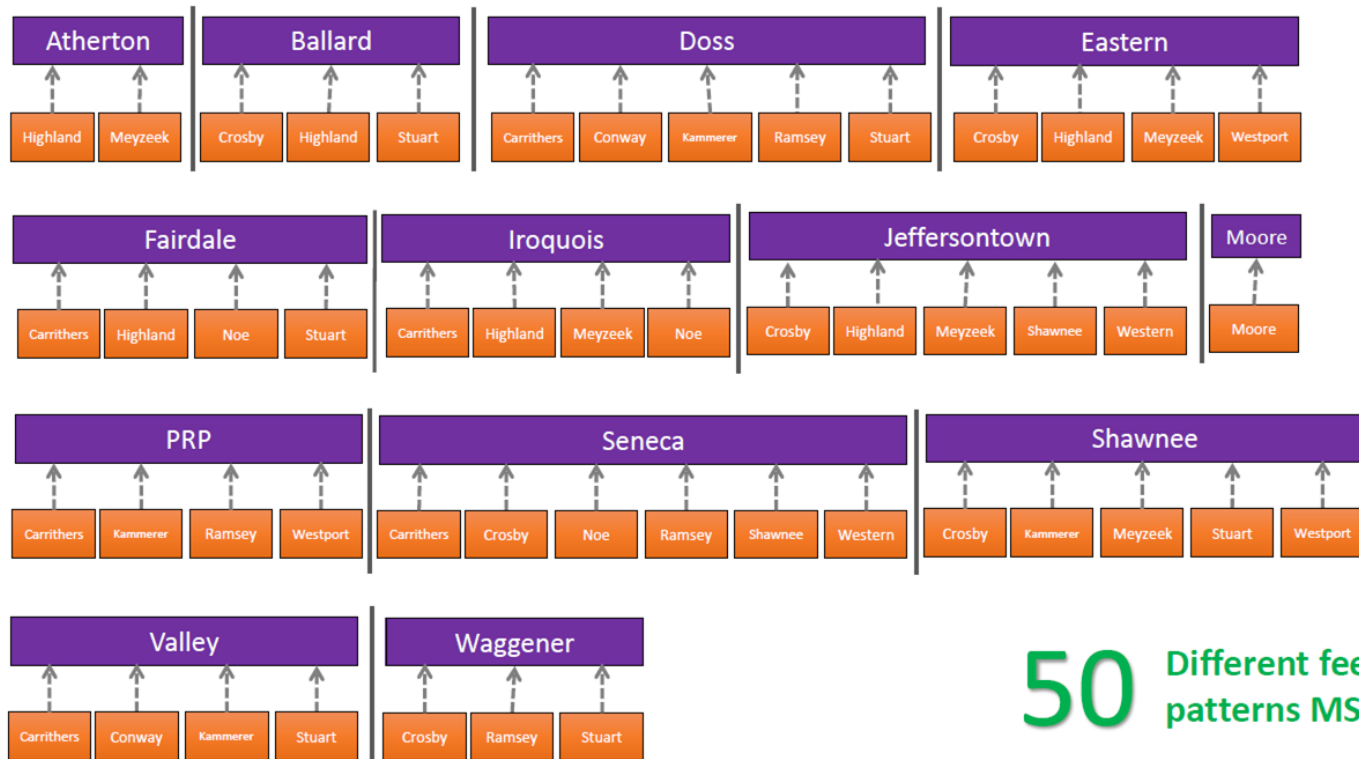
Other: 1,000



80% Free or  
Reduced Lunch

# Current Feeder Patterns

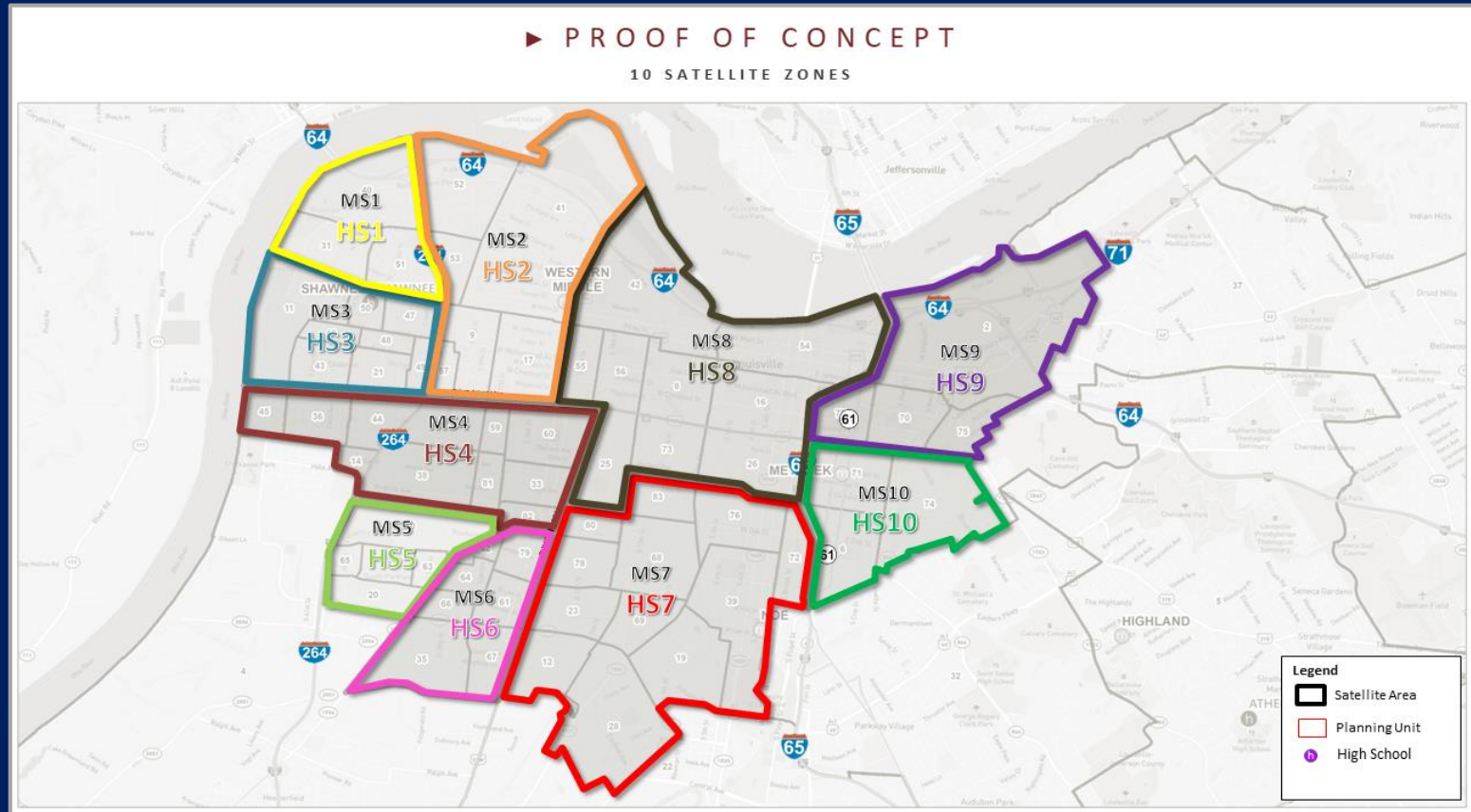
## ► FEEDER PATTERNS DOWNTOWN



**50** Different feeder patterns MS -> HS



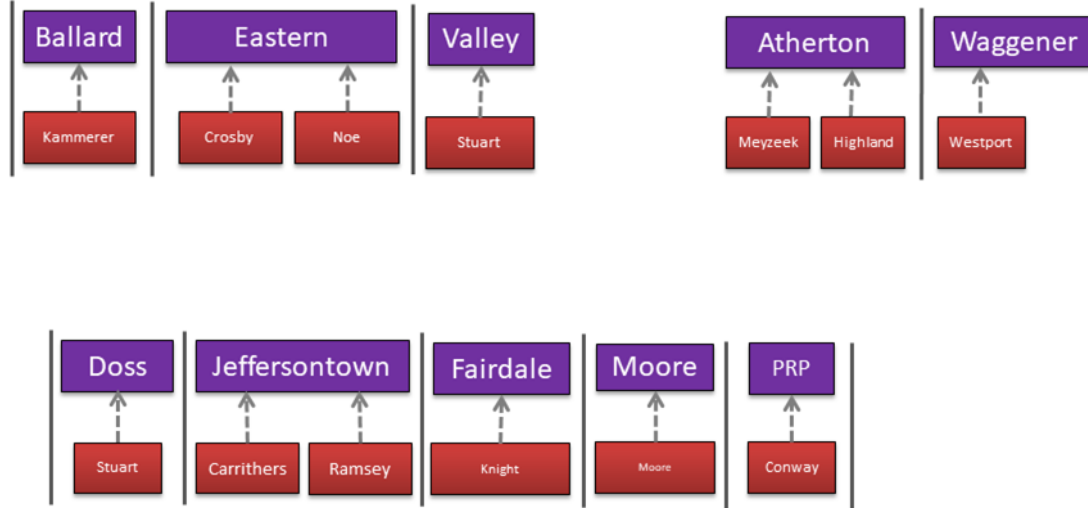
# Option 1: 10 Satellite Zones



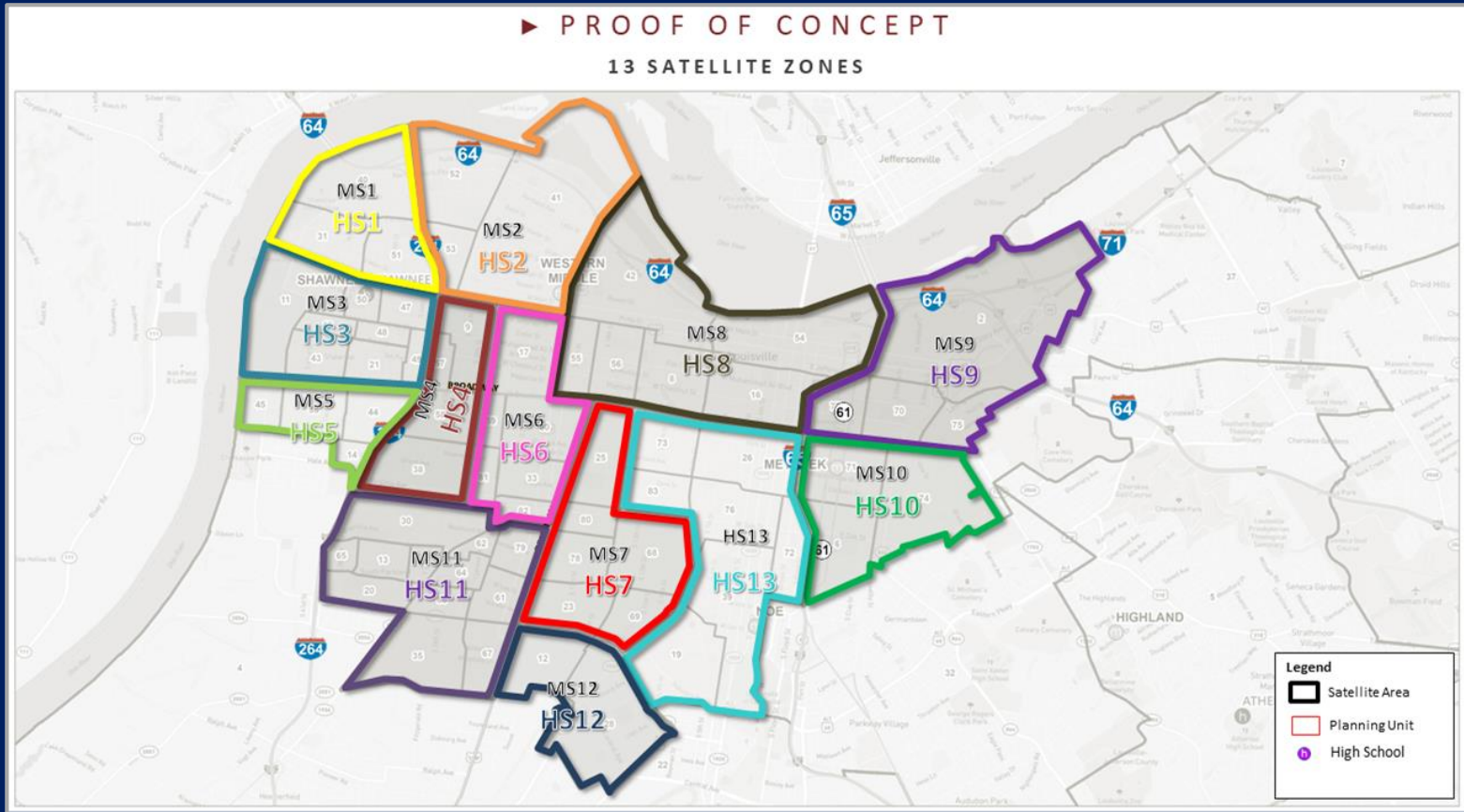


# Option 1: Proposed Feeder Patterns

## ► PROPOSED FEEDER PATTERNS 10 SATELLITES

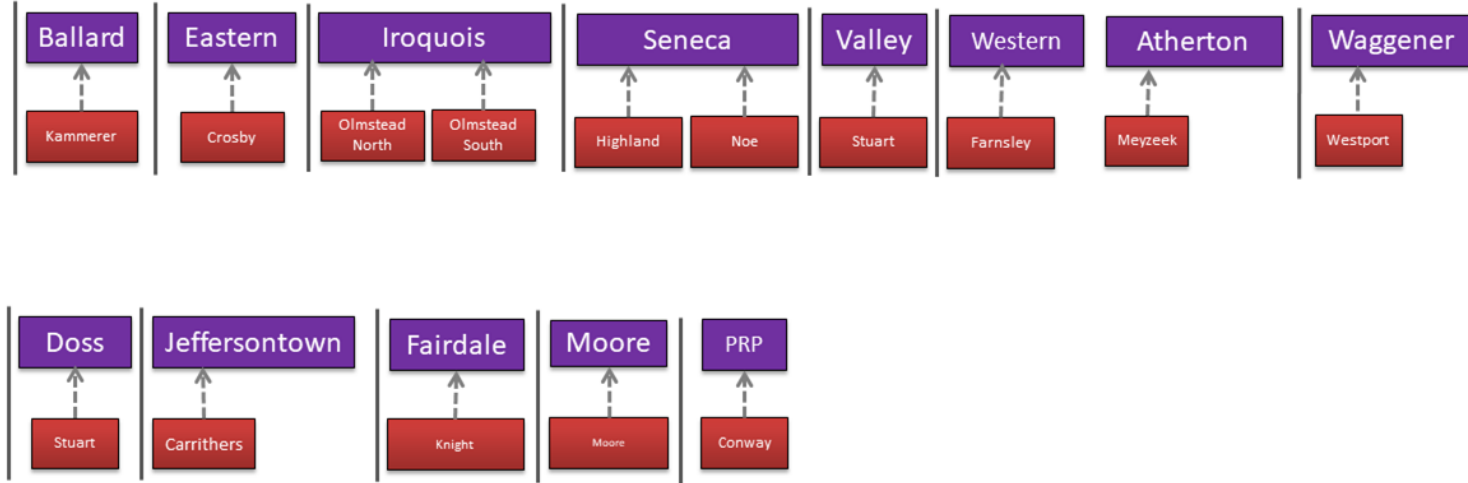


# Option 2: 13 Satellite Zones



# Option 2: Proposed Feeder Patterns

## ► PROPOSED FEEDER PATTERNS 13 SATELLITES



**15** Different feeder  
patterns MS -> HS

# Next Steps for Dual Resides Options

- Consolidate the smaller satellite areas into larger areas to improve feeder patterns
- Determine boundary adjustments and identify dual-resides choices for each address
- Survey parents in impacted area to determine interest in a school close to home
- Develop systems to:
  - Make a dual-resides choice
  - Track applications
  - Facilitate targeted outreach and communication with impacted families

# Magnet School Assistance Program (MSAP)

- Federal Grant - Due May 26th
- 3-5 Year Grant and can be up to \$15 million
- Developing new, or reimagining current, magnet programs
- Funds cover professional development, additional staff, materials, and transportation

## Application Development:

- Implementation of MSA and Steering Committee Recommendations
- Lottery Admissions
- Magnet Program Standards and Common Central Office Systems
- Focus on themes that are high demand and high interest
- Evidence-based themes
- Expand access for students

# Magnet School Assistance Program (MSAP) Proposal

Elementary STEAM Mirror Magnet

Elementary Visual and Performing Arts Mirror Magnet

New STEAM High School with focus on Computer Science

## Features:

- 2 additional positions for grant implementation and student support at schools.
- 2 additional positions for implementation of grant and program evaluation at Central Office.
- Innovative and evidence-based curriculum and professional development supports.
- Rebranding and marketing supports for schools.
- Consultant to facilitate the development of a revolutionary design for the new STEAM high school.
- Lottery Admissions for each school

# Multi-Year Magnet Plan

School Year	Planned Schools	Ongoing
2020-2021	Planning year for future implementation	<p>Magnet Program Standards</p> <ul style="list-style-type: none"><li>• Common Systems and Common Language for Magnet School Expectations</li><li>• Revise Central Office Systems to Better Support Magnet Schools in Theme Implementation, Recruitment, and Continuous Improvement</li></ul> <p>Implementation of Magnet Schools of America and Magnet Steering Committee Recommendations</p>
2021-2022	Elementary Music Magnet School <ul style="list-style-type: none"><li>• Louisville Orchestra Partnership</li><li>• 250 Hours of Instrument Instruction</li></ul>	
2022-2023	Three MSAP Schools	
2023-2024	Explore additional magnet schools based on community demand and District needs	
2024-2025		

# Spring/Summer 2020

- Take Dual Resides plan to community & school administrators
- Survey parents in satellite areas to gauge interest in option for school close to home
- Draft policy and procedures for implementation
- Apply for Magnet School Assistance Program grant
- Bring Proposals to Board in June/July
- Students will apply for Dual Resides in fall 2020 for SY 21-22



# Future Work

- Boundaries for new schools
- Review impact of dual resides on middle and high enrollment
- Determine if new or current magnets require boundary adjustments
- Study need for elementary boundary adjustments

# Workforce Development



# Teacher Residency

- Louisville Teacher Residency
  - 150 applicants for 30 spots
  - Selected sites: Slaughter Elementary, Western Middle School, Waggener High School
- In process of hiring master teachers at the three schools
- Plan is to increase number of Residents
- Focus on Racial Equity Pillar

# Workforce Development – TRADES

**T**argeted  
**R**ecruitment,  
**A**dvancement,  
**D**evelopment, and  
**E**quity in the  
**S**killed **TRADES**

## Benefits:

- Expands the number of skilled tradespeople from underserved and underrepresented populations
- Creates a wider, more diverse leadership pipeline
- Develops a grow our own skilled tradespeople
- Creates a sustainable infrastructure of support
- Preserves institutional knowledge
- Establishes upward mobility and improves retention

# Workforce Development – TRADES

## How TRADES works:

Team in the Electric Shop

- Licensed Electricians, Electric Technicians III, II, I

## Process

1. A licensed electrician retires
2. JCPS advertises an Electric Technician I (high school diploma/GED)
3. An entry level person is hired as an Electric Technician I
4. After gaining experience and training, becomes Electric Technician II
5. Then, with more hours and training advances to Electric Technician III
6. Finally, becomes a licensed electrician

# Workforce Development – Leadership Development

## Emerging Leaders Program (within Teaching and Learning):

- Application process (window is 4/20 - 5/1)
- Assessment process
- Cohort size is around 25

# Workforce Development – Other Initiatives

- Principal Slating Process
- Teacher Apprenticeship Program
  - Starts in High School and can continue through Education Preparation
- Simmons Partnership
  - Exploratory opportunity to consider education
  - Possible employment with JCPS

# Revenue Options for Board Consideration





# Revenue Options for Board Consideration

- Board has studied and considered options over the course of the year
- Revenue Task Force has developed recommendations to the Board



Revenue options have not been discussed with Board or Task Force since the beginning of the COVID-19 crisis











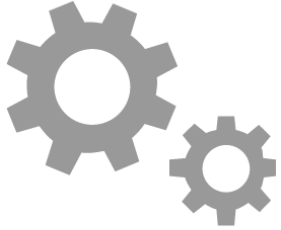
We understand that both the economic landscape has changed, as well as the fact that our children will return in the fall with greater need for services than ever before.



Our task is to weigh challenges, opportunities, and options.



# Revenue Task Force Recommendation Option 1



## OPTION 1

4% plus “nickel”—  
nickel used for  
new construction  
& renovations





# Revenue Task Force Recommendation Option 2



## OPTION 2

4% plus additional  
percentage—  
flexible based on  
direction of The  
Board





# Tax Levy Timeline



# Feedback and Questions

