



**School District  
of Jefferson**



**Empowering  
Futures Together**

# Planning for Success

## Strategies, Objectives, and 2018-2019 Milestones



**Strategy One:** Inspire Teaching, Learning, and Achievement  
**Strategic Objective:** Employ effective teaching strategies within a student-centered environment.

### Milestones:

1. Facilitate staff professional growth through the implementation of year one of the 2018-19 SDoJ Professional Development Plan by June 30, 2019.
2. School learning objectives will outline the action steps and measures for improving SDoJ ELA and Math achievement with the goal of placing SDoJ at or above the median for all Wisconsin schools as measured by the Wisconsin State Assessment results.
3. Improve student growth and close achievement gaps as measured by the District Report Card.
4. District-wide student chronic absenteeism will decrease as measured by WISEdash Chronic Absenteeism data reported to DPI.
5. Implement MTSS year two action steps of the SDoJ WI School Mental Health framework to maximize social emotional growth.
6. Teachers will utilize learning walks to implement high leverage core instructional practices (Tier 1) that prepare students for college/career readiness.

**Strategy Two:** Connect School and Community through Partnerships  
**Strategic Objective:** Foster and support community partnerships between all stakeholders.

### Milestones:

1. Develop a system for interpretation and translation of SDoJ communications for the Latino community by October 1, 2018.
2. Implement a system for interpretation and translation of SDoJ communications for the Latino community by May 1, 2018.
3. Middle and elementary schools will increase the number of career and community-based connections through field trips, career explorations, guest speakers, and/or partnerships as compared to the baseline data established in May 2018.
4. The percentage of high school juniors and seniors participating in an apprenticeship and/or work-based learning opportunity will increase from May 2018 to May 2019.

**Strategy Three: Cultivate Growth and Leadership**

**Strategic Objective: Develop and provide a high-quality professional development program that fosters opportunities for leadership and collaboration, for students and staff alike.**

**Milestones:**

1. Identify and train a district-wide equity leadership team by August 31, 2019.
2. Facilitate teacher growth and leadership through the implementation of year one of the 2018-19 SDoJ Professional Development Plan by June 1, 2019.
3. Identify a team of administrators and teachers to study the CESA #6 teacher evaluation and professional growth model and determine if this model should replace the current model used by SDoJ, the State's DPI Educator Effectiveness Model, with a decision to be made by March 1, 2019.

**Strategy Four: Continuously Improve Services and Operations**

**Strategic Objective: Implement efficient, system-wide processes to best allocate resources.**

**Milestones:**

1. Maintain a net gain in open enrollment as measured by the third Friday count of September, 2019.
2. Assure the 2019-20 school calendar provides in-service time, other than in August, for training all staff in Run-Hide-Fight-Notify and Reunification processes.
3. The annual buildings and grounds cleanliness survey will demonstrate a 5% improvement in overall scores as compared to the survey of 2017-18.
4. The support staff compensation schedule will be studied and adjustments recommended to the school board by April 2019 for implementation for the 2019-20 school year.
5. The co-curricular compensation schedule will be studied and adjustments recommended to the school board by April 2019 for implementation for the 2019-20 school year.
6. The SDoJ's expenditures will not exceed revenues for the 2018-19 school year unless the Board of Education approves fund balance for a designated purpose.
7. The SDoJ's administration will recommend to the board of education a balanced budget for the 2019-20 school year.
8. All items of the Safety Grant of Phases 1 and 2 will be implemented by the deadline established by the grant. This includes staff training.