



**School District  
of Jefferson**



**Empowering  
Futures Together**

# Planning for Success

## Strategies, Objectives, and 2019-2020 Milestones



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

### Milestones:

1. The SDoJ will improve student growth, close achievement gaps, and place at or above the State mean for all Wisconsin Public Schools through ELA and Math achievement as measured by the 2019-20 Wisconsin State Report Card.
2. The SDoJ will implement MTSS Year 3 three action steps of a five-year implementation of the School District of Jefferson (SDoJ) [Wisconsin School Mental Health Framework](#) to maximize social emotional growth by the end of the 2019-20 school year.
3. District-wide student chronic absenteeism will decrease as measured by WISEdash chronic absenteeism data collected by the Wisconsin Department of Public Instruction (DPI) by June 2020.
4. Teachers will utilize learning walks to implement high leverage core instructional practices (Tier 1) that prepare students for college/career readiness as measured by a log maintained by principals by June 2020.
5. The Board of Education will participate in Board development on the topic of Professional Learning Communities (PLC) through one or more Board development meetings and/or a PLC book read during the 2019-20 school year.
6. The District will provide professional development to 100% of the staff in PLC practices. This will be done via the August in-service, sending selected staff members to conferences and a certified staff book read, all to be completed by May 2020.
7. Grades 6-12 universal core essential standards for a minimum of one course per content area will be written by collaborative teams of teachers by May 31, 2020.
8. K-5 universal core essential standards (ELA and Math) will be written by collaborative teams by May 31, 2020.
9. The Administrative team will research other calendar and schedule options to best meet the needs of collaborative teams. This research will be completed by March 1, 2020.
10. A document will be created to guide and create phases I, II, and III of curriculum, assessment, and interventions for all grade levels K-12 core content areas by October 1, 2019.
11. The Administrative team will receive a program overview by a professional expert in AVID (likely Dr. Gatica) by February 1, 2020.
12. The High School staff will be exposed to AVID through site visits and readings by April 1, 2020. Additionally, Board members will be invited to attend this site visit. A School Board report will be provided by May 1, 2020.

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

**Milestones:**

1. In order to better prepare students for college and career readiness, all students in grades 6-12 will be exposed to the Academic and Career Planning processes as identified by a district-created document by May 2020.
2. The number of district sponsorships via the Sponsorship policy will increase by a minimum of one per building from September 1, 2019, to April 1, 2020.
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 2019. (Elementary and JMS action steps)
4. JHS will maintain or increase the number of community work-based partnerships and JHS juniors and seniors participating in an apprenticeship and/or work-based learning opportunity from May 2019 to May 2020.

**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. To cultivate growth and leadership, the District will identify teacher leaders to participate in trainings focused on principles and practices of Professional Learning Communities at work. [2019-2020 PLC Leadership Development](#)
2. The District will identify teachers to lead, model, and coach other district-wide employees in PLC practices. This team of teachers will also provide a report to the School Board. The team will be identified and report to the Board of Education by December 1, 2019.

**Strategy Four: Continuously Improve Services and Operations**  
**Strategic Objective: Implement efficient, system-wide processes to best allocate resources.**

**Milestones:**

1. The District will increase its net in open enrollment from \_\_\_\_\_ in September of 2019 to \_\_\_\_\_ in September of 2020 as measured by the 3rd Friday count.
2. Contingent upon Board of Education approval, the District will hire a firm or agency to complete a facility and grounds needs assessment to address long-term maintenance and grounds needs for the next 20 years for the SDoJ. This study and report to the Board of Education is to be completed by April 15, 2020.
3. The district will identify funding sources to finance professional development for the implementation of PLCs and AVID for the 2020-21 school year.
4. In order to provide better shared services, efficiencies and effectiveness, the district will study whether or not to move to a 4K-2 and 3-5 elementary school model for East and West Elementary Schools. The study may endorse future implementation within the next 2-4 fiscal years. This study will include a Board-approved Ad Hoc committee made up of administrators, teachers, a Board member, and community members. The results of the study will be provided to the School Board by August 1, 2020.
5. In order to assure that all students are achieving at high levels, the District will increase staffing in the areas of secondary math, interventionists, ELL liaison, literacy coaches, computer science teachers, and school psychologists. The Administrative team will write a budgeting philosophy for the Board of Education to consider by December 1, 2019.
6. In order to assure of District and building efficiencies and student/staff/visitor safety, the District will complete a study regarding a need for additional administrative office staffing districtwide. This study and rationale will be completed and shared with the Board of Education by March 1, 2020.