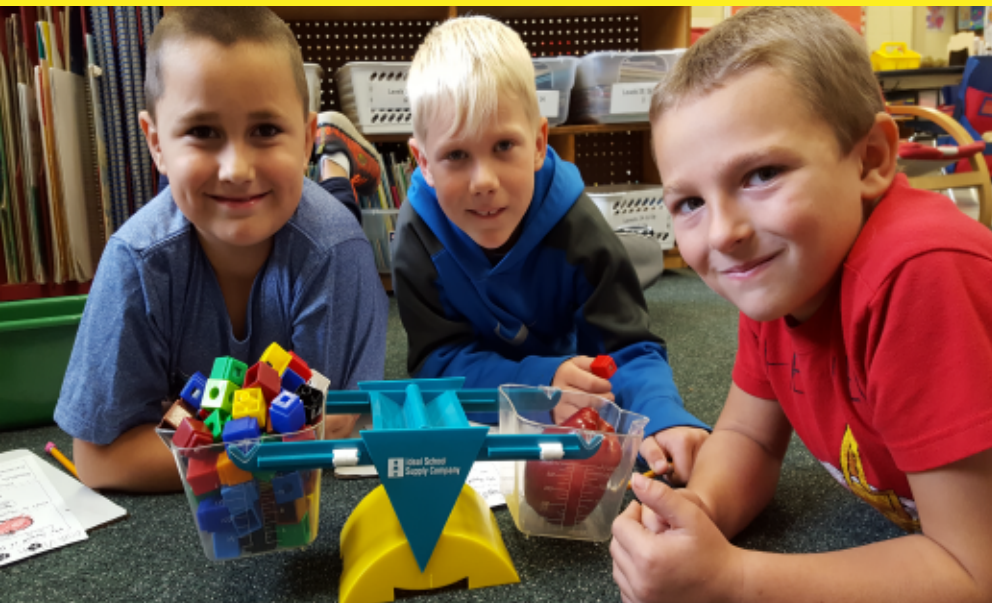


# School District of Jefferson Strategic Plan

Mission: Empowering Futures Together



Setting our  
sights  
on the future

Vision: All students positively  
impact society

## 2017-2018 Outcome Measures



### Strategy One:

*Inspire Teaching, Learning, and Achievement*

#### Strategic Objective:

*Employ effective teaching strategies within a student-centered environment*

#### Key Performance Objective and Milestone:

**Identify and meet staff needs  
through collaboration  
and professional development**

- A committee will write and recommend to the Administrative team and, ultimately, to the Board of Education a vision for staff professional growth for the upcoming three years. This will serve as a road map for our employees.

#### Key Performance Objective and Milestones:

**Implement Multi-Tiered System of Supports (MTSS)  
to identify and address all students' needs**

- Enhance MTSS to maximize social emotional growth for all as measured by completion of year one action steps of the SDOJ WI School Mental Health Framework implementation plan.
- Define high leverage core instructional practices (Tier 1) that maximize student-centered instruction and prepare students for college/career.
- Student performance on the four priority areas (student achievement, student growth, closing achievement gaps and on track, and post-secondary readiness) will place Jefferson at or above the state average as measured by the state report card for schools and the district.





## Strategy Two: Connect School and Community Through Partnerships

**Strategic Objective: Foster and support community partnerships between all stakeholders**

### Key Performance Objective and Milestones:

**Identify, build, and acknowledge partnerships to meet community needs**

- Facilitate a net gain in open enrollment and overall enrollment as measured by the 3rd Friday count in September, 2018.
- High school staff will identify and document an increase in the number of work-based learning opportunities and the number of students engaged in work-based experiences will increase.
- Middle and elementary schools will identify and partner with local businesses and industry to enhance student learning through field trips, career exploration, and partnerships as identified on a document.

### Key Performance Objective and Milestones:

**Promote diverse opportunities for authentic family and community engagement**

- Study and recommend to the Board of Education changes to better meet the needs of parents as it pertains to parent-teacher conferences.
- Partner with our PATHs, PTOs, and other such parent organizations to identify and offer parent learning and outreach programs.
- Study and implement a Latino resource fair to better inform our Latino parents, students, and citizens about the SDOJ and community resources.



## 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.**

### Key Performance Objective and Milestones:

**Promote and support a growth mindset in staff and students**

- A committee will write and recommend to the Administrative team and, ultimately, to the Board of Education a vision for staff professional growth for the upcoming three years. This will serve as a road map for our employees.
- Within the professional growth program as identified in (1) above, emphasis will be placed on growing internal leaders.
- Evaluators will create a common understanding of mandated educator evaluation processes. Common understandings of implementation practice will be documented. The end result will provide more uniform practices across the district in order to provide high quality feedback fostering professional growth and leadership in those evaluated.

### Key Performance Objective and Milestones:

**Create opportunities and time for continued learning**

- The school year calendar will be studied and changed to reflect more effective and efficient staff development time. A recommendation will be brought to the Board of Education.
- District leadership will develop a district-wide vision for Professional Learning Communities (PLC). Staff training and implementation will occur in future years.



## Strategy Four: Continuously Improve Services and Operations

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

### Key Performance Objective and Milestones:

**Appropriately allocate staff to attract, retain, and take care of our staff**

- We will study and, ultimately, recommend to the Board of Education a professional development framework for certified staff that will support the newly adopted career ladder to better attract and retain certified staff.
- We will study and, ultimately, recommend to the Board of Education a new wage schedule for our support staff to better attract and retain these important employees.
- We will study and, ultimately, recommend to the Board of Education a new co-curricular salary schedule to better attract and retain co-curricular staff and programs.
- As reported in the staff culture survey taken in the fall of each year, the percentage of staff reporting scores of "Meets" or "Exceeds" will be at 80 percent or greater.

### Key Performance Objective and Milestones: Maintain Safe Environments

- The SDOJ Crisis Plan will be updated by the Administration and endorsed by the Board of Education.
- Safety concerns at East Elementary School regarding pick-up and drop-off will be studied and recommendations for increased safety will be brought to the Board of Education.

### Key Performance Objective and Milestone:

**Maintain Clean and Healthy Environments**

- The cleanliness of our school environments will improve as measured by a survey. This survey will be developed and administered by December 1, 2017, for a baseline. This survey will then be administered annually in February of each year.

### Key Performance Objective and Milestones:

**Be fiscally responsible by budgeting efficiently and effectively allocating resources**

- The SDOJ's expenditures will not exceed revenues for the 2017-18 school year unless the Board of Education approves the use of fund balance for a designated purpose.
- The SDOJ's administration will recommend to the Board of Education a balanced budget for the 2018-2019 school year unless the Board of Education approves the use of fund balance for a designated purpose.
- A Board of Education decision will be made as to whether it is necessary to ask our community to support an operations referendum to maintain high quality staff, programs, and facilities.
- The Administrative team will recommend the allocation of resources based upon a needs assessment. This needs assessment will be shared with the Board of Education for their input and approval.