



**School District
of Jefferson**



**Empowering
Futures Together**

In December 2016, the Jefferson Board of Education approved the 2017-2022 Strategic Plan for the district. *In June 2022 the Board approved an extension of the Strategic Plan to 2024.* The purpose of the plan is to provide guidance for the annual development of milestones that align with the four core strategies and key performance objectives. This annual process provides structure for the continuous improvement work to be completed over the long-term in order to meet the district's mission, vision, and belief statements for student learning.

2023-2024 Key Performance Objectives

OUR MISSION
Empowering futures together

OUR VISION
All students positively impact society

**Inspire
Teaching,
Learning,
and
Achievement**

Employ effective teaching strategies within a student-centered environment.

**Connect
School and
Community
through
Partnerships**

Foster and support community partnerships between all stakeholders.

**Cultivate
Growth and
Leadership**

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

**Continuously
Improve
Services and
Operations**

Implement efficient, system-wide processes to best allocate resources.

OUR BELIEFS AND COMMITMENTS

- All students have the right to a relevant, challenging, and innovative education that expands opportunities.
- All people have the right to be treated with respect and dignity in a safe environment.
- Our learning community needs to provide the tools for all students to be successful.
- Our impact as a school district is enhanced by family engagement and community partnerships.
- Active community involvement builds positive relationships, trust, and commitment.
- All members of the learning community have the responsibility for developing academically, socially, and behaviorally responsible citizens.
- Meeting and engaging the diverse needs of students today empowers them to find their passion and potential.



Strategies, Objectives, and 2023-2024 Milestones



Inspire Teaching, Learning, and Achievement

Strategic Objective: *Employ effective teaching strategies within a student-centered environment.*

Milestones:

1. During the 2023-2024 school year, the SDoJ will ensure that all students demonstrate at least one-year growth in reading and mathematics as measured by the assessments identified for specific grade levels.
 - a. Each educator will implement SDoJ instructional framework to ensure use of highly impactful instructional strategies.
 - b. Continue to refine and implement EMLSS (Equitable Multi-Level System of Support) selective Tier 2 interventions, focusing on defining data-driven and researched based interventions.
 - c. Review absenteeism reduction processes and implement with fidelity.



Connect School and Community through Partnerships

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

Milestones:

1. During the 2023-2024 school year, 100% of students in grades 9-12 will complete the grade level ACP portfolio artifacts in order to ensure students are college, career, and life ready as defined by the SDoJ Redefining Ready! Student Blueprint.
2. During the 2023-2024 school year, SDoJ community partnerships will be highlighted and expanded, as evidenced by building communications and Board reports.



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. During the 2023-2024 school year, 100% of SDoJ PLCs will expand and strengthen their collaboration and instructional practices by identifying individual PLC goals based on the Essential Questions (DuFour, DuFour, Eaker, & Many, 2010) and demonstrating goal completion through evidence/documentation.
 - a. Five PLC Leaders will attend year-long Leading professional learning Communities through AWSA and bring their learning back to our district PLC Leadership team.
 - b. Refine and develop a culture that is grounded in the District's Mission, Vision, Beliefs & Commitments each and everyday.



Continuously Improve Services and Operations

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

Milestones:

1. During the 2023-2024 school year, SDoJ will develop options to address an anticipated budget deficit due to the ending of ESSER funds and inflationary cost adjustments while maintaining our student services and educational options.
 - a. SDoJ will monitor staff-to-pupil ratios to examine "right-sizing" aligned to changing student enrollment.
 - b. SDoJ will manage 2022 capital referendum resources and communicate projects regularly.
2. During the 2023-2024 school year, SDoJ will develop processes and practices to recruit and retain highly qualified and effective staff members.