

2023-2024
Strategic Plan

Key Performance Objectives Progress Report





Setting our sights on the future



Our Mission

EMPOWERING FUTURES TOGETHER

Our Vision

***ALL STUDENTS POSITIVELY
IMPACT SOCIETY***

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.

CORE STRATEGIES

CORE STRATEGY I: Inspire Teaching, Learning, and Achievement

CORE STRATEGY II: Connect School and Community through Partnerships

CORE STRATEGY III: Cultivate Growth and Leadership

CORE STRATEGY IV: Continuously Improve Services and Operations

Milestone:

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.

Reading & Math Fall to Spring Fastbridge Growth

Percentage of students in each grade level who had a 50 SGP* or higher.

*A student growth percentile (SGP) describes a student's growth compared to other students with similar prior test scores (their academic peers). Although the calculations for SGPs are complex, percentiles are a familiar method of measuring students in comparison to their peers.

Grade	District	
	Reading	Math
4K	58.2	
K	29.6	55.6
1	52.2	56.2
2	42.1	53.8
3	36.8	36.8
4	52.3	50
5	41.1	27.9
6	38.5	51.4
7	42	51.9
8	38.4	63.5
9	46.2	51

Milestone:

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.

Reading - Benchmark Assessment (Fall to Spring)

Elementary School	Percentage of Student on Track to meet Spring Growth Goal
East	95%
Sullivan	88%
West	86%

Milestone:

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.

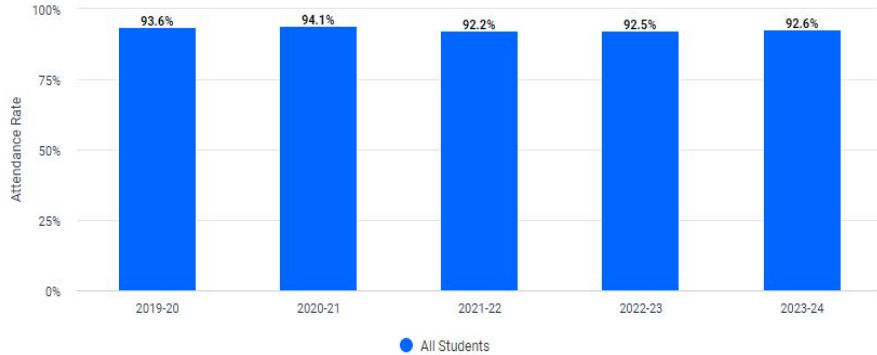
1. Each educator will implement SDoJ instructional framework to ensure use of highly impactful instructional strategies.
2. Continue to refine and implement EMLSS (Equitable Multi-Level System of Support) selective Tier 2 interventions, focusing on defining data-driven and researched based interventions.
3. Review absenteeism reduction processes and implement with fidelity.

Elementary	Middle School	High School
<ol style="list-style-type: none">1. Elementary Instructional Framework2. EMLSS - Systems & Interventions	<ol style="list-style-type: none">1. Secondary Instructional Framework2. EMLSS - Systems & Interventions	<ol style="list-style-type: none">1. Secondary Instructional Framework2. EMLSS - Systems & Interventions

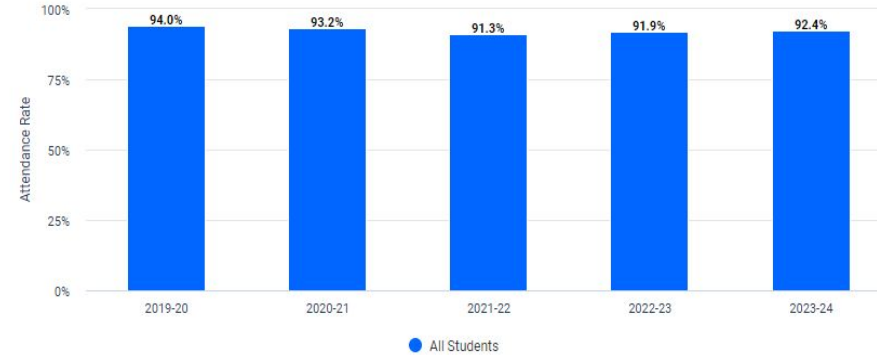
2023-24 Attendance Data (WiseDash) - JHS



Attendance Rate by [All Students] and Year [Selected Schools]



Attendance Rate by [All Students] and Year [Statewide]



**Jefferson High School has shown Attendance Growth,
for all students, in past three years.
JHS is above the WI state student attendance average**

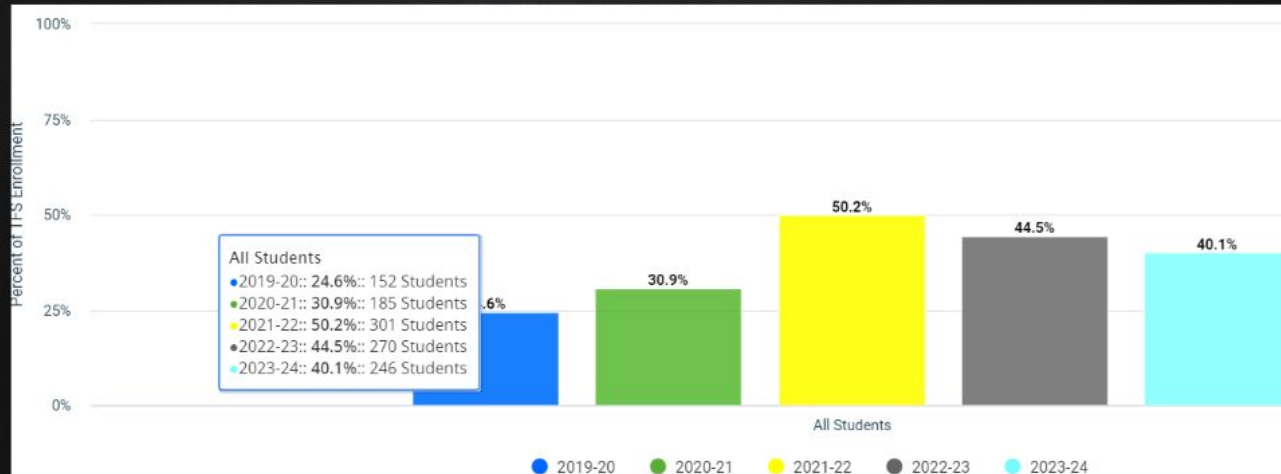
- **SAIP - Student Attendance Improvement Plan** - Beginning Q4 '24 - Partnering with the **JCHHS** for a truancy pilot program (Grant Funded) - School Refusal Assessment Tool/WARNS, County Mentor "Check & Connect" Program, Data Collection, etc.

*WiseDash Data for the current
23-24 School Year, as of 4/19/24.*



ATTENDANCE CHECK-IN: DURING THE 2023-2024 SCHOOL YEAR, JHS WILL WORK TO DECREASE THEIR OVERALL HIGH-RISK ABSENTEEISM RATE BY 20%, TO NOT EXCEED 35.4% FOR THE BUILDING.

- CHECK IN ON FORMATIVE TO SUMMATIVE DATA AND REQUESTS
- TIME TO PROVIDE ASSISTANCE / INPUT DATA



Milestone:

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.

Jefferson High School release our initial [Redefining Ready Report Card](#).

This spring all seniors will be completing their Profile of a Graduate indicators to identify College and Career Readiness.

SDoJ completed our [E4E Plan](#) and developed a scope and sequence of ACP in grades 6-12. These lessons will be delivered in homeroom/advisor. We also are working with classroom teachers to create curricular connections.

Next Year: All HS students will get an individual student RR progress report. [Click here for a sample student report](#).



School District of Jefferson
Empowering futures together

REDEFINING READY | JEFFERSON HIGH SCHOOL DATA DASHBOARD | 2022-23

The indicators on the student blueprint* are used to calculate the district's percentage of College, Career, and Life Ready Graduates.

*See page 2 for details on student blueprint



**COLLEGE, CAREER & LIFE
READY GRADUATES**



N/A
2022-23

NOTE: The School District of Jefferson has implemented tracking of post-secondary success beginning with the 2023-24 school year. This metric is not available for prior school years.

ACADEMIC INDICATORS

Standardized Testing (Grades 9-11)

Met or exceeded ACT Exam State Average Score

2022-23	2021-22	2020-21
28.89%	36.15%	31.45%

Met or exceeded Pre-ACT Secure State Average Score

2022-23	2021-22	2020-21
39.80%	N/A	N/A

Grade-point Average

Weighted GPA of 2.8 or higher (Grades 9 - 12)

2022-23	2021-22	2020-21
63.54%	57.59%	53.31%

Advanced Placement (AP) Course Enrollment

Enrolled in AP Course (Grades 9 - 12)

2022-23	2021-22	2020-21
21.46%	28.25%	31.41%

Advanced Placement (AP) Exam

Score of 3 or higher (Students Tested in Grades 9 - 12)

2022-23	2021-22	2020-21
58.71%	46.58%	42.31%

AVID Elective

Participated (Grades 9 - 11)

2022-23	2021-22	2020-21
23	21	N/A

World Language

Two or more years in high school with a C or better (Grade 12)

2022-23	2021-22	2020-21
46%	53%	37%

CAREER INDICATORS

Academic & Career Planning (ACP) Course Work**

Completion of documentation and career cluster identification (Grade 12)

**This indicator will start collection with the class of 2026 seniors based on program implementation.

Work-Based Learning

Participated in Youth Apprenticeships, Co-ops, Options Work (Grade 12)

2022-23	2021-22	2020-21
28%	16%	11%

Industry Credentials (IRCs)

Number of certificates earned (Grade 12)

2022-23	2021-22	2020-21
67	78	80

Career-related Coursework

Dual Credit - C or better (Grades 9 - 12)

2022-23	2021-22	2020-21
14%	16%	25%

Co-Curricular Activities**

Participated in two or more activities (Grades 9 - 12)

**The School District of Jefferson is currently developing a measure to collect student completion of this indicator.

Attendance

90% Attendance rate or better (Grades 9 - 12)

2022-23	2021-22	2020-21
92.04%	91.77%	93.56%

LIFE INDICATORS

Volunteering**

10 or more hours during high school career (Grade 12)

**The School District of Jefferson is currently developing a measure to collect student completion of this indicator.

Personal Finance

C or better (Grade 12)

2022-23	2021-22	2020-21
81%	75%	61%

Behavior/Conduct

2 or less office discipline referrals per year (Grades 9 - 12)

2022-23	2021-22	2020-21
91%	85%	87%



FOR MORE INFORMATION VISIT [HTTPS://SDOJ.ORG/DEPARTMENTS/REDEFINING-READY.CFM](https://sdoj.org/departments/redefining-ready.cfm)

During the 2023-2024 school year, SDoJ community partnerships will be highlighted and expanded, as evidenced by building communications and Board reports.

- Staff at the HS are identifying their community partnership and aligning them to the 16 career clusters
 - JHS College and Career Day - April 18th
- [Link to spreadsheet](#)

[Link to spreadsheet](#)

[illegible]

Milestone:

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.

- ▣ August half day - [Tammy Gibbons presentation](#)
 - ▣ Focus - equity, courageous conversations
- ▣ 5 Leaders attended AWSA's Leading Professional Learning Communities
- ▣ PLC Leadership Team Meetings - [link to 23-24 slide deck](#)
 - ▣ Analyzed ACT standards - Made connections to each content area
 - ▣ Data protocols
 - [Looking at student work](#)
 - [Analyzing student work deep dive](#)
 - Each PLC was asked to complete a protocol and leader submitted this [reflection](#)
 - Many rated beginning implementation
 - 87% identified specific skill gaps and patterns of student understanding
 - 81.8% identify effectiveness of specific teaching practices
 - 87% identify and planned next steps of instruction

Milestone:

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.

- Addition of guidelines for Teacher-Pupil Ratios at different grade levels.
- Development of the 2024-2025 Staffing Plan.
- The movers started their work on June.
- Construction is underway at all schools.

SDoJ will monitor staff-to-pupil ratios to examine "right-sizing" aligned to changing student enrollment.

SDoJ will manage 2022 capital referendum resources and communicate projects regularly.

Milestone:

During the 2023-2024 school year, SDoJ will develop processes and practices to recruit and retain highly qualified and effective staff members.

The School Board entered into negotiations with the JEA in May.

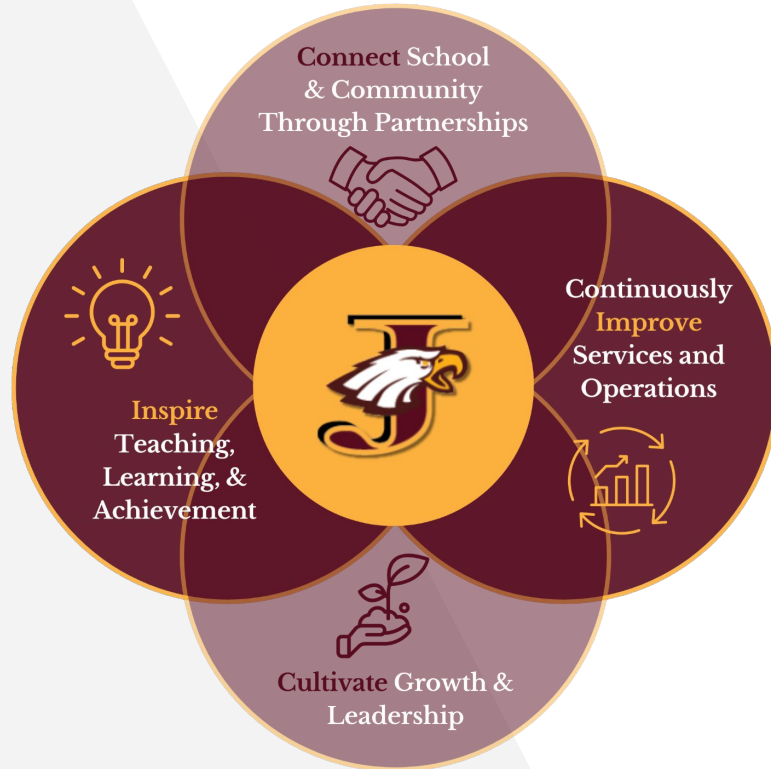
SDoJ started offering an HSA option for staff members in January of 2024.

1/1/2024 Health Insurance Enrollment:

191 Active Employees Enrolled | 82 HSA and 109 HRA

12 Retirees Enrolled | 5 HSA and 7 HRA

Future Iteration of Goal Progress



2024-2029 Strategic Planning Event is August 5, 2024.

We want to focus on 2 to 3 Goals.

Monthly tracking of *Lead Measures* reported to the Board throughout the year.

Compelling Scoreboards created for each Goal.

What questions do you have?

