

# 2020-2025

## Jefferson County School District Strategic Plan



**Jefferson County School District**  
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## **OUR VISION**

The Jefferson County School District will be a premier educational institution, a source of pride and creativity, and the cornerstone of academic excellence producing life-long learners who are college and career ready.

## **OUR MISSION**

The Jefferson County School District will provide an educational climate and rigorous instructional programs that prepare all students for higher learning and careers in a twenty-first-century workforce.

## **GOALS**

- Goal 1: The District and each school will obtain a C rating or higher on the state's accountability model.
- Goal 2: The District will foster a friendly, collaborative, and supportive culture for students, staff, parents and stakeholders.
- Goal 3: The District will recruit and retain highly qualified teachers and administrators.
- Goal 4: The District will increase parental and community engagement.
- Goal 5: The District will utilize its resources efficiently and effectively to remain financially stable.

## **CORE BELIEFS**

1. All students should graduate college and career ready.
2. All students should have a safe, clean and secure environment that is free of bullying and that creates opportunities for learning.
3. Student engagement is critical to student success.
4. Partnerships with all stakeholders are vital to student success.
5. JCSD should be fiscally sound and maximize resources for student success.
6. JCSD should identify, recruit, retain and develop the best employees.

## **PURPOSE**

The 2019-2020 Strategic Plan serves as the blueprint for improving student achievement and overall success in the Jefferson County School District (JCSD). This is the first phase of a multi-year development process to improve student outcomes; enhance the culture and climate; attract, develop, and retain highly qualified teachers; increase parental and community engagement; and maintain financial stability in our school district. A key element to student success is highly qualified and dedicated employees focused on educating the whole child. JCSD is dedicated to improving student achievement.

## **GOALS**

**Goal 1: The District and each school will obtain a C rating or higher on the state's accountability model.**

### **Measurable Data Indicators:**

- Increase the percentage of students reading on grade level in grades 1-6
- Increase student proficiency in math in grades 1-6
- Increase the percentage of students passing the 3<sup>rd</sup> Grade Reading Gate
- Increase the percentage of students scoring proficient on the state tests
- Increase ACT scores
- Increase the Graduation Rate

### **Core Strategies:**

- Establish rigorous instructional programs and effective teaching and learning
  - Implementation of the district's curriculum
  - Coverage of all standards
  - Continuous observation and evaluation
  - High-quality professional development
- Increase reading time in Grades PreK-12
  - Twenty-minute reading block
  - Incorporate additional reading in every course

- Incorporate Weekly Formative Assessments
  - Utilize CASE Item Banks
- Focus greater emphasis on the ACT
  - Student-athletes in grades 9-12 must take the ACT in order to participate in sports

**Goal 2: The District will foster a friendly, collaborative, and supportive culture for students, staff, parents and stakeholders.**

**Measurable Data Indicators:**

- Increase the percentage of parents who feel their child’s school is safe
- Increase the percentage of students who feel their school is safe
- Decrease the number of disciplinary referrals (bus and school)
- Decrease the number of suspensions and expulsions

**Core Strategies:**

- Establish high expectations for all stakeholders
- Implementation of PBIS in all schools
- Implementation of Restorative Practices

**Goal 3: The District will recruit and retain highly qualified teachers and administrators.**

**Measurable Data Indicators:**

- Maintain a teacher attendance rate of 95% or higher
- Maintain a teacher retention rate of 95% or higher
- Increase the percentage of teachers who feel supported by school leaders
- Increase the percentage of administrators who feel supported by district leaders

**Core Strategies:**

- Provide a positive school culture and climate
- Recognize and celebrate teachers and administrators,
- Offer “recruitment & retention” incentives

**Goal 4: The District will increase parental and community engagement.**

**Measurable Data Indicators:**

- Increase the percentage of parents and community stakeholders attending school activities
- Increase participation in school surveys
- Increase the percentage of parent and community satisfaction

**Core Strategies:**

- Outreach initiatives
  - Invite parents and community stakeholders to take ownership in the schools through district programs (P16 Community Engagement Council)
  - Provide professional development opportunities for parents through district initiatives (Parent and Community Academies)
  - Partner with faith-based organizations to promote district initiatives
  - Collaborate with local businesses to support our goals and to improve the participation of parental and community stakeholders

**Goal 5: The District will utilize its resources efficiently and effectively to remain financially stable.**

**Measurable Data Indicators:**

- Maintain a District Maintenance Fund Balance of 7%
- Maintain a successful financial audit

**Core Strategies:**

- Develop a budget that reflects the values of the district and promotes student success
  - Prioritize resources
  - Utilize technology where possible
  - Review teacher-student ratio
  - Implement a forecasting strategy for future projects