



Excellence For All

*Updates on the Implementation of
Our 5-Year Strategic Plan*

Errick L. Greene, Ed.D.

Superintendent

William M. Merritt, IV, Ed.D.

Chief of Staff

The Context

- On July 18, 2019, our District launched its 5-year strategic plan *Excellence For All.*
- The strategic plan includes a call to action from our superintendent & several key components:
 - *Our 6 Core Values;*
 - *5-Year Goals & Metrics;*
 - *5 Key Commitments; &*
 - *The Profile of A JPS Graduate.*





*#1: A Strong
Start*



*#2: Innovative Teaching &
Learning*



*#3: Talented & Empowered
Teams*



*#4: Joyful Learning
Environments*



*#5: Accountability &
Excellence*

Excellence For All Commitment Champions



Presentation Objective

Provide an update on signature key initiative(s) that are being implemented this school year.



W.K. Kellogg Foundation

- The W.K. Kellogg Foundation continues to be a major philanthropic sponsor to the District.
- A three-year \$3.5 million grant from WKKF to the Community Foundation supports teacher and school leadership capacity building, as well as virtual learning, for JPS.



Commitment	Key Initiative	2019-2020	2020-2021	2021-2022	2022-2023	2023-2024
1 - A Strong Start	<i>Develop a Parent Academy</i>	P	I	R	R	R
2 - Innovative Teaching & Learning	<i>Engaging Out-Of-School Time Experiences; Balanced Assessment Systems</i>	P	I	I	R	R
3 – Talented & Empowered Teams	<i>Develop Teacher Academies; Grow Your Own Approach; Teacher Mentor Program</i>	P	I	I	I	R
4 – Joyful Learning Environments	<i>Researching and implementing a district-wide framework to address Social-Emotional Learning (SEL)</i>	P	P	I	I	R
5 – Accountability & Excellence	<i>Performance-based management system for teachers, principals, and Central Office leaders</i>	P	P	I	I	R

I. A Strong Start



Expanded Access to Pre-K

- Current Pre-K enrollment: **735**
- Enrollment up 606 at end of SY 2018-2019



II. Innovative Teaching & Learning

Balanced Assessment Systems and Engaging Out-of-School Experiences

- Balanced Assessment Systems
 - Adopted a K -2 Benchmark Assessment System
 - Provided in-depth professional development on a Balanced Assessment System
- Engaging Out-Of-School Experiences
 - **1,932** Students Participating
 - Through ESSER Funding, the District is providing engaging out of school experiences, i.e., academics, arts, health/wellness, and ACT support.
 - The District has partnerships with 9 organizations and agencies.
 - Students attend Tuesday-Thursday ; Transportation & Meals provided



III. Talented & Empowered Teams

Development of “Grow Our Own” approach in instructional and operational functions:

University Partnerships

- Teachers and Teacher Assistants continue education with WCU to gain certification, with a focus on SPED certification and filling SPED roles. This partnership (renewed for 3 years) has expanded to include Elementary Education, English, Mathematics, and more.
- Over 85 student teachers being placed and trained in JPS with the goal of increasing the number of traditionally certified teacher hires.

Teacher Mentorship Program:

- New Teacher Induction Program (68 Mentors) – Professional Development and support being provided to over 200 new teachers in areas of pedagogy and social/emotional support.



IV. Joyful Learning Environments

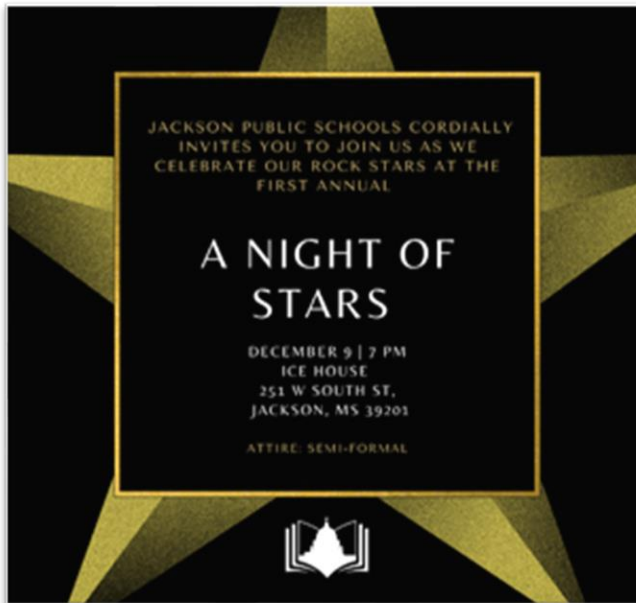
District-wide framework to address Social-Emotional Learning (SEL)

Curriculum for SEL, CASEL Framework

- The **Collaborative for Academic, Social, and Emotional Learning (CASEL)** is helping make evidence-based social and emotional learning an integral part of education from preschool through high school.
- The district has also administered the **Behavior and Emotional Screening System (BESS)**, which has provided baseline data for us to provide support in the area of social and emotional learning. The BESS is an instrument designed to assist school personnel and other care providers in determining the behavioral and emotional strengths and weaknesses of students between the ages of 3 and 18.



V. A Culture of Accountability & Excellence



Consistent Celebrations of High-Performing JPS Team Members

- Annual JPS Rock Star Celebration
- Staff Recognition at Monthly Board Meetings
- Monthly Principal Recognition



JPS Strategic Plan: Targeted Outcomes

Milestones	Measurements	
Where will we be by 2024?	Where are we now?	How do we measure our progress?
All scholars have access to a high-quality JPS pre-kindergarten experience	580 available seats	Number of "seats" in pre-kindergarten
An average of 40% or more JPS scholars performing proficiently (at Level 4 or 5) in Reading & Mathematics across Grades 3-8 and High School End of Course exams (English II/ Algebra I)	24.7% English/ Language Arts 19.6% Mathematics	MAAP
50% or more scholars performing proficiently (at Level 4 or 5) in Reading & Mathematics by the end of 3rd grade	29.9% English/ Language Arts 21% Mathematics	MAAP
Double the percentage of scholars performing proficiently (at Level 4 & 5) in Reading & Mathematics by the end of 8th grade	16.8% English/ Language Arts 15.8% Mathematics	MAAP



JPS Strategic Plan: Targeted Outcomes

Milestones	Measurements	
Where will we be by 2024?	Where are we now?	How do we measure our progress?
Triple the percentage of scholars performing proficiently in Algebra by the end of 10th Grade (from 10.7% to 30%)	10.7% at Level 4 or 5	MAAP Algebra I 10th Grade
Increase the average composite score on ACT to 21 or above	15.6	ACT
80% or more of JPS scholars graduating in four years	71%	Percentage of scholars enrolled in 9th grade who graduate four years later
10% or fewer of JPS scholars suspended per school year	15%	District discipline data
Decrease chronic absenteeism to no more than 20% of JPS scholars	26%	Attendance data
Parents and families express overall satisfaction with their scholar's school	Baseline to be established in SY 19-20	Comprehensive Needs Assessment Survey





Profile of a JPS Graduate

JPS aspires that each graduate will embody many of the qualities and achieve several of the accomplishments described in our profile of a JPS Graduate.

These qualities and accomplishments fall under three competencies:

- Communication & Critical Thinking
- Collaboration & Citizenship
- Content Mastery & Digital Literacy

We believe that these qualities reflect the fast-changing world in which JPS graduates will become productive citizens and compassionate leaders.

Key Takeaways

- We are **working purposefully** to fulfill the commitments made in the ***Excellence For All*** strategic plan. Though we were faced with a once in a generation global pandemic, we have made steady progress before, during, and after the COVID-19 closure.
- Sizable external grants from the Kellogg Foundation, Hewlett Foundation, Project RISE, Project IGNITE and others are making it possible to accelerate our progress towards the 5 commitments along with partnering with local and national organizations with critical expertise and staffing.
- As we enter the midpoint of our 5-year strategic plan, we will engage with our community to consider refinements and revisions.





Questions?



***For more information or for a copy of our strategic plan,
visit www.Jackson.k12.ms.us/StrategicPlan.***