

Johnson County School District #1

Mission: Empowering ALL students to thrive

Vision: United in cultivating excellence

Goal 1: Ensure learning and growth through essential academic and life skills.					
Goal 1 Measures ●					
Goal 1, Objective 1: The district promise standards will be used to measure and communicate student growth toward and beyond proficiency.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
PLC Work – Identify district promise standards at each grade level and all content areas.	Lead: Teachers Administrators Curriculum Director	8/2023		Funding: Grants, Federal Funds, General Budget Funding: Paid summer work Time: PD days, paid summer curriculum work People: Materials:	In progress
PLC Work – Periodically review the alignment of district curriculum (i.e., promise standards) and curricular	Lead: Teachers Administrators	yearly		Funding: Grants, Federal Funds, General Budget Time:	

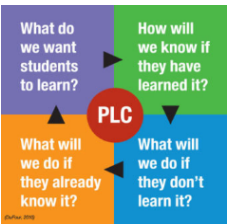
resources. In progress in Math/ELA using Blueprints; working on writing curriculum	Curriculum Director			People: Materials:	
PLC Work – Write proficiency scales. “Assessments including Proficiency Scales” (Year 2 of PLC – Curriculum Map Development Plan)	Lead: Teachers Curriculum Director Admin			Funding: Grants, Federal Funds, General Budget Funding: Time: People: Materials:	
PLC Work – Teachers measure student achievement using proficiency scales.	Lead: Teachers	Daily		Funding: Grants, Federal Funds, General Budget Time: Work time People: Classroom teachers Materials:	
PLC Work – Student data (scales, screeners, diagnostics, standardized assessments, etc.) are reviewed during PLC meetings.	Lead: Teachers Title/SpEd Instructional Coach			Funding: PD on using data to make decisions. Time: People: Teachers Materials:	
PLC Work – Teachers implement interventions and extensions based on student data.	Lead: Teachers Title/SpEd Instructional Coach			Funding: PD on relevant interventions Time: People: Teachers Materials:	
PLC Work – Teachers will engage in a collaborative cycle (PLCs) to recognize, review, & reinstitute this process.	Lead: Teachers Title/SpEd Instructional Coach			Funding: PD on PLC initiative Time: People: Materials:	

Communicate district promise standards to all stakeholders. Include in new PR initiative.	Lead: Curriculum Director Board of Trustees	TBD		Funding: Time: People: Materials: JCSD1 website	
Align curricular resources with promise standards (curriculum maps, resources, etc.).	Lead: Teachers Administrators Curriculum Director	8/2023		Funding: for paid summer work Time: PD days, paid summer curriculum work People: Materials:	In progress
Adopt any new curricular resources using district processes. <u>Current cycle</u> (out of sync with ESSER and WY-BILT Funding opportunities)	Lead: Teachers Administrators Curriculum Director	as needed		Funding: For new curricular resources Time: Pilots / Potential PD People: Materials:	
Successes and challenges are appropriately communicated to the community.	Lead: Teachers Administrators Superintendent			Funding: Time: People: Materials: Social media, JCSD1 Website	

Goal 1, Objective 2: The district will guarantee relevant learning experiences and opportunities for the advancement of life skills.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Communicate WY Profile of a Graduate framework to all stakeholders. It captures the relevant learning experiences and life skills that JCSD#1 desires.	Lead: Administrators Superintendent School Board	8/2024		Funding: Time: People: Materials: Social media, JCSD1 website	
Determine age and developmentally appropriate life skills using the WY Profile of a Graduate framework . Possible action item: Superintendent collaborate with other districts' leaders on how to implement K-12 practices/ strategies.	Lead: Teachers PLC Teams Instructional Coach			Funding: Time: People: Materials:	
Align life skills using the WY Profile of a Graduate framework with curriculum maps and intentionally plan for teaching.	Lead: Teachers PLC Teams			Funding: Time: People: Materials:	
Create learning experiences and opportunities to teach life skills using the WY Profile of a Graduate framework (site visits, field trips, project-based learning, etc.)	Lead: Teachers Instructional Coach PLC Teams			Funding: Time: People: Materials: Curricular resources	
Develop grade-appropriate processes	Lead:			Funding:	

for assessing student life skills using the WY Profile of a Graduate framework .	Teachers PLC Teams			Time: People: Materials:	
Deliberately integrate life skills using the WY Profile of a Graduate framework into all of our activities .	Lead: Sponsors Building Administrators			Funding: Time: People: Materials:	
Deliberately integrate life skills using the WY Profile of a Graduate framework into all of our athletics .	Lead: Coaches Athletic Directors			Funding: Time: People: Materials:	
Develop a system to evaluate the integration of the learning of life skills using the WY Profile of a Graduate framework .	Lead: Build a Collaborative Team/Committee of --Teachers -Coaches -Sponsors			Funding: Time: People: Materials:	
Provide internship and career exploration with community partnership.	Lead: Teachers Counselors Administrators			Funding: Time: People: Local community & business owners Materials:	
The district will continue to develop policies to grow staff knowledge of and skills with AI. Teachers will help students to learn the use of AI in a responsible manner.	Lead: Board Superintendent AI committee Building Admins Technology Dept.			Funding: Send teachers from each building to AI training and have them train staff upon return. \$18K Time: People: Materials:	

Teach technology ethics and ensure students know how to appropriately and safely use equipment and knowledge.	Lead: Teachers Technology Teachers/ Specialists			Funding: Time: People: local community & business owners Materials:	
K-14 Education/Career Pathway Design+Build Team (Whitney MOU)?	Lead:				

Goal 1, Objective 3: All students will navigate a pathway to graduation and future success.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Schools will provide rigorous learning experiences. 4 Questions of the PLC: 	Lead: Teachers Administrators			Funding: Time: People: Materials:	
Schools provide opportunities for students to expand their awareness of post-secondary options.	Lead: Counselors Teachers (within areas	Pre-K	Grad.	Funding: Time: People:	

	of expertise)			Materials:	
Students identify post-secondary goals. Working Smart Program (OJT)	Lead: Students Parents Counselor Teachers	Freshman Year	By Grad.	Funding: Time: People: Materials: Naviance?	
Provide internship and career exploration with community partnership.	Lead: Teachers Counselors Administrators			Funding: Time: People: Local community & business owners Materials: Working Smart Program (OJT)	
Students will be offered the opportunity to complete a 2-year post graduation survey for District planning purposes	Lead: Counselors Students Administration	7/1/25	Two-year post grad	Funding: Time: Two years post-graduation People: finding students after graduation Materials:	
Mentoring program for all students to achieve through graduation (elementary to HS for graduation purpose)	Lead:			Funding: Time: Prep to hype students to graduate People: Peer-mentor, OJT, Grad Walk-through Materials:	
Alumni programing/Hall of Fame (Change the name of this...) Hall of Achievements? Hall of Success?	I Lead: Inspiring and Successful Graduates			Funding: Time: People: inspiring/successful graduates Materials: Empty wall, frames, photos	
Career Fair for all students	Lead: Local Business Industry			Funding: Time: People: Local Business, Industry, Colleges	

	Colleges			Materials:	
The district will seek/accept opportunities to collaborate with private entities for programing support. (Whitney benefits?)				Funding: Time: People: Materials:	

Goal 2: Strengthen culture and engagement.					
Goal 2 Measures ●					
Goal 2, Objective 1: Ensure meaningful support to ALL students and staff for their physical, emotional, and educational needs.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Communication (District & Community) – Implement a process for communicating student and staff support structures within the district and to the community.	Lead: Board District Leadership	7/24		Funding: Time: People: Materials:	
District HR Agent & Benefits (All Employee). Communicate the role of the District HR agent.	Lead: Board Superintendent	7/24		Funding: Time: People: Materials:	
Intentional PLC Commitment District-wide – Teachers will engage in a collaborative cycle (PLCs) to recognize, review, & reinstitute this process.	Lead: Board District Leadership Teachers Title, SpEd Instructional Coach	7/24		Funding: Time: People: Materials:	
Training to support students and staff on processes and systems. Train staff on relevant support systems (e.g., SEES	Lead: Board District Leadership	7/24		Funding: Time: People:	

program, BIT process, IEP expectations, screening to intervention, MTSS, coaching opportunities).	Instructional Coach SpEd Teachers Title Teachers			Materials:	
Counselor and counseling resources at every school utilizing the ASCA Standards (K-12 Students) Each building has a counselor providing counseling services based on ASCA standards.	Lead: Board Superintendent Counselors	7/1/24		Funding: Time: People: Materials:	
Communicate/Leverage existing counseling resources for staff Mental health for staff?	Lead: PR person	7/1/24		Funding: for a PR position Time: People: PR person Materials:	
Intentional partnerships to connect students and staff to community resources	Lead: Board District Leadership Parent Liaison	7/24		Funding: Time: People: Additional Parent Liaison (upper grades) Materials:	
Intentional partnerships to provide nutrition and health education for families	Lead: Food Services Physical Educators PR Person Parent Liaison	7/1/25		Funding: Time: People: Friends Feeding Friends, Food Pantry, Partnership with Local Ranchers Materials: Communication Channel	
Support Concurrent and Dual Enrollment for student	Lead: Administration	7/1/24		Funding: Time:	

Evaluate concurrent and dual enrollment programs.				People: Materials:	
Develop and diversify identification for high needs (Special Forces) Implementing the Diamond Process (Gifted and talented). interventions/enrichments?	Lead: SPED Department Administration Counseling	7/1/25		Funding: Time: This should be happening in PLC work People: Materials: Shine program upgrade	

Goal 2, Objective 2: Create a culture that values recruiting, retaining, and developing staff.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Intentional PLC Commitment District-wide – Teachers will engage in a collaborative cycle (PLCs) to recognize, review, & reinstitute this process.	Lead: Teachers Title, SpEd Instructional Coach			Funding: Time: commitment to weekly meetings People: teams will focus on student learning Materials:	
Intentional Quality Professional Development District-wide. Through goal setting and a needs-assessment, create relevant PD opportunities.	Lead:			Funding: Time: People: Materials:	
All staff engage in the district Professional Growth and Professional Development Life Cycle.	Lead: Administration Lead Teachers	7/1/25		Funding: Time: People:	

(Master supporting the new teacher?)	Directors Instructional Coach			Materials:	
Leverage existing housing options and seek community efforts for employee housing. Partner with the city and county to advocate for workforce housing.	Lead: Superintendent Board	7/1/25		Funding: Time: People: Materials:	
Develop and implement a substitute recruitment program for certified and classified positions.	Lead:			Funding: Time: People: Materials:	
Develop an alternative training and certification program)	Lead:			Funding: Time: People: Materials:	
Develop longevity incentives / recognition. Questions – are there non-financial incentives such as small class size? Or does this mean a longevity bonus after a certain number of years spent in the district?	Lead:			Funding: Time: People: Materials:	
Develop a competitive pay - analyze pay scale for all staff and find the sweet spot	Lead:			Funding: Time: People: Materials:	
Establish a PR program to promote	Lead:			Funding:	

"THE JCSD1"				Time: People: Materials:	
Strengthen PLC through commitment in TIME, FOCUS, and INTENTION	Lead:			Funding: Time: People: Materials:	
Cross-training and mentoring programs for all positions	Lead:			Funding: Time: People: Materials:	
Instructional coaching (K-5) (6-12)	Lead: Admin Instructional Coach*			Funding: Time: People: Materials:	
Tuition reimbursement for Pro Growth	Lead:			Funding: Time: People: Materials:	

Goal 2, Objective 3: Foster partnerships through family and community engagement.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Intentional partnerships to connect students and family to community resources	Lead: Board District Leadership Parent Liaison Early Childhood Liaison	7/24		Funding: Time: People: Parent Liaison Program, Early Childhood Liaison Materials: Grants, Federal Funds, General Fund	
Intentional PR Community Communication Plan	Lead: Board District Leadership	7/24	7/26	Rebrand of "THE JCSD1" Funding: Time: People: Materials:	
K-5 Parent Liaison Program	Lead: Board District Leadership	7/24		Funding: Time: People: Materials:	
PR Community Engagement and resources (Campaign for THE JCSD1)	Lead:	7/1/24		Funding: Time: People: Materials: Social Media Platforms	
Collaborate with local businesses for student employment, internships, and job shadowing	Lead: Local Community and Businesses	7/1/24		Funding: Time: People:	

	Administrators			Materials:	
Improve and diversify district marketing.	Lead: PR Person	7/1/25		Funding: Budget Time: People: Materials:	
Create a Booster/community connection school support programs	Lead: PR Person/ AD	7/1/25		Funding: Time: People: Materials:	
Connect families and children birth-preschool with the Early Childhood Liaison.	Lead:	7/1/24		Funding: Time: People: Materials:	
Create opportunities for early childhood teachers within our community to connect with early childhood programs.	Lead: Early Childhood Liaison Local Preschools			Funding: Time: People: Materials:	

Goal 2, Objective 4: Enhance trust through consistency and accountability.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Intentional cascading communication shared from admin to building leaders	Lead: Board	7/24		Funding: Time:	

to building staff to community.	District Leadership			People: Materials:	
Systematic Staff evaluation process with calibration between buildings with a growth mindset applied.	Lead: Building Administrators/ Supervisors	7/1/24		Funding: Time: Calibration of eval expectations and processes People: Materials:	
Create and implement a District Behavior matrix for managing all student issues.	Lead: Building Administrators Educational Psychologists	7/1/24		Funding: Time: People: Materials:	
Consistently reference and abide by student handbook expectations.	Lead: Teachers Building Administrators	7/1/24		Funding: Time: People: Materials:	
Consistently reference and abide by staff handbook expectations.	Lead: Building Administrators	7/1/24		Funding: Time: People: Materials:	
Consistently reference and abide by activity handbook expectations.	Lead: Building Administrators Athletic Director Coaches Sponsors	7/1/24		Funding: Time: People: Materials:	
Create an onboarding process for students, staff, and families.	Lead: Administrators	7/1/24		Funding: Time:	

	Counselors Instructional Coach			People: Materials:	
Vertical integration and data Question – Does this also mean sharing data?	Lead: Teachers Administrators	7/1/24		Funding: Time: People: Materials:	
Implement a multi-directional system of accountability, not just top-down.	Lead: All staff	7/1/24		Funding: Time: People: Materials:	
Professionally develop your staff for how to hold each other accountable.	Lead: Administrators Instructional Coach			Funding: Time: People: Materials:	

Goal 3: Operate an Effective and Efficient Organization.					
Goal 3 Measures ●					
Goal 3, Objective 1: Allocate available resources.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Identify the available resources (funding, human resources, equipment, materials)	Lead: Business Manager Superintendent	Summer 2024	October 2024	Funding: Time: People: OPs team Materials:	
Identify available funding resources	Lead: Business Manager Superintendent			Funding: Time: People: Materials:	
Identify available human resources	Lead: Superintendent Department Directors Building Administrators			Funding: Time: People: Materials:	
Identify available equipment and materials	Lead: Department Directors			Funding: Time: People: Materials:	
Understand the parameters of the	Lead:	Summer	October	Funding:	

resource allocation (financial, personnel, legal).	Business Manager Superintendent	2024	2024	Time: People: Materials:	
Educate the school board and district stakeholders (administrators and directors who receive an allocation of funds) on resource allocation.	Lead: Business Manager Superintendent Building Administrators	Summer 2024	October 2024	Funding: Time: People: Materials:	
Assess the district's current needs, funding challenges, and shortfalls to inform prioritization of funding allocation. Question – What tool will be used to assess needs/ priorities for resource allocation?	Lead: Business Manager Superintendent Administrators Directors	Summer 2024	Decemb er 2024	Funding: Time: People: Materials:	
Establish school district priorities that drive the allocation of resources (personnel, facilities, maintenance/ depreciation, curriculum/instruction, tech, nutrition, transportation, activities, etc.) Question – What tool will be used to assess needs/ priorities for resource allocation?	Lead: Business Manager, Superintendent, Administrators, Directors	Summer 2024	Decemb er 2024	Funding: Time: People: Materials:	

Establish Resource Allocation Committee	Lead: School Board Chair Superintendent	Already Done		Funding: Time: This will be completed annually in December People: Materials:	Complete
Develop allocations based on priorities	Lead: Business Manager Superintendent School Board			Funding: Time: People: Materials: Explain Connie's magic software.	
Develop and implement a funding allocation initiative model that will be reviewed every 2-3 years.	Lead: Business Manager Superintendent School Board Building Representative			Funding: Time: People: Materials:	
Report and monitor through the funding allocation initiative model	Lead: Business Manager Superintendent School Board			Funding: Time: People: Materials:	
Train all staff (all means all and assistant coaches, custodians, EVERYONE) annually on relevant current spending processes.	Lead: Business Manager Building Administrators Department Directors			Funding: Time: People: Materials:	
Create a marketing strategy to enhance our enrollment.	Lead: Building Administrators in collaboration with			Funding: Time: People: Materials:	

	the Leadership Team				
--	---------------------	--	--	--	--

Goal 3, Objective 2: Utilize consistent systems and processes with accountability.					
Strategy/Activity	Responsible Staff	Begin Date	End Date	Resources (Funding/Time/People/Materials)	Status
Complete an audit of the district handbook, policy, systems, and processes.	Lead: Superintendent Business Manager School Board	Summer 2024	Summer 2025	Funding: Outside professional Time: People: The district will hire an outside professional to complete a district audit Materials:	
District leadership will review the audit and develop a plan to improve processes and systems based on audit recommendations that model the following steps: - Assess existing processes and systems. - Identify needed processes and systems. - Sustain and implement with accountability. - Monitor and report on all processes and systems.	Lead: Superintendent Business Manager School Board	When the audit is done	TBA	Funding: Time: People: Materials:	
Complete district self-evaluation of processes and systems and improve	Lead: Superintendent	When the audit	TBA	Funding: Time: Periodically	

practices as needed. This will be a recursive cycle.	Business Manager School Board	is done		People: Materials:	
Train all staff (all means all (asst. Coaches, custodians, EVERYONE)) annually on relevant current spending processes.	Lead: Business Manager Building Administrators Department Directors			Funding: Time: People: Materials:	
District needs to perform a pain point analysis as a starting point to identify our priorities in sorting out which system and/or process needs our attention first.	Lead: Superintendent Building Administrators Business Manager Department Directors	7/1/2024		Funding: Time: ASAP People: Materials:	
Monitor and calibrate the teacher evaluation system.	Lead:			Funding: Time: People: Materials:	
Audit the principal and superintendent evaluation system for effectiveness and objectiveness.	Lead:			Funding: Time: People: Materials:	
Develop, implement, monitor, and calibrate the classified employee evaluation system.	Lead:				