

We love. We learn.
We lead.



Dr. Cade Brumley
Superintendent 100-Day Report

WHAT WE HAVE LEARNED

2018-19 GENERAL FUNDS

\$476,562,253

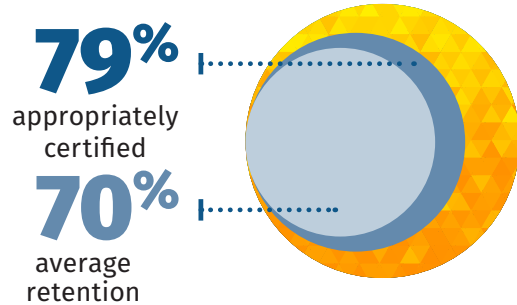
OUR STUDENTS

Approximately 50,000 Students

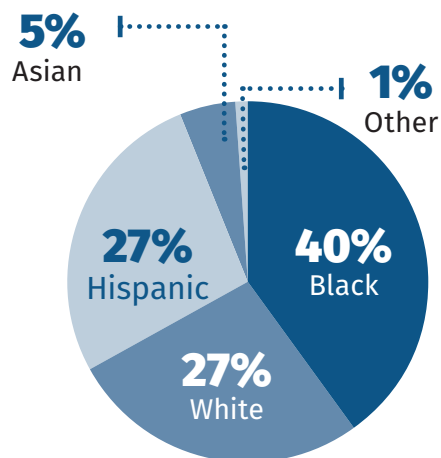


OUR TEACHERS

Approximately 3,200 Teachers

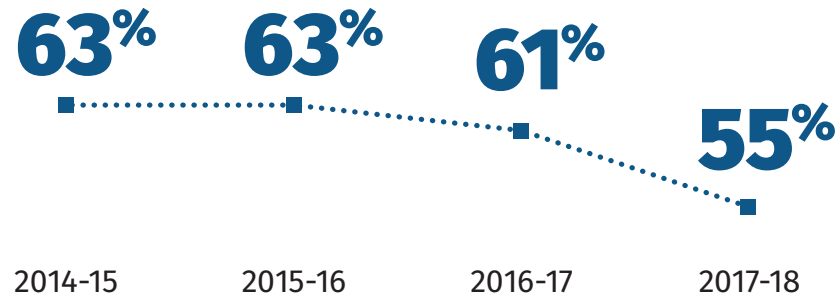


STUDENTS' ETHNICITY

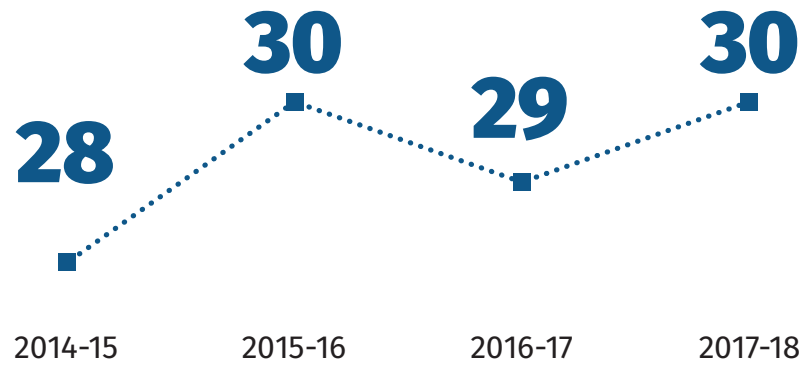


3RD GRADE-8TH GRADE

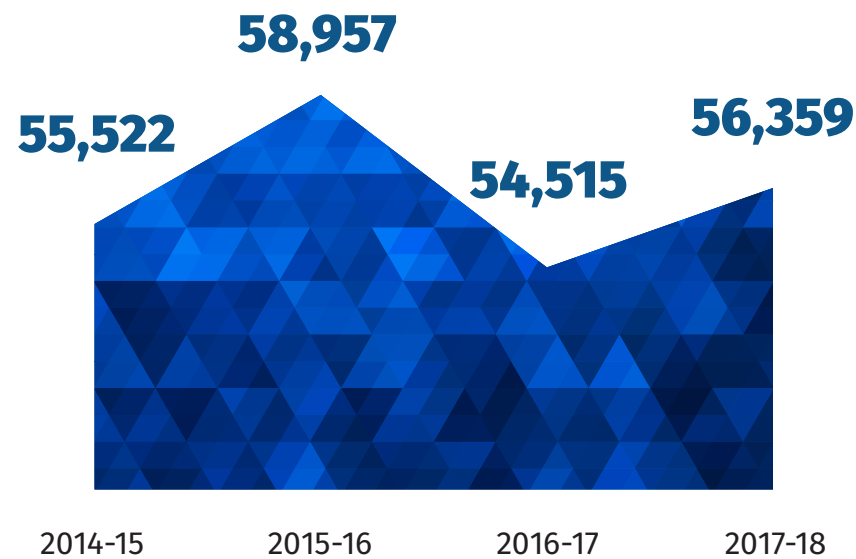
LEAP PROFICIENCY



LEAP MASTERY PLUS

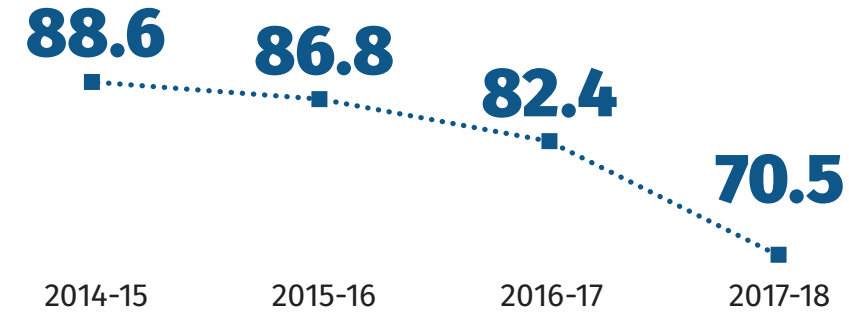


TOTAL STUDENTS' DISCIPLINE REFFERALS

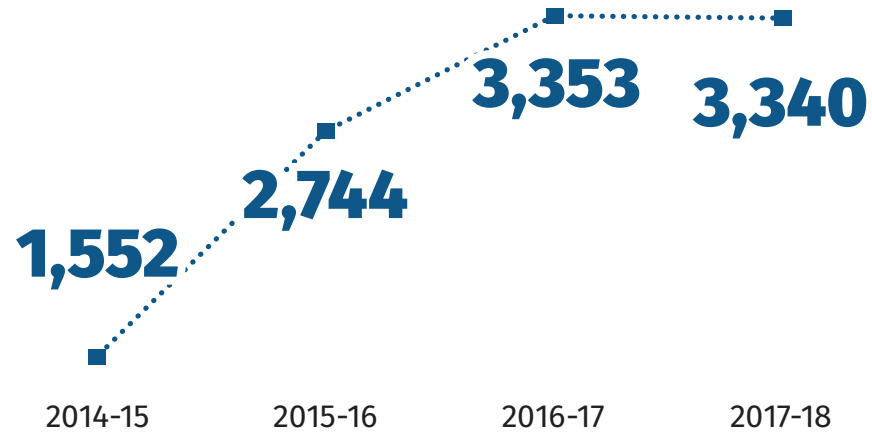


9TH GRADE-12TH GRADE

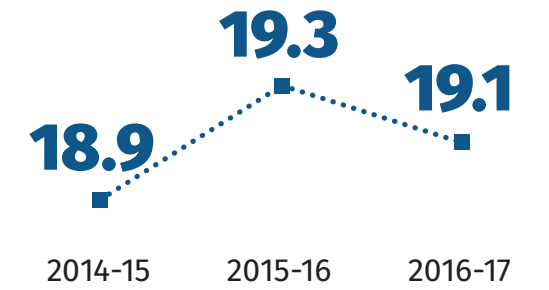
END-OF-COURSE (EOC) PROFICIENCY



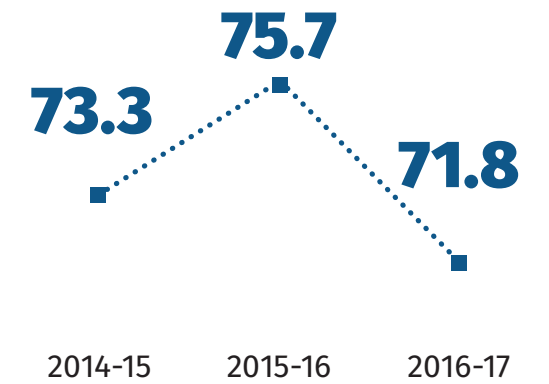
CAREER & TECHNICAL EDUCATION CREDENTIALS



AVERAGE ACT COMPOSITE SCORE



COHORT GRADUATION RATE



STAKEHOLDER INPUT

STRENGTHS	CHALLENGES	START	STOP	POSSIBLE
<ul style="list-style-type: none"> • Educators • Diversity • Size (50,000 students) • Partners • Region 	<ul style="list-style-type: none"> • Educator content support • Employee compensation • School discipline • Clear district vision 	<ul style="list-style-type: none"> • Increase early childhood opportunities • Onboard new teachers • Invest in CTE • Develop teachers and leaders • Engage the community and expand external partnerships 	<ul style="list-style-type: none"> • Over-testing students • Curriculum variance • Varying assessment 	<ul style="list-style-type: none"> • Proof point as large urban district • Utilize community support • More resources for ELL & Special Education • Highlight the good • Better outcomes for all students

WHAT WE HAVE DONE

TEACHING & LEARNING

- We adopted a standardized Tier 1 math, ELA and social studies curriculum to give our educators the resources they need to provide the best education to our students. Training for educators is underway now and will continue throughout the school year.
- We created a new Office of Teaching and Learning to increase support for teachers and leaders, including access to content support specialists and an online platform for support requests.
- We created Ignite, our new Teacher Leader Fellows program. Fellows will attend monthly professional development sessions and support teachers at their school sites by leading cluster meetings and providing follow-up support.

TALENT

- We reduced central office costs and redirected funds in order to offer \$250 raises for teachers and support personnel next year. We still have a long way to go, but it's a start.
- We staffed schools earlier with the "Quality From the Start" initiative. As of mid-July, we have 60% fewer vacancies than this same date last year and will continue to pursue zero vacancies.

CULTURE, CLIMATE, & STUDENT SUPPORT

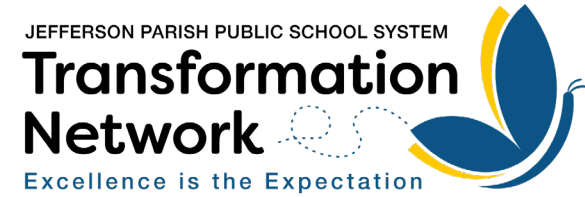
- We added additional school resource officers to ensure more schools have the resources to protect the safety of students and staff.

ENGAGEMENT

- We met with students, educators, and families during school visits, coffee chats, and town halls in all nine JPPSS districts. We held countless meetings with advocates, civic associations, faith-based organizations, parent groups, public officials, and other community leaders.

EQUITY

- We created a Transformation Network to provide extra support and resources for our highest-need schools and received \$1.8 million from the Louisiana Department of Education to support funding the network.



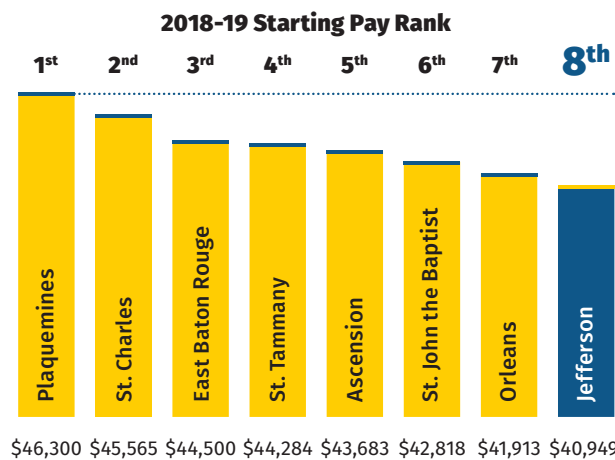
WHAT IS NEXT

TEACHING & LEARNING

- We will create curriculum maps, scope and sequence, and common assessments to support educators with the implementation of Tier I curriculum.
- We will implement Embark, our New Teacher Support System, offering monthly professional learning and collaboration for new teachers. These teachers will be assigned a school support coordinator as a mentor.
- We will lead a parish-wide Early Childhood Superintendent's Council to create a more comprehensive Jefferson Parish approach to early childhood education.
- We will pilot a literacy initiative for intervention and extension.
- We will partner with local businesses and community stakeholders to increase opportunities for Career and Technical Education (CTE) and improve our offerings with the recommendation of a stand-alone CTE Advanced Academy High School.
- We will create and utilize a standard protocol for leadership team and teacher cluster meetings to collaborate around data and high-impact actions.
- We will offer additional supports to our high schools to improve ACT outcomes.

TALENT

- We will improve employee compensation in an equitable and market-responsive way.



- We will create OPERATION LEAD, an aspiring leaders program to build stronger leader pipelines for our Jefferson Parish educators.
- We will advance the timeline for schools to receive staffing projections in order to staff schools early with talented and diverse educators.
- We will partner with local and state universities to strengthen the pipeline of local educators coming into our schools.

CULTURE, CLIMATE, & STUDENT SUPPORT

- We will create protocols for strong student culture and expand restorative practices across the district, such as Conscious Discipline and Restorative Circles.
- We will partner with external organizations to provide better mental and behavioral supports for our students.
- We will encourage schools to establish or strengthen Parent-Teacher Organizations (PTOs).
- We will – based on findings from an external report – continue a school scheduling pilot to maximize the effectiveness of student and staff time and inform any changes for the 2019-2020 school year.
- We will implement a standardized discipline matrix to ensure more consistency and fairness across the district.

ENGAGEMENT

- We will engage our stakeholders via Superintendent's Councils for students, parents, teachers, principals, English Language Learners, Special Education, Early Childhood, the Transformation Network, and the business community.
- We will develop – with the assistance of the Superintendent's Student Council – a JPPSS Graduate Profile to inform the specific skills and competencies students should have when they graduate.
- We will consistently tell stories about our students, educators, communities, and district in a fun and relevant way.
- We will create a recognition program for key supporters called 128 Partners. These groups will be recognized for their efforts to positively support the system and impact children during the 128 hours a week they are away from school.

EQUITY

- We will work to expand arts programming in elementary schools, increasing access for all of our students to engage in a well-rounded education and honor the culture of our dynamic region.
- We will create a more comprehensive and equitable support system for English Language Learners.
- We will solicit an external partner to guide us on eliminating inequities within schools and between schools by race, income level, ability, and English language learners.

OPERATIONS & FINANCE

- We will advance the budget process and allocate general and Title funds more efficiently and effectively in order to support student learning.
- We will collaborate with the board on the adoption of a facilities plan to ensure we have better facilities for our students and educators.

ORGANIZATIONAL VISION

We will set shared goals to increase student outcomes in the following areas:

PRE-K

- We will increase TS Gold proficiency.

K-2ND

- We will increase literacy and numeracy (CKLA).

3RD GRADE-8TH GRADE

- We will increase LEAP proficiency.
- We will increase LEAP Mastery plus.

9TH GRADE-12TH GRADE

- We will increase EOC proficiency.
- We will increase the number of CTE credentials.
- We will increase the number of students enrolled in Advanced Placement (AP) courses.
- We will increase performance on Advanced Placement (AP) exams.
- We will increase the cohort graduation rate.
- We will increase the American College Test (ACT) score.

ALL STUDENTS

- We will decrease the number of discipline referrals.
- We will increase student attendance.



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We lead.



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