



Jamestown Public School District Strategic Plan

“Engaging students with challenging and innovative experiences to prepare them for future success.”

Prepared for:

Jamestown Public School Board of Education

Dr. Robert Lech, Superintendent of Schools

April 2019

Reviewed and Board Revised:

July 2024

STRATEGIC PLANNING REVIEW PROCESS

The Jamestown Public School District will establish committees to annually review the Strategic Plan. The Strategic Plan is intended to be a living document to be monitored against current data produced and perspectives through progress monitoring, including student performance, stakeholder feedback, the learning environment, and changes in capacity. The committees shall include the executive committee and members of the Jamestown School Board and will be led by the superintendent. The review may not substantially change the intent of the strategic planning task force but provides feedback to adjust to current performance indicators.

This 2024-2029 Strategic Plan process reviewed the 2019 plan considering objectives and initiatives that were completed and still in progress. The team distilled these more operational objectives into five areas of strategic focus for the district. These focal areas align with the adopted standards of our accreditation organization Cognia. Within each of these focal areas you will find goals that will be progress monitored by the board and that will drive our continuous improvement process.

Jamestown Board Executive Review Team (2023 Revision)

Dr. Heidi Larson, School Board President
Aaron Roberts, School Board
Jamie Bear, School Board
Dr. Robert Lech, Superintendent
Adam Gehlhar, Continuous Improvement Director

Jamestown School Board (2024 Revision)

Dr. Heidi Larson, School Board President
Dan Tweten, School Board Vice-President
Jamie Bear
Melissa Gleason
Diane Hanson
Gayle Nelson
Aaron Roberts
Jason Rohr
Steve Veldkamp

STRATEGIC PLAN OVERVIEW 2024-2029

Our Mission

Engaging students with challenging and innovative experiences to prepare them for future success.

Our Vision

Jamestown Public Schools supports a safe, educationally rigorous, and collaborative environment. Our vision is to prepare students for tomorrow's challenges by practicing skills such as collaboration, communication, creativity, and critical thinking. We believe all students should have personalized, authentic experiences that integrate with the community for meaningful learning. As an essential contributor to the growth of our students intellectual, social, and personal well-being, we will positively impact our community and society.

Our Values

The Jamestown Public Schools values strong relationships between and among students, staff, parents, and the community. By engaging students with a rigorous and relevant curriculum, we will deliver a high quality of instruction by leveraging innovative experiences. Through the support of our community, “*Learning for All*” will be the central value that guides our efforts to meet the Mission and Vision of our school district.

Our Strategic Focus

The Jamestown Public School District will achieve its mission, vision, and values through the fulfillment of its strategic plan. The following strategic focal areas will guide our efforts as we “Engage students with challenging and innovative experiences to prepare them for future success.”

- I. Culture of Learning
- II. Leadership For Learning
- III. Engagement in Learning
- IV. Growth in Learning
- V. Resource Management and Planning

Strategic Focus 1: Culture of Learning

Jamestown Public Schools works to support a healthy culture for learning. We strive for a healthy culture where students, parents, and educators feel connected to our mission of “challenging and innovative learning experiences” and align with our value of “Learning for All.”

Culture of Learning Strategic Plan Goals:

- Jamestown Public Schools will annually survey stakeholders and create building level goals to increase stakeholder engagement by 5% each year.
 - *2024/2025 SY Progress Monitoring Report: January 20, 2025*
- Jamestown Public Schools will survey staff annually in the areas of Care and Support, Time Management, and Voice and Decision-Making and increase to, or maintain, a rating of 5.00 or above.
 - *2024/2025 SY Progress Monitoring Report: December 16, 2024*
- Jamestown Public Schools will annually inventory cultural and family engagement activities and provide no fewer than one activity per quarter in the areas of Parent Engagement Events/Family Involvement in Learning and Cultural Engagement at each building.
 - *2024/2025 SY Progress Monitoring Report: May 5, 2025*
- Jamestown Public Schools will annually inventory wellness activities for students and provide no fewer than one activity per quarter in the area of Belonging.
 - *2024/2025 SY Progress Monitoring Report: May 5, 2025*

Strategic Focus 2: Leadership for Learning

Jamestown Public Schools believes we are all learners, and everyone must be engaged in the continuous improvement process. We value strong relationships, learning for all, high quality instruction and engagement with the community.

- Jamestown Public Schools will ensure a guaranteed and viable curriculum by annually reporting proficiency on priority academic standards in 100% of courses by 2026.
 - *2024/2025 SY Progress Monitoring Report: June 2, 2025*
- Jamestown Public Schools will establish a list of priority non-academic skills by 2025 with alignment, monitoring, and reporting plans for elementary and secondary students by 2026.
 - *2024/2025 SY Progress Monitoring Report: March 3, 2025*
- Jamestown Public Schools will annually inventory leadership and mentor opportunities for staff and provide no fewer than one improvement strategy.
 - *2024/2025 SY Progress Monitoring Report: November 18, 2024*
- Jamestown Public Schools will annually inventory community engagement activities and provide no fewer than one activity per quarter in the area of Community Engagement Inside the School.
 - *2024/2025 SY Progress Monitoring Report: June 2, 2025*

Strategic Focus 3: Engagement of Learning

Jamestown Public Schools works to ensure all learners are engaged in our learning environment. We strive to provide students with relevancy, connection, and equitable access. We believe that all learners should have the opportunity to explore their interests and that we should support the clarity and confidence to develop ownership of their personalized learning and growth.

Engagement of Learning Strategic Goals

- Jamestown Public Schools will annually meet or exceed overall student engagement with strategic targets of:
 - **Overall Committed:** 50% or higher of students classified at the Committed level
 - Behaviorally Committed: 50% or higher of students
 - Emotionally Committed: 45% or higher of students
 - Cognitively Committed: 45% or higher of students
 - **Overall Disengaged:** 10% or lower of students classified at the Disengaged level
 - *2024/2025 SY Progress Monitoring Report: September 16, 2024*
- Jamestown Public Schools will build capacity in all stakeholders to support the implementation of personalized learning by 2027.
 - *2024/2025 SY Progress Monitoring Report: April 7, 2025*
- Jamestown Public Schools will annually maintain a chronic absenteeism rate of 12% or below.
 - *2024/2025 SY Progress Monitoring Report: October 7, 2024*
- Jamestown Public Schools will annually inventory classroom and school activities that promote student relevancy and connection and provide no fewer than one activity per quarter in the area of Academic Relevancy or College/Career Readiness.
 - *2024/2025 SY Progress Monitoring Report: June 16, 2025*

Strategic Focus 4: Growth in Learning

Jamestown Public Schools strives to impact learning and growth daily and over time to prepare all students for future success. We value the use of balanced data and evidence to monitor growth in knowledge and skills.

Growth in Learning Strategic Goals

- Jamestown Public Schools will serve students in the framework of a minimum of 80% of students in core instruction and maximums of 15% in core plus and 5% replacement core by 2030 using curriculum designed to meet their existing and developmental needs with strategic annual targets of:
 - **Elementary:** 70% of students in core instruction, 25% core plus more, and 5% of students with replacement core and inclusive experiences.
 - **Middle School:** 85% of students in core instruction, 9% core plus more, and 6% of students with replacement core and inclusive experiences.
 - **High School:** 80% of students in core instruction, 9% core plus more, and 11% of students with replacement core and inclusive experiences.
- *2024/2025 SY Progress Monitoring Report: September 3, 2024*

- Jamestown Public Schools will implement classroom intervention and enrichment activities for 100% of priority standards by 2027.
 - *2024/2025 SY Progress Monitoring Report: April 21, 2025*
- Jamestown Public Schools will annually assess proficiency in English Language Arts, Mathematics, and Science with a target of top quartile proficiency or higher through the strategic targets of:
 - **Elementary:** Each elementary building will achieve annual growth goals towards meeting top quartile performance by 2030.
 - **Middle School:** 68% proficiency or higher in English Language Arts, 68% proficiency or higher in mathematics, and 68% proficiency or higher in science by 2030.
 - **High School:** 68% proficiency or higher in English Language Arts, 66% proficiency or higher in mathematics, and 80% proficiency or higher in science by 2030.
 - *2024/2025 SY Progress Monitoring Report: May 19, 2025*
- Jamestown Public Schools will annually analyze the Marzano framework to increase the use of effective practices through strategic targets of:
 - A minimum of 2,000 teacher observations including at least 6,000 elements with actionable feedback.
 - Element ratings with 90% or more in Applying/Innovating by Design Question in Domain 1 and overall in Domains 2, 3, and 4.
 - 2-Year cohort models of Level I and Level II teachers which demonstrate annual growth
 - *2024/2025 SY Progress Monitoring Report: June 16 2024*
- Jamestown Public Schools will annually meet, or exceed, 90% of students meeting Choice Ready standards.
 - *2024/2025 SY Progress Monitoring Report: November 4, 2024*

Strategic Focus 5: Resource Management and Planning

The Jamestown Public School District will allocate resources necessary to fund and execute the strategic plan. The ability to effectively operate the district, support stakeholder needs, and meet current and future needs is predicated upon both short and long-term planning in staffing, facilities, technology, and district finances.

Resource Management and Planning Strategic Goals

Jamestown Public Schools will annually audit the existing technology plan and provide no fewer than three improvement strategies.

- Jamestown Public Schools will annually approve a plan to address existing facility needs that allocates 100% of available funding to the highest priority areas.
 - *2024/2025 SY Progress Monitoring Report: February 17, 2025*
- Jamestown Public Schools will develop an action plan to address future enrollment and facility needs through 2034 including the following components: feasibility study of Pre-

K, Elementary and Secondary configurations, Career and Technical Education, and other educational placements.

- *2024/2025 SY Progress Monitoring Report: October 21, 2024*
- Jamestown Public Schools will study the equity of education delivery models, schedules, and human resources and make recommendations for improving the learning and working environment by 2025.
 - *2024/2025 SY Progress Monitoring Report: March 17, 2025*
- Jamestown Public Schools will annually analyze existing compensation and benefits and provide no fewer than three improvement targets.
 - *2024/2025 SY Progress Monitoring Report: February 3, 2025*