

Jefferson County Schools (JCS) maintains a commitment to educational excellence and upholding high education standards through a comprehensive quality assurance and oversight process with internal processes in place to monitor and document improvement. The district uses the vision, mission and beliefs to drive decision –making and provide continued support for school improvement and increasing student outcomes. The district monitors these efforts in several ways.

JCS utilizes a Strategic Plan to document goals, action steps and performance measures. The Strategic Plan focuses on the global needs (5 year plan) of the district so that personnel, resources, and initiatives can be aligned to the district improvement plan which contains the annual work that is to be done. The Strategic Plan is reviewed and revised every 5 years. JCS Strategic Plan was last revised in 2023 with input from all stakeholders. The Strategic Plan is presented to and adopted by the Jefferson County Board of Education (JCBOE). After it is adopted, the Strategic Plan is posted on the district website, and each JCBOE meeting has the Strategic Plan goals aligned to the agenda item.

Annually, district leaders use the Georgia System of Continuous Improvement to complete a Comprehensive Needs Assessment to revise the District Improvement Plan which has overarching needs, goals, and action steps to guide the district for the upcoming year. This process is part of the Comprehensive Local Educational Agency Improvement Plan (CLIP) which is submitted annually to the Georgia Department of Education. The CLIP is a part of the Consolidated Application which is the process used in Georgia to acquire all federal and state funding. This process supports quality assurance by mandating an analysis of system needs based on a thorough review of all data.

Each school has a process for reviewing data and establishing measurable school level goals. All schools utilize the Georgia System of Continuous Improvement to create a School Improvement Plan (SIP) with goals primarily focused on student outcomes. Each school has the autonomy to develop their own goals based on the needs of their schools or needs of the district. All SIPs are aligned with the district strategic plan (as appropriate) and the District Improvement Plan (DIP). All needs of the school (resources, personnel, professional learning, book studies, conferences, etc.) must be addressed in the SIP and aligned to a SIP goal.

The district is accredited by Cognia. The Cognia Accreditation Process (every 5 years) serves as a framework for continuous improvement and ensures that Jefferson County Schools meet rigorous standards of quality and effectiveness. This improvement journey ensures that JCS meets the applicable Cognia policies, standards, and requirements

Other strategies incorporated to ensure quality assurance include the following:

- JCBOE policies are systematically reviewed and updated as needed and required by law.
- District and school leaders ensure that JCS offers a comprehensive and rigorous curriculum aligned with Georgia Standards of Excellence (GSE) and that daily Tier I instruction focuses on what students are learning, why they are learning it, and how they will know they have learned it. There is a close alignment between the instructional process, resource selection, and assessment process to support teaching and learning in every classroom in Jefferson County.
- District leadership team meetings are held regularly to discuss and address issues, concerns, and suggestions on moving the school system forward.
- District leaders model collaboration and dialogue related to school improvement and increasing student outcomes by leading, attending, and/or participating in professional learning offered by the state, local RESA, district and schools.
- District and school leaders attend collaborative planning sessions (district and school level).

- District leaders have regular meetings with principals, assistant principals, and instructional coaches to discuss concerns, plan and learn together, and address issues.
- The district partners with GLISI to grow instructional leaders.
- All schools utilize formative assessments to monitor improvement and adjust instruction.
- Universal screeners are used for students in grades K-8?
- District leaders monitor student data and work with school leadership teams to ensure that the needs of students are being met (quarterly data digs with school leadership teams)
- JCS was selected to pilot GaLEADS. District and School leaders use GaLEADS to evaluate teachers but the premise is to elevate teachers in the profession by providing a consistent approach to effective instructional practices and connecting quality professional growth and advancement opportunities to student achievement, growth and development. Teacher performance standards are aligned to teachers' experience level which helps leaders provide focused support for the various teacher types (Novice, Induction, and Professional). Leaders are credentialed annually to ensure fidelity of implementation.
- District and school leaders use Teacher Keys Evaluation System (TKES) and Leaders Keys Evaluation System (LKES) as needed since all certified and classified staff are not part of GaLEADS pilot currently. Leaders are re-credentialed annually.
- JCS Bus Drivers attend training annually as required by law.
- All JCBOE employees participate in required training annually and documentation is kept at the schools and district office.