Jefferson City Schools

Balanced Scorecard

July 2025 - June 2030

Strategic Goal Area #1: Student Achievement & Readiness

Performance Objective	Key Performance Indicator	FY 25	FY 26		FY 27		FY 28		FY 29		FY 30	
		Baseline	*Target*	*Baseline*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Improve academic performance and student growth	Increase CCRPI content mastery score for Jefferson Elementary School	83%	------	*	**							
	Increase CCRPI content mastery score for Jefferson Academy	91%	------	*	**							
	Increase CCRPI content mastery score for Jefferson Middle School	96%	------	*	**							
	Increase CCRPI content mastery score for Jefferson High School	92%	------	*	**							
	Increase CCRPI closing the gaps score for Jefferson Elementary School	20%	------	*	**							
	Increase CCRPI closing the gaps score for Jefferson Academy	52%	------	*	**							
	Increase CCRPI closing the gaps score for Jefferson Middle School	73%	------	*	**							
	Increase CCRPI closing the gaps score for Jefferson High School	75%	------	*	**							
Prepare students for college, career & life	Increase the percentage of students reading at or above grade level as measured by Lexile scores provided on Georgia Milestones in grades 3-8 and high school	83%	85%	*	**							
	Maintain a graduation rate greater than 95%	97%	95%+	*	95%+							
	Maintain student attendance rates greater than 95%	95%	95%+	95%+	95%+							
	Increase the percentage of students earning at least one pathway in advanced academics, CTAE, world language or fine arts	82%	87%	90%	92%							
	Increase the percentage of students passing EOPA and/or gaining industry certification	72%	75%	*	**							
	Increase percentage of students participating in AP courses	N/A	25%	25%	28%							
	Increase percentage of students participating in dual enrollment courses	N/A	25%	24%	25%							
Enhance teacher content knowledge and expertise	Increase the percentage of students scoring 3 or higher on Advanced Placement exams	81%	85%	83%	85%							
	Increase the percentage of students earning a high school credit in middle school	96%	97%	97%	98%							

GREEN: exceeds target

YELLOW: within 2 or target

RED: Did not meet target

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Strategic Goal Area #2: Employee Recruitment, Retention, & Development

Performance Objective	Key Performance Indicator	FY 25	FY26		FY 27		FY 28		FY 29		FY 30	
		Baseline	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Recruit the best employees	Increase the number of recruitment events attended annually	2	3	1	3							
Retain dedicated, high-performing employees	Maintain a teacher retention rate of at least 85%	91%	85%+	85%+	85%+							
	Increase the retention rate of classified employees	92%	93%	86%	90%							
Develop and support highly-effective employees	Increase the percentage of job-embedded professional learning for classified employees	100%	100%	100%	100%							
	Increase the percentage of job-embedded professional learning for certified employees	100%	100%	100%	100%							

Strategic Goal Area #3: Positive Cimate & Innovative Culture

Performance Objective	Key Performance Indicator	FY 25	FY26		FY 27		FY 28		FY 29		FY 30	
		Baseline	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Create safe, warm and inviting learning environments	Increase the percentage of students who feel safe at school, based on Georgia Health Survey results	68%	70%	67%	70%							
Building positive, healthy relationships	Increase percentage of students who feel connected to a trusted adult at school, based on Georgia Student Health Survey results	70%	72%	68%	72%							
Establish and maintain high expectations for students	Increase the percentage of students who participate in a school-based student leadership program	N/A	N/A	N/A	100%							
	Maintain 100% participation rate of teachers with advanced behavior training	100%	100%	100%	100%							

Strategic Goal Area #4: Effective, Effficient, and Safe Operations

Performance Objective	Key Performance Indicator	FY 25	FY26		FY 27		FY 28		FY 29		FY 30	
		Baseline	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Ensure financial and operational efficiency across all departments	Maintain the highest financial efficiency star rating as determined by the Governor's Office of Student Achievement	4.5	5	*	5							

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		Baseline	*Target*	*Baseline*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Improve and enhance safety operations throughout the district	Increase the number of employees who have received mindset training	139	145	120	140							
	Increase number of safety drills at Jefferson Elementary School	N/A	N/A	15	18							
	Increase number of safety drills at Jefferson Academy	N/A	N/A	14	18							
	Increase number of safety drills at Jefferson Middle School	N/A	N/A	15	18							
	Increase number of safety drills at Jefferson High School	N/A	N/A	14	18							
	Maintain 100% of employees being trained in JCS safety procedures and protocols	100%	100%	100%	100%							
	Maintain 100% of school cafeterias earning a health inspection score of 95 or higher	100%	100%	100%	100%							
	Maintain an average safety inspection pass rate of 95% or higher on all school buses	95%	95%+	98%	95%+							
Optimize and manage resources to improve student outcomes	Decrease the number of student-issued devices in need of repair	N/A	N/A	658	650							

Strategic Goal Area #5: Stakeholder Communication & Engagement

Performance Objective	Key Performance Indicator	FY 25	FY26		FY 27		FY 28		FY 29		FY 30	
		Baseline	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
Improve internal and external communication	Increase the number of social media followers at the school and district levels	N/A	N/A	41,870	41,900							
Develop a family involvement strategy and plan	Increase the percentage of fall semester parent-teacher conferences at Jefferson Elementary School	N/A	100%	95%	100%							
	Increase the percentage of fall semester parent-teacher conferences at Jefferson Academy	N/A	100%	95%	100%							
	Increase the number of parent engagement activities at Jefferson Middle School	N/A	N/A	16	20							
	Increase the number of parent engagement activities at Jefferson High School	N/A	N/A	19	25							
Build mutually beneficial relationships with stakeholders	Maintain the number of active business partners to be greater than 50	50+	50+	50+	50+							

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		Baseline	*Target*	*Baseline*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*	*Target*	*Actual*
	NOTE: FY 25 CCRPI data do not include mathematics scores. FY 26 CCRPI data do not include ELA scores. The combination of FY 25 and FY 26 data will be used to determine a baseline since content standards and corresponding assessments changed in each year.											

*Not available or embargoed on July 24, 2026

**Targets will be determined when data are available to the public.

Meets or Exceeds	*Improve but did not meet*	*No Change or Decline*

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RED: Did not meet target