



School District of Jefferson Strategic Plan Scorecard 2024–2029



Foster Student Engagement and Learning

Develop and implement high-leverage instructional practices that address opportunity gaps and support student growth.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
District Report Card Overall	63.2	65.4	Nov 2026			
District Report Card Achievement (<i>Normed District Rating</i>)	59.6	67.1	Nov 2026			
District Report Card Growth (<i>Normed District Rating</i>)	58.4	55.6	Nov 2026			
State Report Card On-Track to Graduation	84.3	86.5	Nov 2026			

Foster a climate and culture for engagement, collaboration, and belonging.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
Percent of Students College or Career Ready (<i>Grade 12</i>)	80%	85%	Nov 2026			
Indexed AVID Student Survey Results (6-12)	Establishing baseline	85.50%	91.84%			
Middle School Participation in 1 or more activities	Establishing baseline	60.85%	67.19%			
High School participation in 2 or more activities	61.6%	61.0%	56.60%			



Connect School and Community Through Partnerships

Prioritize transparent communication that fosters trust within the community while engaging diverse groups and strengthening family voice.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
Community Survey						
On a scale of 1-10 how likely would you be to recommend SDOJ	6.99 / 10	No Survey Data	No Survey Data			
On a scale of 1-4 overall how would you rate District communication	2.63 / 4	No Survey Data	No Survey Data			
Does the District have Community Support	3.66 / 5	No Survey Data	No Survey Data			

Promote meaningful relationships and dialogue between school and community to ensure access and representation.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
Number of Active Youth Apprenticeship & Co-Op Students	42	53	41			
Number of Sponsorship Agreements	49	56	58			



Cultivate Staff Growth for Leadership and Retention

Implement ongoing research-aligned professional learning to achieve desired student outcomes.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
Certified Staff Retention Rate	94.00%	92.81%	93.84%			
Percentage of Staff with Masters	66.67%	68.28%	71.33%			
Professional Learning Certification/Participation		Establishing baseline	Est. baseline PLUs			

Foster a climate and culture for engagement, collaboration, and belonging.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
Employee Satisfaction Survey (Indexed)						
Engagement- Feeling valued, heard, and can contribute	3.70 / 5	3.82/5	3.93/5			
Support- To help educate our students and work as a team	3.78 / 5	3.87/5	3.96/5			
Staff Experience- Acceptance, Respect, Support	3.77 / 5	3.95/5	4.03/5			



Continuously Improve Services and Operations

Align resources in a sustainable, responsible, and flexible manner to meet the evolving needs of the district and community.

	Baseline 2023-2024	2024-2025	2025-2026	2026-2027	2027-2028	2028-2029 Target
K-8 Core Teacher Pupil Ratio	21.76	20.89	19.82			
Fund Balance Percentage	21.25%	23.17%	24.58%			
Open Enrollment Differential (In/Out)	64 (240 / 176)	61 (245 / 184)	41 (214 / 173)			

*Normed Districts include: Fenceline: Cambridge, Lake Mills, Johnson Creek, Watertown Unified, Oconomowoc Area, Palmyra-Eagle Area, Fort Atkinson Rock Valley Conference: Bigfoot, Brodhead, Clinton, Delavan-Darien, East Troy, Edgerton, Evansville, Jefferson, Monroe, Whitewater