

Jeffco Thrives Strategic Plan

Jeffco Thrives is the Strategic Plan for Jeffco Public Schools. Built on an opportunity to move our district from good to great to extraordinary, Jeffco Thrives is focused on four priorities:

- Our Learners. Our Future.
- Our People. Our Strength.
- Our Operations. Our Foundation.
- Our Community. Our Legacy.





**OUR LEARNERS.
OUR FUTURE.**



**OUR PEOPLE.
OUR STRENGTH.**



**OUR OPERATIONS.
OUR FOUNDATION.**



**OUR COMMUNITY.
OUR LEGACY.**

Mission & Vision

Mission

Provide a world-class education that prepares all Jeffco students for bright and successful futures as local and global citizens.

Vision

Be a thriving district where all students achieve their biggest dreams.

Goals & Initiatives

This is the work Jeffco will do from now until the end of the 2026-27 school year. All goals and initiatives align with the four district priorities.

Priority 1: Our Learners. Our Future.

Arc of Learning: A framework of professional learning for educators across Jeffco Public Schools focused on deep implementation of academic and behavioral routines, access to grade-level standards, increasing cognitive lift, and promoting student-centered discourse.

Magic of Middle School: A guiding structure to prepare middle school students to be self-aware, well-rounded, and future-ready through the following focus areas:

- **Procedural:** 5th Grade Shadow Days
- **Social:** Clubs and activities
- **Academic:** Student ownership and goal setting

High School Reimagined: A vision of post-secondary preparation resulting in all students graduating high school with:

- A resume that represents proficiency in core content and durable skills
- Access to college credits and/or industry certifications
- Support in building a career plan

SchoolLinks: A post-secondary workforce readiness platform to support students and families engage in a robust Individual Career and Academic Plan (ICAP).

Priority 2: Our People. Our Strength.

- **Employee Engagement:** A collaborative, inclusive team culture with high expectations for staff and student performance contributes to instructional excellence and extraordinary student experiences.

Priority 3: Our Operations. Our Foundation.

- **Workday:** The human capital management, financial management, and adaptive planning platform, used to create more efficient operations and streamlined services for staff.
- **Future Funding:** A collaborative planning process to establish goals, scenarios, and potential adjustments to future district budgets. The process will primarily focus on ways to incrementally adjust spending at scale.
- **Chart of Accounts:** An internal reporting structure that will improve the district's ability to track and budget staff in all areas of the organization and streamline data submissions from both Human Resources and Financial Services to the Colorado Department of Education (CDE) data pipeline.

Strategic Capital Master Plan

Our roadmap for Jeffco's facilities, enrollment and long-term investments.



View The Strategic Capital Master Plan (/Fs/Resource-Manager/View/E50fc928-E0d9-47f9-Accf-2095c4af7ea2)

Priority 4: Our Community. Our Legacy.

- **Academic Partnerships Framework:** A framework used to establish a strong foundation of trust, partnership, and academic partnerships with families through

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proactive, strengths-based communication.

- **ParentSquare:** A mass communication tool to support staff and families with increased awareness, accessibility, and transparency.

Measures of Success and Targets

How Jeffco is tracking progress made toward the goals.

+ Our Learners. Our Future.

- All students reading on grade level by 3rd grade, measured by CMAS ELA scores.
- Every 5th and 8th grade student will be proficient in mathematics, measured by CMAS math scores.
- Ensure every 9th grade student remains on track to graduate by the end of freshman year with a minimum of 6 credits.

Extraordinary Student Experience

- Provide all students with the knowledge and skills needed for post-secondary life, measured by whether students are on track to demonstrate Postsecondary Workforce Readiness for at least one measure in Reading, Writing & Communicating and one measure in Mathematics by the middle of 11th grade.

+ Our People. Our Strength.

Build a collaborative, inclusive team culture with high expectations for staff and student performance. Success is measured through comprehensive employee engagement surveys, establishing interpersonal norms, and aligning individual performance to systemic excellence.

+ Our Operations. Our Foundation.

Optimize physical environments and organize central services/resources to directly support student outcomes. Success centers around strategic resource deployment, long-term sustainability, Project Horizon ERP implementation, budget transparency through the Budget Reduction Blueprint, and executing the Strategic Capital Master Plan.

+ Our Community. Our Legacy.

Foster positive, mutually respectful, and trusting connections with Jeffco families and community partners to directly reinforce student success. Performance is tracked via annual district surveys assessing community trust, engagement, and school connections.

+ Monitoring Reports

Address areas of challenges: Provide the Board of Education with annual reports aligned to Board Ends and major policy areas.
