



Mission & Mandate:

The Jersey City Board of Education (JCBOE) designed its Mission and Mandate to ensure that every student, regardless of gender, ethnicity, language, culture or economic status, has equal access and equal opportunity to a rigorous, research-based, comprehensive education.

Ensure that the **programs, practices and policies** from Pre-K to 12 prepare our students for college and career and are research-based, rigorous and equitably accessible to all.

Ensure that the **GAP is closed** with targeted support for those students with the greatest needs.

Ensure a **safe, well-maintained, nurturing environment** that meets the **social, emotional and intellectual needs** of all students.

Excellence & Equity

Effective Staff

Ensure a system of support and accountability as we **recruit, retain and develop talented and dedicated school/district staff and leadership.**

School Climate

Engaging Parents & Community

Ensure that **parents and community are authentically informed and engaged** and that we tap into the rich resources they can provide.

JCPS District Goals:

The strategic plan identifies specific goals, objectives, and strategies that will empower the district to fulfill its mission and mandate over the next three years and significantly increase the number of JCPS students who graduate prepared to succeed in the college and career of their choice.

- 1 We will prepare our students for college and career.
- 2 The district will drive academic achievement using data to inform instructional practices.
- 3 The district will develop an effective system of support and accountability that enables the recruitment, retention, and development of strong educators.
- 4 The district will align the form and function of all systems to meet the needs of staff, schools and classrooms.
- 5 The district will authentically engage families and the community in supporting schools and advancing the academic achievement of all students.



We will prepare our students for college and career.

1. Consistently inform principals and teachers of district priorities and resources and ensure that they feel empowered as a team to improve student achievement across the district.
2. Ensure that all schools effectively implement the Common Core State Standards (CCSS) and administer the PARCC exam.
3. Identify and pursue pivotal Instructional Innovations.
4. Provide targeted interventions that promote the academic success of all students who are struggling academically.
5. Close achievement gaps between schools and within student sub-groups.
6. Create a system of high schools, programs, and linkages with partners that provide students with a variety of high-quality pathways to graduate.
7. Increase college awareness and participation.



The district will drive academic achievement using data to inform instructional practices.

1. Fully implement a data dashboard where teachers, school leaders, and central office staff can access student data and information.
2. Implement a data-driven performance management process to drive progress towards key performance indicators and ensure accountability in all district service areas.
3. Use data to drive instructional decisions in the classroom.
4. Use data from SST walkthroughs to inform support to schools.



The district will develop an effective system of support and accountability that enables the recruitment, retention, and development of strong educators.

1. Ensure that all principals have the skills and support to serve effectively as instructional leaders of their schools.
2. Enable all principals to commit a significant amount of time to instructional support and development.
3. Increase principal autonomy over staffing and develop/implement a strategic staffing process to recruit, select, and place educators in a more effective and timely manner.
4. Develop a coherent vision for professional development and clearly delineate central and school-based responsibilities to provide aligned, job-embedded professional development.
5. Align educator support with the new evaluation models and differentiate supports based on evaluation data.



The district will align the form and function of all systems to meet the needs of staff, schools and classrooms.

1. Effectively communicate the mission and mandate to district staff to ensure they understand their roles in implementation.
2. Transition Human Resources into an Employee Services team that has a dedicated call/walk-in center and specialists to address employee needs and concerns.
3. Implement an effective district-wide talent management strategy.
4. Implement a strategic approach to finance.
5. All schools in the district will meet minimum standards for facilities, technology and safety.



The district will authentically engage families and the community in supporting schools and advancing the academic achievement of all students.

1. Families and the community will be consistently engaged in meeting the district's mission and mandates.
2. Families will have increased opportunities to participate in their children's education.
3. The district's website will be a one-stop shop providing resources and information to principals, teachers, central office staff, families and the community.