



Cherokee County  
School District

# BLUEPRINT

2020-24

## STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

- Increase Reading, Writing & Language Proficiency
- Increase Math Proficiency
- Expand Career Awareness, Exploration & Access Initiatives
- Increase the High School Graduation Rate

## ORGANIZATIONAL AND OPERATIONAL EFFECTIVENESS

- Improve Organizational Operations
- Improve Effectiveness of Fiscal Operations & Resource Allocation
- Improve Safe & Secure Environments for All

## FAMILY, PARTNER AND COMMUNITY ENGAGEMENT

- Increase Meaningful Family Engagement
- Increase Meaningful Partner Engagement
- Increase Meaningful Community Engagement

## POSITIVE CULTURE AND CLIMATE

- Increase Positive Perception of School Climate and Culture
- Promote the Well-Being (Social, Emotional & Mental Health) of CCSD Staff and Students
- Build Welcoming & Inclusive School Cultures for All

## QUALITY WORKFORCE

- Identify & Recruit High-Quality Employees
- Develop & Retain High-Quality Employees
- Promote a Healthy Work Environment

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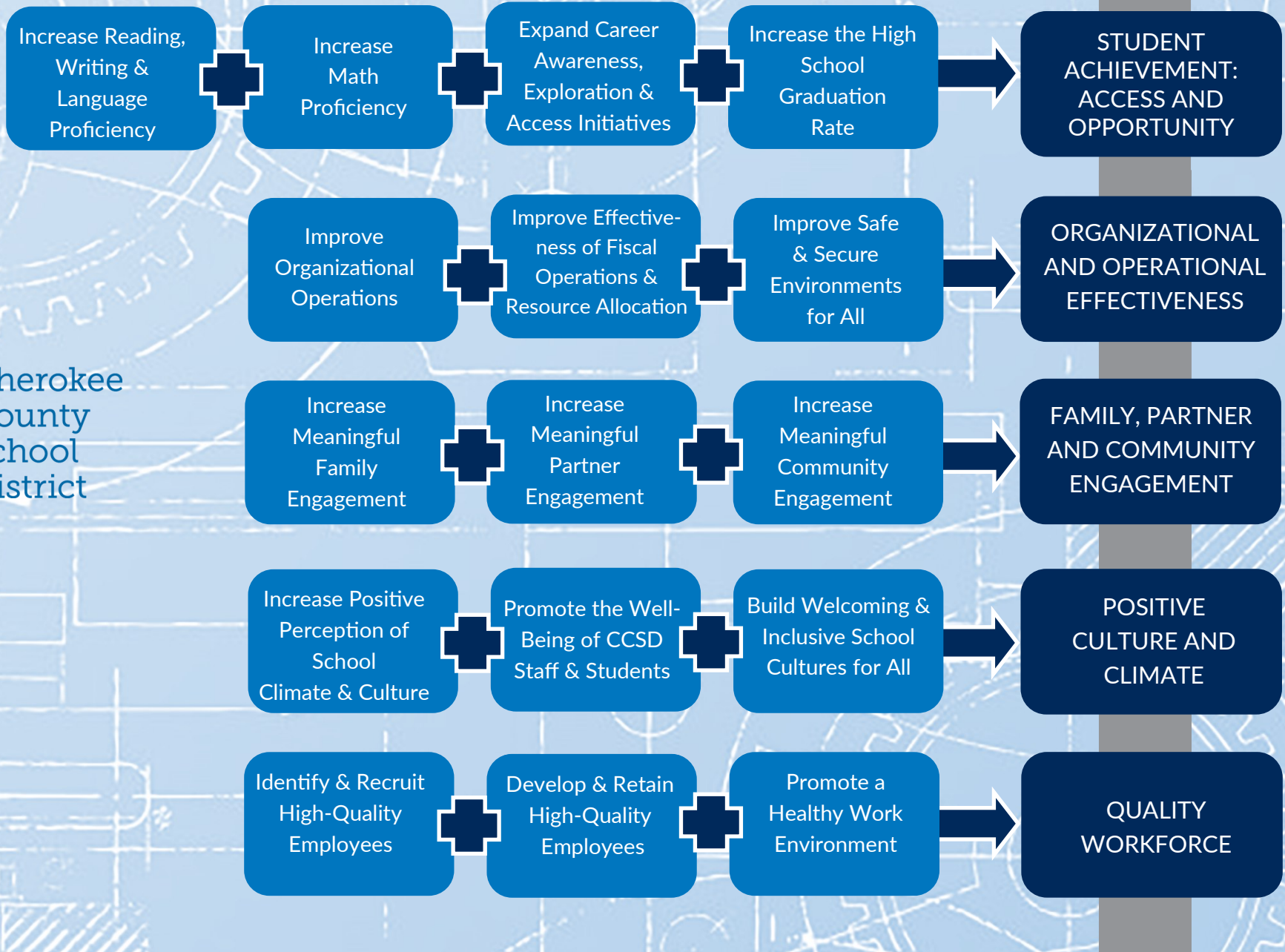
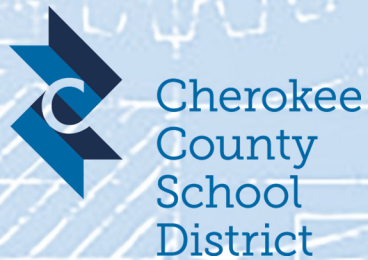
**VISION:** “Together, we will prepare the emerging generation to confidently rise up to limitless learning potential and success.”

**MISSION:** “We are committed to educating the emerging generation through learning environments designed to increase the performance of all students.”

## CORE BELIEFS AROUND RIGOR, RELEVANCE AND RELATIONSHIPS

- We believe in a growth mindset, as every student can learn, achieve and thrive.
- We believe the meaningful connections we forge with students, families and community partners positively influence how we teach, lead and prepare graduates for success in a knowledge-based, technology rich and culturally diverse world.
- We believe safe, welcoming and inclusive schools are critical for successful teaching and learning and strengthening our culture of belonging, kindness and possibility.

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## PRIORITY AREA- STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

### PERFORMANCE OBJECTIVE: INCREASE READING, WRITING & LANGUAGE PROFICIENCY

#### MEASURES:

- Increase the percentage of all students scoring Proficient and Distinguished on Georgia Milestones (ASSESSMENTS)
- Increase the percentage of English Learners growing by one proficiency band on the ACCESS test (ASSESSMENTS)
- Increase the percentage of students in grades 3-8 at a monitor or accelerated learning level on Georgia Milestones Writing Sections (ASSESSMENTS)
- Increase the percentage of Students with Disabilities who score Proficient and Distinguished on Georgia Milestones (ASSESSMENTS)

### PERFORMANCE OBJECTIVE: INCREASE MATH PROFICIENCY

#### MEASURES:

- Increase the percentage of high school students scoring Proficient and Distinguished on Georgia Milestones Algebra End of Course (EOC) (ASSESSMENTS)
- Increase the percentage of middle school students scoring at Proficient or Distinguished on Georgia Milestones End of Grade (EOG ) (ASSESSMENTS)
- Increase the percentage of middle school Students with Disabilities who score Proficient and Distinguished on Georgia Milestones (ASSESSMENTS)

### PERFORMANCE OBJECTIVE: EXPAND CAREER AWARENESS, EXPLORATION & ACCESS INITIATIVES

#### MEASURES:

- Increase the number of middle and high school students enrolled in high school-credit Career, Technical and Agricultural Education (CTAE) pathway courses (ASPEN COUNTS)
- Improve the percentage of high school CTAE students participating in industry-aligned Work-Based Learning experiences (SELF ASSESSMENT, STUDENT COUNT)

### PERFORMANCE OBJECTIVE: INCREASE THE HIGH SCHOOL GRADUATION RATE

#### MEASURES:

- Increase the percentage of all students graduating in four years (GRAD RATE DATA)
- Increase the percentage of English Learners graduating in four years (GRAD RATE DATA)
- Increase the percentage of Black students graduating in four years (GRAD RATE DATA)
- Increase the percentage of Students with Disabilities graduating in four years (GRAD RATE DATA)
- Increase the percentage of Economically Disadvantaged students graduating in four years (GRAD RATE DATA)



## PRIORITY AREA- QUALITY WORKFORCE

### PERFORMANCE OBJECTIVE: IDENTIFY & RECRUIT HIGH-QUALITY EMPLOYEES

#### MEASURES:

- Achieve optimal Certified Staff Fill Rate on Day One of School (HR REPORTS)
- Achieve optimal Classified Staff Fill Rate on Day One of School (HR REPORTS)
- Recruit and hire for full substitute teacher pool by Day One of School (HR REPORTS)

### PERFORMANCE OBJECTIVE: DEVELOP & RETAIN HIGH-QUALITY EMPLOYEES

#### MEASURES:

- Maintain or increase the retention rate for certified staff (HR REPORTS)
- Maintain or increase the retention rate for classified staff (HR REPORTS)
- Increase the percentage of employees who feel they have the training, resources and support necessary to perform at a high level (EMPLOYEE SURVEY)

### PERFORMANCE OBJECTIVE: PROMOTE A HEALTHY WORK ENVIRONMENT

#### MEASURES:

- CCSD Employees will complete Safe Schools Training (HR REPORTS)
- Encourage/maintain employee enrollment in Optional Retirement Plans (HR REPORTS)

## PRIORITY AREA- FAMILY, PARTNER & COMMUNITY ENGAGEMENT

### PERFORMANCE OBJECTIVE: INCREASE MEANINGFUL FAMILY ENGAGEMENT

#### MEASURES:

- Increase the number of family members completing engagement programs (PARENT SURVEY)
- Increase the number of family members accessing the Learning Management System, participating in feedback surveys or following classroom accounts (CANVAS DATA; SURVEY PARTICIPANTS)
- Increase the percentage of family members participating in school-sponsored or partner-sponsored events/activities (PARENT SURVEY)

### PERFORMANCE OBJECTIVE: INCREASE MEANINGFUL PARTNER ENGAGEMENT

#### MEASURES:

- Increase percentage of partners who participate in a school-level partnership (PARTNER SURVEY)
- Increase number of school-level partnerships (PARTICIPANT COUNTS)
- Increase the number of partners involved in work groups, committees or discussion groups for current and emerging programs (PARTICIPANT COUNTS)

### PERFORMANCE OBJECTIVE: INCREASE MEANINGFUL COMMUNITY ENGAGEMENT

#### MEASURES:

- Increase number of social media followers across all platforms (PARTICIPANT COUNTS)
- Increase number of volunteers (BACKGROUND CHECK COUNT)
- Increase number of PTA members (MEMBERSHIP COUNT)

## PRIORITY AREA- POSITIVE CULTURE AND CLIMATE

### PERFORMANCE OBJECTIVE: INCREASE POSITIVE PERCEPTION OF SCHOOL CLIMATE & CULTURE

#### MEASURES:

- Increase the percentage of students who feel they can confide in an adult (GA HEALTH SURVEY— TO BE ADDED TO CCSD SURVEY)
- Increase the percentage of parents who feel their concerns are addressed when interacting with staff (PARENT SURVEY)
- Increase the percentage of employees who feel valued as part of the CCSD family (EMPLOYEE SURVEY)

### PERFORMANCE OBJECTIVE: PROMOTE THE WELL-BEING (SOCIAL, EMOTIONAL, MENTAL HEALTH) OF CCSD STAFF AND STUDENTS

#### MEASURES:

- Increase the awareness of and the number of services offered through the Employee Assistance Programs (PERIODIC REPORT QUARTERLY REPORT)
- Increase work-based offerings to promote self-care and wellness (SCHOOL COUNTS)
- Increase awareness of services and resources available to students and families through Student Services (PARENT SURVEY)

### PERFORMANCE OBJECTIVE: BUILD WELCOMING & INCLUSIVE SCHOOL CULTURES FOR ALL

#### MEASURES:

- Number of schools participating in the Positive Behavior Framework study/coaching cycles (PARTICIPANT COUNT)
- Number of administrators who have participated in the PBF study/coaching cycles (PARTICIPANT COUNT)
- Number of teachers who have participated in the PBH study/coaching cycles (PARTICIPANT COUNT)

## PRIORITY AREA- ORGANIZATIONAL AND OPERATIONAL EFFECTIVENESS

### PERFORMANCE OBJECTIVE: IMPROVE EFFECTIVENESS OF FISCAL OPERATIONS & RESOURCE ALLOCATION

#### MEASURES:

- Increase ratings from external industry and State agencies (Moody's, S&P, Financial Efficiency Star Rating) (INDUSTRY/STATE REPORTS)
- Increase the utilization of Education Special Purpose Local Option Sales Tax (Ed SPLOST) proceeds to meet immediate capital improvements necessary for schools (ED SPLOST DATA)
- Maximize application of federal, state and local monies allocated to needs-based programming and operations (INTERNAL AUDIT- RAMP)

### PERFORMANCE OBJECTIVE: IMPROVE SAFE & SECURE ENVIRONMENTS FOR ALL

#### MEASURES:

- Decrease the number of sustained student and employee harassment allegations (REPORT COUNTS)
- Decrease the number of Every Student Succeeds Act (ESSA) reportable student discipline infractions (REPORT COUNTS)
- Improve CCSD safety and security measures through increased policing, capital facility improvements, future facility designs and usage of emerging technology security measures (FINDINGS FROM 2021 REVIEW. REPORT COUNTS)