

Agenda Request Form

Cherokee County School District

Meeting Date
August 22, 2019

Agenda Item Number
I-1

Title
CCSD's New Five-Year Strategic Plan, "Blueprint" (SY2020-24)
Requested Action
School Board Consideration of Superintendent's Recommendation for Approval of the New CCSD Five-Year Strategic Plan, "Blueprint"
Summary Explanation and Background
<p>To support the School Board's mission, the attached New Five-Year Strategic Plan, "Blueprint," has been developed over the last eight months through an inclusive, community-based process.</p> <p>Guided by the Georgia School Boards Association (GSBA)/Georgia Leadership Institute for School Improvement (GLISI) Strategic Improvement Plan process, School Board Members, CCSD students, parents and staff, and community partners and volunteers worked together to develop this strategic plan, which will be in effect from 2020-24.</p> <p>As part of "Blueprint," a new Vision and Core Beliefs Around Rigor, Relevance and Relationships were developed along with five priority areas to drive CCSD's continuous improvement over the next five years. Each of these priority areas has performance objectives and accountability measures for School Board approval. Additionally, action steps and measurable targets will be developed by staff this Fall and reported annually in order to measure and monitor progress in each of the priority areas.</p> <p>Subsequent to adoption of this plan by the School Board, the Superintendent will provide a recommendation to modify School Board Policy (CA) - Goals and Objectives as it relates to CCSD's Vision and Core Beliefs.</p>
Major System Priority
Increasing Accountability
Financial Impact
N/A
Exhibits: (List)
"Blueprint"

Board Action
<i>(For Official School Board Records Only)</i>

Source of Additional Information	
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OFFICE OF THE SUPERINTENDENT OF SCHOOLS

Approved in Open Board Meeting on: _____ (Date)

By: _____ (School Board Chairman)



BLUEPRINT

2020-24

STUDENT ACHIEVEMENT: EQUITY AND ACCESS

- 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 Equitable & Inclusive School Cultures for All

QUALITY WORKFORCE

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



Cherokee County
School District

BLUEPRINT

2020-24

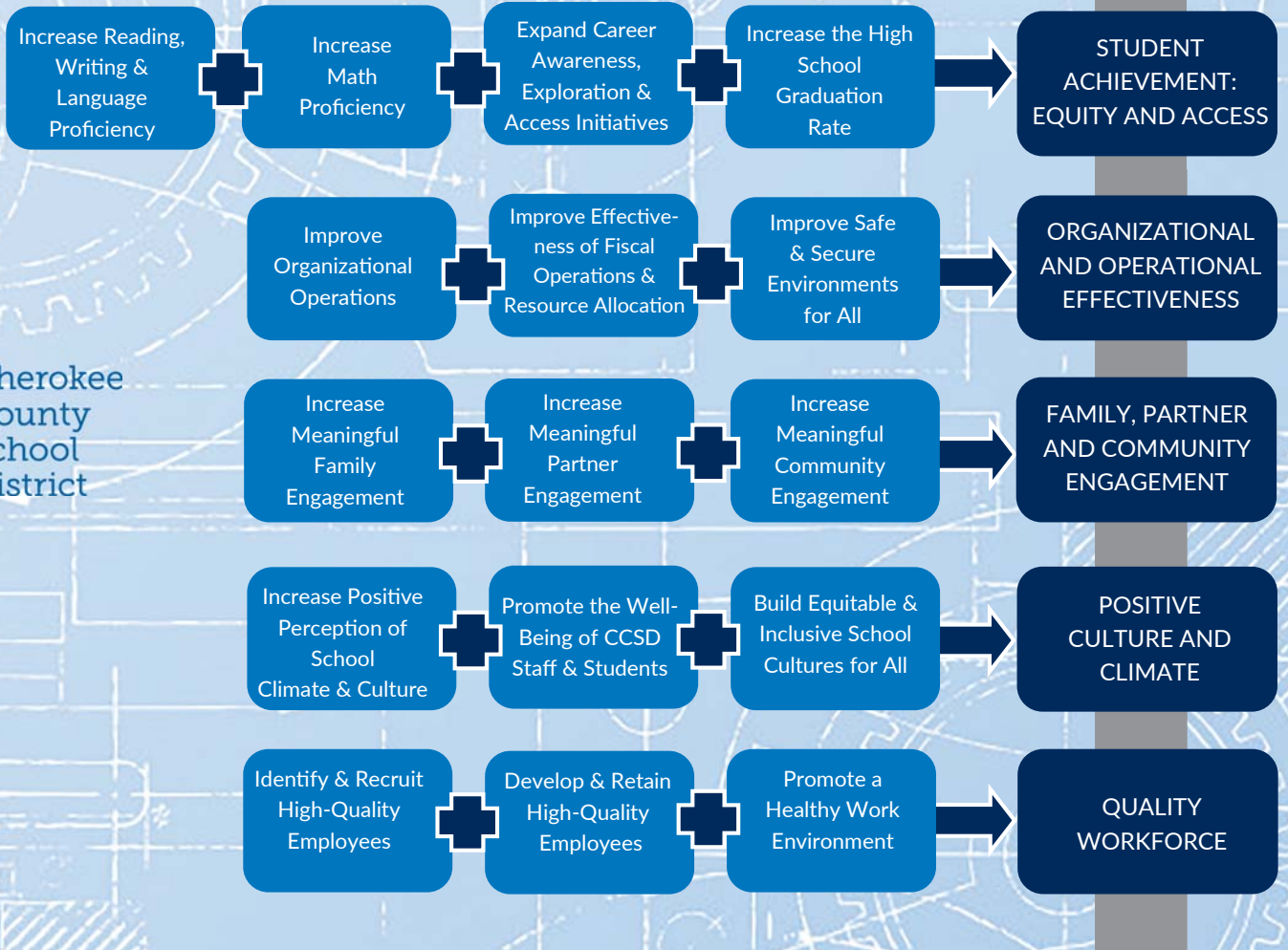
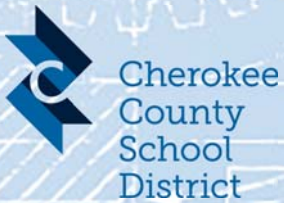
VISION: “Together, we will prepare the emerging generation to confidently rise up to limitless learning potential and success.”

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, diverse and inclusive schools are critical for successful teaching and learning and strengthening our culture of belonging, kindness and possibility.

BLUEPRINT 2020-24



PRIORITY AREA- STUDENT ACHIEVEMENT: EQUITY AND ACCESS

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 career awareness and exploration through STEM initiatives targeting elementary and middle school students (STUDENT COUNTS)
- 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- ORGANIZATIONAL AND OPERATIONAL EFFECTIVENESS

PERFORMANCE OBJECTIVE: IMPROVE ORGANIZATIONAL OPERATIONS

MEASURES:

- Improve effectiveness of organizational communication (SURVEY)
- Improve communication efforts aimed at explaining organizational operations and programming to employees (SURVEY)
- Increase the usage of intra-division work groups, committees and discussion groups for work flows and emerging operations (GROUP COUNTS)

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 equity-based programming and operations (INTERNAL AUDIT)

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 (REPORT COUNTS)

PRIORITY AREA- FAMILY, PARTNER & COMMUNITY ENGAGEMENT

PERFORMANCE OBJECTIVE: INCREASE MEANINGFUL FAMILY ENGAGEMENT

MEASURES:

- Increase the number of family members completing engagement programs (PARTICIPANT COUNTS)
- 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 (PARTICIPANT COUNTS)
- Increase number of PTA members (PARTICIPANT COUNTS)

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 (SURVEY)
- Increase the percentage of parents who feel their concerns are addressed when interacting with staff (SURVEY)
- Increase the percentage of employees who feel valued as part of the CCSD family (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 (LIST OF VALIDATED, AVAILABLE RESOURCES)
- Increase awareness of services and resources available to students and families through Student Services (DATA COUNTS)

PERFORMANCE OBJECTIVE: BUILD EQUITABLE & INCLUSIVE SCHOOL CULTURES FOR ALL

MEASURES:

- Increase the number of training opportunities for staff to participate in culture and inclusivity professional learning (TRAINING SESSION COUNTS)
- Increase the percentage of administrators/leaders who participate in culture and inclusivity training (ATTENDANCE TRACKING)
- Increase the percentage of teachers who participate in culture and inclusivity training (ATTENDANCE TRACKING)

PRIORITY AREA- QUALITY WORKFORCE

PERFORMANCE OBJECTIVE: IDENTIFY & RECRUIT HIGH-QUALITY EMPLOYEES

MEASURES:

- Increase the percentage of teacher hires assessed as high quality (HR REPORTS)
- Increase the first-day fill rate for all positions (HR REPORTS)
- Increase supervisor satisfaction with new hires (SURVEY)

PERFORMANCE OBJECTIVE: DEVELOP & RETAIN HIGH-QUALITY EMPLOYEES

MEASURES:

- Increase the number of professional growth opportunities for both certified and classified staff (CLASS/COURSE COUNT)
- Increase employee retention rates (HR REPORTS)

PERFORMANCE OBJECTIVE: PROMOTE A HEALTHY WORK ENVIRONMENT

MEASURES:

- Decrease the number of work-related accidents and injuries (HR REPORTS)
- Increase the participation rate in CCSD-sponsored wellness and work-life programs (HR REPORTS)
- Increase the number of employee opportunities for social and emotional wellness (OPPORTUNITY COUNT)