



Charting our Path Forward: Charles County Public Schools Strategic Plan

Working together to achieve excellence for every student.



Getting to Know Our Community

- Listening and Learning
 - In-person and online meetings with CCPS staff, students, parents, and many other stakeholders to include business, civic, faith-based and community leaders along with elected officials.
- Collecting wider input
 - CCPS surveyed parents, staff and students in Grades 4 through 12 for additional input.
 - Conducted from Dec. 15, 2021, to Jan. 5, 2022, the survey responses were from:
 - 3,957 parents.
 - 3,340 staff members.
 - 6,971 students.





Bringing It All Together:

CCPS Leadership Retreat

Non-negotiables:

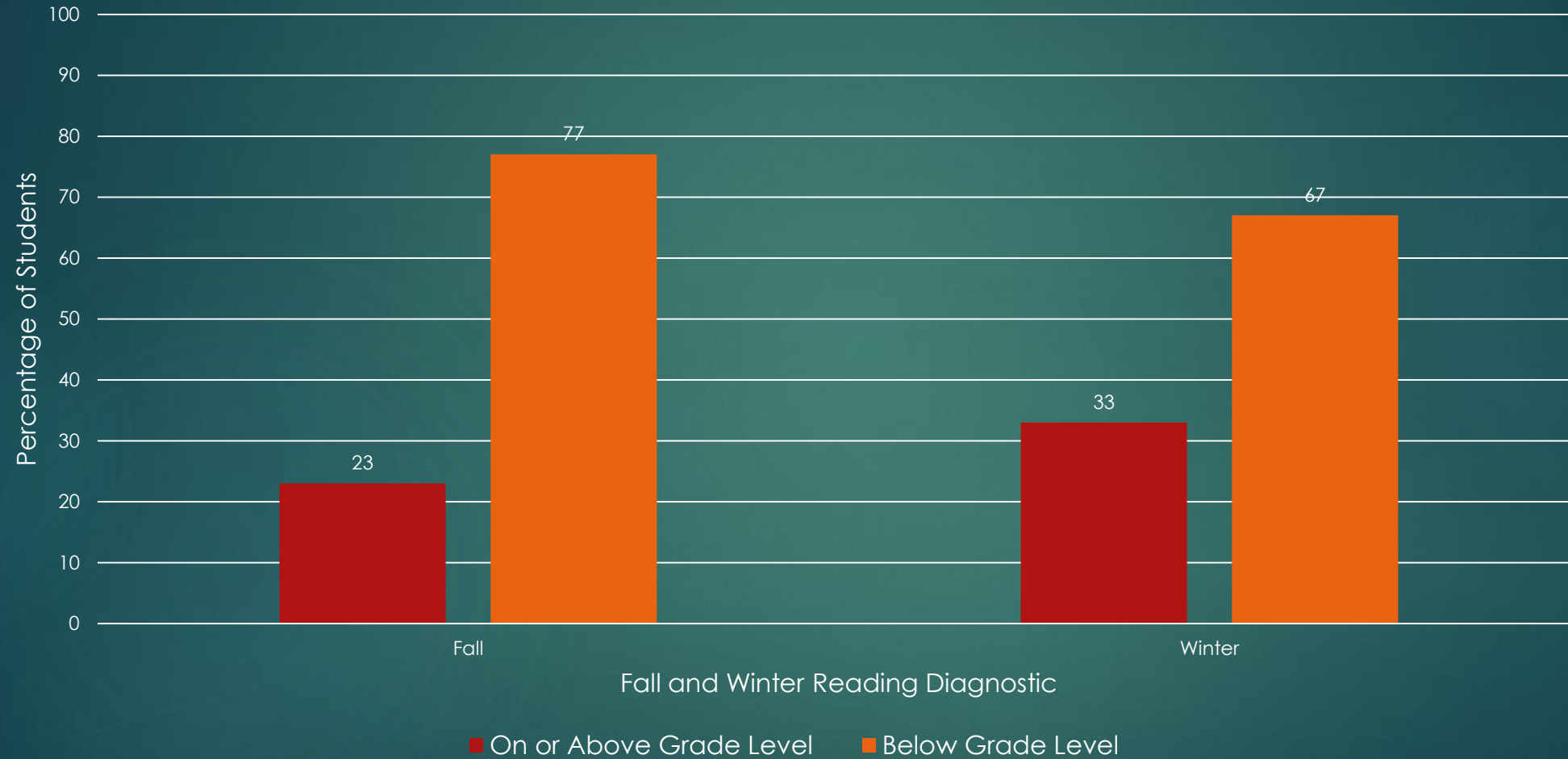
- Strong operational systems.
- A mindset of continuous improvement.
- Invest and support learning for adults and students.
- Focus the plan on few and impactful strategic areas that prepare all students for the next step post-graduation.



Three strategic plan priorities were identified:

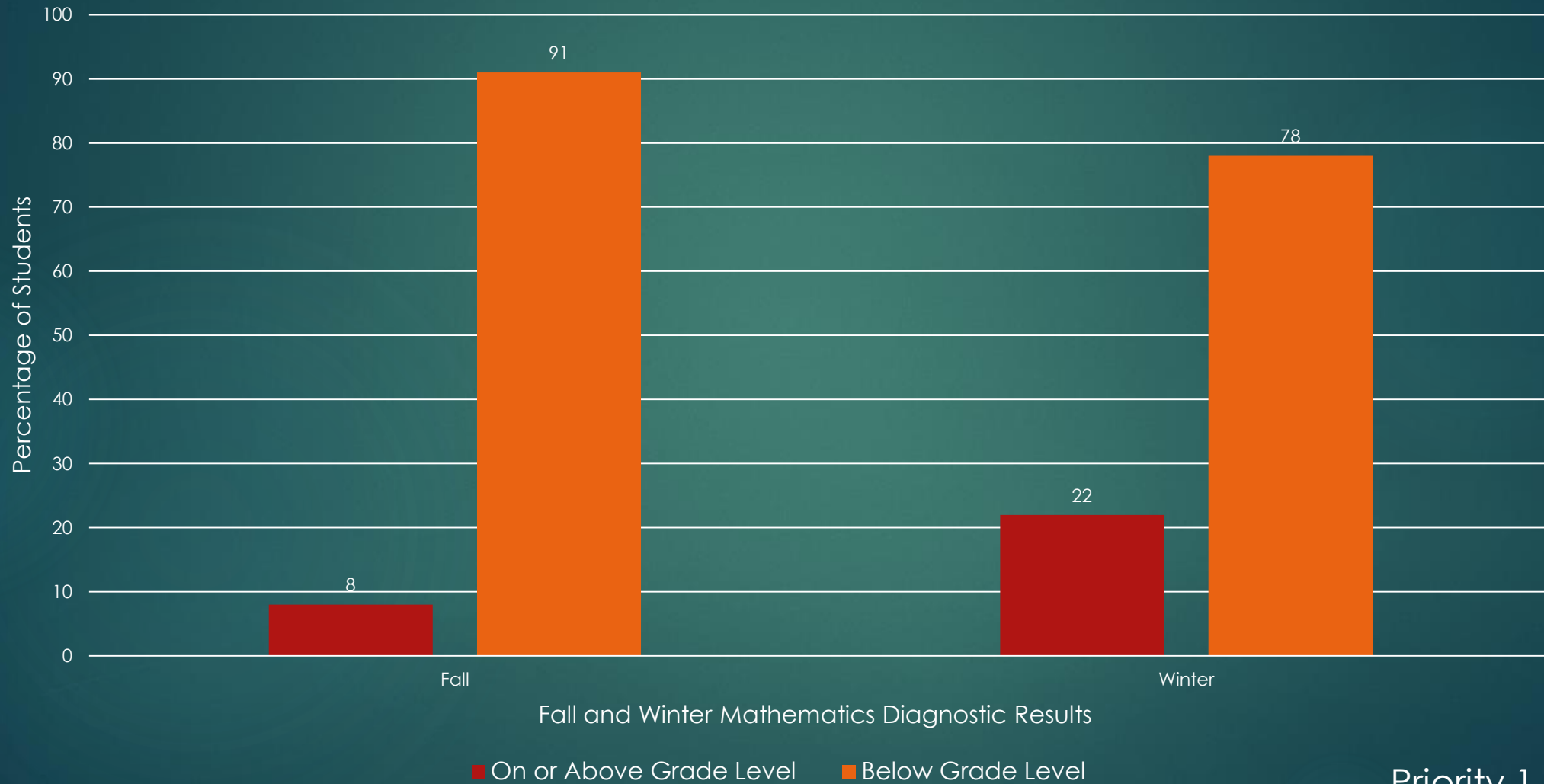
- Student learning and achievement.
- Access and opportunities.
- Culture and climate.

CCPS 1st through 8th Grade Students
READING
iReady Fall and Winter Diagnostics
2021-2022



Priority 1

CCPS 1st through 8th Grade Students
MATHEMATICS
iReady Fall and Winter Diagnostics
2021-2022



Priority 1

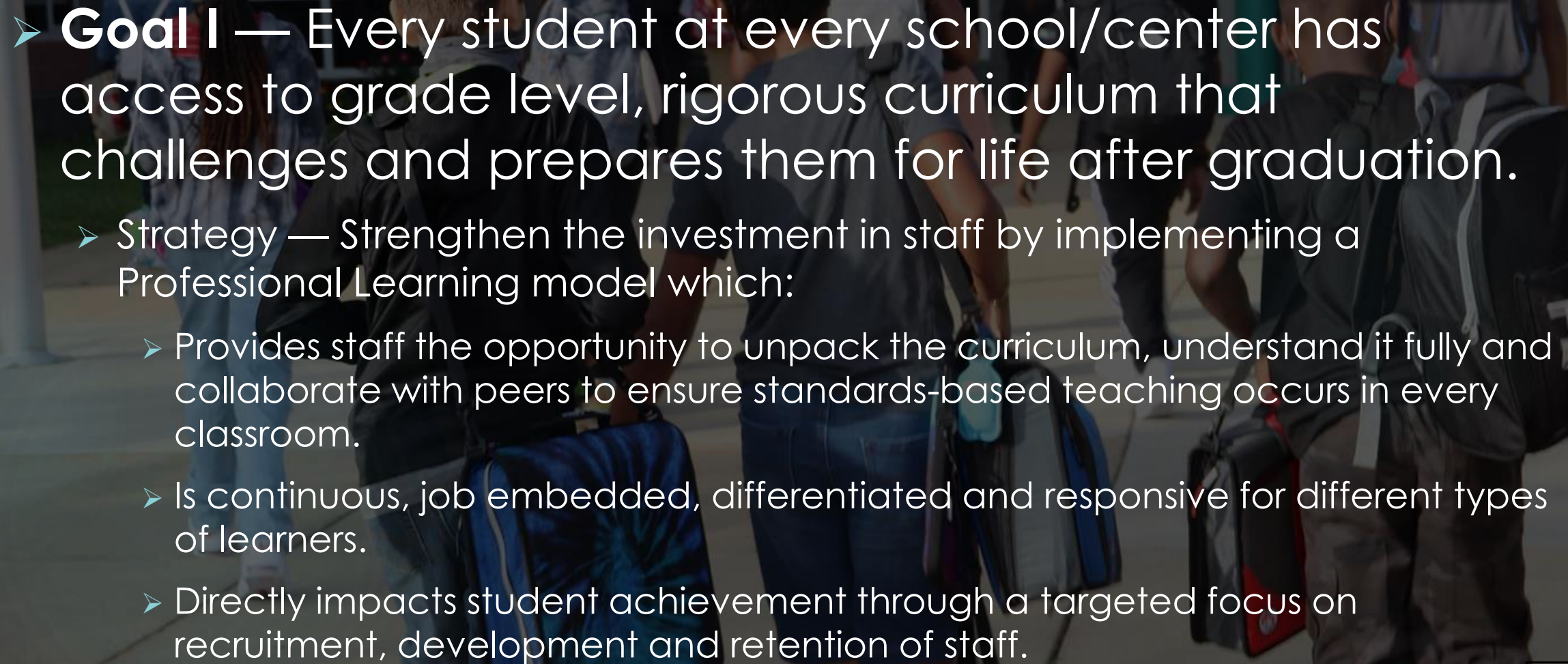


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Student learning and achievement

*Our focus is on the learning,
improvement and achievement
of every student.*

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- **Goal 1** — Every student at every school/center has access to grade level, rigorous curriculum that challenges and prepares them for life after graduation.
 - Strategy — Strengthen the investment in staff by implementing a Professional Learning model which:
 - Provides staff the opportunity to unpack the curriculum, understand it fully and collaborate with peers to ensure standards-based teaching occurs in every classroom.
 - Is continuous, job embedded, differentiated and responsive for different types of learners.
 - Directly impacts student achievement through a targeted focus on recruitment, development and retention of staff.



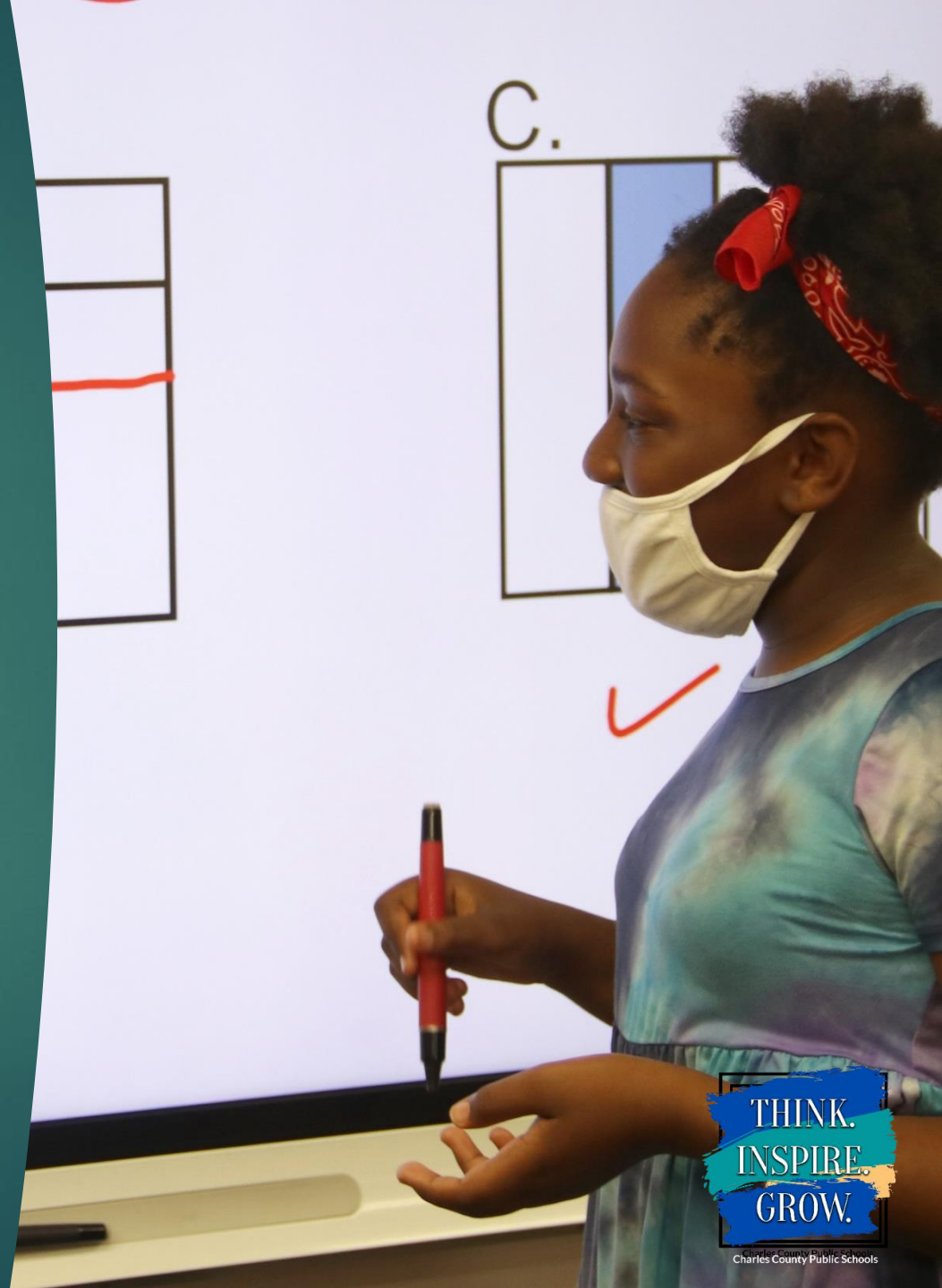
Impactful Learning Environments for Every Student

- Melinda Wright of Mt. Hope/Nanjemoy Elementary School

➤ **Goal 2** — Every student at every school and center has access to and receives impactful academic programs and intervention support if they are above or below grade-level expectations.

➤ Strategy — Invest in evidence-based programs along with data systems that empower staff to make decisions regarding lesson planning, student learning experiences, student progress and access to a variety of academic options for students to learn, grow and succeed.

Priority 1



THINK.
INSPIRE.
GROW.

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How do we evaluate these goals?

Metrics

Priority 1

THINK.
INSPIRE.
GROW.

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➤ Metrics for Student Performance

- i-Ready data
- Maryland Comprehensive Assessment Program (MCAP)
- Curriculum Common Assessments – Quarterly
- Percentage of second graders reading on or above grade level
- Percentage of fifth graders on or above grade level in math

➤ Metrics for Professional Learning

- Participation
- Percentage of classrooms consistently applying the Professional Learning

Priority 1



Access and opportunities

No measure of progress can be made if we don't address the barriers that impact students' learning and achievement.

Priority 2



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The Experience We Want for Every CCPS student



- Tyne Kidd, Henry E. Lackey High School

➤ **Goal 1** — Access to quality early learning programs starting with all day prekindergarten for all eligible 4-year-olds.

- Strategy — Expand half day pre-k to full day, continue an inclusive model approach, ensure professional learning is focused on foundational content standards and collaborate with our community pre-k programs.
- All students will earn Kindergarten Readiness Assessment (KRA) scores at approaching or demonstrating in all four domains of KRA.

Priority 2



THINK.
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Goal II — Establishing strategic programs and expanding course offerings that increase student access and opportunities to be well prepared post-graduation.

- Strategy — Offer programs that level the playing field for students by:
 - Implementing a two-way immersion language program that starts at the elementary level.
 - Increasing high school pathway courses in middle school.
 - Expanding dual enrollment and AP classes as options for offering early college credits.
 - Increasing CTE certifications and pathways in wage competitive fields.
- Strategy — Revise criteria for program entry and embed flexibility in scheduling practices at the high-school level by including options for evening and summer opportunities for original course credit toward graduation.

Priority 2



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A photograph of four children standing in a row, all wearing face masks. From left to right: a girl in a white dress with colorful stars, a boy in a black t-shirt with a graphic, a boy in a dark jacket over a blue shirt, and a girl in a pink shirt. They are in a classroom with a red wall and a decorative border featuring comic book-style 'WOW!' and 'POW!' words. The text 'How do we evaluate these goals?' is overlaid in large white font, with a horizontal line underneath the word 'goals?'.

How do we evaluate these goals?

Metrics

Priority 2

THINK.
INSPIRE.
GROW.

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- Metrics for pre-k
 - Enrollment.
 - Full day expansion.
 - Kindergarten Readiness Assessment (KRA) data.
- Metrics for two-way immersion program
 - Implementation of program at elementary level.
- Metrics for Middle School
 - Number of courses offered.
 - Student participation.
 - Students earning a "C" or higher.

- Metrics for CTE
 - Completion of pathways.
 - Student participation.
- Metrics for Dual enrollment and Early College
 - Participation in Dual Enrollment/Early College programs in all high schools representative of the school district demographics.
 - Number of students earning a certificate or associates degree.

Priority 2





Culture and climate

The culture and climate of the school system should reflect our values. We value students, staff and our community feeling a sense of belonging in our schools while being safe and engaged in supporting student learning and achievement.

Priority 3



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- **Goal I** — Ensuring that all kids feel welcome, engaged and safe in their school environment.
- Strategy — Every school/center will develop a climate strategy as part of their continuous improvement plan.
- Strategy — Expand options for extracurricular activities and implement options that give all students access to those engagement opportunities.





How do we evaluate this goal?

Metrics

Priority 3

THINK.
INSPIRE.
GROW.

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➤ Metrics for Culture and Climate

- School completion of Continuous Improvement Plans.
- Evidence of implementation of climate strategy in schools.
- Number of referrals.
- Number of students suspended.
- Participation and number of options in extracurricular activities.
- Number of active school-community partnerships.

The Power of Community Engagement



- ▶ Mr. Carl Barnett and students from J.P. Ryon Elementary School



Next steps

PLAN INTO ACTION

FEBRUARY

Support from the Board of Education.

MARCH-APRIL

Communicating the plan with all stakeholders.

MARCH-JUNE

Alignment of district staff positions and work to the priorities of the strategic plan.

APRIL-JULY

Development of accountability dashboard tied to Strategic Plan metrics.

STARTING SEPTEMBER 2022

On-going updates to the Board of Education and the community regarding process.



Charles County Public Schools



Continuing to Engage

- Monday, April 25, 5:30 p.m. — Virtual for staff.
- Wednesday, April 27, 11 a.m. — In-person for staff.
- Monday, May 2, 6:30 p.m. — In-person for parents.
- Wednesday, May 4, 4:30 p.m. — In-person for staff.
- Thursday, May 12, 6:30 p.m. — Virtual for parents.