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
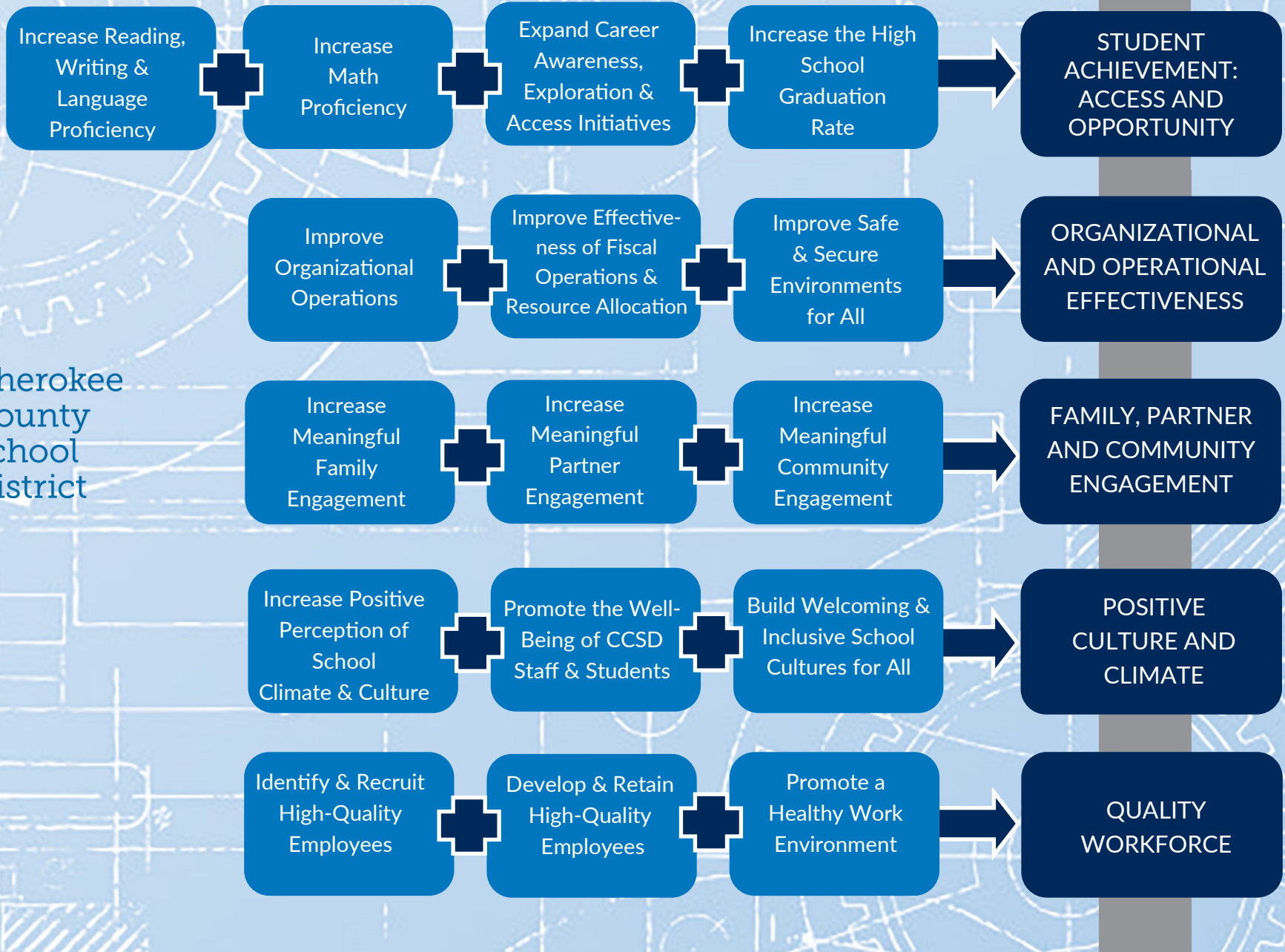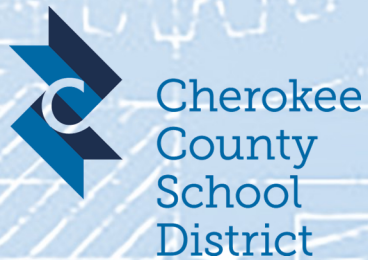
BLUEPRINT

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

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Increase Reading, Writing & Language Proficiency **+** Increase Math Proficiency **+** Expand Career Awareness, Exploration & Access Initiatives **+** Increase the High School Graduation Rate →	**STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY**
Improve Organizational Operations **+** Improve Effectiveness of Fiscal Operations & Resource Allocation **+** Improve Safe & Secure Environments for All →	**ORGANIZATIONAL AND OPERATIONAL EFFECTIVENESS**
Increase Meaningful Family Engagement **+** Increase Meaningful Partner Engagement **+** Increase Meaningful Community Engagement →	**FAMILY, PARTNER AND COMMUNITY ENGAGEMENT**
Increase Positive Perception of School Climate & Culture **+** Promote the Well-Being of CCSD Staff & Students **+** Build Welcoming & Inclusive School Cultures for All →	**POSITIVE CULTURE AND CLIMATE**
Identify & Recruit High-Quality Employees **+** Develop & Retain High-Quality Employees **+** Promote a Healthy Work Environment →	**QUALITY WORKFORCE**

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 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 needs-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)

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 WELCOMING & 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)

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)