

BLUEPRINT 2020-24

2021: YEAR 2 PROGRESS REPORT

The Blueprint Strategic Plan contains measurable goals in each of the Five Priority Areas. Data disruptions and changes in practices and protocols due to the COVID-19 pandemic have again affected many of the measures. The report for the 2020-2021 school year, our second year under Blueprint, highlights the progress made despite these challenges and notes where outcomes have been affected.

STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

		TWO-YEAR TARGET MET	PROGRESS TOWARD FIVE-YEAR GOAL (2024)
INCREASE HIGH SCHOOL GRADUATION RATE	Performance Measure: Increase the 4-Year High School Graduation Rate for All Students		66%
	Performance Measure: Increase % of English Learner Students Graduating in 4 Years		100%
	Performance Measure: Increase % of Black Students Graduating in 4 Years		100%
	Performance Measure: Increase % of Students With Disabilities Graduating in 4 Years		100%
	Performance Measure: Increase % of Economically Disadvantaged Students Graduating in 4 Years	PANDEMIC AFFECTED Federal extension of free meals for all students affected the data for this subgroup, as far fewer families applied for eligibility. The subset data only includes 84 students for 2021 (vs. 620 in 2020).	
	EXPAND CAREER EXPLORATION & ACCESS INITIATIVES	Performance Measure: Increase the number of MS and HS students enrolled in one high school CTAE Pathway course	
Performance Measure: Increase career awareness and explorations through STEM initiatives targeting elementary & middle school students			66%
Performance Measure: Improve the % of high school CTAE students participating in industry-aligned Work-Based Learning Experiences			100%

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STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

PANDEMIC AFFECTED

The 2021 Milestones tests were administered in the spring, and scores were down across the state, predictably, as schools grappled with closures, digital learning challenges, quarantines, lost learning time and other effects of the pandemic on students and staff. CCSD hired an additional 125 teachers for school year 2021-22 to focus on closing learning gaps and providing more support to students. We will review and recalibrate benchmarks and goals following 2022 testing.

**TWO-YEAR
TARGET MET** **PROGRESS TOWARD
FIVE-YEAR GOAL (2024)**

	TWO-YEAR TARGET MET	PROGRESS TOWARD FIVE-YEAR GOAL (2024)
INCREASE READING, WRITING & LANGUAGE PROFICIENCY	Performance Measure: Increase % of students who score proficient and distinguished on GA Milestones (ELA)	PANDEMIC AFFECTED
	Performance Measure: Increase % of EL students moving one band or more on the ACCESS test	PANDEMIC AFFECTED
	Performance Measure: Increase % of students in writing in grades 3-8 who are at a monitor or accelerated level on GA Milestones	PANDEMIC AFFECTED
	Performance Measure: Increase % of SWD who score proficient or distinguished on GA Milestones (ELA)	PANDEMIC AFFECTED
INCREASE MATH PROFICIENCY	Performance Measure: Increase % of high school students who score proficient or distinguished on the Algebra EOC	PANDEMIC AFFECTED
	Performance Measure: Increase the % of middle school students scoring proficient or distinguished on Math EOG	PANDEMIC AFFECTED
	Performance Measure: Increase % of middle school Students with Disabilities who score proficient or distinguished on Math EOG	PANDEMIC AFFECTED

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QUALITY WORKFORCE

TWO-YEAR
TARGET MET

PROGRESS TOWARD
FIVE-YEAR GOAL (2024)

		TWO-YEAR TARGET MET	PROGRESS TOWARD FIVE-YEAR GOAL (2024)	
IDENTIFY AND RECRUIT HIGH QUALITY EMPLOYEES	Performance Measure: Increase supervisor satisfaction with new hires	✓		95%
	Performance Measure: Increase the number of recruiting efforts focused on diversifying the workforce	✓		100%
	Performance Measure: Increase the number of top-rated candidates scoring a 4 or 5 (scale 1-5) recommended in the CCSD pipeline	✓		100%
DEVELOP AND RETAIN HIGH QUALITY EMPLOYEES	Performance Measure: Increase the number of professional growth opportunities for both certified and classified staff	✓		50%
	Performance Measure: Increase employee retention rates in the areas of transportation and school nutrition	✓		40%
PROMOTE A HEALTHY AND SAFE WORK ENVIRONMENT	Performance Measure: Increase the participation rate in sponsored wellness and work-life programs	PA NDEMIC AFFECTED		30%
	Performance Measure: Increase the number of employee opportunities for social emotional wellness	✓		70%
	Performance Measure: Decrease the number of work-related accidents and injuries	✓		100%

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FAMILY, PARTNER & COMMUNITY ENGAGEMENT

TWO-YEAR
TARGET MET

PROGRESS TOWARD
FIVE-YEAR GOAL (2024)

INCREASE MEANINGFUL FAMILY ENGAGEMENT

Performance Measure:
Increase number of parents accessing
Canvas Learning Management System



Performance Measure:
Increase percentage of family members participating in parent engagement programs

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

Performance Measure:
Increase percentage of families who participate in meaningful school events/activities

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

INCREASE MEANINGFUL PARTNER ENGAGEMENT

Performance Measure:
Increase number of school-level partnership agreements



Performance Measure:
Increase number of business/community partners (district and school level)



Performance Measure:
Increase the percentage of partners who participate in meaningful school events/

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

INCREASE MEANINGFUL COMMUNITY ENGAGEMENT

Performance Measure:
Increase the number of social media followers across all platforms



Performance Measure:
Increase number of volunteers

PANDEMIC AFFECTED

Volunteers in schools were limited for most of 2021 due to COVID Protocols

Performance Measure:
Increase number of PTA members

PANDEMIC AFFECTED

PTA membership (and events, activities that drive membership) has been limited by COVID protocols

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POSITIVE CULTURE & CLIMATE

TWO-YEAR
TARGET MET

PROGRESS TOWARD
FIVE-YEAR GOAL (2024)

INCREASE POSITIVE PERCEPTION OF SCHOOL CLIMATE AND CULTURE

Performance Measure: Increase the percentage of students who feel they can confide in an adult

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

Performance Measure: Increase percentage of parents who feel their concerns are addressed when interacting with staff

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

Performance Measure: Increase percentage of employees who feel valued as part of the CCSD family

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

PROMOTE WELLBEING OF STUDENTS AND STAFF

Performance Measure: Increase the use of the District's Employee Assistance Program for those in need



Performance Measure: Increase participation in work-based offerings to promote self care and wellness

PANDEMIC AFFECTED



Performance Measure: Increase the awareness of services and resources available to students and families

PANDEMIC AFFECTED

Survey instruments planned for data collection have been postponed.

BUILD WELCOMING AND INCLUSIVE SCHOOL CULTURES FOR ALL

Performance Measure: Increase the number of culture and inclusivity training opportunities for staff



Performance Measure: Increase the percentage of administrative staff who participate in culture and inclusivity training opportunities

PANDEMIC AFFECTED



Performance Measure: Increase the percentage of teachers who participate in culture and inclusivity training

PANDEMIC AFFECTED



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ORGANIZATIONAL OPERATIONS AND EFFECTIVENESS

TWO-YEAR
TARGET MET

PROGRESS TOWARD
FIVE-YEAR GOAL (2024)

IMPROVE EFFECTIVENESS OF FISCAL OPERATIONS

Performance Measure: Increase ratings from external industry and State agencies

Rating is at highest level possible in current conditions

Performance Measure: Increase use of Ed SPLOST to meet immediate capital improvement needs

PANDEMIC AFFECTED

Funding shifts due to fluctuations in State funds and the addition of increased Federal funds changed the allocation of revenue for this purpose

Performance Measure: Maximize application of federal, state and local monies allocated to student-centered programming and operations



IMPROVE SAFE AND SECURE ENVIRONMENTS

Performance Measure: Decrease the number of sustained harassment allegations



Performance Measure: Decrease the number of ESSA reportable infractions

PANDEMIC AFFECTED

Fewer students in school due to quarantines, closures and digital options skewed data

Performance Measure: Improve CCSD safety and security measures (created benchmark in 2021 so this is the first year for measurement)

