

The background of the slide is a blurred photograph of a library. In the foreground, the spines of several books are visible on a shelf. In the background, more bookshelves filled with books of various colors (blue, orange, white) are visible, creating a sense of depth. The text is overlaid on this background.

New Hanover County Schools Strategic Plan

2022-2027

Development of Staff Teams and Tactical Details



Staff Workday 3-23-22



The background of the slide is a blurred photograph of a library. In the foreground, the spines of several books are visible on a shelf, with their pages showing a light tan color. In the background, more bookshelves filled with books of various colors (blue, orange, white) are visible, creating a sense of depth. The overall lighting is soft and warm.

New Hanover County Schools Strategic Plan

2022-2027

Mission



The mission of New Hanover County Schools, in collaboration with our parents and the community, is to strive to provide children with an opportunity for a superior education in a safe and positive learning environment where they are prepared with the skills to succeed.

NHCS STRATEGIC GOALS 2022-2027



ACADEMIC PERFORMANCE



**STUDENT SAFETY AND
WELLNESS: PEOPLE
AND PLACES**



**SUPPORTIVE
ENVIRONMENT FOR
TEACHERS AND STAFF**



**EQUITY, DIVERSITY,
AND INCLUSION**



**FAMILY
ENGAGEMENT**



COMMUNITY PARTNERSHIPS



Academic Performance

- **Goal:** Through rigorous academics at every grade level, students demonstrate a readiness for productive citizenship, as well as higher education opportunities or meaningful employment
- **Outcome:** *By 2027, NHCS will graduate at least 90% of students ready for productive citizenship as well as higher education opportunities or meaningful employment*
- **Strategies**
 1. *Increase the number of Pre-K students meeting or exceeding age expectations in Teaching Strategies Objectives aligned with the North Carolina Early Learning Inventory to 75%*
 2. *Increase the percentage of students reading at or above grade level in 3rd grade to 90%*
 3. *Increase the percentage of students proficient in NC Math I by the end of 9th grade to 60%*
 4. *Increase the rate of proficiency among students taking the AP and/or IB exams by 10%*
 5. *Increase the percentage of Career and Technical Education (CTE) Programs of Study (POS) by 40% through the implementation of CTE Pathways*



Student Safety and Wellness: People and Places

- **Goal:** Provide facilities and services focused on safety and wellness to enhance teaching and learning.
- **People Outcome:** *By 2027, NHCS schools will operate safe and supportive learning environments including supportive and instructive discipline measures, with minimal out of school suspensions, utilizing evidence-based practices*
- **Places Outcome:** *By 2027, 100% of recommended facility and operational enhancements to increase student safety and wellness will be completed*
- **Strategies: People**
 1. *Create supportive school and classroom climates*
 2. *Provide explicit Social Emotional Learning instruction*
 3. *Foster high quality professional learning*
- **Strategies: Places**
 1. *Promote good nutrition and wellness*
 2. *Provide safe and efficient bus transportation*
 3. *Provide school facilities that enhance teaching and learning*
 4. *Provide safe, secure school facilities*
 5. *Provide facilities that consider the health and wellbeing of staff and students*



Supportive Environment for Teachers and Staff

- **Goal:** Ensure a supportive environment so that staff will perform their duties using the most effective methods possible to achieve optimal student learning
- **Outcome:** *By 2027, NHCS schools will achieve optimal student learning as measured by approved and aligned district metrics*
- **Strategies**
 1. *Efficient operations in recruitment, hiring, and communication between departments*
 2. *Efficacy of employees in delivery of high quality services to students*
 3. *Equity in staff allotment and school diversity*



Equity, Diversity, and Inclusion

- **Goal:** Students and staff agree that their school/worksite is an inclusive, equitable, and diverse place where they have a strong sense of belonging and connectedness
- **Outcome:** *By 2027, students and staff report in bi-annual surveys 90% or higher agreement that their school/worksite is an inclusive place where they have a strong sense of belonging and connectedness*
- **Strategies**
 1. *Ensure that all schools establish staff equity teams and that all secondary schools establish student equity teams*
 2. *Ensure that schools have processes to establish equitable access to the complete continuum of educational opportunities in their school*
 3. *Engaging the school staff and families in understanding the importance of assessing the level of connectedness of families, students and staff*



Family Engagement

- **Goal:** Increase meaningful family engagement and involvement across all schools
- **Outcome:** *By 2027, NHCS sees a 50%+ increase in family involvement in school activities, as demonstrated in family participation data*
- **Strategies**
 1. *Streamline and encourage high impact engagement opportunities*
 2. *Create a district-level family engagement budget for school-level events*
 3. *Standardize and professionalize family engagement*



Community Partnerships

- **Goal:** Strengthen and increase community partnerships that directly enhance student opportunities and achievements
- **Outcome:** *By 2027, number of partnerships and collaborative work will increase as evidenced by documented engagement*
- **Strategies**
 1. *Lower the barriers to partnerships/sponsorships*
 2. *Establish and implement a process/program for partner recognition*
 3. *Enhance mutually beneficial relationships in the community*



Detailed Strategic Workplan

Details of action steps, responsible parties, tactics, targets and metrics, and budget implications

IMPLEMENTATION

Strategic Implementation Teams

Cabinet Leader: Responsible for overall Goal Achievement

Strategy Leader: Responsible for oversight and monitoring of Strategy Implementation and Completion

Staff Leader: Responsible for Implementation of Action Steps

Targets, Metrics, and Dashboard

Targets and Metrics: Indicate progress in implementing the Tactics, Action steps, and Strategies

Tactics advance the Action Steps

Action Steps advance the Strategies

Strategies advance the Goal



Accountability Reviews

Strategy Teams: Review at weekly or bi-monthly staff meetings or as needed

```
graph TD; A[Strategy Teams: Review at weekly or bi-monthly staff meetings or as needed] --> B[Cabinet: Review at weekly or bi-monthly staff meetings or as needed]; B --> C[Board: Reports made to Board by Cabinet members and Strategy Leaders monthly, quarterly, and annually];
```

Cabinet: Review at weekly or bi-monthly staff meetings or as needed

Board: Reports made to Board by Cabinet members and Strategy Leaders monthly, quarterly, and annually



Q & A

Questions? Discussion?