

STRATEGIC PLAN UPDATES

2022-2027



NEW HANOVER COUNTY SCHOOLS

PRIMER



2021:

NPH Consulting facilitated work sessions, focus groups, surveys, etc.

2022:

Strategic Plan formally adopted by the Board

Budget Season 2022 Board Priorities:

1. Student Safety and Wellness
2. Supportive Environment for Teachers and Staff
3. Academic Performance
4. Equity, Diversity, and Inclusion
5. Family Engagement
6. Community Partnerships

Budget Season 2023 Board Priorities:

1. Academic Performance
2. Student Safety and Wellness
3. Supportive Environment for Teachers and Staff

Strategic Plan 2022-2027



Academic Performance

Through rigorous academics for all, students demonstrate readiness for productive citizenship and higher education opportunities or meaningful employment.



Student Safety and Wellness

Provide facilities and services focused on safety and wellness to enhance teaching and learning.



Supportive Environment for Teachers & Staff

Ensure a supportive environment so that staff will perform their duties using the most effective methods possible to achieve optimal student learning.



Equity, Diversity & Inclusion

Students and staff agree that their school/worksites is an inclusive, equitable, and diverse place where they have a strong sense of belonging and connectedness.



Family Engagement

Increase meaningful family engagement and involvement across all schools.

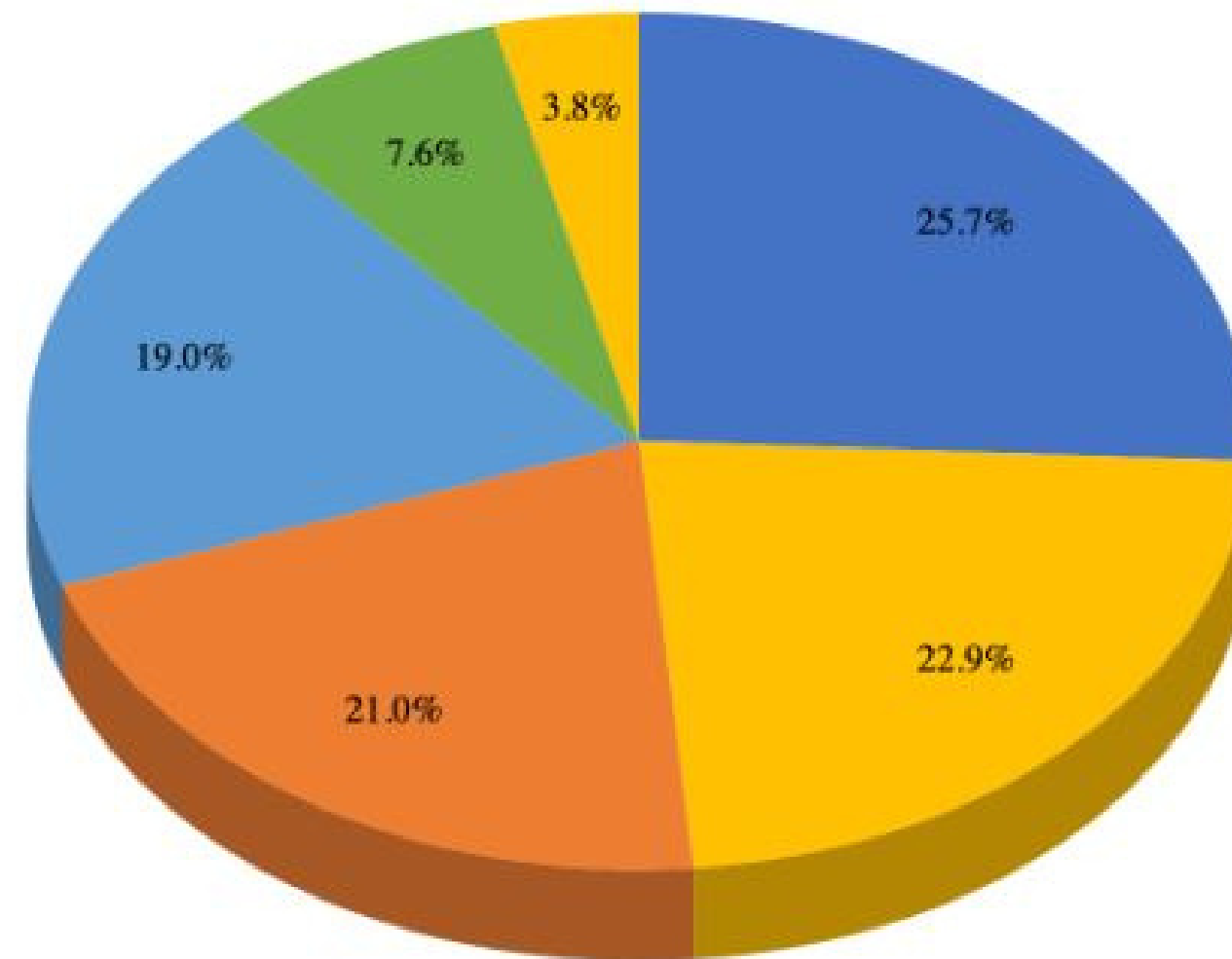


Community Partnerships

Strengthen and increase community partnerships that directly enhance student opportunities and achievements.

Strategic Plan Ratings - April 5th Board Meeting (Updated April 7)

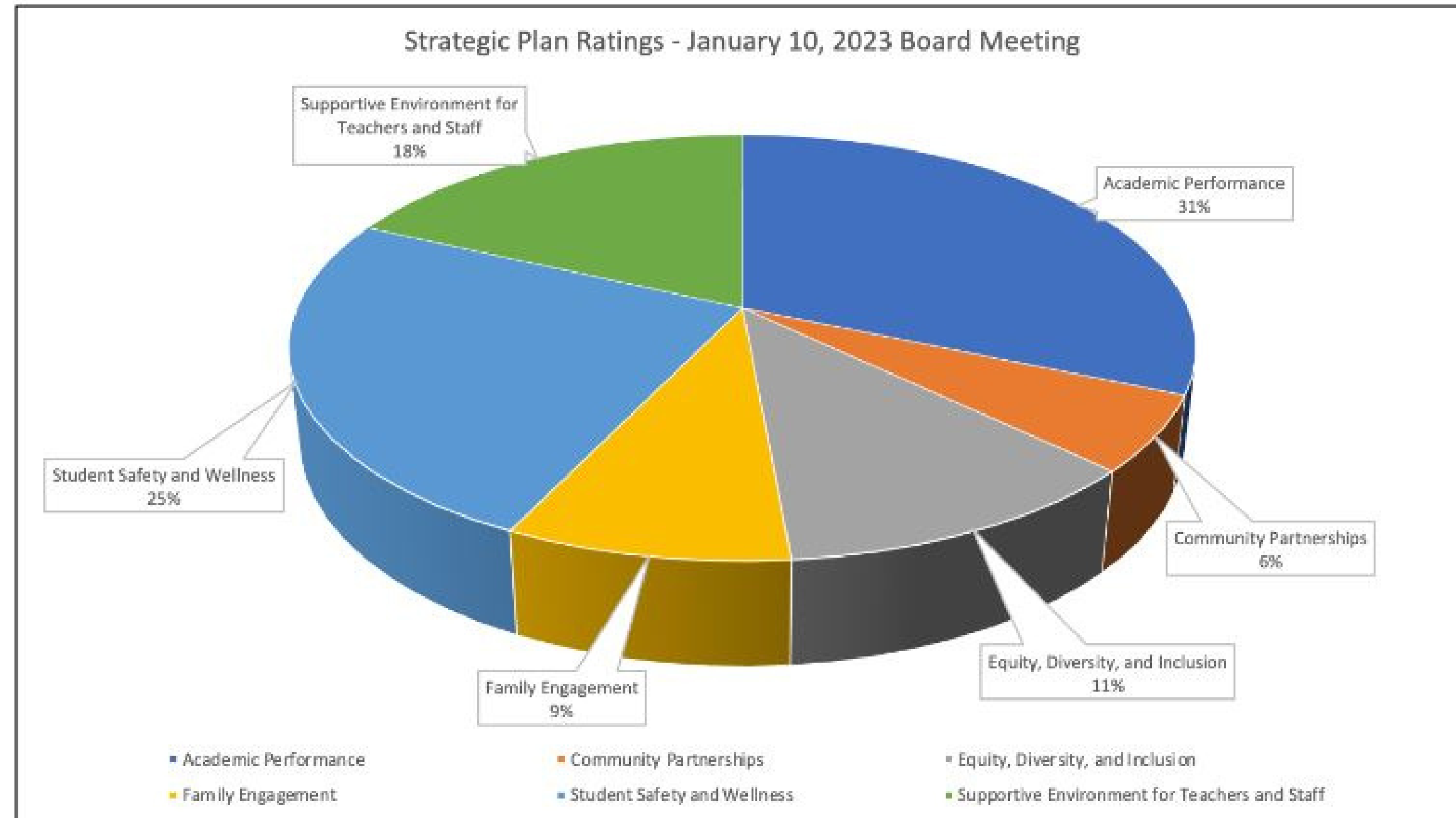
	Ranking								Board Rank Total	
Student Safety and Wellness: People and Places	5	1	2	2	3	1	1	15	26%	1
Supportive Environment for Teachers and Staff	1	3	3	3	4	2	2	18	23%	2
Academic Performance	2	2	5	1	2	4	4	20	21%	3
Equity, Diversity, and Inclusion	3	5	1	6	1	3	3	22	19%	4
Family Engagement	6	4	4	4	6	5	5	34	8%	5
Community Partnerships	4	6	6	5	5	6	6	38	4%	6



● Student Safety and Wellness: People and Places
 ● Supportive Environment for Teachers and Staff
 ● Academic Performance
 ● Equity, Diversity, and Inclusion
 ● Family Engagement
 ● Community Partnerships

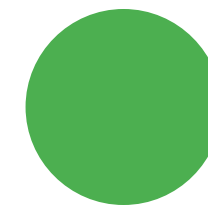
Strategic Plan Ratings - January 10, 2023 Board Meeting

												Ranking
Academic Performance	1	2	1	1	1	2	1	9	6%	31%	33	1
Community Partnerships	5	4	5	6	5	6	5	36	24%	6%	6	6
Equity, Diversity, and Inclusion	1	3	6	3	5	6	6	30	20%	11%	12	4
Family Engagement	4	4	5	6	4	6	4	33	22%	9%	9	5
Student Safety and Wellness	1	2	2	2	2	2	5	16	11%	25%	26	2
Supportive Environment for Teachers and Staff	3	4	3	4	3	3	3	23	16%	18%	19	3
									100%		105	



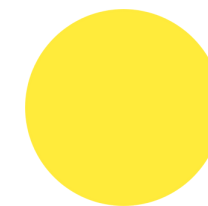


THE STOPLIGHT CHART



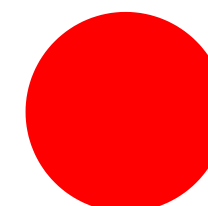
GREEN

Sufficient progress is being made with no significant concerns.



YELLOW

Progress is being made, but there are some challenges that need to be addressed.

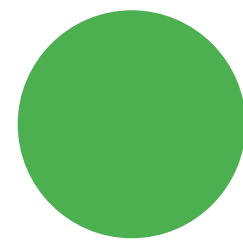


RED

We are experiencing significant difficulties or are not making the desired progress.



ACADEMIC PERFORMANCE



GOAL

Through rigorous academics at every grade level, students demonstrate 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

- 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%
- Increase the percentage of students reading at or above grade level in 3rd grade to 90%
- Increase the percentage of students proficient in NC Math I by the end of 9th grade to 60%
- Increase the rate of proficiency among students taking the AP and/or IB exams by 10%
- Increase the percentage of Career and Technical Education (CTE) Programs of Study (POS) by 40% through the implementation of CTE Pathways



STUDENT SAFETY & WELLNESS

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.

PEOPLE STRATEGIES:

- Create supportive school and classroom climates
- Provide explicit Social Emotional Learning instruction
- Foster high-quality professional learning

PLACES OUTCOME:

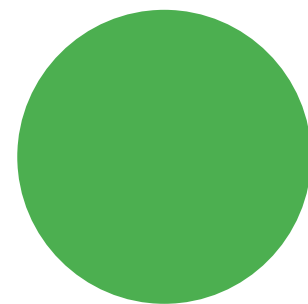
By 2027, 100% of recommended facility and operational enhancements to increase student safety and wellness will be completed.

PLACES STRATEGIES:

- Promote good nutrition and wellness
- Provide safe and efficient bus transportation
- Provide school facilities that enhance teaching and learning
- Provide safe, secure school facilities
- Provide facilities that consider the health and well-being of staff and students



SUPPORTIVE ENVIRONMENT FOR TEACHERS & 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

- Efficient operations in recruitment, hiring, and communication between departments
- Efficacy of employees in the delivery of high-quality services to students
- 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

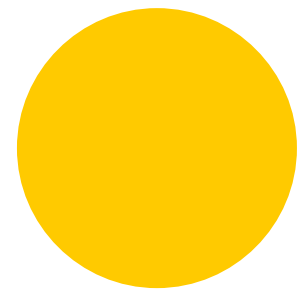
By 2027, students and staff report in bi-annual surveys 90% or higher agreement that their school/worksite is an inclusive place where they have a strong sense of belonging and connectedness

STRATEGIES

- Ensure that all schools establish staff equity teams and that all secondary schools establish student equity teams
- Ensure that schools have processes to establish equitable access to the complete continuum of educational opportunities in their school
- Engaging the school staff and families in understanding the importance of assessing the level of connectedness of families, students and staff



FAMILY ENGAGEMENT



GOAL

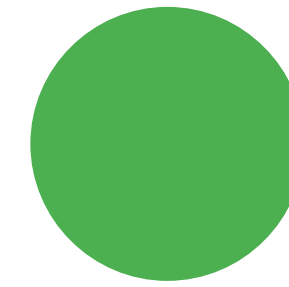
Increase meaningful family engagement and involvement across all schools

OUTCOME

By 2027, NHCS sees a 50%+ increase in family involvement in school activities, as demonstrated in family participation data

STRATEGIES

- Streamline and encourage high impact engagement opportunities
- Create a district-level family engagement budget for school-level events
- Standardize and professionalize family engagement



COMMUNITY PARTNERSHIPS

GOAL

Strengthen and increase community partnerships that directly enhance student opportunities and achievements

OUTCOME

By 2027, the number of partnerships and collaborative work will increase as evidenced by documented engagement

STRATEGIES

- Lower the barriers to partnerships/sponsorships
- Establish and implement a process/program for partner recognition
- Enhance mutually beneficial relationships in the community



QUESTIONS

