CCSD

Cherokee County School District: Annual Report 2022-23

41,775 Students

STUDENT DEMOGRAPHICS

Asian	2.3%
Black	7.9%
Hispanic	22.6%
Multi-Racial	5.5%
White	61.7%

9th Largest school district in GA

5,377 Special Education Students

5,205 Gifted Students

3,665 English Language Learners

12,251 Receiving Free/Reduced Meals

3,331 Students with a 504 Plan

2,194 Students Utilizing School Choice

SCHOOLS

Elementary	23
Middle	7
High	6
Virtual	1
Centers & Programs	3

5,264 Employees

2,963 Certified Teachers

72% Master's Degree +

15 Avg Years of Experience

$74,500 Avg Salary

CLASS OF 2023

GRAD RATE

92.2%

GA RATE: 84.4%

HOPE SCHOLAR ELIGIBLE:

61.4%

GA RATE: 49.8%

SAT/ACT/AP

SAT AVG: 1094
GA 1045   US 1003

ACT AVG: 22.9
GA 21.3   US 19.5

AP Exam Pass Rate:

78%

CCSD scores rank in the Top 10% among GA schools

LITERACY

3rd Grade	**73.5%**
5th Grade	**76.4%**
8th Grade	**75.4%**

Reading at or above grade level as measured by Milestones

READINESS

Elem. Schools	**87.0**
Middle Schools	**84.5**
High Schools	**79.7**

Readiness = literacy, attendance, enrichment, accelerated enrollment

CTAE
CAREER, TECHNICAL & AGRICULTURAL EDUCATION

Cherokee County School District

- CCSD CTAE Pathway Completers have a **99%** Graduation Rate

- Upon completion, **19** of our CTAE Pathways lead to nationally recognized industry certification

- **13** of our CTAE courses qualify as the required fourth science course for high school graduation

- **5** of our CTAE End of Pathway Assessments qualify for college credit

- **11** of our CTAE Pathways offer Technical College System of Georgia (TCSG) course credit upon completion of the pathway AND passing the End of Pathway Assessment

FINANCIAL OUTLOOK

CCSD 2023 CREDIT RATING	CLEAN ANNUAL EXTERNAL AUDITS	BUDGETING
MOODY'S: Aa2 **S&P: AA** with stable outlook	**NO FINDINGS IN LAST 11 YEARS**	**BALANCED BUDGET, WITH 15% RESERVES**

TOTAL MILLAGE RATE: 17.95 (reflects a 1.5 mill reduction for 2022-23)
The Cherokee County Board of Education has not raised the millage rate since 2010

2022-23 BUDGET

ALL FUNDS	$706,355,498
GENERAL FUND (OPERATING)	$471,323,477
BUILDING FUND	$135,073,821
DEBT SERVICE FUND	$44,057,895
FEDERAL/STATE GRANTS	$35,794,205
SCHOOL NUTRITION	$17,976,598
OTHER FUNDS	$2,129,502

$290,227,219 State QBE Funding Formula Earnings

$12,030 Average Cost Per Student

$61,608,388 'Local Fair Share' Paid to State

ALL REVENUE
- 52% Local
- 40% State
- 7% Federal
- 1% Other

BLUEPRINT 2020-24

2023: YEAR 4 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 continue to have some effect on measures. The report for the 2022-2023 school year, our fourth year under Blueprint, highlights the progress made despite these challenges and notes where outcomes have been affected.

STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

INCREASE HIGH SCHOOL GRADUATION RATE

Performance Measure: Increase the 4-Year High School Graduation Rate for All Students

92.2%
| 87.4% | 93% |

Performance Measure: Increase % of English Learner Students Graduating in 4 Years

| 47.48% | 52% | *73.3%*

Performance Measure: Increase % of Black Students Graduating in 4 Years

| 79.86% | 85% | *91.7%*

Performance Measure: Increase % of Students With Disabilities Graduating in 4 Years

| 71.43% | 76% | *83.6%*

Performance Measure: Increase % of Economically Disadvantaged Students Graduating in 4 Years

| 83.46% | 88% | *90.6%*

EXPAND CAREER EXPLORATION & ACCESS INITIATIVES

Performance Measure: Increase the number of MS and HS students enrolled in one high school CTAE Pathway course

8,660
| 7,208 | 9,308 |

Performance Measure: Improve the % of high school CTAE students participating in industry-aligned Work-Based Learning Experiences

30.4%
| 26.7% | 31% |

Note: Baseline data for each measure appears at the left end of the blue bar; the five-year goal appears at the right end of the bar. Target data for Year 4 (2023) is noted in blue italic type. If the five-year goal has been achieved, the 2023 data will appear to the right of the bar. If the goal is in progress, the data will be noted above the bar with a white arrow to indicate point of progression. If the data is below the baseline, it will appear to the left of the bar.

BLUEPRINT 2020-24
2023: YEAR 4 PROGRESS REPORT

STUDENT ACHIEVEMENT: ACCESS AND OPPORTUNITY

The 2023 Milestones tests were administered in the spring, and after a predictable dip in 2021, scores in most areas began a rebound. Schools continue to grapple with the effects of lost learning time and other aspects of the pandemic on students and staff. CCSD hired an additional 125 teachers to focus on closing learning gaps and providing more support to students.

Note: The State is using 2022 scores as the new baseline for student progress, post-pandemic.
2023 results met or exceeded scores for 2022 in all measured Blueprint categories.

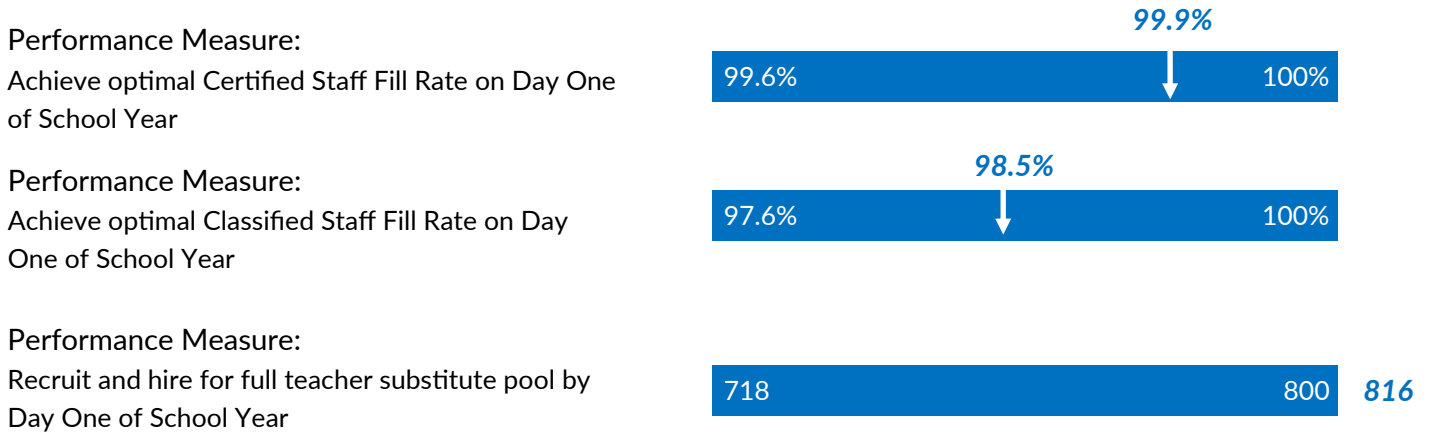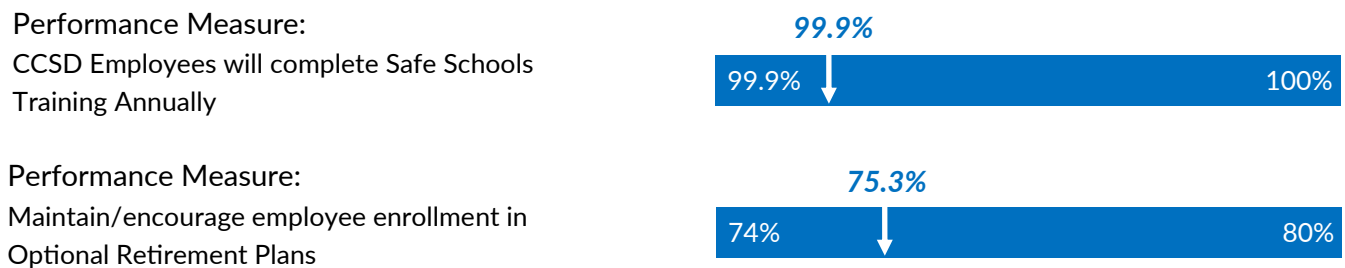| INCREASE READING, WRITING & LANGUAGE PROFICIENCY	2019 BASELINE	2020 Year 1	2021 Year 2	2022 Year 3	2023 Year 4
Performance Measure: Increase % of students who score proficient and distinguished on GA Milestones (ELA)	57.7%	No Testing	48.49%	47.30%	47.48%
Performance Measure: Increase % of EL students moving one band or more on the ACCESS test	63%	62.2%	63.09%	70.16%	70.69%
Performance Measure: Increase % of students in writing in grades 3-8 who are at a monitor or accelerated level on GA Milestones	58.8%	No Testing	54.28%	57.64%	57.64%
Performance Measure: Increase % of SWD who score proficient or distinguished on GA Milestones (ELA)	13.4%	No Testing	9.52%	9.42%	10.11%
INCREASE MATH PROFICIENCY	2019 BASELINE	2020 Year 1	2021 Year 2	2022 Year 3	2023 Year 4
Performance Measure: Increase % of high school students who score proficient or distinguished on the Algebra EOC	38.3%	No Testing	24.76%	36.32%	37.01%
Performance Measure: Increase the % of middle school students scoring proficient or distinguished on Math EOG	45%	No Testing	41.98%	45.0%	51.59%
Performance Measure: Increase % of middle school Students with Disabilities who score proficient or distinguished on Math EOG	11%	No Testing	8.26%	8.38%	13.58%

BLUEPRINT 2020-24

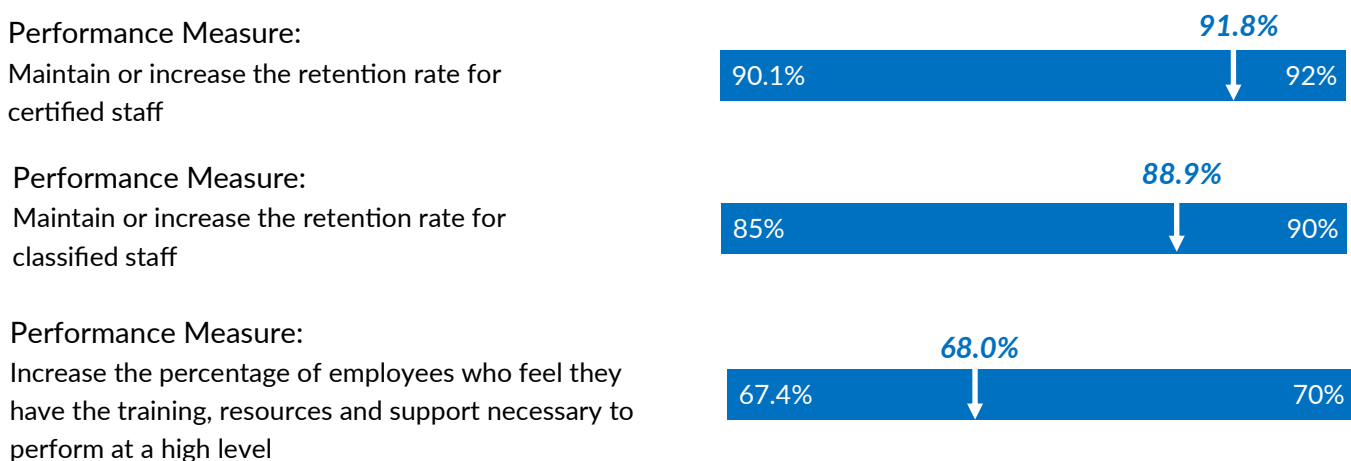## 2023: YEAR 4 PROGRESS REPORT

QUALITY WORKFORCE

IDENTIFY AND RECRUIT HIGH QUALITY EMPLOYEES

Performance Measure:
Achieve optimal Certified Staff Fill Rate on Day One of School Year

99.9%

99.6%	100%

Performance Measure:
Achieve optimal Classified Staff Fill Rate on Day One of School Year

98.5%

97.6%	100%

Performance Measure:
Recruit and hire for full teacher substitute pool by Day One of School Year

718	800	*816*

PROMOTE A HEALTHY AND SAFE WORK ENVIRONMENT

Performance Measure:
CCSD Employees will complete Safe Schools Training Annually

99.9%

99.9%	100%

Performance Measure:
Maintain/encourage employee enrollment in Optional Retirement Plans

75.3%

74%	80%

DEVELOP AND RETAIN HIGH QUALITY EMPLOYEES

Performance Measure:
Maintain or increase the retention rate for certified staff

91.8%

90.1%	92%

Performance Measure:
Maintain or increase the retention rate for classified staff

88.9%

85%	90%

Performance Measure:
Increase the percentage of employees who feel they have the training, resources and support necessary to perform at a high level

68.0%

67.4%	70%

BLUEPRINT 2020-24

2023: YEAR 4 PROGRESS REPORT

FAMILY, PARTNER & COMMUNITY ENGAGEMENT

INCREASE MEANINGFUL FAMILY ENGAGEMENT

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

| 22,868 | 25,000 | **38,382** |

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

| 74% | 80% | **81.5%** |

Performance Measure:
Increase percentage of families who
believe they make a positive difference
being involved at their child's school

93.6%

| 91% | 96.4% |

INCREASE MEANINGFUL PARTNER ENGAGEMENT

Performance Measure:
Increase number of school-level partnership
agreements

| 222 | 246 | **556** |

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

| 160 | 170 | **361** |

Performance Measure:
Increase the percentage of partners who partici-
pate in meaningful school events/activities

85.7%

| 81% | 86% |

INCREASE MEANINGFUL COMMUNITY ENGAGEMENT

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

| 56,000 | 60,000 | **73,208** |

Performance Measure: *amended*
Increase percentage of parents who volunteer
at their child's school in some capacity

32%

| 40% | 50% |

Performance Measure:
Increase number of PTA members*

| 13,266 | 14,358 |

Data Collection Process Changed for 2023

2019 survey: 62%   *2023 survey: 47%*

BLUEPRINT 2020-24

2023: YEAR 4 PROGRESS REPORT

POSITIVE CULTURE & CLIMATE

INCREASE POSITIVE PERCEPTION OF SCHOOL CLIMATE AND CULTURE

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

78% MS
75% HS
Question was added to CCSD student needs assessment this year to create a baseline

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

73% | 78% | 82.5% |

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

61% | 66% | 68% |

PROMOTE WELLBEING OF STUDENTS AND STAFF

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

| 844 | 1,300 | **1,705** |

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

| 10% | 60% | **77.6%** |

BUILD WELCOMING AND INCLUSIVE SCHOOL CULTURES FOR ALL

Performance Measure: (New in 2022)
Increase the number of schools participating in the Positive Behavior Framework study/coaching cycles

38
| 29 | 40 |

Performance Measure: (New in 2022)
Increase the number of administrators who have participated in the PBF study/coaching cycles

45
| 30 | 100 |

Performance Measure: (New in 2022)
Increase the number of teachers who have participated in the PBF study/coaching cycles

68
| 30 | 250 |

BLUEPRINT 2020-24

2023: YEAR 4 PROGRESS REPORT

ORGANIZATIONAL OPERATIONS AND EFFECTIVENESS

IMPROVE EFFECTIVENESS OF FISCAL OPERATIONS

Performance Measure: Increase ratings from external industry and State agencies

Rating is at highest level possible in current conditions
2023 Actual: Aa2/AA+
2024 Goal: Aa1/ AAA

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

| 16.67% | 18.25% | *21.84%* |

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

Annual RAMP audit complete, target met

IMPROVE SAFE AND SECURE ENVIRONMENTS

Increase in disciplinary events reflects state, national trends

Performance Measure: Decrease the number of sustained harassment allegations (Title IX and Title VI)

473 | 324 | 299

Performance Measure: Decrease the number of ESSA reportable infractions

309 | 203 | 183

Performance Measure: Improve CCSD safety and security measures (created benchmark in 2021 after security review)

170
0 | 241