

NASH COUNTY PUBLIC SCHOOLS

# STRATEGIC PLAN OVERVIEW

2025-2030





**NASHCOUNTY**  
PUBLIC SCHOOLS

## OUR MISSION

NCPS will partner with families, staff, and the community to support every student with the knowledge, skills, and opportunities for lifelong success.

## OUR VISION

Together, we empower all students to achieve excellence, lead with purpose, and thrive in an ever-changing world.



Dear Nash County Public Schools Community:

It is an honor to share our strategic plan with you. Whether you are a parent, guardian, business leader, school staff member, or a dedicated community partner, your voice and feedback are essential to our shared success.

At the heart of all we do is a commitment to meeting and exceeding the expectations set by the state of North Carolina. Through this work, we are determined to empower all students to achieve excellence, lead with purpose, and thrive in an ever-changing world.

This five-year strategic plan outlines our key areas of focus: academic achievement, employee recruitment and retention, communications, family community engagement, and student support. With an intentional focus on these three areas, we will move forward together with clarity and purpose.

While our district focuses on these priorities, we continue to challenge every student to meet the high standards outlined in our promotion guidelines. These grade-level expectations are in place to ensure that all students stay on track for success.

We are deeply committed to keeping students at the center of everything we do. Your child is the reason we come to work each day. Being a student-centered district requires us to lead differently—with compassion. By listening, empathizing, and supporting one another, we create an environment where everyone feels valued. When our staff and leaders are empowered to do their best work, your child ultimately benefits.

There is important work ahead, and we are ready for the challenge. I look forward to celebrating our progress and accomplishments with you along the way. Thank you for your continued trust and partnership.

Sincerely,

A stylized, handwritten signature in black ink, appearing to read 'Steve Ellis'.

SUPERINTENDENT, DR. STEVE ELLIS









# NCPS: STRATEGIC PLAN 5 STRATEGIC PILLARS

## PILLAR ONE: ACADEMIC SUCCESS

### 1. Academic Services & Accountability

**Goal:** *Ensure all students achieve academic success through rigorous standards, effective instruction, and measurable outcomes.*

- Curriculum alignment and innovation
- Explicit data-driven instruction
- Assessment and accountability systems
- Continuous improvement and performance monitoring for all subgroups
- Career development and readiness
- Leadership pipeline and development



# NCPS: STRATEGIC PLAN 5 STRATEGIC PILLARS

## PILLAR TWO: HUMAN CAPITAL MANAGEMENT

### 2. Human Capital Management

**Goal:** *Attract, develop, and retain high-quality staff to foster student success.*

- Strategic recruitment and onboarding
- Leadership pipeline and development
- Employee engagement and well-being
- Performance management systems
- Strategic intentional Beginning Teacher Support/Program





# NCPS: STRATEGIC PLAN 5 STRATEGIC PILLARS

## PILLAR THREE: HEALTHY, SAFE LEARNING ENVIRONMENT

### 3. Student Services & Operations

**Goal:** *Deliver equitable services and safe, efficient operations that support the whole child.*

- Mental health and wellness
- Nutrition, transportation, and facilities
- School safety and crisis response
- Technology support and infrastructure





# NCPS: STRATEGIC PLAN 5 STRATEGIC PILLARS

## PILLAR FOUR: CELEBRATE THE EXCELLENCE OF OUR STUDENTS

### 4. Communication

**Goal:** *Strengthen internal and external communication to build trust, transparency, and engagement.*

- Branding and storytelling
- Clear, consistent messaging
- Multilingual and accessible communication
- Crisis and emergency communication protocols



# NCPS: STRATEGIC PLAN 5 STRATEGIC PILLARS

## PILLAR FIVE: FAMILY AND COMMUNITY PARTNERSHIP

### 5. Family & Community Partnership

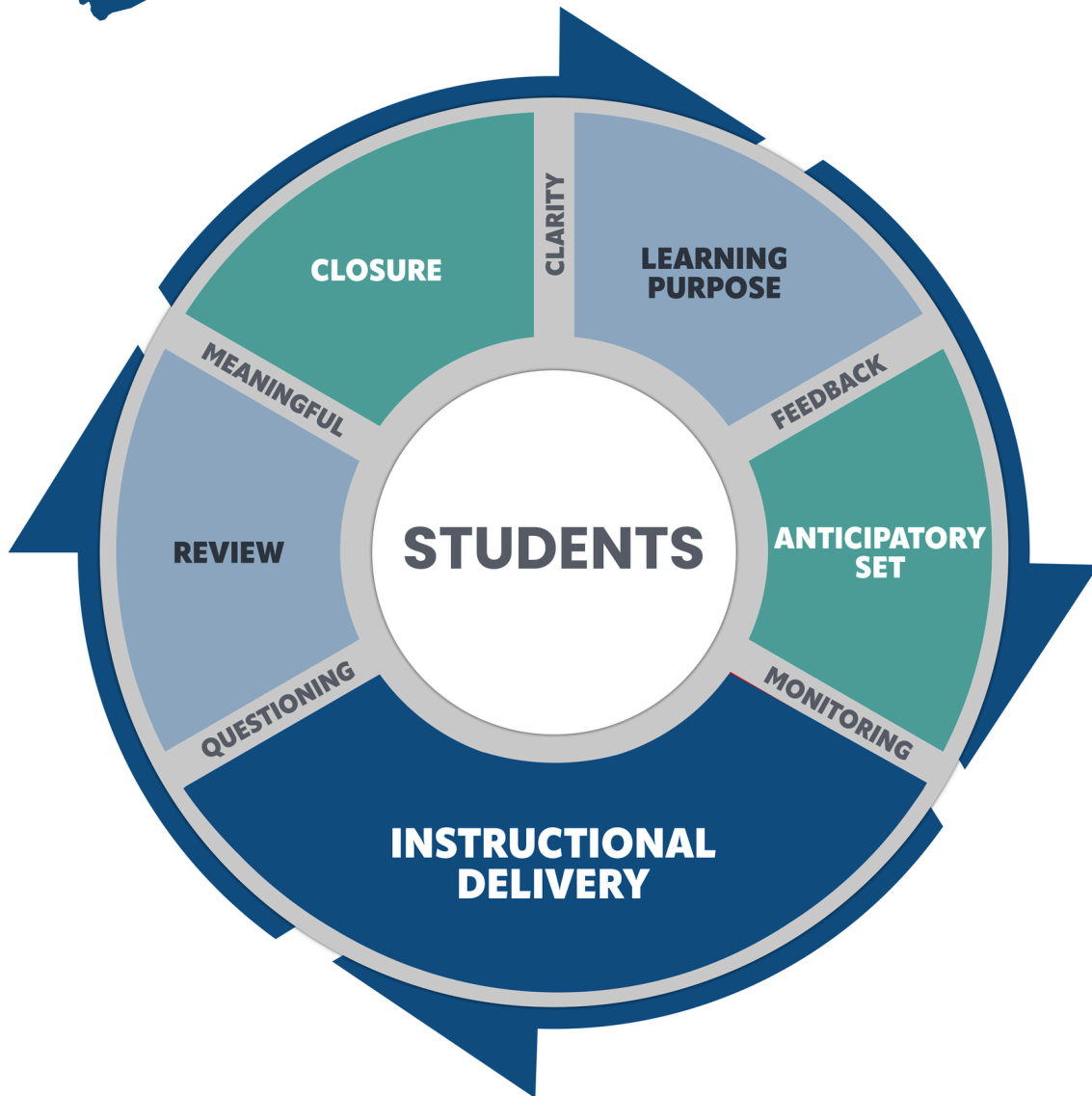
**Goal:** Foster collaborative partnerships with families and the community to support student achievement.

- Family engagement initiatives
- Community resource alignment
- Volunteer and mentoring programs
- Stakeholder feedback and collaboration
- Williford Family Resource Center





**NASHCOUNTY**  
PUBLIC SCHOOLS



**INSTRUCTIONAL FRAMEWORK**



# STUDENT PROMOTION STANDARDS

## All Students: Attendance Expectations

Grades	Attendance Expectations
K-5	85 percent of days in membership
6-8	90 percent of days in membership
9-13	90 percent of days in membership

## Academic Expectations for Students Kindergarten through Second Grade

Grade	K-2 Reading Assessment (mClass)	Math Assessment (i-Ready Math)	Reading Report Card Grades	Math Report Card Grades	Attendance
K	BOY: 306. MOY: 371 EOY: 420	373-411	Level 3	Level 3	85 percent
1	BOY: 330 MOY: 389 EOY: 441	413-448	Level 3	Level 3	85 percent
2	BOY: 329 MOY: 389 EOY: 439	441-472	Level 3	Level 3	85 percent

## Academic Expectations for Students in Third Grade

Grade	EOG Math	EOG Reading	Report Card Grades	Attendance
3	Level 3 or Above	Level 3 or Above	60 or Above in Reading, Math, Science, Social Studies	85 percent

## Academic Expectations for Students in Fourth and Fifth Grade

Grade	EOG Math	EOG Reading	EOG Science	Report Card Grades	Attendance
4	Level 3 or Above	Level 3 or Above	N/A	60 or Above in Reading, Math, Science, Social Studies	85 percent
5	Level 3 or Above	Level 3 or Above	Level 3 or Above	60 or Above in Reading, Math, Science	85 percent

## Academic Expectations for Students in Sixth through Eighth Grade

Grade	EOG Math	EOG Reading	EOG Science	Teacher Grades	Attendance
6	Level 3 or Above	Level 3 or Above	NA	60 or Above in Reading, Math, Science, Social	90 percent
7	Level 3 or Above	Level 3 or Above	NA	60 or Above in Reading, Math, Science, Social Studies	90 percent
8	Level 3 or Above	Level 3 or Above	Level 3 or Above	60 or Above in Reading, Math, Science, Social Studies	90 percent

## High School Promotion Expectations

Promotion To	Units Required
Grade 10	5
Grade 11	12
Grade 12	20
Graduation	28 including required courses and CPR instruction



*Empowered to Achieve,  
Inspired to Lead.*

