

Proposed – Strategic Plan Framework 2032

Updated Vision: CCSD is committed to creating opportunities for every learner to achieve academic success, build strong relationships, contribute to the community, and thrive in life.

Strategic Initiative 1: Academic Performance and Workforce Readiness

Commitment 1: Enhance academics through expanding advanced learning opportunities and early literacy intervention.

Tactic a: Introduce advanced classes in elementary school and middle school.

Tactic b: Design a school setting for intensive reading education.

Tactic c: Increase AP opportunities in high school and AP-readiness opportunities in middle school.

Tactic d: Develop academic planning guides and advisement aligned to college and workforce preparation.

Tactic e: Advance instructional strategies, academic models and aligned resources to improve student achievement for each student group.

Commitment 2: Build a K-12 System of Career and Workforce Readiness

Tactic a: Brand a Cherokee-specific K-12 Career and Workforce Readiness Program aligned to local and regional workforce demands.

Tactic b: Develop K-12 Career and Workforce Readiness standards (academic standards) that address Career Awareness, Military and Public Service, Financial Literacy, Personal Finance, Post-Secondary Awareness, Civic Literacy, Technology and AI Skills, Life Skills, Community, Service, and Workforce Skills (typing/keyboarding, oral communication, technical literacy, interview and resume skills).

Tactic c: Establish a Career and Workforce Academy at each high school, Connections class at each middle school, and Specials class at each elementary school.

Tactic d: Create a Career and Workforce Readiness Report Card for students.

Strategic Initiative 2: Professional Excellence

Commitment 1: Recruit, support, and retain an effective and high-quality workforce.

Tactic a: Address compensation gap.

Tactic b: Review allotment structure for teachers and support staff.

Tactic c: Develop job-specific on-boarding; and sustained on-going training, support, and collaborative opportunities for each job category.

Tactic d: Advance recognition programs.

Commitment 2: Enhance leadership development across job families.

Tactic a: Design leadership development and training opportunities for teachers and support staff.

Tactic b: Expand customized leadership competencies for CCSD.

Strategic Initiative 3: Safe and Supported Schools

Commitment 1: Advance school safety while ensuring a welcoming environment for students, families, and staff.

Tactic a: Improve school police presence across schools.

Tactic b: Evaluate and routinely update safety measures across school campuses.

Tactic c: Establish clarity and consistency for parents to attend school-day events and enhance parent involvement opportunities at all levels.

Commitment 2: Support for student behaviors

Tactic a: Develop elementary school behavior intervention support, ISS programming, and—when necessary—alternative settings reflective of developmentally appropriate behavior expectations.

Tactic b: Maintain high standards and clear consequences for student behavior, personal cell phone use, and dress code in middle and high school.

Commitment 3: Enhance customer service, communication, and parent engagement.

Tactic a: Develop and deploy district-wide customer service training.

Tactic b: Design and deploy updated parent communication methods.

Tactic c: Develop additional academic engagement opportunities and academic communication tools.

Strategic Initiative 4: Financial and Operational Accountability

Commitment 1: Advance operational efficiency, strategic resource alignment, and resource life-cycle management.

Tactic a: Continue to align budgets directly with student outcomes and district goals.

Tactic b: Enhance long term financial planning that addresses revenue uncertainty and update budget communication tools to display enhanced alignment of resources to strategic plan goals.

Commitment 2: Maintain and improve facilities and assets in schools, classrooms, performing arts, and athletics.

Tactic a: Identify schools most in need of replacement: Etowah HS, Hickory Flat ES, and Oak Grove ES on each current campus.

Tactic b: Group schools by condition for renovation, modification, and asset (furniture) replacement.

Tactic c: Enhance life cycle planning for technology, fine arts, athletics, and academic assets.

Draft – Local Accountability Model 2032

Following the adoption of the Strategic Plan, the School Board Goals for Math, ELA, and Reading will be supplemented with metrics of success determined through community feedback and school board adoption.

Replacement Schools – Phased Demolition and Rebuild on Current Site

Etowah High School

Hickory Flat Elementary School

Oak Grove Elementary School

Campus Improvement – Construction Projects

Creekview High School Bus Access Drive and Parking

Sequoyah Classroom Addition

Campus Improvements – Renovations, Modifications, & Asset (Furniture) Replacement

Arnold Mill Elementary School

Bascomb Elementary School

Canton Elementary School

Carmel Elementary School

Holly Springs Elementary School

RM Moore Elementary School

Sequoyah High School

Tippens Education Center

Woodstock Elementary School

Campus Improvements – Maintenance Projects

Building Automation System Upgrades, Flooring, Plumbing and Fixture Replacements, Generator Replacements, HVAC RTU/Plant Replacements, Keying/Lock Replacements, Intercom Upgrades, Painting, Roofing

Avery Elementary School [Painting, ALC, Locks]

Ball Ground Elementary School [Access Control, Painting, HVAC - Plant Changeout 2005, HVAC – RTUs 2005, Fire Alarm, ALC]

Boston Elementary School [Painting, HVAC Replacement Small RTUs, Access Control, Roofing]

Clark Creek Elementary School [Access Control, Intercom, Painting, ALC]

Clayton Elementary School [Painting, Access Control]

Hasty Elementary School [ALC, Painting, Access Control]

Indian Knoll Elementary School [Access Control]

Johnston Elementary School [HVAC – Boilers and Pumps, Painting, Access Control]

Knox Elementary School [Generator Replacement; Painting, ALC, HVAC - Plant Changeout 2006, HVAC – RTUs 2006, Fire Alarm]

Liberty Elementary School [Painting]

Little River Elementary School [Generator Replacement, Flooring, Painting, HVAC - Plant Changeout 2006, HVAC – RTUs 2006]

Macedonia Elementary School [Painting, ALC, General Plumbing – Water Heater Changeout]

Mountain Road Elementary School [Intercom, Painting, Fire Alarm]

Sixes Elementary School [Access Control, Painting, Intercom]

Creekland Middle School [Locks, Flooring, Generator Replacement, Painting]

Dean Rusk Middle School [Painting, Access Control]

ET Booth Middle School [Flooring, Access Control, Painting, Locks]

Freedom Middle School [ALC, HVAC – All RTUs, HVAC – Plant Changeout, Locks, Flooring, Painting, Access Control]

Mill Creek Middle School [Painting, Access Control, ALC, Locks, Generator Replacement]

Teasley Middle School [Flooring, Intercom, Roofing, Access Control, Painting, Locks]

Woodstock Middle School [Painting, Roofing, Intercom]

Creekview High School [Flooring, HVAC - RTU's 2003, HVAC – Plant Changeout, Generator Replacement, General Plumbing _ Water Heater Changeout]

River Ridge High School [Flooring, Access Control, ALC]

Woodstock High School [Roofing, Intercom]

Active Academy [Painting, Flooring]

Johnston Preschool [General Plumbing]

District Facilities: Bus Shop 1 & 2, ESF, School Nutrition, Support Services, Technology, Warehouse [Painting, HVAC, General Plumbing, Roofing, HVAC – All HVAC Units, Generator Replacement]

Additional Projects

Academics: Comprehensive Print Instructional Resources

Arts: Kiln Replacements (ES/MS), Auditorium RMA (HS), Soundproofing Music Rooms, Marching Band Tower Replacements (HS)

Athletics: Turf Replacement: Football Fields (5 schools), Turf Install: Baseball, Softball, Practice Fields (5 schools, 15 fields), Outdoor Scoreboards (HS), Gymnasium Scoreboards (ES, MS, HS), Auxiliary Gym Divider Curtains (HS)

Career and Workforce Readiness: Dedicated space at each HS for high-demand, skill-based training classrooms and labs; Expanded program offerings for agriculture science, healthcare science, construction, welding, and automotive services; Classroom conversion at each ES and MS for Career and Workforce Readiness specials/connections class

School Safety and Security: School Police vehicle replacements, Access Control-Fencing and Vestibules, Emergency Radios and Repeaters, Security Cameras, Emerging Security Technology

Technology Upgrades: Student and Staff Devices and Peripheral Equipment, School Computer Lab Devices, School Building and District Facility Technology Infrastructure Improvements (Firewalls, Switches, Cabinet Cabling and Racking, UPS/PDU Upgrades for Monitoring, Wireless Access Points, Cellular Extensions), Enterprise Productivity Suites

Transportation Improvements: School Bus replacements, Maintenance Fleet Replacement, Shop Equipment Replacement (Wheel Lifts, Bulk Oil and DEF Tanks, Shop Trucks, Forklifts)

GSBA Governance Team Self-Assessment

07/01/2026 -- 06/30/2026

 Cherokee County School District	Satisfactory	Needs Improvement	Don't Know	Notes:
Domain I: Governance Structure	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓	✓✓✓	✓	
Domain II: Strategic Planning	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓✓	✓✓		
Domain III: Board and Community Relations	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓	✓✓✓	✓	
Domain IV: Policy Development	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓✓✓			
Domain V: Board Meetings	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓✓✓	✓		
Domain VI: Personnel	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓✓	✓✓✓		
Domain VI: Personnel (cont.)				
Domain VI: Personnel (cont.)				
Domain VII: Financial Governance	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓	✓✓✓		

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07/01/2026 -- 06/30/2026

 Cherokee County School District	Satisfactory	Needs Improvement	Don't Know	Notes:
Domain VIII: Ethics	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓	✓✓✓	✓	
Domain IX: School Safety	✓✓✓✓✓✓ ✓✓✓✓✓✓ ✓✓✓✓✓			