



Strategic Plan Framework Adoption

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.

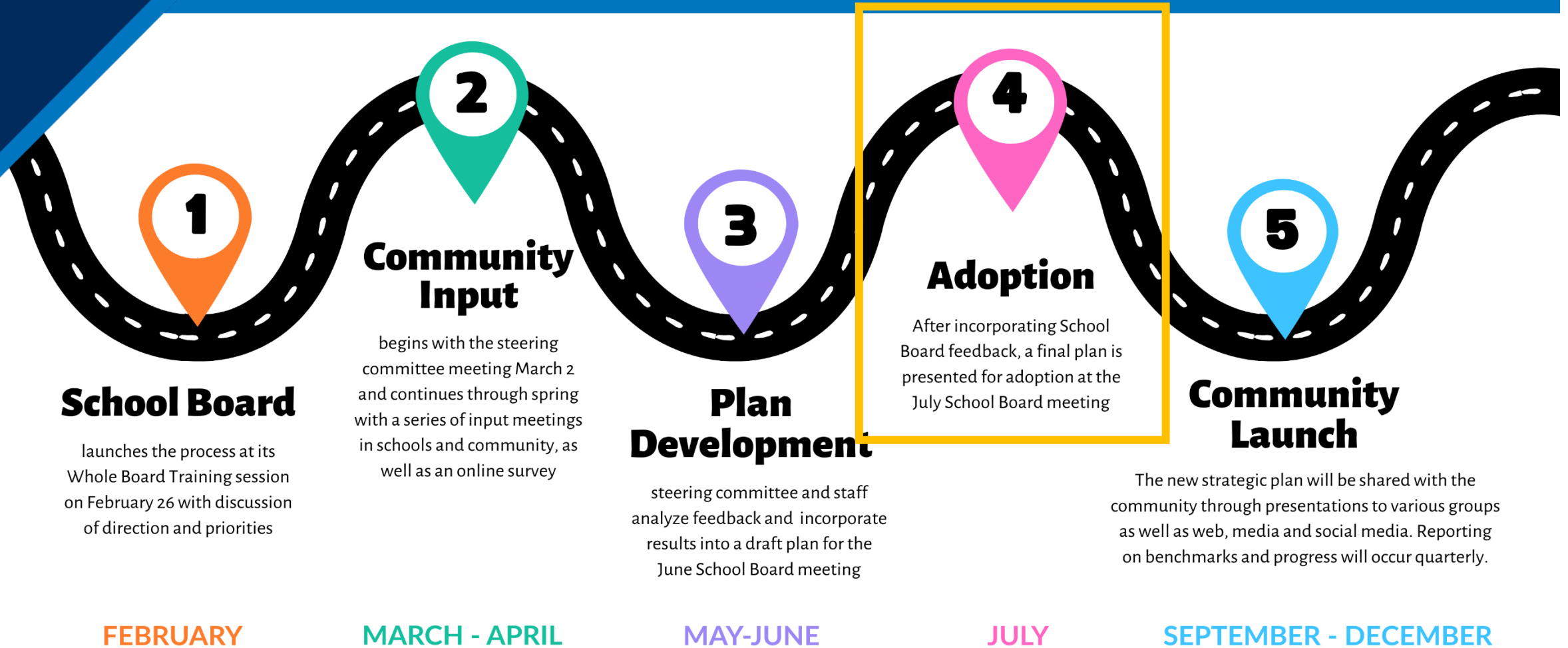
Draft – Local Accountability Model 2032

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.



Cherokee
County
School
District

ELEVATE 2032 TIMELINE



On the road to our next strategic plan!

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