



Human Resources Department Annual Plan 2026-2027

Our Guiding Principles: The CMS Way!

Endless possibilities start with



OUR MISSION

To create an innovative, inclusive, student-centered environment that supports the development of independent learners.

OUR VISION

To lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

2024 – 2029 DISTRICT GOALS

-  Improve Early Literacy in Grades K – 2
-  Improve Literacy Skills in Grades 3 – 8
-  Strengthen Math Performance in Math 1
-  Post-Grad Readiness

CORE BELIEFS

Public education is essential to democracy and necessary for economic opportunity, mobility and the broader public good.

We are responsible for building and maintaining a high performing school district.

Each student is uniquely capable and deserves an engaging, relevant, and challenging educational experience.

Our principals and teachers make the critical difference in student achievement and building a positive school community.

The school system, families, and communities are necessary partners in ensuring the academic, social, emotional and behavioral success of students.

GUARDRAILS



Equity over Equality:
Reducing Achievement Gaps



Safety & Security



Attending to the Whole Child:
Wellbeing & Engagement



Staffing:
High Quality Teachers

FOUR PILLARS OF EXCELLENCE



Academic Excellence



People Excellence



Operational Excellence



Engagement Excellence

OUR COMMITMENT TO DELIVER **EXCELLENCE** WITHOUT EXCEPTION

Strategic Plan Overview

We are future-focused.

Our mission is to create an innovative, inclusive, student-centered environment that supports the development of independent learners.

We are community-driven.

Our vision is to lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

Goals

Goals reflect our vision and will help us attain it.

Improved Early Literacy in Grades K-2	Improved Literacy Skills in Grades 3-8	Strengthened Mathematics Performance	Post-Grad Readiness
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Guardrails

Guardrails embody our values. These are not outputs, but ways of being at Charlotte-Mecklenburg Schools.

Equity over Equality	Safety & Security	Attending to the Whole Child	High Quality Teachers
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Pillars of Excellence

Academic Excellence Empower academic success	People Excellence Enable a thriving workforce	Operational Excellence Deliver efficient operations	Engagement Excellence Forge strong community partnerships
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2024–29 Goals and Guardrails

Student Outcomes Focused Governance

Charlotte-Mecklenburg Schools has aligned our work to achieve the goals and guardrails below. These are a result of the Charlotte-Mecklenburg Board of Education's commitment to Student Outcomes Focused Governance (SOFG), a framework for keeping a school board and a school district's leadership focused on investing time on goals and actions that directly move the needle for students' academic achievement and physical, emotional, and social well-being.





People Excellence

Pillar: People Excellence

Guardrail 4

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

PRIORITY Pe2:	Develop the workforce with high-quality, rigorous professional learning that is competency-based.
STRATEGY Pe 2.005: Develop and implement a succession planning process for the district that includes talent planning.	
Wildly Important Goal(s)	Develop a succession planning process for 100% of departments across the district by June 2027.
Performance Measure(s)	Project milestone met
Collaborating Departments	All Charlotte-Mecklenburg Schools divisions

2026–267 Department Plans Index

Department	Benefits & Risk Management
WIG(s)	Ensure that 100% of Standard Operating Procedures (SOP) related to ebenefits and risk management will be aligned to Oracle in preparation for system testing by June 2027.
Performance Measure(s)	Percentage of aligned SOPs
Department	Compensation and Educator Licensure
WIG(s)	Ensure that 100% of Standard Operating Procedures (SOP) related to compensation and licensure will be aligned to Oracle in preparation for system testing by June 2027.
Performance Measure(s)	Percentage of aligned SOPs
Department	Employee Relations
WIG(s)	Ensure that 100% of training provided aligns to the data trends in employee misconduct identified in Guardian by June 2027.
Performance Measure(s)	Central Office and Principal Meeting Attendance Data Guardian Trend Report PD Sessions
Department	Employment & Performance Management
WIG(s)	Ensure that 100% of Standard Operating Procedures (SOP) related to employment and performance management will be aligned to Oracle in preparation for system testing by June 2027.
Performance Measure(s)	Percentage of aligned SOPs
Department	HRIS
WIG(s)	100% of activities scheduled between July 1, 2026 to June 30, 2027 that are required to prepare for ORACLE go-live in January of 2028 will be completed by June 2027.
Performance Measure(s)	Number of activities assigned and completed

2026–27 Department Plans Index

Department	Talent Acquisition Leadership
WIG(s)	Increase the number of overall qualified candidates accepted in the school executive talent pools from 44.5% to 53.4% by June of 2027.
Performance Measure(s)	Number of candidates selected for pools Number of recruitment initiatives