Strategic Plan: 2023-2028

August 1, 2024

Presentation Overview

- Vision and Core Values

- Priority Areas

  - Goals

  - Targets

  - Measurements

  - Strategies

- Data Dashboard

- Next Steps

Better Together

Strategic Plan

CHARLOTTESVILLE CITY SCHOOLS

2023-28

charlottesvilleschools.org

VISION

Charlottesville City Schools will be a community of hope, growth and learning where barriers are eliminated and possibilities are limitless.

MISSION &

We are an interconnected, equity-focused school community committed to providing the knowledge needed for lifelong learning, engaged citizenship, and personal fulfillment.

CORE VALUES

RELATIONSHIPS
We build authentic connections with each other, elevating diverse perspectives by promoting mutual trust, respect, and a sense of belonging.

JOY OF LEARNING
We foster curiosity, play, and exploration to inspire active engagement, discovery, and achievement.

GROWTH
We create an environment that promotes personal and organizational improvement through collaboration, reflection, support, and effort.

WELL-BEING
We prioritize mental wellness, safety, and physical health. We recognize that we are better together.

Four Priority Areas

Increase Academic Achievement

Create a Culture of Safety, Wellness, and Belonging

Support our Staff

Ensure Effective and Efficient Operations

Increase Academic Achievement Goals

1. All CCS learners will graduate equipped with a plan for the future.
2. All CCS learners will have access to rigorous, inclusive, and relevant learning experiences.
3. All CCS learners will demonstrate mastery in reading and math, leading to the elimination of achievement and opportunity gaps.

Increase Academic Achievement Targets

- Graduation and Post-secondary Readiness
- Equitable Access and Achievement
- Academic Achievement and Proficiency
- Targeted Support and Improvement
- Data-driven Instruction and Improvement

Increase Academic Achievement Measurements

- Graduation Rate and Post-Secondary Readiness
- Career and Technical Education (CTE) Enrollment
- AP and Dual Enrollment Participation
- Instructional Quality and Equity
- Rigor and Academic Achievement

Increase Academic Achievement Strategies

- Equity and Rigor in Academic Planning
- Personalized Education and Career Planning
- Aligned and Differentiated Curriculum
- Support for Special Populations
- Professional Development and Transition Support

Provide a Culture of Safety, Wellness, & Belonging Goals

1. CCS will support social, emotional, and physical wellness.
2. CCS will foster a strong sense of community.
3. CCS will promote a safe and positive learning environment.

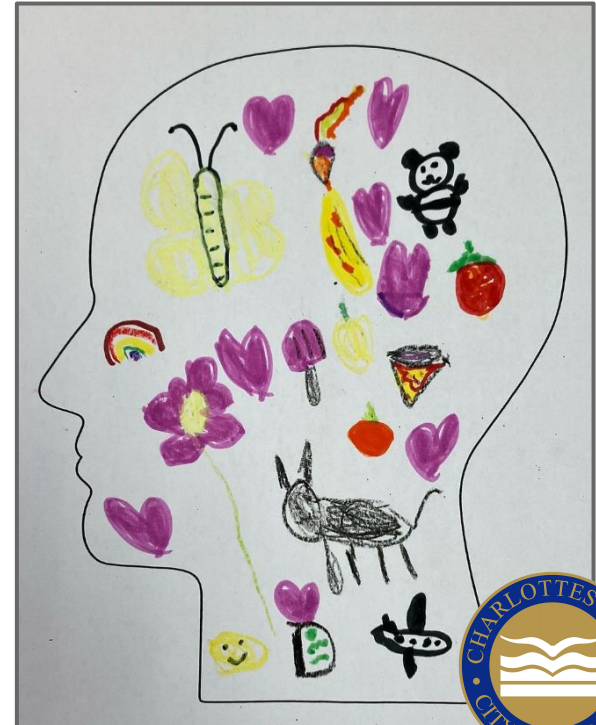# Provide a Culture of Safety, Wellness, & Belonging Targets

- Student Support and Well-being
- Health and Nutrition
- Family and Community Engagement
- Attendance and Engagement
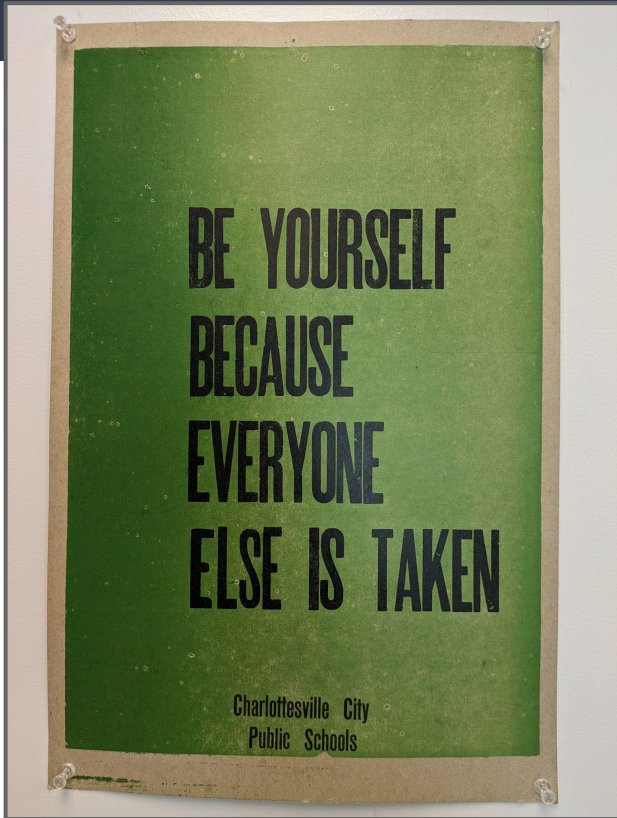- Safety and Security

Provide a Culture of Safety, Wellness, & Belonging Measurements

- Implementation measures:
  - Community Eligibility Provision (CEP) for free student meals
  - Safety project status data
  - Tiered Fidelity Inventory
- Effectiveness measures:
  - Student meal participation rates
  - School climate & culture survey data
  - Threat assessment data
  - Chronic Absenteeism rates
  - Office discipline referral rates
  - Universal screening data

Provide a Culture of Safety, Wellness, & Belonging Strategies

- Cultural Responsiveness and Social-Emotional Learning
- Mental Health and Wellness Support
- Engagement and Physical Activity
- Family and Community Engagement
- Healthy and Safe Environments

Support our Staff
Goals

1. CCS will recruit and retain licensed and properly endorsed staff.
2. All CCS staff will engage in meaningful, relevant, timely, and personalized professional learning.
3. CCS will recruit and retain teachers of color.
4. CCS will value staff voice.

Support our Staff Targets

- Staffing and Recruitment
- Professional Development and Retention
- Workplace Environment and Culture
- Diversity and Inclusion
- Teacher Support and Resources

Support our Staff Measurements

- Full Staffing by September 1
- Increasing Teacher Retention
- Progress in Hiring Licensed Staff of Color
- Opportunities for Leadership Certification and Advance Degrees
- Pathways for Unlicensed Employees to become Licensed Staff

Support our Staff
Strategies

- Recruitment and Hiring
- Professional Development and Support
- Collaboration and Co-Teaching
- Support for Diverse Staff
- School Culture and Climate

Ensure Effective and Efficient Operations Goals

1. CCS will modernize facilities to meet the evolving needs of the division.
2. CCS will advance operational efficiencies and upgrades.
3. CCS will promote sustainability and environmental awareness.
4. CCS will demonstrate fiscal stewardship.

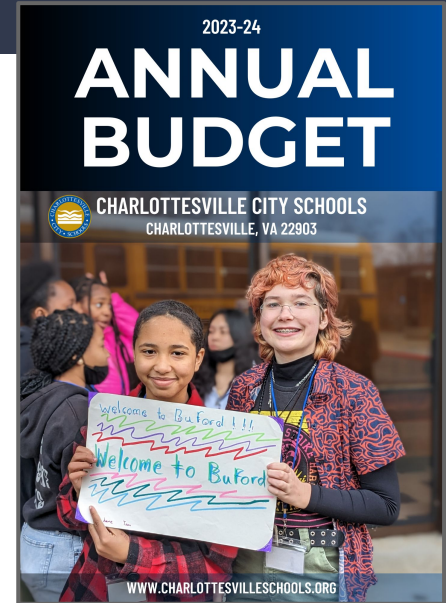# Ensure Effective and Efficient Operations Targets

- Infrastructure Modernization and Improvement
- Sustainability and Environmental Responsibility
- Transportation Efficiency and Accessibility
- Operational Effectiveness
- Financial Accountability and Strategic Budgeting

Ensure Effective and Efficient Operations Measurements

- Implementation measures:
  - Completion of annual facility modernization projects
  - Alignment of CATEC technology, maintenance and security systems with CCS standards & systems
  - Private fiber network connection for all CCS facilities

- Effectiveness measures:
  - Elimination of waitlists for bus eligible students
  - Age of network equipment
  - Meritorious Budget Awards

2023-24
ANNUAL BUDGET
CHARLOTTESVILLE CITY SCHOOLS
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CHARLOTTESVILLE CITY SCHOOLS

Ensure Effective and Efficient Operations Strategies

- Modernization and Infrastructure Improvements
- Preschool and Early Childhood Education
- Sustainable and Secure Facilities
- Transportation and Accessibility
- Financial Transparency and Strategic Planning

Drawing of Johnson Elementary by David Beling '24

Next Steps

- Data Dashboard

- Year 1 -Progress
  Update (October)

QUESTIONS