



# Charlottesville City Schools Strategic Plan

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School Board Update  
May 4, 2023

# CCS Strategic Planning Timeline

## 2023

02	03	04	05	06	07
Steering Committee Meetings					Plan Published
Leadership Meetings					School Plan Alignment
Data Collection	Board Workshop	Focus Groups	Revisions & Graphic Design		
Stakeholder Survey			Board Workshop	Board Action	
Board Presentation					

# Charlottesville City Schools

## STRATEGIC PLANNING PROCESS: STEERING COMMITTEE AND LEADERSHIP MEETINGS



# Foundational Language Review

# Portrait of a Graduate

Illustrates the characteristics, traits, and attributes that the community would like Charlottesville City Schools students to have as they enter the world after graduation.

# Portrait of a Graduate

Charlottesville City Schools prepares and empowers students to:

## Think Critically

- Apply knowledge and skills in creative and innovative ways.
- Seek to develop solutions to problems in life, work, and/or community.
- Examine, question, and interpret information to deepen understanding of ideas and issues.

## Communicate Effectively

- Express thoughts, ideas, and information clearly and effectively.
- Work collaboratively within diverse groups to achieve common goals.
- Use various communication mediums, digital technologies, and other tools skillfully.
- Gather, evaluate, and synthesize information and create new content.

## Build Community

- Connect and collaborate with others.
- Learn about, understand, and value diverse experiences, cultures, and perspectives.
- Actively participate in local, national, and global communities.
- Advocate for and work to achieve community improvement.

## Plan Ambitiously

- Set goals that reflect personal strengths, needs, and passions.
- Exercise flexibility when navigating changing circumstances.
- Embrace and learn from challenges.
- Approach learning as a lifelong process.

# Core Values

Set of organizational beliefs that guide the actions, behaviors, and decision making processes of Charlottesville City Schools.

# Core Values

## Relationships

We build authentic connections with each other, helping to elevate diverse perspectives in our classrooms and community and promoting mutual trust, respect, and a sense of belonging.

## Growth

We believe in the abilities of everyone in CCS to achieve personal success and create an environment that promotes continuous improvement through reflection, support, and effort.

## Joy of learning

We foster curiosity, play, and exploration to inspire active engagement and achievement.

## Well-being

We care about people and prioritize physical health, safety, and mental wellness which are tightly linked to continuous growth of individuals and organizations.

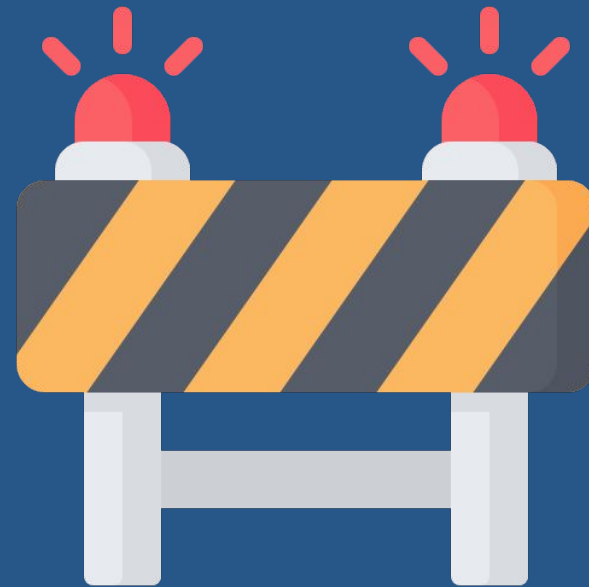


# Vision

Describes what Charlottesville City Schools hopes to achieve or be in the future.

# Draft Vision Statement

Charlottesville City Schools is a community of hope and growth where everyone has access to their best future. (Or, "...where everyone has access to a future full of possibilities.")

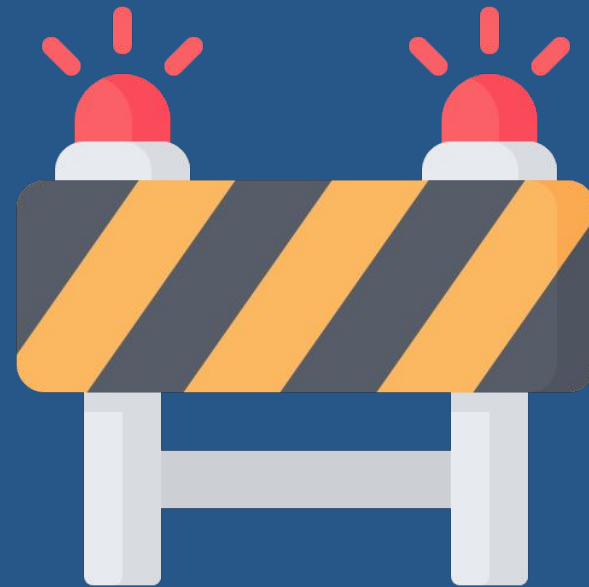


# Mission

Articulates what is unique about who Charlottesville City Schools is, what Charlottesville City Schools does, and who Charlottesville City Schools serves.

# Mission Statement

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



# Draft Priorities and Goals

# Priorities

Increase  
Academic  
Achievement

Provide a  
Culture of  
Safety,  
Wellness, and  
Belonging

Support Our  
Staff

Ensure  
Effective  
Operations

# What is in These Priority Areas? (Examples)

Increase  
Academic  
Achievement

Provide a  
Culture of  
Safety,  
Wellness, and  
Belonging

Support Our  
Staff

Ensure  
Effective  
Operations

Future readiness

Reducing  
disparities

Providing rigor,  
inclusion &  
relevance

Physical &  
emotional health

Community-  
building

Safety  
enhancements

Recruiting &  
retaining  
excellent staff

Meaningful  
professional  
development

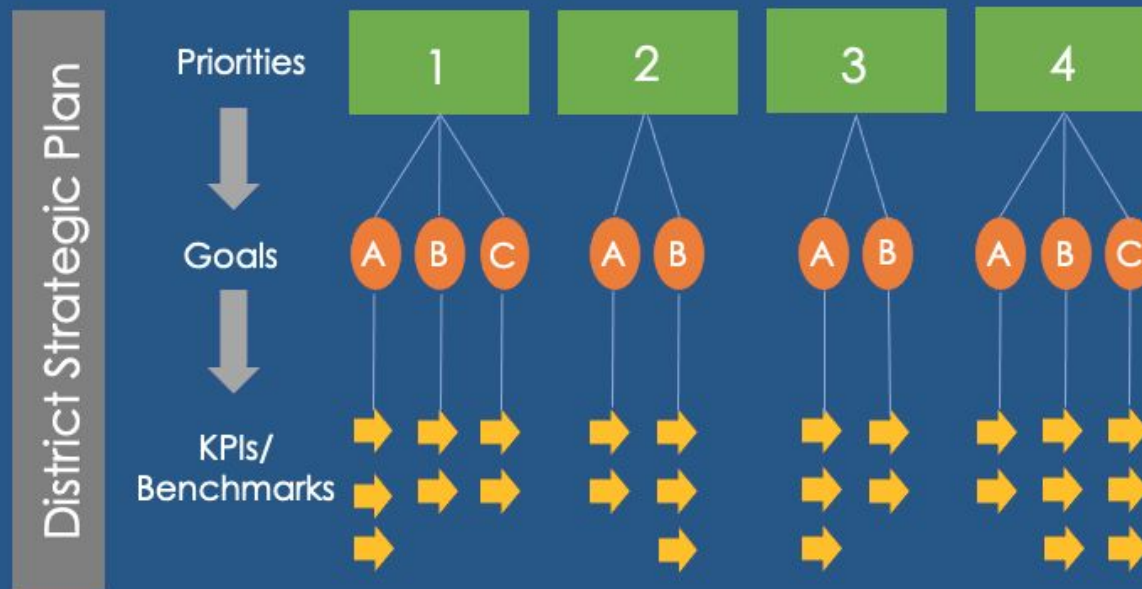
Valuing staff voice

Modernizing  
facilities

Upgrading IT  
systems

Eliminating bus  
waitlists

# Goal Setting Structure





# Working Document

## CCS Strategic Plan - Priorities, Goals and Indicators - DRAFT April 2023

Priority	Goals	Indicators	How we know we are making progress...
Increase Academic Achievement	All CCS learners will graduate with a plan for the future.	Graduation and completion	Graduation rate Diploma type Postsecondary enrollment
		College, career, and civic readiness	CCCRI (College, career, civic readiness index)
		Business partnerships, career development experiences	Solidify vision and plan for CATEC to best serve CHS students and to be the premier resource for regional workforce development
	All CCS learners will have access to rigorous, inclusive, and relevant learning experiences.	Advanced coursework	Enrollment in and passing at least one Advanced Placement (AP) or Dual Enrollment (DE) course with a grade of C or better Enrollment in high school level courses at the middle school level
		Master Schedule	Percentage of classes using collab model for students receiving SPED/ESL services # of unlevleed courses
		Curriculum and Instruction	GPS (Guides to Pacing and Standards) - updated resources Curriculum audit
		Grading practices	Percentage of classes using standards-based grading Number of Ds / Fs
		Student Surveys	Percentage of students completing surveys (voice and choice)
	All CCS learners will benefit from the elimination of achievement and opportunity gaps, and the acceleration of academic growth in reading and math.	Reading Achievement	SOL Pass Rate MAP growth
		Math Achievement	SOL Pass Rate MAP growth
		Tiered System of Supports	Achievement / growth data by ethnic groups Intervention data
		Early Literacy	Percentage reading at or above grade level by 3rd grade DIBELS PALS PK enrollment

# Next Steps

## Executive Leadership Meetings

- May 8 and 15
  - Refine goals, strategies, and benchmarks
  - Deployment timeline

Survey: Launching 5/5

Focus Groups: Week of 5/8

School Board Workshop: 5/20

Steering Committee Meeting #5

- June 14
  - Final review



# Q&A