

Strategic Plan Update

Every Learner. Every Day. Everyone.

June 2, 2022



Sum and Substance



- Every Learner. Every Day. Everyone.
- Our Focus Areas
- Glows and Grows
- Next Steps

Every Learner

- We are all learners: every student, teacher, staff member, administrator, parent, and member of our school community.
- We foster a culture of learning promoted by agency and personalized opportunities.
- All learners are high achievers with great potential and will excel through equitable opportunities and the removal of barriers.
- Developing a passion for learning requires trust between students, teachers, and families.

Every Day

- Learning is continuous and not bound by rigid structures.
- Learning meets learners where they are: Anytime and anywhere.

Everyone

- We all share responsibility for ALL learners.
- CCS is a team. We are interdependent. We have shared goals.
- We are mutually accountable for everything that happens in our division.

Our Focus Areas

Academic Excellence

- Learning will promote life-ready graduates through student-centered and equitable practices

Safe and Supportive Schools

- Our learning communities will promote social, emotional, and physical wellness in facilities that are safe and conducive to learning

Organizational Supports

- Our systems and processes will enable students, staff, and schools to thrive

Goal AE 1 – CCS will develop life-ready graduates

Glows

- Focus on Science of Reading
- Provided opportunities at all grade levels for students to apply math concepts in “real world” situations
- Creation of iSTEM program (2018)

Grows

- Need more focus on work-based learning to meet the criteria for College and Career Ready Graduate
- Continued work needed in closing achievement gaps

Goal AE 2 – Learning will be student-centered

Glows

- Pandemic lessons: using technology to identify and meet individual needs
- Career pathways nurture student interests
- Emphasis on growth and data to develop student-centered interventions
- Inquiry model of teaching provides choice and individual pursuits
- Better implementation of VTSS brings tiered resources to students in need

Grows

- Maintaining the lessons learned from the pandemic so we don't go back to "one size fits all"

Goal AE 3 – Learning will be equitable

Glows

- Creation of equity supervisor position and family engagement program
- Expansion of unleveled classes
- More honest and inclusive history
- Redesign of gifted program to bring enrichment and creativity to all
- Connecting CCS equity to state-wide framework

Grows

- Eliminating the gap between our intent and our impact
- Continue work on implementation of standard-based grading

Goal SS 4 – Promote social and emotional well-being

Glows

- Implementation of social-emotional learning in classroom instruction
- Adding additional mental health professionals at all schools
- Better representation of diverse voices and perspectives in learning materials, programming, and processes

Grows

- Standardizing VTSS implementation across all schools, in part to address discipline disparities

Goal SS 5 – Promote physical health and wellness

Glows

- New and continued partnerships with Wildrock and Cultivate
- Pandemic silver lining was embracing outdoor learning/experiences
- Governor's scorecard award for CHS and Buford

Grows

- Building movement into students' routines at the secondary level remains a challenge

Goal SS 6 – Ensure facilities are safe and conducive to learning

Glows

- Reconfiguration and modernization approved!!!
- Renovations at Jackson-Via, Clark, Burnley-Moran
- Security upgrades
- Improvements in HVAC and air filtering/purifying.

Grows

- Reconfiguration and modernization approved!!!
This will be a significant undertaking.

Goal OS 7 – Recruit and retain excellent employees

Glows

- Virtual interviews, in-person job fair, and college recruitment visits
- Two 5 percent pay increases to remain competitive
- Maintenance of strong benefits package (including new High Deductible Health Plan/Health Savings Plan)

Grows

- The challenge of hiring/retention – especially for people of color – remains

Goal OS 8 – Support and develop excellent staff members

Glows

- Strong, flexible, ongoing PL that focuses on skill implementation
- Developed asynchronous and online options for PL
- Strengthened PL in areas of cultural responsiveness
- New partnerships to build an IA-to-teacher pathway

Grows

- Formalizing evaluation process for classified staff
- Providing further leadership development for current staff

Goal OS 9 – Develop, expand and modernize infrastructure

Glows

- Implemented new business system (K12 Serenic, or “Employee Central” and employee scheduling software (Timeclock Plus)
- Investing in private fiber network
- Movement to creating online processes (such as employee contracts)

Grows

- Continued movement to online and streamlined processes

Goal OS 10 – Implement knowledge management procedures

Glows

- Using Employee Central as centralized hub for forms
- Using Canvas for centralized information
- Increased staff communications, such as Principal Hub or staff emails

Grows

- Consider intranet or other tool to organize key information for staff

Next Steps

The current Strategic Plan was developed for 2017-2023.

Now, we begin the process of developing the new Strategic Plan for 2023-2028!

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