

A group of five diverse students, three boys and two girls, are smiling and looking towards the camera. They are positioned in front of a large, colorful mural featuring portraits of various famous figures, including Martin Luther King Jr. and others. The students are dressed in casual clothing; one boy is wearing a light blue t-shirt with text, another is in a dark jacket, and a girl in the foreground is wearing a yellow floral shirt. The overall atmosphere is positive and educational.

2024 STRATEGIC PLAN

What Matters Most

WHAT MATTERS MOST 2024 STRATEGIC PLAN

COMMITMENTS



EQUITY

Each student's needs may be different, but those needs should be met at every school in CMS.



CULTURE

Students, teachers, parents, families, staff, leaders and partners work together to achieve.

STRATEGY 1

FOCUS ON THE CORE



Students

Dynamic role of our students in their education.



Teachers

Knowledge and skill of the teachers.



Content

Level and complexity of content students are asked to learn.

ACTIONS



Guarantee a viable curriculum for every student.

A consistent K-12 curriculum supports clear expectations and outcomes.



Challenge students with rigorous tasks and work.

High expectations boost student achievement regardless of student background.



Teach students in ways that reflect their cultures, identities and experiences.

Students learn best when we meet them where they are in life through the work we do and content we provide.



Increase social, emotional and mental health resources and access.

Students face enormous pressures today that can distract them from learning.



Personalize learning for students.

Students learn in different ways and they succeed when we build on their strengths.



Use interventions proven to work.

Opportunities for growth are lost when time is taken away from learning.

STRATEGY 2

MANAGE OUR PERFORMANCE



Build on strengths.



Adopt new ways of working.



Measure our progress.

ACTIONS



Develop a performance management system.

We will improve overall performance when we are clear about what success looks like, how we work and measure progress.



Implement a continuous improvement program.

We will improve each year when we share plans, measure outcomes and communicate clearly.

GOALS



Every student graduates with meaningful employment or higher education opportunities.



Every student has access to a rich, diverse and rigorous curriculum.



Every student has access to more social and emotional support.

TARGETS ■ 2018 ■ 2024



Put grade-level texts at the center of teaching in every classroom.

Grade-level texts boost student achievement.



Support teachers with development equal to performance expectations.

Teachers must be equipped to meet students' varied needs in order to succeed.



Build a CMS culture of shared focus.

The work of every CMS team member affects teaching and learning.



Graduate 100% of students.

% of students graduate with their 4-year cohort

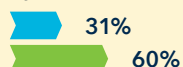


% of students graduate with at least one DPI endorsement

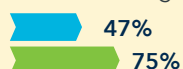


Increase access to rigorous coursework.

% of students complete Math 1 by the end of 8th grade



% of students complete at least one college level course



Cut achievement gaps in college and career readiness by at least half (50%) overall and for each sub-group.

3rd Grade English/Language Arts



5th Grade English/Language Arts



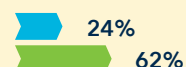
5th Grade Math



8th Grade English/Language Arts



8th Grade Math



TARGETS ■ 2018 ■ 2024



Create aligned work plans in every school and department.

We will drive collaboration with clear expectations, accountability and shared focus.



% of employees report highest job satisfaction



% of employees refer others to work at CMS

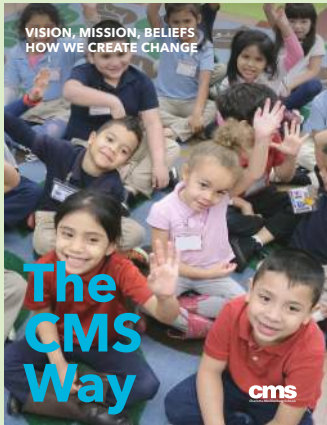


% of school-age children in Mecklenburg County attend a CMS school



THE CMS TRIO

Three publications that define Charlotte-Mecklenburg Schools.



The CMS Way

The vision, mission, beliefs and theory of action at the core of CMS culture and educational approach.

+



What Matters Most

The strategic commitments, goals, strategies, actions and targets that guide CMS work through 2024.

+



We Are Ready

The abilities, skills and capacities that CMS students develop on the way to becoming college and career ready.