

Student Outcomes

Guardrail 3

Interim Guardrails 3.1.1, 3.2.1, 3.3.1

Board Update

02.11.2025

cms
Charlotte-Mecklenburg Schools





Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Originally Drafted Guardrail 3 Interim Measures (Sept/Oct 2023):

- % of schools implementing Capturing Kids Hearts with Fidelity
- % of schools with an attendance ratio (ADA: ADM) of 92% or higher will increase from 60% in June 2023 to ___ by June 2029.
- % of schools with fully executed annual enrichment plans that meet the student needs and context of their school community will increase



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Revised Guardrail 3 Interim Measures (Nov 2024 - Jan 2025):

• Superintendent controls 80% of inputs	✓
• Measuring implementation fidelity for school leaders	✓
• Measuring culture and climate (impact of implementation) for teachers	✓
• Engagement in Student Enrichment Activities	✓



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Revised Guardrail 3 Interim Measures (Nov 2024 - Jan 2025):

- 3.1 The percentage of schools meeting CKH Culture & Climate baseline for teachers on the mid-year survey will increase from __% in April 2025 to __% by April 2027.
Source: Capturing Kids Hearts Mid-Year Survey Campus Results for the Culture/Climate & Implementation Survey. Survey window Nov 1 - April 15. Minimum score for Culture/Climate is 4.4. Minimum for Implementation is 4.1 (out of 5.0).
- 3.2 The percentage of schools meeting CKH implementation fidelity for leaders on the mid-year survey will increase from __% in April 2025 to __% by April 2027.
Source: Capturing Kids Hearts Mid-Year Survey Campus Results for the Culture/Climate & Implementation Survey. Survey window Nov 1 - April 15. Minimum score for Culture/Climate is 4.4. Minimum for Implementation is 4.0 (out of 5.0).
- 3.3 The percentage of high school students engaged in at least one extracurricular activity or club will increase from __% in June 2025 to __% by June 2027.
Source: Naviance. Baseline available in June.



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Executive Data Summary for Guardrail 3

Culture & Climate Survey*

- 36 of 112 schools (32.1%) currently meeting fidelity

Leaders Mid-Year Survey*

- 24 of 112 of schools (21.4%) currently meeting fidelity

**Survey closes on April 15, 2025*

***Final data pull: January 27, 2025*

Guardrail 3

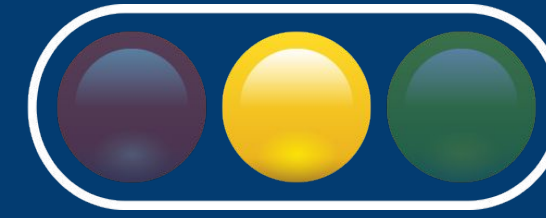
Interim Measure 3.1.1



Guardrail 3 Interim Measure 3.1.1

3.1.1 The percentage of schools meeting CKH Culture & Climate baseline for teachers on the mid-year survey will increase from __% in April 2025 to __% by April 2027

Progressing



Interim Measure 2025-2027	Culture and Climate Survey					
	2024-25		2025-26		2026-27	
	Target	Actual	Target	Actual	Target	Actual
% of schools meeting CKH implementation fidelity will increase on the Culture & Climate survey will increase from __% in April 2025 to __% by April 2027.	—	32%*				

*Data for current report is based data pulled on: January 27, 2025

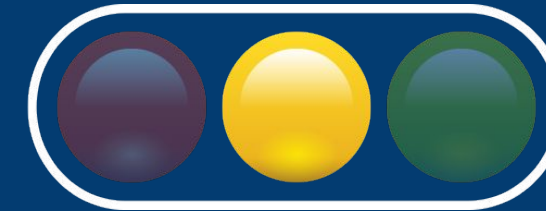
**Mid-year survey closes on April 15, 2025



Guardrail 3 Interim Measure 3.1.1

3.1.1 The percentage of schools meeting CKH Culture & Climate baseline for teachers on the mid-year survey will increase from __% in April 2025 to __% by April 2027

Progressing



Schools Currently Meeting Fidelity (Culture & Climate Survey)

Albemarle Road Middle School

Bailey Middle School

Ballantyne Ridge High School

Central Piedmont Early College

Charles H. Parker Academic Center

Charlotte-Mecklenburg Virtual School

Community House Middle School

Coulwood STEM Academy

Druid Hills Academy

Eastway Middle School

Elbert Edwin Waddell High School

Elizabeth Lane Elementary School

Elon Park Elementary School

Francis Bradley Middle School

Governors' Village STEM Academy (Lower)

Governors' Village STEM Academy (Upper)

Grove Park Elementary

Harper Middle College High School

Highland Creek Elementary School

JT Williams Secondary School

Kennedy Middle School

Levine Middle College High School

Martin Luther King Middle School

McClintock Middle School

Merancas Middle College @ CPCC

Mint Hill Elementary School

Oaklawn Language Academy

Parkside Elementary School

Piedmont Middle School

Rea Farms STEAM Academy

Sedgefield Middle School

Selwyn Elementary School

Southwest Middle School

Turning Point Academy Middle School

Whitewater Middle School

Wilson STEM Academy

Guardrail 3

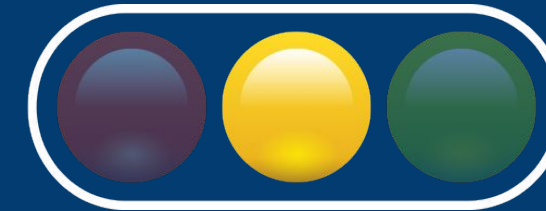
Interim Measure 3.2.1



Guardrail 3 Interim Measure 3.2.1

3.2.1 The percentage of schools meeting CKH implementation fidelity for leaders on the mid-year survey will increase from __% in April 2025 to __% by April 2027

Progressing



Interim Measure 2025-2027	Implementation Survey					
	2024-25		2025-26		2026-27	
	Target	Actual	Target	Actual	Target	Actual
% of schools meeting CKH implementation fidelity for leaders will increase on the mid-year survey will increase __% in April 2025 to __% by April 2027.	—	21%*				

*Data for current report is based data pulled on: January 27, 2025

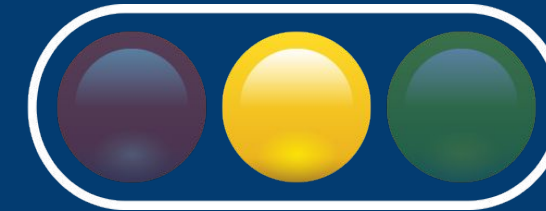
**Mid-year survey closes on April 15, 2025



Guardrail 3 Interim Measure 3.2.1

3.2.1 The percentage of schools meeting CKH implementation fidelity for leaders on the mid-year survey will increase from __% in April 2025 to __% by April 2027

Progressing



Schools Currently Meeting Fidelity (Mid-Year Survey)

Albemarle Road Elementary School

Ballantyne Ridge High School

Charles H. Parker Academic Center

Charlotte Teacher's Early College

Coulwood STEM Academy

Dorothy Vaughan Academy of Technology

East Mecklenburg High School

Eastover Elementary School

Eastway Middle School

Harding University High School

Harper Middle College High School

Hawthorne Academy of Health Sciences

Highland Creek Elementary School

Huntingtowne Farms Elementary School

Joseph R Grier Academy

Julius L Chambers High School

Metro School

Mint Hill Elementary School

Mint Hill Middle School

Northridge Middle School

Paw Creek Elementary School

Providence High School

University Meadows Middle School

Westerly Hills Academy

Guardrail 3

Interim Measure 3.3.1



Guardrail 3 Interim Measure 3.3.1

3.3.1 The percentage of high school students engaged in at least one extracurricular activity or club will increase from ___% in June 2025 to ___% by June 2027

Progressing

Student Engagement in at least One Extracurricular Activity of Club						
	2024-25		2025-26		2026-27	
Target for 2024-25	Target	Baseline	Target	Actual	Target	Actual
% of high school students engaged in at least one extracurricular activity or club will increase from ___% in June 2025 to ___% by June 2025	___%	___%				

Note: This project is in implementation phase. We will have baseline data in June 2025 and will develop targets at that time.

Strategies



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Directly Goal Aligned Projects

- P01: Provide Comprehensive Curriculum & PD
- P02: High Dosage Tutoring
- P03: Core Action Walkthroughs
- P05: High Needs Vacancy Monitoring
- P07: Learner Profiles and Future Pathways
- P08: Career Exploration via Community Partnerships
- P10: MTSS for Accelerated Learning
- P11: Family & Community Partnership Communication
- P12: Providing Variety of Opportunities
- P13: Community Partnerships & Student Wellness
- P14: Attendance
- P15: SEL & Student Discipline
- P16: Recruitment & Retention
- P18: Onboarding New Employees
- P19: Compensation & Incentive Plans
- P20: Professional Development
- P22: Staff Wellness
- P24: District Wide Coaching Model
- P35: Family Academy
- P37: Summer Programming

Indirectly Goal Aligned Projects




- P06: SIP Planning & Alignment
- P09: Pre-K Opportunities
- P17: Housing
- P21: Succession Planning
- P23: District Planning
- P25: Districtwide Performance Management Evaluation Systems
- P26: Work Order Process
- P27: Business Modernization System
- P28: Device Life Cycle Protocol
- P29: Preparation for Transition to Infinite Campus
- P30: Service Now
- P31: Data Reporting Platform Modernization
- P32: Data Driven Continuous Improvement
- P33: AI
- P34: Local and State Coalitions
- P36: Internal Communication Structures



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Project 12 (P12): Providing a Variety of Opportunities




Inputs 	Outputs to Date 	Strategic Adjustments 
<ul style="list-style-type: none">● Provide inspiring educational experiences for students to discover and maintain a love of learning.● Ensure regular exposure to cultural and artistic experiences for students inside and outside of the classroom, especially those students from under-resourced communities.● Create affordable opportunities for all students to engage in extracurricular activities, including student interest clubs, volunteerism and civic engagement.	<ul style="list-style-type: none">● Developed a database of student opportunities by school.● Collaborated with the Learner Profile Platform to launch customization of the student portal, enabling the collection and tracking of engagement in various opportunities by student by school.● Collection of data for cultural and artistic experiences for all elementary, middle and K-8 schools	<ul style="list-style-type: none">● Student Survey results will be used to collect engagement opportunity data to determine baseline of future engagement opportunities.



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Project 13 (P13): Community Partnerships for Student Wellness




Inputs 	Outputs to Date 	Strategic Adjustments 
<ul style="list-style-type: none">• Work with community partners to offer physical and mental health services for students at schools• Work with community partners to assess existing whole-child resources, then actively network with families on these available services	<ul style="list-style-type: none">• Key stakeholder meetings conducted regularly to plan for scaling the program from 95 to 105 Meaningful Medicine School Based Virtual Care (SBVC) locations• Work directly with Executive in Residence to develop Marketing strategies and facilitate communication to key internal and external stakeholders• Working with Student Services Team along with Atrium Health to identify new SBVC locations	<ul style="list-style-type: none">• Ensure that a cross functional stakeholder meeting is conducted on a regular cadence to sustain alignment on strategies and tactics to increase the number of SBVC locations by June 30, 2025



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Project 14 (P14): Attendance




Inputs 	Outputs to Date 	Strategic Adjustments 
<ul style="list-style-type: none">Identify root causes for absences and collaborate with organizations to offer comprehensive child welfare and attendance services to students, promoting student attendance and re-engagement efforts	<ul style="list-style-type: none">Continuum of attendance support document was created for schools to use as a resourceSocial workers completed district-created spreadsheets to document all supports provided to students that are chronically absent23 referrals have been submitted for truancy mediation for K-12Social workers have made 3,332 phone calls and 365 home visits to chronically absent studentsMy Brother's Keeper has made 5,000 phone calls and 4,000 home visits to support community outreach	<ul style="list-style-type: none">District staff are going to meet with social workers from schools with the highest chronically absent student population in order to problem-solve additional supports outside of our continuumMy Brother's Keeper will begin to attend Student Services PLCs at schools in conjunction with social workers to maximize support and community referrals for attendance concerns



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Project 15 (P15): SEL and Student Discipline

Inputs 	Outputs to Date 	Strategic Adjustments 
<ul style="list-style-type: none">● Integrate SEL learning into instruction to support students' social development.	<ul style="list-style-type: none">● Implementation of Capturing Kids Hearts curriculum with all secondary schools.● Administered middle of the year implementation survey to all Cohort 1 and Cohort 2 schools.● Analyzed discipline data (OSS, # incidents and # alternative placements)● Began conducting walkthroughs at cohort 1 and 2 schools.● Training and support provided to identified schools.	<ul style="list-style-type: none">● Create implementation and communication plan for cohort 3 and 4.



Endless Possibilities

start with

cms

Charlotte-Mecklenburg Schools



Student Outcome Guardrail 3

The Superintendent shall not neglect social-emotional support, character development support, attendance support, or access to enrichment activities that successfully engage students

Capturing Kids' Hearts is a program / framework that uses experiential training, expert coaching, a character-based curriculum for students, and personalized support to equip professionals in K-12 education to implement transformational processes focused on social-emotional wellbeing, relationship-driven campus culture, and student connectedness.

