



2024-2025 Deputy Superintendent Annual Plan

Guiding Principles

MISSION

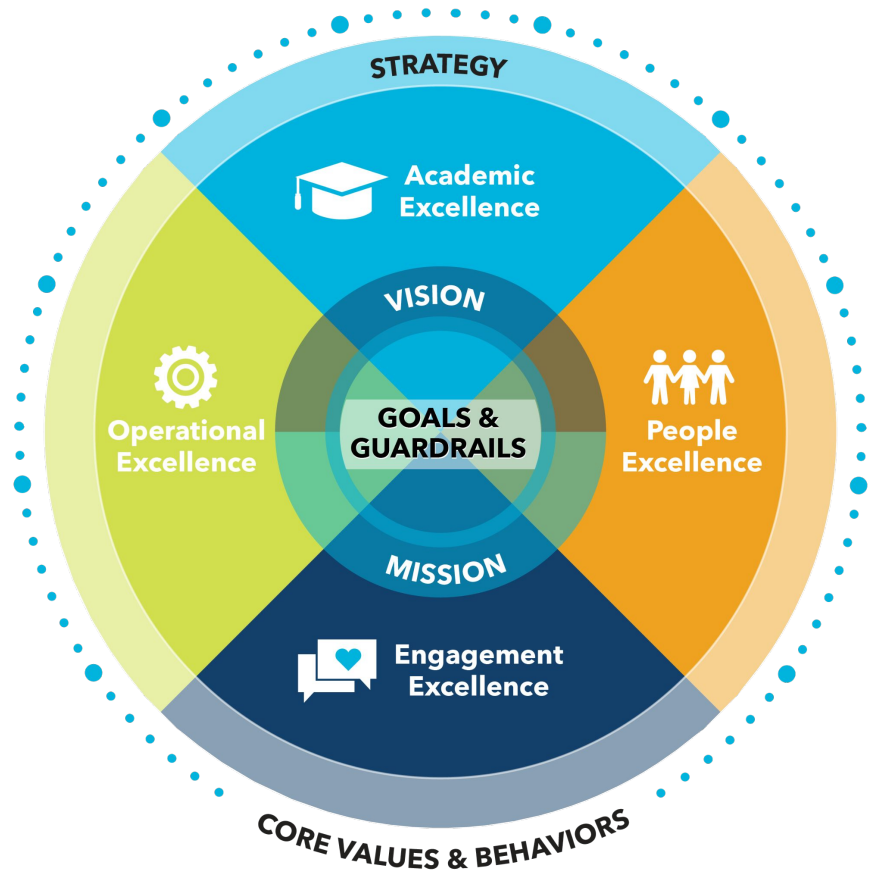
The mission of Charlotte-Mecklenburg Schools is to create an innovative, inclusive, student-centered environment that supports the development of independent learners.

VISION

The vision of Charlotte-Mecklenburg Schools is to lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

STRATEGY

CMS leads the way, charting a pathway of endless possibilities, for students and employees, through a connected ecosystem of families, community and organizations, both public and private.



PILLARS OF EXCELLENCE



Academic Excellence

Charlotte-Mecklenburg Schools commits to educating the whole child to world class standards and will provide a criteria-aligned comprehensive curriculum.



People Excellence

Charlotte-Mecklenburg Schools commits to an improved employee experience inclusive of enhancing recruiting, retention, and training opportunities.



Operational Excellence

Charlotte-Mecklenburg Schools commits to operational efficiency and effectiveness through safe and clean environments, the best technologies for students to learn, prudent spending, and enhanced data use.



Engagement Excellence

Charlotte-Mecklenburg Schools commits to being a collaborative and inclusive community partner, ensuring consistent two-way communication to equitably meet needs, source funding, and create new opportunities for all.

Strategic Plan Overview

We are future-focused.

Our mission is to create an innovative, inclusive, student-centered environment that supports the development of independent learners.

We are community-driven.

Our vision is to lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

Goals

Goals reflect our vision and will help us attain it.

Improved
Early Literacy
in Grades K-2

Improved
Literacy Skills
in Grades 3-8

Strengthened
Mathematics
Performance

Post-Grad
Readiness

Guardrails

Guardrails embody our values. These are not outputs, but ways of being at Charlotte-Mecklenburg Schools.

Equity over
Equality

Safety &
Security

Attending to the
Whole Child

High Quality
Teachers

Pillars of Excellence

Academic Excellence
Empower academic
success

People Excellence
Enable a thriving
workforce

Operational Excellence
Deliver efficient
operations

Engagement Excellence
Forge strong community
partnerships

Excellence without exception.

For more information, please see our full report.

2024-25 Department Plans Index

Department	Advanced Studies
WIG(s)	100% of middle schools will have at least one AIG locally endorsed Math 1 teacher by June 2025.
Performance Measure(s)	Attendance and assignment report End of series course completion report
Department	Exceptional Children Services
WIG(s)	<p>Increase from Tier 3 to Tier 2 as defined by state standards related to IDEA/NCDPI Indicator 11 count which captures the percent of students for whom a referral was received, and placement determined within 90 days from 54% to 75% by June 2025.</p> <p>Decrease the number of EC Department-identified Tier 3 (ATSI/low performing) schools by 50%, as determined by CCR performance in literacy and math for the Students with Disabilities subgroup, from 13 schools to 7 schools by June 2025.</p> <p>Reduce the disproportionate rate of African-American male identification in the category of Emotionally Disturbed from a risk ratio of 3.61 to 0.0 by June 2025.</p>
Performance Measure(s)	Advanced reporting spreadsheet Disproportionality meeting agendas and notes Instructional Walkthrough data Progress monitoring PLCs
Department	Federal Programs
WIG(s)	<p>Increase the percent of fund owners (Titles I, II, IV) that are “on track” for spending and implementation metrics from 61% average to 100% average by Dec 2024.</p> <p>Title I schools will increase the spending of their allotted funds as required by federal regulations in accordance with their SIP goals from 73% to 90% by June 2025.</p> <p>NCStar SIP Action Steps for Title I funding will show increase in alignment with required quarterly compliance and annual school reviews from 95% to 97% by June 2025.</p>
Performance Measure(s)	Monthly General Ledgers NCStar Reports Quarterly department and school (fund owner) check ins



2024-2025

**Deputy Superintendent: Student Planning,
Placement & Programs Department Annual
Plan**



Academic Excellence

Pillar: Academic Excellence

Goals 1, 2, 3

Educating the whole child to world class standards by providing a standards-aligned comprehensive curriculum.

PRIORITY Ae2:	Create multiple life pathways for each student, ensuring their success, whether enrolled, employed or enlisted.
STRATEGY Ae 2.003: Collaborate with government and private industries to increase opportunities for students to explore careers, the military and other postsecondary pathways, including internships, apprenticeships and employment.	
Wildly Important Goal	<p>Increase the number of students earning tier 2 or tier 3 credentials from 2221 to 2265 by June 2025.</p> <p>Increase the number of CTE concentrators from 4486 to 4576 by June 2025.</p>
Key Levers	<ul style="list-style-type: none">● Establish a 23-24 tier 2 and tier 3 credential baseline target● Inform schools on which courses offer tier 2 and tier 3 credentials● Establish a 23-24 concentrator baseline target● Educate schools on how to identify and create CTE concentrators
Performance Measure(s)	CCIP Concentrator and Credential Data NCCTE Admin and DPI Credential Reports PowerSchool Concentrator Reports
Collaborating Departments	School Performance Strategy and Innovation Student Programs, Planning and Placement Student Services

Pillar: Academic Excellence

Goals 1, 2, 3

Educating the whole child to world class standards by providing a standards-aligned comprehensive curriculum.

PRIORITY Ae4:	Provide inspiring educational experiences for students to discover and maintain a love of learning.
STRATEGY Ae 4.002: Ensure regular exposure to cultural and artistic experiences for students inside and outside of the classroom, especially those students from under-resourced communities.	
Wildly Important Goal	Increase cultural and artistic field trips to a minimum of two in grades K-8 by June 2025.
Key Levers	<ul style="list-style-type: none">• Create a digital tracking system for arts experiences, including data entry points for field trips, residencies, school shows, internships and cultural events• Expand and enhance partnerships with local arts organizations through the City of Charlotte's Art & Culture Plan to provide more varied opportunities as well as the number of experiences available to students; monitor and report plan implementation and effectiveness data to make informed decisions about future arts programming• Create a contracted service and field trip dashboard to monitor the number of enrichment experiences in After School Enrichment Programs; evaluate the effectiveness of contracted services on a regular cadence to evaluate the year over year student experience and ensure alignment to student academic and developmental needs
Performance Measure(s)	Participation rates
Collaborating Departments	Arts Community Partnerships Learning and Teaching Student Services

Pillar: Academic Excellence

Goals 1, 2, 3

Educating the whole child to world class standards by providing a standards-aligned comprehensive curriculum.

PRIORITY Ae4:	Provide inspiring educational experiences for students to discover and maintain a love of learning.
STRATEGY Ae 4.003: Create affordable opportunities for all students to engage in extracurricular activities, including student interest clubs, volunteerism, and civic engagement.	
Wildly Important Goal	The percentage of high school students engaged in at least one extra-curricular activity, team or club will increase by 10% by May of 2025.
Key Levers	<ul style="list-style-type: none">• Define what constitutes an enrichment activity and develop an enrichment policy• Collaborate with enrichment stakeholders to develop a tool to measure student, school and type of enrichment engagement including execution of school enrichment plan• Build guidance and expectations for schools to embed an enrichment plan in their school improvement plan for 2025-26 school year
Performance Measure(s)	Opportunity Tracker
Collaborating Departments	Arts Athletics

2024-25 Department Plans Index

Department	CTE
WIG(s)	<p>Increase the number of students earning tier 2 or tier 3 credentials from 2221 to 2265 by June 2025.</p> <p>Increase the number of CTE concentrators from 4486 to 4576 by June 2025.</p>
Performance Measure(s)	<p>NCCTE Admin and DPI credential reports NCCTE Admin, CCIP PowerSchool reports</p>
Department	Planning
WIG(s)	<p>Evaluate 100% of programs and attendance boundaries impacted by the 2023 Bond in an efficient manner while getting strong community and engagement feedback to improve student outcomes by June 2025.</p>
Performance Measure(s)	<p>Attendance records and feedback surveys Completion of the drawn boundaries</p>
Department	Student Placement and Records
WIG(s)	<p>Implement Instructure Scribbles Software in all 186 school sites in order to support enrollment by June 2025.</p>
Performance Measure(s)	<p>Scribbles data platform</p>