

Spring Update: "The Flight Plan" is Taking Off!

As we finish the second half of the 2024–2025 school year, we're excited to share a spring update on *The Flight Plan*—Charlotte Public Schools' bold, community-driven Strategic Plan designed to guide our district into the future.

Launched last fall, *The Flight Plan* reflects the voices of our staff, families, students, and community members. Through surveys, focus groups, and open forums, you helped shape the priorities that matter most. Guided by that feedback, our Strategic Plan Committee—made up of diverse stakeholders from across our district—crafted a clear mission, vision, and values to lead our work over the next three years.

This year subcommittees focused on our Phase One priorities—**School Safety & Security, Staff Recruitment & Retention, District Procedures & Policies, and Extra/Co-Curricular Opportunities**—have been hard at work. These groups have developed specific action steps and ways to measure progress, ensuring our work stays transparent, accountable, and aligned with our goals.

Security/Safety:

In addition to the numerous trainings, including a full day active shooter drill last August, CPS has added physical/hardware safety items: cameras, eHallPass (CMS/CHS), halo detectors for bathrooms, secure window film, CHS security gate, and additional fob entry systems. CPS has also added specific Safety/Security staff to the district, and will continue to look for grant funding to expand further. We have updated our threat assessment process and procedures, with our School Resource Officer, and are closing the CHS campus for lunch in the 25-26 school year.

Staff Recruitment and Retention:

This year, the focus was on Data Collection, Mentoring, Staff Recognition, and Activities/Events. Data Collection Included: New Summer Staff Survey-2024, PD Day Feedback Survey, Wellness Wednesday Feedback Survey, Retirement Feedback Survey, and the End of The Year Celebration Feedback Survey. Mentoring action steps included: Created Welcome Packets, Guest Speaker at Professional Development Day, Organized Staff Photo & Signed Banner, Conducted New Hire Surveys for feedback, Revamped and tracked Mentor Program, Welcoming committees, Ambassadors for each building/dept, New Mentor feedback Surveys, Introduce New Staff in Bird's Eye View: Sharing staff introductions to welcome new team members. Recognition opportunities worked to have: All New Staff Recognized, Staff Photos on Updated HR and Transportation Pages: Showcasing the people behind the departments to celebrate their contributions, Social Media Storytelling: Sharing staff moments, achievements, and celebrations on social media to foster a positive environment, Revamped our LinkedIn: to better recognize and showcase our amazing staff and our new End of Year Celebration: Recognizing retirees Events/Engagement included: Launched Weekly Bird's Eye View Newsletter (150+ staff engagements per issue), Introducing Chirp This! Did You Know? & "Seeds of Gratitude" Initiative, Oriole Outdoors-Buck and Doe Tales, Wellness Section, Organized Staff Scavenger Hunt, Back to School Bash, Staff Kickball Event, and launched:

Underground Dress-up Week, Spotify Holiday Playlist, Thoughtful Thursdays, Staff Zap Zone Night, Dress Down December, Administrative Asst. Binders, Boundaries Video, Ugly Sweater Contest, Zap Zone XL Night. Coordinated Wellness Initiatives including 5-Minute Massages and Wellness Wednesdays Dress up Days/ We also helped organize Chili Cook-off, Walk to School, National School Lunch Week, Apple Crunch Day, Pink Out Fuel the Cure, Kindergarten-Senior Walk, Diabetes Awareness Day, Homecoming + Parade Info. and more!

District Procedures/Policies:

This subcommittee identified 13 overarching areas that needed clarification/common practices across the district. They then created an Implementation Plan to organize “indicators” and to measure progress. Our Achievements So Far: Attendance Alignment, Handbook Alignment, Athletics Attendance Compliance, MTSS Conversations Initiated, Enhanced Focus on PBIS, Consistent Principal Communications, Conference and Open House Alignment, Title IX Training and Compliance, and SEL Support Dogs across the district. Next steps include: working with Formed sub committees in the areas of MTSS (attendance, academics, and behavior) and Athletics/Extracurriculars to begin creating goals and indicators to create common practices.

Extra Curricular/Co-Curricular opportunities:

This Subcommittee completed a Document created that contains all of our current offerings, which will be a living document that will expand with our opportunities. Future Action Steps: Share offering document with students, staff, families, and community members, Analyze our current offerings and look for gaps/opportunities, Encourage staff to create new opportunities based upon their interests, and Track and increase overall participation

We're proud of the momentum and collaboration taking place, and we look forward to continuing to share our progress as we climb higher together, during our work on Phase 2 of the Flight Plan- Gaining Altitude!

Go Orioles! Oriole Pride!

Dr. Mandy Stewart- Superintendent