

CPS Strategic Plan

December 2024-Update

What Is a Strategic Plan?

- Data Based
- Multiple Stakeholders
- Multi Year Plan- with Phases
- Action Plan Steps
- Transparent Communication
- Frequent Progress Updates
- Celebrations!

Process

- The last 5 year strategic plan ended in January 2024.
- Last Fall, we collected feedback for the planning process.
 - Live stakeholder meetings: Staff, Parents, Community members, Students
 - Survey responses: Staff, Parents, Community members, Students
 - Comparisons to 2018 data
 - Facilitated Data Dialogue: stakeholder reps
 - Analyzed data, prioritized goals, drafted sample plan

Draft plan presented to the BOE January meeting, and was approved!

Update in June 2024, and yearly update for tonight!

Planning team

- Mandy Stewart, Alicia Curtis, R.J. Guizzetti, Karen Tomlinson, Michelle Sine, Joanna Schultz, Michelle Swarbrick, Tamra Weissenborn, Ryan Guimont, Nick Boucher, Jeff Bennett, Rachel Bump, Jim Cicorelli, Mari Calton, Kristen Toadvine, Ashlyn Coats, Amy Jones, Dillon Burns, Beth Monroe, Andy Czaika, Emily Nenortas, Gabe Sommer, Andy Czaika, Abby Pardick, Andrew Keith, Amber Creech, and Zach Everly
- Parents, Staff, Union Leaders, Board of Ed., Community Members
- Since planning period, adding new members: Sean Barker, Nate Lewis, Gretchen McClellan-VanArsdale, Jordan Dilno

Update

- Communication Roll Out
 - County Journal articles/Skylerts
 - Tri Fold/One Pager
 - Staff Meetings
 - Rotary program
 - Board member Updates
- Phase One goal areas
 - Committees for each goal (co-chairs from the planning team)
 - Adding in needed staff experts
 - Brainstorm Action Steps
 - Review success criteria
- Reporting quarterly
 - Live BOE meeting- 6/10, 12/9
- Phase 2/3 for the future
 - Meeting with whole committee Jan/Feb2024
 - Feedback and consensus on what areas met, and which to start out of Phase 2
- Completion 3 years

Mission/Vision

Mission

- Charlotte Public Schools embraces the Oriole Way:

Nurturing and providing excellent education and opportunities with respect and purpose to students, staff, and the community we serve.

Vision

- Our Charlotte Public Schools community will provide educational opportunities for all students to grow, learn, and play through connections to each other and our commitment to Oriole PRIDE.

Oriole Pride Values

- P- Possibilities
- R- Relationships
- I- Integrity
- D- Dignity
- E- Engagement

Phase One- “Taking Flight”

- Enhance **security** measures across the district to ensure the **safety** of our school community.
- Prioritize **staff retention** to bolster the long-term success of our district.
- Identify and clarify current **district procedures** to refine and create universal and accessible policies that are communicated and implemented with fidelity district-wide.
- Maintain and support the increase of **extra and co-curricular opportunities** throughout the district, meeting the diverse needs of the Charlotte Community

Safety Security Update

Co-Chairs: Andy Czaika & Jeff Bennett

Members: Mandy Stewart, Alicia Curtis, R.J. Guizzetti, Kristen Toadvine, Joanna Schultz, Michelle Sine, Ashlyn Coats, Natalie Keyton

Safety Equipment/Facility Improvements

Upcoming Plans/Events Underway:

- Roman Teacher Aid Kits for all teachers - Very Soon. Also working on QR Code for training videos.
- Sidelights and larger windows for nightlock shades - looking at ways to mask windows (frost, etc) Found a frost that would work. Install over breaks.
- Door 11- no fob PK Quoted
- Replacement and additional Cameras working on Quotes
- Additional keyless entry systems District wide
- Updating ADA door hardware at MS to work with Fob and intercom Dec.
- Added eHallPass to CHS piloting now

Safety Security Update

Safety Equipment/Facility Improvements

Added Improvements:

- Added CHS Hallway gate for use during after school hours to limit access to only the lobby area (no hallways) - in use now.
- eHallPass has been piloted at CMS with great success
- Added hallway monitor at CHS
- Added Halo detectors in main building bathrooms across the district.
- Added secure window film to main entry points at all buildings.
- Added cameras and additional fob entry systems throughout district during bond process
- Door window nightlock shades (black weighted rolling shades) for all classroom doors - Summer 2024
- 322-321: full glass- doors replaced solid doors
- Dedicated position to oversee entire district safety/security
- Building evacuation additional gates in fencing at Parkview
- PK Announcements in the gym-Speaker? Added
- Blinds broken- Replaced or fixed with WO submitted
- Added and updated walkie talkies and bus radios
- GW Replaced all old classroom doors with minimal glass and new hardware
- Nightlocks in old kindergarten rooms added with new doors
- Emergency Evacuation Maps - District Wide on Rave and posted
- Critical Incident Mapping - District Wide posted to Rave
- Enhance employee ID badges.
- Installed safes in each office for first responders. (Maps, Keys, and Nightlock removal tool.)

Safety Security Update

Safety Training

Upcoming /Events Underway:

- Tabletop Scenarios - Ongoing
- ERT (Emergency Response Team) Training - Ongoing
 - ERT Flowchart - Who is doing what overview/basic framework RAVE Training - Ongoing (will Align with new EOP)
- Continued review and coordination of emergency response plan (EOP)
- Updated EOP with quick Reference guide for classroom 2025 rollout
- Working on QR code for Roman Classroom trauma kits with a pd day training.

Completed Trainings:

- Full Scale Active Shooter Drill/Training - August 2024
- Emergency Response team attending mass shooting training - April 2024
- RAVE updates and drill review - February 2024
- District Wide SWIS (behavior/discipline tracking software). August 2024 making it a district wide data resource.
- Mi-BTAM training training 1 and 2: Behavioral Threat Assessment and Management.

Safety Security Update

Safety Policies and Procedures: Upcoming /Underway:

- Updated Threat Assessment guide and form to a District Standard
- Open Campus at CHS Concerns and considerations sent to HS Administration
 - Concerns: tardies, student safety during lunch (behaviors such as drinking, drugs, etc), non-students re entering building after lunch
 - Potential considerations: adding additional lunches, class schedule, staff not all having the same lunch time, additional costs for lunch monitoring
- Parking lot safety
 - Student and parent drivers at secondary Continuing to monitor drop offs and pick ups
 - Adding additional signage and communication to parents
- Hallway Monitoring/Access at CHS:
 - Hall monitor and Admin have been monitoring the halls throughout the entire day
 - Teachers restricting access to halls during class (E hall pass will help with this)
 - Piloting Ehall pass now.
- Potential to add a Security officer / Investigator. Looking at grant funding
- Detention as a deterrent/punishment - Should have option of lunch detentions or Saturday school (silent, no phones, spaced out, only homework) Recommended to HS Admin

Staff Recruitment & Retention (Dec 2024)

Co-Chairs: Kristen Toadvine & Michelle Swarbrick

Members: Nicki Bensinger, Rachel Bump, Mandy Stewart, Angela Marin, Tammy Weissenborn, Dillon Burns, Gabrielle Sommer, Andrew Keith, Ren Fauter, and Joanna Schultz

ACTION STEPS

Data - surveys to gather data and gain info on staff wants/needs;

Mentoring - meeting at beginning of school year, monthly forms for tracking hours and activities;

Staff Recognition - increase recognition of staff and build relationships (Cheer Chirps, newsletter recognitions, notes/treats from admin);

Activities/Events - opportunities for staff to interact beyond classrooms, offices, etc. Activities like potlucks, cook-offs, find the object (pumpkin, Oriole) for a prize/treat, 10 min massages, Friday hangouts downtown, holiday events and contests; PD for new staff

FUTURE PLANS

- Survey staff on desired and most effective types of recognition; wants/needs to feel supported and appreciated
- Refine mentoring process, procedures, trainings
- Further development of recognition systems at building, dept and district levels
- Training for administration on recognition, showing of support/care tailored to staff in their building/dept
- Welcoming committees
- Ambassadors for each building/dept
- Retirement/ years of service recognition ceremony
- Streamline and clarify processes and info such as with payroll and such
- Strengthen connections with the community

Staff Recruitment & Retention (Ren Updates)

Welcome & Onboarding:

- 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

Staff Events & Engagement:

- 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,
- Launched: Underground Dress-up Week, Spotify Holiday Playlist, Monthly Popcorn Friday's, Thoughtful Thursdays, Staff Zap Zone Night, Dress Down December, Administrative Ast. Binders, Boundaries Video,
- Coordinated Wellness Initiatives including 5-Minute Massages and Wellness Wednesdays Dress up Days
- 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!

Upcoming Initiatives: Staff Support/Communication Survey, Teacher Recognition (WILX 10 + ERESA), Ugly Sweater Competition, Snowman Making Competition, Launch Wellness Committee and more!

Extra/Co- Curricular Activities

Co- Chairs: Zach Everly & Nick Boucher

Members: Joanna Schultz, Mari Calton, Jim Cicorelli, Mandy Stewart, Sean Barker, Dave Pratt, Jade Bowhall, and Kelly Bigg

Completed Action Steps:

- Document created that contains all of our current offerings

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
- Track and increase overall participation

Next Steps: Phase One/Two

- Communication- Goals Met, New Subcommittees forms and recruitment for members
- Continued Feedback (Social Media, CJ, Website)
- Progress on Action Steps
 - Areas met, Phase 2 starting
- Next Quarterly report to BOE and Community
 - Feb/March
- Then, Phase 2 certain sub-committees start and 3 for the future!
- Remember, some of these will be quick wins, others will need time and overlap other phases.

Questions?

