

Every student in Charlotte-Mecklenburg Schools today will enter a workforce that will require 21st-century skills to compete successfully in the workforce of tomorrow. These skills include higher-level thinking, digital and technological competency, literacy and content mastery, creativity, innovation, communications and entrepreneurship. It is our challenge, privilege and responsibility to ensure that every student in every school leaves CMS with those skills and competencies.

Strategic Plan 2018: For a Better Tomorrow is our roadmap to transform CMS over the next five years. The plan sets out the goals and strategies we will use to prepare our students and our employees, and the metrics and milestones we will use to measure our progress. *Strategic Plan 2018: For a Better Tomorrow* is not only a plan for CMS; it is also the articulation of aspirations, goals and priorities shared by all members of our community.

Strategic Plan Goals

GOAL
1

Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.

GOAL
2

Recruit, develop, retain and reward a premier workforce.

GOAL
3

Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child.

GOAL
4

Promote a system-wide culture of safety, high engagement, cultural competency and customer service.

GOAL
5

Optimize district performance and accountability by strengthening data use, processes and systems.

GOAL
6

Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign.



Our Promise:
To provide a
personalized
environment
of academic
excellence
that prepares
Every Child.
Every Day.
For a Better
Tomorrow.

P.O. Box 30035
Charlotte, NC 28230
www.cms.k12.nc.us
CMS-TV

Every Child. Every Day. For a Better Tomorrow.

Strategic Plan Goals and Focus Areas

GOAL
1

Maximize academic achievement in a personalized 21st-century learning environment for every child to graduate college- and career-ready.

Four focus areas:

- I. College- and career-readiness
- II. Academic growth/high academic achievement
- III. Access to rigor
- IV. Closing achievement gaps

GOAL
4

Promote a system-wide culture of safety, high engagement, cultural competency and customer service.

Five focus areas:

- I. Physical safety
- II. Social and emotional health
- III. High engagement
- IV. Cultural competency
- V. Customer service

GOAL
2

Recruit, develop, retain and reward a premier workforce.

Five focus areas:

- I. Proactive recruitment
- II. Individualized professional development
- III. Retention/quality appraisals
- IV. Multiple career pathways
- V. Leadership development

GOAL
5

Optimize district performance and accountability by strengthening data use, processes and systems.

Four focus areas:

- I. Effective and efficient processes and systems
- II. Strategic use of district resources
- III. Data integrity and use
- IV. School performance improvement

GOAL
3

Cultivate partnerships with families, businesses, faith-based groups and community organizations to provide a sustainable system of support and care for each child.

Three focus areas:

- I. Family engagement
- II. Communication and outreach
- III. Partnership development

GOAL
6

Inspire and nurture learning, creativity, innovation and entrepreneurship through technology and strategic school redesign.

Four focus areas:

- I. Learning everywhere, all the time
- II. Innovation and entrepreneurship
- III. Strategic school redesign
- IV. Innovative new schools

To view the entire strategic plan visit www.cms.k12.nc.us and click on Strategic Plan 2018: For a Better Tomorrow