

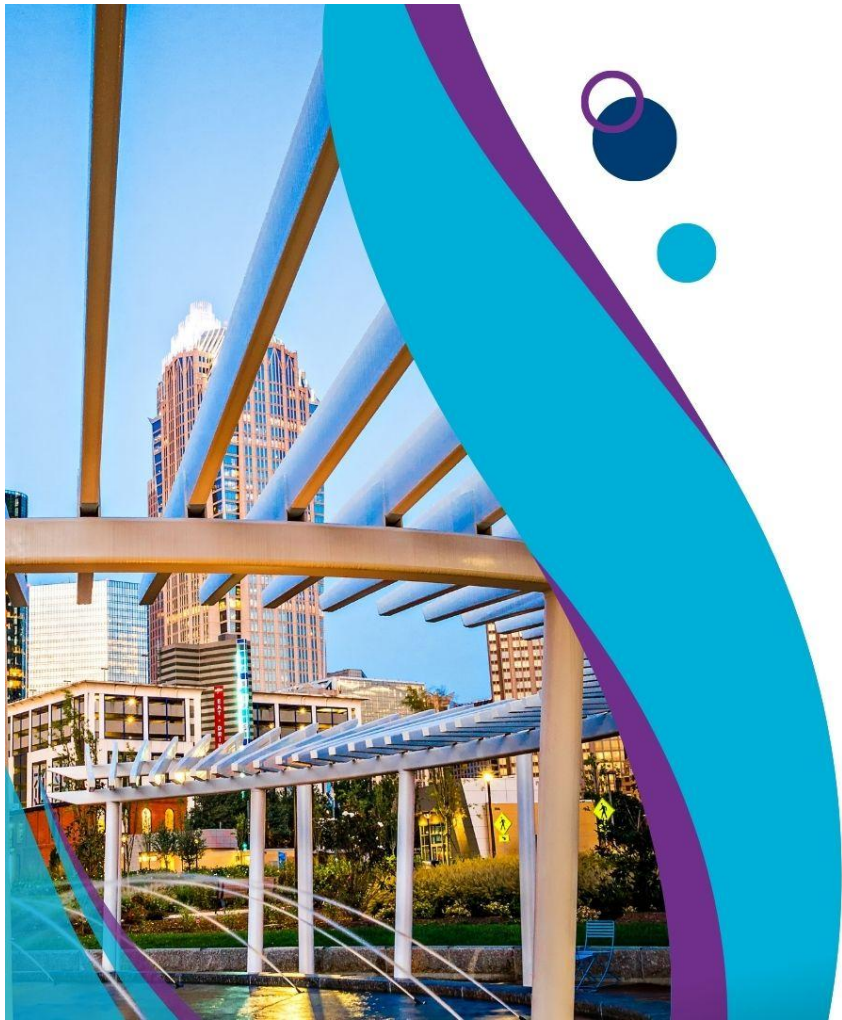
Journey of Excellence

Endless Possibilities

start with **cms**
Charlotte-Mecklenburg Schools

**Back to School
2024-2025**





Setting the Course

Overview

Mission & Vision

Overview



Setting the Course

Introduction and Overview



Mapping Our District

District Demographics



Progressing Along the Path & Navigating Challenges

Department Updates



Continuing the Road to Success: The Journey of Excellence

Commitment to Excellence

Mission & Vision



CMS Mission

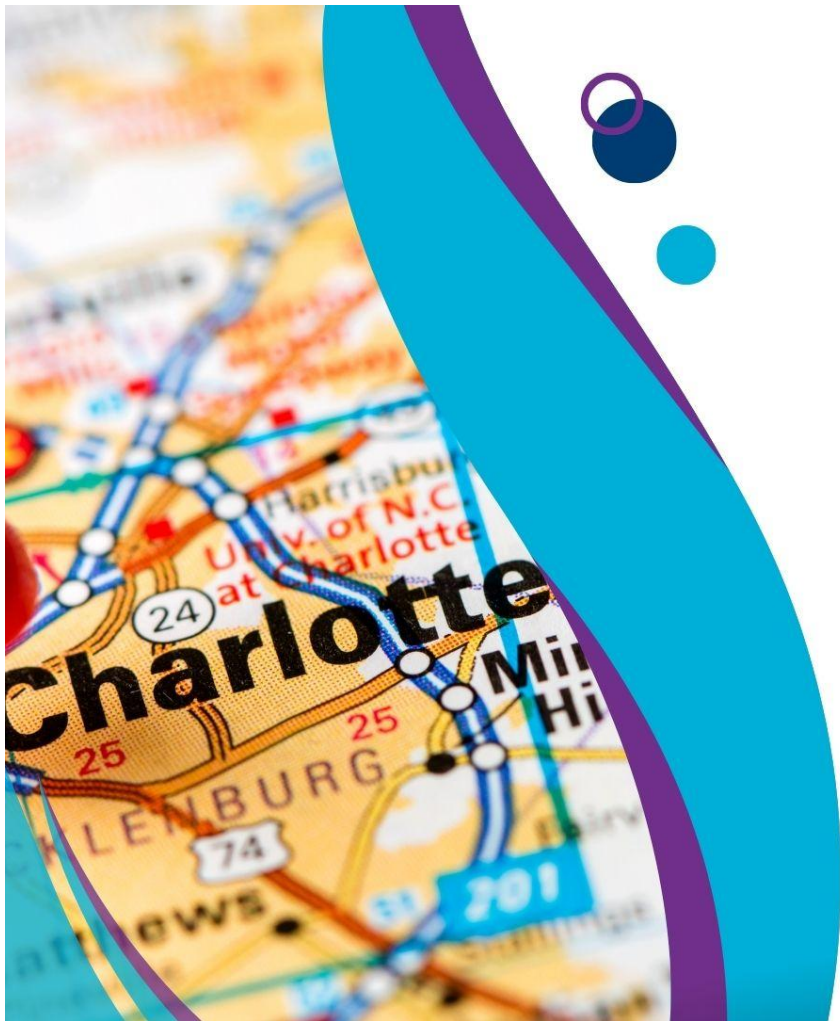
Create an innovative, inclusive, student-centered environment that supports the development of independent learners



CMS Vision

Lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential





Mapping Our District

Information
Statistics
Demographics

Executive Cabinet 2024-25



Dr. Crystal Hill
Superintendent



Dr. Melissa Balknight
Deputy
Superintendent



Dr. Ingrid Medlock
Chief of Staff



Dr. Shanna Spickard
Chief of
Communications



Nancy Brightwell
Chief of Recruitment,
Retention & Talent Dev.



Beth Thompson
Chief Strategy and
Innovation Officer



Dr. Candace Salmon-
Hosey, Chief
Technology Officer



Dr. Kecia Coln
Chief Human Resources
Officer



Kelly Kluttz
Chief Finance
Officer



Tim Ivey
Chief Operations
Officer



Scott McCully
Chief Compliance
Officer



Raki McGregor
Chief Executive-in-
Residence

Area Assistant Superintendents School Performance Areas



Dr. Laura Rosenbach
High School
Performance Area A



Dr. Kim Schroeder
High School
Performance Area B



Jennifer Dean
Middle School
Performance Area A



Jacqueline Jones
Middle School
Performance Area B



Tonya Williams
Elementary
Performance Area A



Dr. Renee McKinnon
Elementary
Performance Area B



Dr. Stephen Esposito
Elementary
Performance Area C



Dr. Tangela Williams
Elementary
Performance Area D



Barry Richburg
Elementary
Performance Area E



Kimberly Vaught
K-8 Schools
Performance Area

High School
Performance Area C
Coming Soon

CMS Stats



District

2nd largest in the state

16th largest in the nation



Students

141,149
Projected
Enrollment



Employees

19,102

8,872
Teachers



Schools

186

2 New
1 Renovated

Services



Transportation

Largest school transportation system in NC

78,000 students transported

25,500 bus stops

98,000 daily miles
7,346,000 annual miles



Nutrition Services

115,000 meals/day

Approximately 250,000
meals served this summer

Summer Learning Stats



464
Teachers



17,000
Students



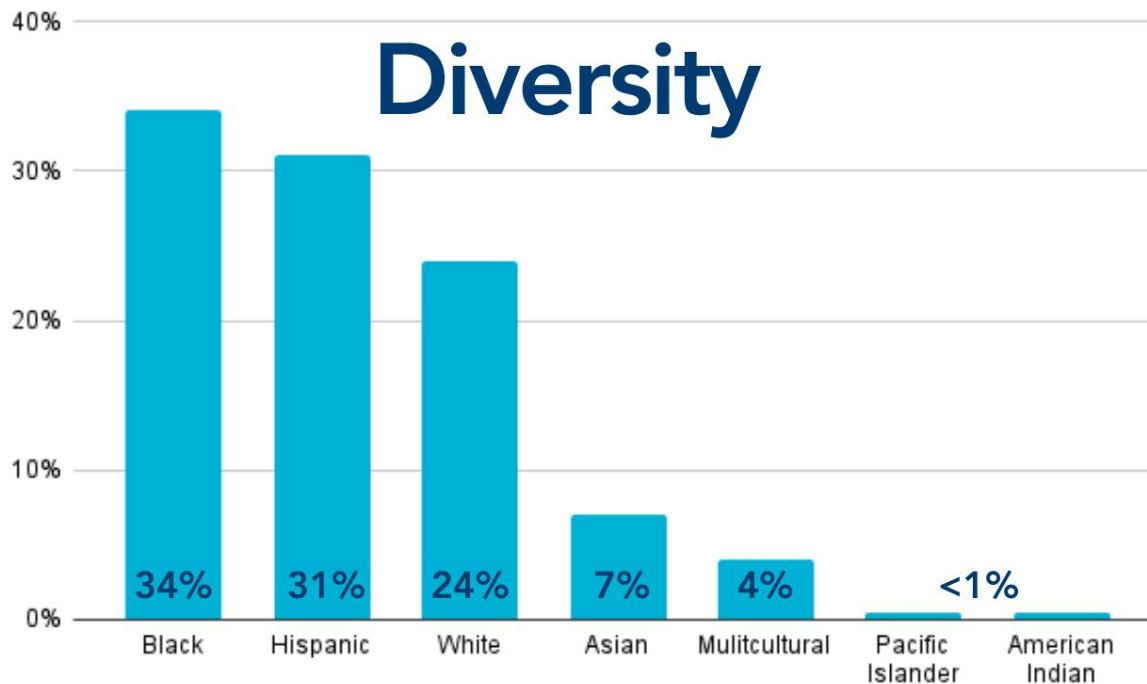
8 Summer
Programs



263
Sites/Locations



Diversity



Diverse Yet United



Countries

175
Countries of Origin



Languages

146
Native Languages

We are one!

We are CMS.

cms
Charlotte-Mecklenburg Schools



Progressing Along the Path & Navigating Challenges

Area Updates
&
Family Reminders

"Excellence" Ready



Staffing

96% Classroom Teacher Positions Filled



Operations and Technology

Safety, Buildings, Buses, and Devices



Family and Community Engagement

Listening Sessions, Open Houses, Communication



Professional Development

SLC, Capturing Kids Hearts, CROWN Academy



Grade-level School Performance Areas

Elementary, Middle School, High School, and K-8

Recruitment, Retention and Talent Development



Continuing to Attract and Recruit Candidates

- In-person events
- Virtual interviewing events
- Targeted marketing & sourcing campaigns
- Innovative staffing options



Providing Strong Onboarding and Support

- CMS Teaching Residency
- CROWN Academy



Learning and Teaching

Developing and Preparing Teachers



Math: New engaging resources



ELA: Intense research-based literacy practices



Science: New CMS standards



Endless Possibilities



Enrolled



Enlisted



Employed

Goal 4: Post-Grad Readiness



Technology Update



One-to-One Technology District

- K-2: iPads
- 3-12: Chromebooks
- Dedicated [webpage](#) for family support
- Seamless learning access through CMS LaunchPad



Taking Home the Devices

- [Technology Agreement](#)
- [Student-Parent Handbook](#)

Safety

- ✔ Site specific safety training is provided to all school administrators.
- ✔ Annual required training was provided to all schools with walk-through security scanners (K-8, MS, and HS).
- ✔ Active Survival Training is required for all CMS Staff.
- ✔ Lobby Guard Visitor Management System is actively monitored in all schools.
- ✔ All School Safety Plans are updated annually.
- ✔ The district is in constant partnership with CMS Police Department.



Family Reminders & Things to Know



Transportation Reminders

- Parents can access their child's bus stop information in multiple ways:
 - Download the [Here Comes the Bus](#) app
 - Log on to the [AlphaRoute](#) portal
 - Visit the CMS website. Click on the Departments tab and select Transportation.
 - Pick up bus labels and route information at Open House.



Open House Reminders

- Elementary and Pre-K-8 Schools: August 22
- Middle Schools: August 21
- High Schools: August 20



School Meal Program Reminders

- Applications for [Free and Reduced Meals](#) can be found on the CMS Website.
- Applications must be submitted every year.

Family Reminders & Things to Know



Immunization Reminders

- Students are required to be up to date on their immunizations.
- Visit cmsk12.org/backtoschool and click on Immunizations and Health Assessments to review requirements.
- Immunizations are due on Wednesday Sept. 25th.



Health Screeners

- CMS provides dental, health, and vision screening services to provide early detection information for parents.
- Parents must OPT-IN to these valuable services.
- The process is easier and more accessible this year.
- Visit cmsk12.org/parentsbillofrights and click on Health Screening Opt-in Form.
- Healthy children learn better.

Family Reminders & Things to Know



ParentSquare: cmsk12.org/parentsquare

- ParentSquare is the district's approved communication tool.
- ParentSquare allows parents to receive up-to-date information regarding their children.
- Visit cms.k12.org/parentsquare to learn more.

Make sure you check out the [Back-to-School Website](#) for everything you need to know for a successful return to school.



The Road to Success

Upcoming Initiatives
24-25 Goals

Pillars of Excellence



ACADEMIC
EXCELLENCE



PEOPLE
EXCELLENCE



OPERATIONAL
EXCELLENCE



ENGAGEMENT
EXCELLENCE



The Strategic Plan



Our strategic plan enables excellence without exception.

Our vision and mission have driven our goals and guardrails, which collectively enable four pillars of excellence across our school system – academic excellence, people excellence, operational excellence, and engagement excellence.



Academic Excellence



People Excellence



Operational Excellence



Engagement Excellence

This information is the foundation for the Charlotte-Mecklenburg Schools continuous improvement process.

The Charlotte-Mecklenburg Board of Education establishes the mission, vision and core beliefs as well as the student outcomes focused goals and guardrails for the school district. The 2024-29 Strategic Plan is organized by four pillars of excellence. While the academic pillar is most closely aligned with the goals, the three other pillars - people, operations, and engagement - are critical to the achievement of the goals. There are 18 priorities in the strategic plan. Seventy (70) action-oriented strategies were identified to support the 18 priorities.

Mission and Vision

Goals & Guardrails

Strategic Plan & Annual Plan

Measuring Progress

<https://www.cmsk12.org/strategicplan24-29>

New Strategic Plan Website

- Progress monitoring
- Accountability
- Transparency



Executing the Plan



Strategic Goal	Strategic Initiative	Key Performance Indicator	2024-2025	2026	2027	2028	2029
Goal 1: Student Achievement	Initiative 1.1	K-5 Reading Proficiency	85%	88%	90%	92%	95%
	Initiative 1.2	High School Graduation Rate	88%	90%	92%	94%	96%
	Initiative 1.3	College and Career Readiness	75%	78%	80%	82%	85%
	Initiative 1.4	Equity in Learning Outcomes	70%	75%	80%	85%	90%
Goal 2: Student Engagement	Initiative 2.1	Attendance Rate	92%	93%	94%	95%	96%
	Initiative 2.2	Student Satisfaction	80%	82%	84%	86%	88%
	Initiative 2.3	Teacher Effectiveness	85%	87%	89%	91%	93%
	Initiative 2.4	Parental Involvement	78%	80%	82%	84%	86%

Strategic Plan 2024-2029
Strategy Master Spreadsheet



Strategic Initiative	High Leverage Action	Responsible Party	Start Date	End Date	Status
Goal 1: Student Achievement	1.1.1	Instructional Leadership	2024-08-01	2025-07-31	On Track
	1.1.2	Instructional Leadership	2024-08-01	2025-07-31	On Track
	1.1.3	Instructional Leadership	2024-08-01	2025-07-31	On Track
	1.1.4	Instructional Leadership	2024-08-01	2025-07-31	On Track
Goal 2: Student Engagement	2.1.1	Instructional Leadership	2024-08-01	2025-07-31	On Track
	2.1.2	Instructional Leadership	2024-08-01	2025-07-31	On Track
	2.1.3	Instructional Leadership	2024-08-01	2025-07-31	On Track
	2.1.4	Instructional Leadership	2024-08-01	2025-07-31	On Track

Annual Plan 2024-2025
High Leverage Actions
Spreadsheet

Department	Annual Plan Title	Start Date	End Date	Status
Academics	Academics, Student Services, OER, and Federal Programs (in Realigning)	2024-08-01	2025-07-31	On Track
Administrative	Administrative	2024-08-01	2025-07-31	On Track
Business	Business	2024-08-01	2025-07-31	On Track
IT	IT	2024-08-01	2025-07-31	On Track
Legal	Legal	2024-08-01	2025-07-31	On Track
Operations	Operations	2024-08-01	2025-07-31	On Track
Personnel	Personnel	2024-08-01	2025-07-31	On Track
Public Safety	Public Safety	2024-08-01	2025-07-31	On Track
Student Services	Student Services	2024-08-01	2025-07-31	On Track
Transportation	Transportation	2024-08-01	2025-07-31	On Track
Facilities	Facilities	2024-08-01	2025-07-31	On Track
Finance	Finance	2024-08-01	2025-07-31	On Track
Communications	Communications	2024-08-01	2025-07-31	On Track

Department	Annual Plan Title	Start Date	End Date	Status
Academics, Student Services, OER, and Federal Programs (in Realigning)	Academics, Student Services, OER, and Federal Programs (in Realigning)	2024-08-01	2025-07-31	On Track
Administrative	Administrative	2024-08-01	2025-07-31	On Track
Business	Business	2024-08-01	2025-07-31	On Track
IT	IT	2024-08-01	2025-07-31	On Track
Legal	Legal	2024-08-01	2025-07-31	On Track
Operations	Operations	2024-08-01	2025-07-31	On Track
Personnel	Personnel	2024-08-01	2025-07-31	On Track
Public Safety	Public Safety	2024-08-01	2025-07-31	On Track
Student Services	Student Services	2024-08-01	2025-07-31	On Track
Transportation	Transportation	2024-08-01	2025-07-31	On Track
Facilities	Facilities	2024-08-01	2025-07-31	On Track
Finance	Finance	2024-08-01	2025-07-31	On Track
Communications	Communications	2024-08-01	2025-07-31	On Track

Department Annual Plans
24-25 Annual Plan Directory

Monitoring the Plan

Measuring Progress



Mission and Vision

Goals & Guardrails

Strategic Plan & Annual Plan

Measuring Progress

MEASURING PROGRESS

Ensuring progress on implementing the strategic plan is essential.

We will monitor progress on our district goals and guardrails by reporting district performance on a series of interim measures on an established cadence over the next five years. This is the primary method for tracking toward the goal achievement in five years; these reports are publicly available by clicking on this tab. We will monitor our progress on the strategic plan, the "roadmap" toward the goals, through internal monitoring routines throughout the school year and will issue a yearly District Annual Report that shares progress on an annual basis. Status updates will be provided to the Board of Education, as needed and appropriate.



Continuing the Journey of Excellence

Commitment to excellence and
endless possibilities at CMS

2024-2025 Goals & Commitments

Charlotte-Mecklenburg Schools commits to

educating the whole child to world class standards and will provide a standards-aligned comprehensive curriculum.



an improved employee experience inclusive of enhancing recruiting, retention, and training opportunities.

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



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

We are CMS!

Committed to being

- Future-focused
- Community driven
- Partners in your children's education

Committed to providing

- Endless possibilities
- Caring, safe & equitable environments for all students and staff



EXCELLENCE
WITHOUT EXCEPTION

We are CMS:

Partners in Our Students' Futures

ENGAGE WITH US

  Strategic Partnerships
Charlotte-Mecklenburg Schools

JOIN US IN SHAPING THE FUTURE!

 **PARTNERSHIP OPPORTUNITIES**
Collaborate with us to develop partnership programs which support mentoring, tutoring, the arts and more!

 **VOLUNTEER OPPORTUNITIES**
Collaborate with us to create an environment which fosters learning & community involvement.

 **PARTNER WITH CMS TODAY**
Visit bit.ly/PartnerWithCMS or contact us at partnerships@cms.k12.nc.us or volunteers@cms.k12.nc.us



Endless Possibilities
start with

cms

Welcome Back!