

# 5-Year Strategic Plan for Cumberland County Schools 2023-2028

Academics | Human Resource | Safety & Security

## OUR MISSION

To inspire every student, every day towards academic achievements and excellence in life skills so they may reach their full potential.

## OUR VISION

Cumberland County Schools are Engaged in an Innovative learning environment Empowering every student to achieve excellence in life, academics, arts, athletics, and activities.

## Our Beliefs

- Education is the responsibility of families, students, teachers, and the community.
- Our focus is our students' success.
- Expectations and standards influence performance.
- Attendance is vital to learning success.
- Foster a positive school environment of belonging, trust, respect, and safety.
- Highly qualified, effective instructors and leaders are crucial to the success of our students.
- Cultural diversity is important to the success of every student.
- Athletics, Arts, Academics and Activities motivate students to excel in learning success.
- CCS will be equipped to serve the academic and non-academic needs of all students in their career pathways.



## Academics

### ACTION STEPS:

- 1-Test goals
- 2-K-12 Framework
- 3 Parental Involvement
- 4 Athletics, Arts & Activities



## Academics/Test Goals

### ACTION STEP:

1-Test goals/Focus

### PERFORMANCE METRICS:

- 100 % of individual schools will achieve a 3 in growth and letter grade of “C” on state accountability.
- 100 % of individual schools will achieve a growth index score of 3 or higher.
- K-3 focus
  - District analyzation of universal screening scores.
  - Additional first grade support.
  - Lower student/teacher ratio K-3



## Academics/K-12 Framework

### ACTION STEPS:

2-K-12 Framework (CCTE)

### PERFORMANCE METRICS:

- Annually 1% increase in ACT Composite score.
- Annually 10% increase in the College & Career ready (CCR) with goal of being 100% by 2027-2028. Annually 2% increase in Graduation Rate to reach attainment of 100% by 2027- 2028.
- 100% of students will attain at least 1 Industry Credential Reporting to State upon graduation by 2027-2028.
- Increase work-based learning enrollment by 2 % annually.



## Academics/Parent Involvement

### ACTION STEPS:

#### 3-Parent Involvement

### PERFORMANCE METRICS:

- Increase parental opportunities and participants for involvement at each school by 2% annually through essential family engagement events.
- Make available a parent resource room at Central Services with needed items for families and supports on an as needed basis.
- Director communication quarterly with families via Parent Square with topics and book suggestions.
- Birth to 3 initiatives-increase supports on district website and social media for this age group.



## Academics/Athletics, Arts & Activities

### ACTION STEPS:

#### 4-Athletics, Arts & Activities

### PERFORMANCE METRICS:

- Create and update annually athletic procedure to align with TMSAA membership guidelines and Board policy.
- Increase student participation in art displays and performances to include 2% of student population at each school through various activities.
- Strongly encourage each middle and high school student to participate in one extracurricular activity (athletics, band, drama, arts, etc.).



## Academics/Middle School

### ACTION STEP:

1-Middle Schools

### PERFORMANCE METRICS:

- Analyze possibility of utilizing middle schools.



## Human Resources

### ACTION STEPS:

- 1-Recruitment
- 2-Retention



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## Human Resources/Recruitment

### ACTION STEP:

1-Recruitment

### PERFORMANCE METRICS:

- To recruit all necessary employees to the district.
- Attend a minimum of 2 career fairs annually.
- Improve teacher salary and benefits.
- Substitute availability improvements.



## Human Resources/Retention

### ACTION STEP:

1-Retention

### PERFORMANCE METRICS:

- Monitor retention of staff in risk areas and increase retention in risk areas by 2% annually.
- Conduct new employee orientation to better equip employees for the demand of the job and retain for future years.
- Provide necessary professional development (PD) for all jobs annually.



## Safety and Security

### ACTION STEPS:

- 1-Safety Training
- 2-Safety Plans



## Safety and Security/Safety Training

### ACTION STEP:

1-Safety Training

### PERFORMANCE METRICS:

- 100% staff (classified and certified) trained on necessary emergency drills and trainings, and trauma informed strategies at the local, state and federal levels.
- 100% staff (classified and certified) trained and understand the utmost importance of locked doors, interior and exterior, and consequences.
- Develop a priority list with Homeland Security, by school.



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## Safety and Security/Safety Plan

### ACTION STEP:

1-Safety Plan

### PERFORMANCE METRICS:

- 100% schools complete and submit the district required standardized safety plan by deadline.
- Based on availability of funding and recommendations from Homeland Security, upgrade 2 buildings annually.
- Develop a prioritized list with Homeland Security by school.

