



CALDWELL COUNTY SCHOOLS

STRATEGIC PLAN 2021-2024



CCS STRATEGIC PLAN 2021-2024

TABLE OF CONTENTS

Core Beliefs

Goals 1 - 5

District Info

Summary

LEADING THE WAY FORWARD

Vision: Caldwell County Schools will provide diverse opportunities for all students to achieve success now and in the future.

Mission: Challenging Children for Success

CORE BELIEFS

Caldwell County Schools believes

- Each individual has unique characteristics that must be appreciated.
- Student learning is a shared responsibility among students, family, school, and the community.
- The physical safety and emotional well-being of the school community is essential for success.
- All students must have opportunities to learn and showcase their success.



Superintendent's Message

A district's strategic plan is important in that it charts the course for the district moving forward. In designing the 2021-2024 CCS Strategic Plan, we collected feedback from over 1700 stakeholders through surveys and focus groups. This plan was created based on what you told us was important. This is a culmination of months of work to create a plan that outlines a new vision and mission as well as establishes core beliefs for CCS. This plan will provide the foundation upon which we will build the best educational programs possible. I want CCS to become the premier school district in the state, and this strategic plan pushes the school district closer to this goal. As we continue on this journey, we need our stakeholders to be partners with the district, keeping us on course to reach our goals and stretch our students.

GOAL 1

Caldwell County Schools will provide challenging, engaging, and relevant instruction and learning opportunities to meet the needs of all learners.

Objectives

1. Develop and consistently implement a district-wide Multi-Tier System of Supports (MTSS).
2. Provide on-going data-based professional learning opportunities.
3. Provide hands-on, interactive opportunities for students to apply knowledge and engage in real world problem solving.
4. Utilize research-based strategies to inform standards-based instructional design and delivery.



MEASURES AND DATA SOURCES

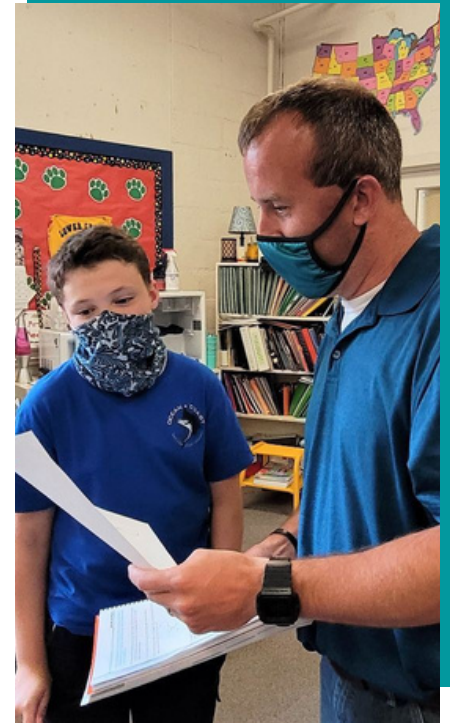
- **Facilitated Assessment of MTSS - School Level (FAM-S)**
- **Facilitated Assessment of MTSS - District Level (FAM-D)**
- **Professional Development Sessions, Attendance, and Evaluations**
- **Classroom-Level Data - Observations, Walk-Throughs, Lesson Plans**
- **Inventory and Usage of District and School Resources**

GOAL 2

Caldwell County Schools will recruit, employ, develop, and retain a diverse staff committed to ensuring all students receive a premier education.

Objectives

1. Expand our recruitment area encompassing partnerships with colleges and universities including historically black colleges and universities (HBCUs) to recruit candidates.
2. Provide a competitive compensation package.
3. Provide research-based, differentiated professional development aligned to job-related needs.
4. Provide a high-quality beginning teacher program and mentors for beginning teachers.



- **Staff Retention Rates**
- **Staff Attendance Rates**
- **Professional Development Sessions, Attendance, and Evaluations**
- **NC Teacher Working Conditions Survey**
- **Panorama Survey Results**
- **Teacher and Staff Evaluations**
- **Staff Diversity Rates compared to Student and Community Population**

**MEASURES AND
DATA SOURCES**

GOAL 3

Teaching and learning will occur in a safe environment that is positive and supports the physical needs, social-emotional needs, and well-being of all.

Objectives

1. Maintain school safety plans that are implemented with fidelity and aligned to the district safety plan.
2. Embed social-emotional learning and character education into instruction and learning.
3. Utilize a tiered model for academics, behavior/social-emotional instruction, and attendance.
4. Recognize the diverse learning needs of students and provide a learning environment to meet those needs.



MEASURES AND DATA SOURCES

- School Safety Plans
- District Safety Plan
- Panorama Surveys
- Character Education Nominations and Recognitions at School and District Level
- Discipline Reports
- Student and Staff Attendance Data
- MTSS Tiered Data
- Accountability Data including Subgroup Performance

GOAL 4

Caldwell County Schools will assist all students in acquiring the knowledge and developing the skills necessary to pursue and attain individual life goals throughout their educational experience and beyond.

Objectives

1. Provide opportunities for students to explore and refine skills that lead to achievement of their goals.
2. Utilize established curriculum to spotlight embedded success skills, including but not limited to soft skills, to enhance student goals.



MEASURES AND DATA SOURCES

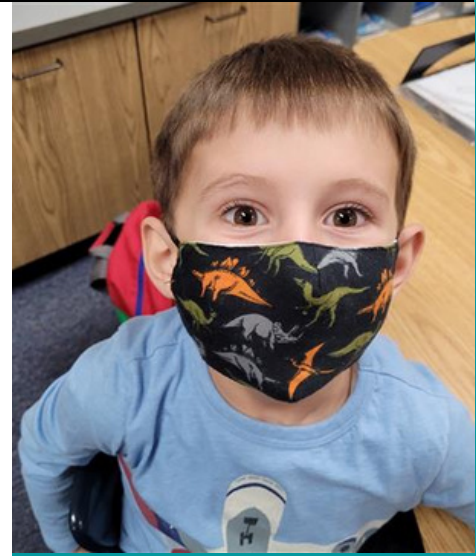
- Character Education Nominations and Recognitions at School and District Level
- Accountability Data including Subgroup Performance
- Common District-Wide Understanding of Success Skills
- Employer Survey Data
- Graduation Rate including Subgroup Performance
- Percent of Students with Post-Secondary Plans prior to Graduation
- Post-Graduation Survey

GOAL 5

Caldwell County Schools will facilitate and expand opportunities for collaboration among school, families, and the community to support students.

Objectives

1. Establish at least one school/business reciprocal partnership per school that supports the school, business, and community.
2. Foster and sustain two-way communication with community stakeholders. (i.e. churches, other education institutions, civic groups, community agencies, businesses)
3. Expand opportunities for families and community members to engage with schools to support students.
4. Utilize a district-wide system to establish on-going opportunities for two-way communication with families.
5. Establish and publicize district-wide opportunities for volunteers.



MEASURES AND DATA SOURCES

- School Business Partnership Data
- Community Stakeholder Meetings, Attendance, Notes, Social Media Posts, and Follow Up
- Parent and Community Activities at the School and District Level
- Survey Data from Families and Community
- Talking Points Data
- Volunteer Opportunities, Advertisements, Attendance, Hours Served

CCS Board of Education

Board Members:

- **Darrell Pennell, Chair**
- **Teresa Branch, Vice Chair**
- **Chris Becker**
- **Ann Edwards**
- **BJ Fore**
- **Duane Knight**
- **Joe Simms**

Information about Board of Education Meetings can be found at [Board Docs](#)



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Special thanks to the Caldwell County Schools Strategic Planning Committee for their work in creating this plan based on the feedback from educators, community members, and students.

Strategic Planning Committee

Dr. Jeff Church, Ryan Cooper, Anna Crooke, Michelle Curry, Adrienne Dula, Leigh Anne Frye, Julie Hall, Kelly Helton, David Johnson, Travis Gillespie, Dr. Bill Griffin, Monica Martin, Dr. Katrina McEllen, Dr. Don Phipps, Robert Semple, Carol Sturgis, Lauren Vines, Traci Waters, Dr. Lesa Widener, Mark Wheeler, Adam Windmiller, Courtney Wright

Caldwell County Schools

Schools: 25
Enrollment: 10,735
Employees: 1663
Graduation Rate: 88.6%
#3 in NC for CTE Credentials Earned

Summary of CCS Strategic Plan Goals

1. Caldwell County Schools will provide challenging, engaging, and relevant instruction and learning opportunities to meet the needs of all learners.
2. Caldwell County Schools will recruit, employ, develop, and retain a diverse staff committed to ensuring all students receive a premier education.
3. Teaching and learning will occur in a safe environment that is positive and supports the physical needs, social-emotional needs, and well-being of all.
4. Caldwell County Schools will assist all students in acquiring the knowledge and developing the skills necessary to pursue and attain individual life goals throughout their educational experience and beyond.
5. Caldwell County Schools will facilitate and expand opportunities for collaboration among school, families, and the community to support students.

2021-2024