

# THE CUMBERLAND COMMITMENT: STRATEGIC PLAN 2024

OUR VISION + MISSION + VALUES + PRIORITIES



## OUR VISION

*the future we seek for our students*

Every student will have equitable access to engaging learning that prepares them to be collaborative, competitive, and successful in our global world.

## OUR MISSION

*what we do to achieve that future*

Cumberland County Schools will provide a safe, positive, and rigorous learning environment to prepare lifelong learners to reach their maximum potential.

## OUR CORE VALUES

*shared beliefs to guide our work*

### EXCELLENCE

We pursue and maintain the highest standards

### INNOVATION

We develop new and emerging solutions

### COLLABORATION

We work together to produce the best results

### EQUITY

We provide every student a fair opportunity for success

### INTEGRITY

We speak and act honestly and truthfully

### COMPASSION

We treat everyone with concern and understanding

## OUR STRATEGIC PRIORITIES

*major priorities that enable our vision and mission*

### 1 SUCCESSFUL STUDENTS

Graduate every student confident, competitive, and ready for a career, college, and life.

### 2 PREMIER PROFESSIONALS

Recruit, support, and retain impactful teachers, leaders, and support staff.

### 3 EXCEPTIONAL ENVIRONMENT

Integrate resources, facilities, and staff to maintain a safe, inviting learning environment for students to grow academically, socially, and emotionally.

### 4 COMMITTED COMMUNITY

Collectively engage schools, parents, and community in building student success.

# OUR ROADMAP TO ACHIEVE SUCCESS

## OUR PRIORITIES AND ACTIONS

### 1 | SUCCESSFUL STUDENTS

*Graduate every student confident, competitive, and ready for a career, college, and life.*

- 1A: Implement robust learning experiences
- 1B: Define, understand, and promote educational equity
- 1C: Develop modern learning environments
- 1D: Create tiers of services
- 1E: Establish and align clear career pathways

### 2 | PREMIER PROFESSIONALS

*Recruit, support, and retain impactful teachers, leaders, and support staff.*

- 2A: Recruit and retain premier professionals
- 2B: Develop equitable access to human capital
- 2C: Develop educator talent pathways and data-driven professional learning

### 3 | EXCEPTIONAL ENVIRONMENT

*Integrate resources, facilities, and staff to maintain a safe, inviting learning environment for students to grow academically, socially, and emotionally.*

- 3A: Maintain safe and secure schools
- 3B: Develop a behavioral and mental health framework
- 3C: Maximize student graduation rates
- 3D: Build the capacity of schools to serve all students

### 4 | COMMITTED COMMUNITY

*Collectively engage schools, parents and community in building student success.*

- 4A: Develop a district wide family engagement outreach program
- 4B: Utilize diverse communications and marketing
- 4C: Strengthen community, business, university, municipal, and military partnerships

### MEASURES

*disaggregated by subgroups*

- Course offerings
- EOGs & EOCs
- ACT scores
- Student growth
- Physical activity
- Opportunity gaps
- CTE completers
- Technology
  
- Teacher retention
- Staff vacancies
- Staff experience
- Educator diversity
- Teachers meeting or exceeding growth
- National Board Certified Teachers
- Educator professional development survey
  
- Student survey
- Stakeholder survey
- Suspension rates
- Graduation rates
- Attendance
- Military support services
  
- Parent and community survey
- Social media activity
- Community and school event attendance
- Community partnerships
- Access to parent portal

Read the full Strategic Plan at  
[www.strategicplan.ccs.k12.nc.us](http://www.strategicplan.ccs.k12.nc.us)