Achieve 2027 CCPS

ALL THINGS WITH EXCELLENCE

Caroline County Public Schools

Superintendent's Message

Dr. Sarah Calveric, Superintendent

An excellent education is personalized, relevant, and growth-producing; it empowers students to reach levels previously unknown, and it is one that affords student voice throughout the educational process. Quite simply, providing excellence in education is about meeting each student where they are emotionally, socially, and academically and ensuring their needs are met through access to a diverse offering of services, resources, and opportunities.

Achieve 2027 will serve as a roadmap to 3E Readiness for all CCPS graduates. Through intentional collaboration, a relentless focus on evidence, and a commitment to action, assessment, and adjustment, each student will work intentionally alongside staff, community partners, and family members to reach their post-secondary pathway: Enrolled, Enlisted, and/or Employed. The CCPS school community will embrace continuous improvement practices to maintain purposeful focus on teaching and learning, relationships, health and safety, and talent management. This collective school community effort will yield student graduates with the knowledge, skills, and experiences needed to succeed regardless of their future endeavors.

Focused and empowered by our vision, mission, and core values, we know there is still work that needs to be done to strategically employ new ideas and resources to elevate our comprehensive student and employee experience. We will continue to remain fiscally responsible while providing programming and resources that maximize student and educator impact. We encourage all of our stakeholders to understand our strategic plan and to work alongside to... **Achieve 2027!**

Sarah B. Calveric

Dr. Sarah Calveric
Superintendent

Caroline County Public Schools

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Assistant Superintendent

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Student

MALACHI DRUMGOLE
Student

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Parent

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Parent

JUSTIN CHENAULT
Parent

AIDA SHEHATA
Parent

Vision

Empowering a community of life-long learners to be 3E Ready: Enrolled, Enlisted, and/or Employed.

Mission

We create an inclusive culture where teaching and learning inspire and prepare students to become contributing citizens.

We Value:

Safety and are committed to the health and well-being of our students, staff, and school community.

Unity as the cohesive force that brings people together for educational excellence.

Collaboration whereby all members of a school community work together toward a common purpose.

Community as the cornerstone for building trusting and positive connections between stakeholders and schools.

Engagement that fosters behavioral, emotional, and cognitive involvement in academics and extracurricular activities.

Empathy as the ability to understand, share the feelings, and embrace the experiences of another.

Diversity in backgrounds, values, and perspectives of each and every individual.

GOAL 1

Teaching & Learning

We engage our learners in relevant and innovative instruction and assessments that authentically measure growth and support 3E readiness: Enrolled, Enlisted, and/or Employed.

OBJECTIVE 1.1:

Academic Excellence

Challenge and support all students to excel academically by demonstrating foundational literacies and essential knowledge and skills.

Key Strategy 1.1.1: **Student Achievement**
Expand supports and resources to monitor student progress, increase student achievement, and accelerate growth for all learners.

Key Strategy 1.1.2: **Reading Literacy**
Utilize research-based instructional practices to strengthen literacy acquisition, content comprehension, and a love of reading.

Key Strategy 1.1.3: **Math Literacy**
Implement teaching and learning practices that promote problem solving, communication, and reasoning.

Key Strategy 1.1.4: **Kindergarten Readiness**
Provide early childhood and preschool programs that support social, language, literacy, numeracy, and motor readiness for kindergarten.

OBJECTIVE 1.2:

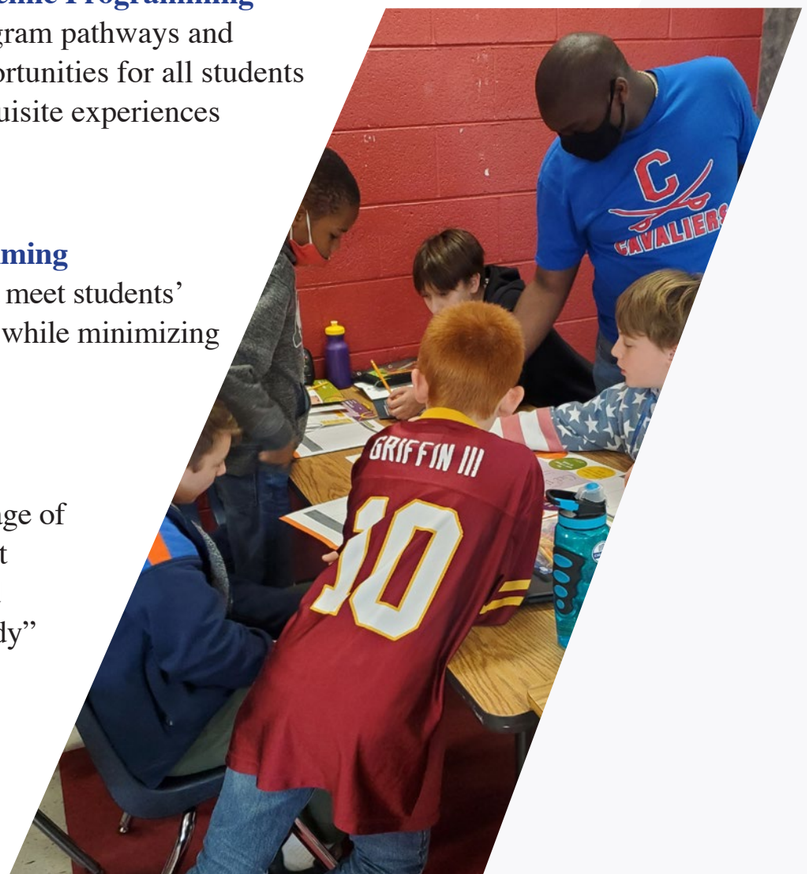
Access and Opportunity

Broaden access to academic and non-academic programs, resources, and supports through the elimination of barriers and opportunity gaps.

Key Strategy 1.2.1: **Academic Programming**
Preserve and enhance program pathways and coursework to ensure opportunities for all students to acquire essential prerequisite experiences and skills.

Key Strategy 1.2.2:
Extracurricular Programming
Design activities/clubs that meet students' diverse interests and needs while minimizing barriers to participation.

Key Strategy 1.2.3:
Resources and Supports
Increase awareness and usage of differentiated resources that enhance student access and participation in "future ready" planning, coursework, and assessments.



OBJECTIVE 1.3:

Profile of a Graduate

Provide rigorous, authentic learning experiences to develop the knowledge, skills, and competencies necessary for students' successful pursuit of postsecondary goals.

Key Strategy 1.3.1: **Content Knowledge**
Engage students in experiential learning opportunities that require them to apply the content knowledge and skills necessary to succeed in a global society.

Key Strategy 1.3.2: **Workplace Skills and Career Exploration**
Engage students in work-based learning experiences that require demonstration of productive workplace skills, qualities, and behaviors and support the identification and achievement of career goals.

Key Strategy 1.3.3: **Community and Civic Engagement**
Connect classroom learning to real-world experiences and service opportunities that support and improve the local community.

Key Strategy 1.3.4: **Digital Literacy**
Enhance students' technical skills to safely, proficiently, and creatively find, consume, and develop content and share and communicate in a technology-centric society.

GOAL 1

Teaching & Learning

MEASURES OF SUCCESS

Assessment Data (Growth Assessments, SOLs, VKRP, PALS, VAAP, ACCESS)

Subgroup Data (Gender, Race, Ethnicity, ECD, SWD)

On-Time Graduation Rate

College and Career Readiness Index (Advanced Placement, Dual Enrollment, Work-Based Learning experiences, Credentials/Certifications)

Chronic Absenteeism

Gifted and Special Education Representation

3E Ready Data (Enrolled, Enlisted, Employed)

GOAL 2

Relationships

We value our community's voice and partnership in enhancing teaching and learning, providing support for students and families, and promoting shared resources and services.

OBJECTIVE 2.1:

Communication

Facilitate meaningful and open two-way communication that supports information sharing, stakeholder input, and school pride.

Key Strategy 2.1.1: **Communication Platforms**
Conduct ongoing monitoring of communication tools to enhance access, identify training needs, and review usage data.

Key Strategy 2.1.2: **Communication Engagement**
Utilize two-way communication methods to seek input, heighten understanding, and build connections.

Key Strategy 2.1.3: **Media Partnerships**
Cultivate and strengthen relationships with local and regional media outlets to enhance school division coverage.

OBJECTIVE 2.2:

Teacher-Student Partnerships

Establish healthy and trusting relationships that meet the social, emotional, and academic needs of all learners.

Key Strategy 2.2.1: **Sense of Belonging**
Create a learning environment that promotes the acceptance, respect, inclusion, and support of every child.

Key Strategy 2.2.2:
Student-Led Learning
Create learning experiences that emphasize student voice and choice, creativity and discovery, and exploration of personal interests.

Key Strategy 2.2.3:
Encourage Productive Struggle
Provide opportunities for students to grapple with challenging tasks that enhance individual grit and persistence.

OBJECTIVE 2.3:

Partners in Education

Nurture relationships with community, business, faith, and civic partners to promote and exchange mutually beneficial resources and services.

Key Strategy 2.3.1: **Community Partnerships**
Increase partnerships that support student participation and access to real world experiences.

Key Strategy 2.3.2: **Alumni Connections**
Create opportunities for alumni to connect and engage with the CCPS community.

OBJECTIVE 2.4:

Family Engagement

Cultivate mutually supportive partnerships and connections that yield heightened family involvement and student success.

Key Strategy 2.4.1: **Student Development**
Support families with developing a nurturing at-home learning environment that promotes student growth, provides resources, and celebrates progress.

Key Strategy 2.4.2: **School Community**
Increase meaningful parent/guardian involvement that empowers families, strengthens sense of community, and contributes to collective well-being.

MEASURES OF SUCCESS

- Program/Function Attendance
- Communication Platform Usage Data
- Volunteer Hours
- Survey Data
- Partnership Data
- PTA/PTO/PTSA Membership
- Alumni Participation Data

GOAL 3

Health and Safety

We promote safe and respectful learning and working environments supportive of physical and social-emotional well-being.

OBJECTIVE 3.1:

Wellness

Foster healthy habits that promote optimal physical, social-emotional, and mental well-being.

Key Strategy 3.1.1: **Employee Wellness**
Optimize employee well-being, job satisfaction, and productivity through health education, preventative care, and access to wellness resources.

Key Strategy 3.1.2: **Social Emotional Learning**
Maintain and strengthen social emotional learning opportunities and supports for students and staff.

Key Strategy 3.1.3: **Behavioral Supports**
Provide tiered interventions and instructional resources that teach character, decision-making, self-management, and positive relationship skills.

OBJECTIVE 3.2:

Crisis Prevention and Preparedness

To further refine and integrate a comprehensive, system-wide framework that sustains ongoing school safety.

Key Strategy 3.2.1: **Prevention**
Integrate and publicize "safe school" and "pupil service" resources throughout all school settings to prevent or mitigate safety occurrences.

Key Strategy 3.2.2: **Preparedness**
Enhance emergency readiness through the creation, testing, and adjustment of plans, education and training, and sharing of information with key stakeholders.

Key Strategy 3.2.3: **Response**
Utilize emergency management roles and responsibilities to efficiently provide coordinated assistance and intervention that protect lives and property.

Key Strategy 3.2.4: **Recovery**
Implement a restoration process that emphasizes collaborative reflection, communication, resources, and reparation of infrastructure and well-being.

OBJECTIVE 3.3:

Facilities Management

To maximize the effectiveness, efficiency and safety of school facilities and assets.

Key Strategy 3.3.1: **Facility Maintenance**
Maintain the operational health of buildings and assets through preventative maintenance, on-demand work orders, and capital improvement planning.

Key Strategy 3.3.2: **Facility Expansion**
Evaluate and plan for the expansion of academic, administrative and athletic space to accommodate growth and student learning needs.

Key Strategy 3.3.3: **Energy Management**
Track and optimize energy consumption to conserve usage and identify enhanced management solutions.

GOAL 3

Health & Safety

MEASURES OF SUCCESS

Annual School Safety Audits

VDOE Student Discipline, Crime, and Violence Reports

CCPS Virginia Tiered System of Supports (VTSS), SWIS, and Panorama Data

K-12 SEL Curriculum

Energy Savings Performance Reports, Audits, Safety Inspections

CCPS Division Crisis Response Plan

·CCPS Annual CIP

Work Order Data

GOAL 4

Talent Management

We attract, invest in, and develop a diverse and highly qualified staff who facilitates educational excellence for students.

OBJECTIVE 4.1:

Professional Learning

Organize differentiated learning and growth opportunities that increase the competence and effectiveness of all employees.

Key Strategy 4.1.1: **Talent Development**
Create career ladder pathways that provide unique opportunities for horizontal and/or vertical progression of knowledge and skills.

Key Strategy 4.1.2: **Leadership Pipeline**
Develop a CCPS leadership academy that elevates leadership preparation and informs division succession planning.

Key Strategy 4.1.3: **Professional Learning Platform**
Craft a comprehensive professional learning platform that offers a catalogue of learning opportunities, tracks progress toward requirements, uses evaluation results to measure impact and outcomes, and engages employees in personalized learning.

OBJECTIVE 4.2:

Recruitment and Retention

Strengthen strategies and resources to recruit and retain a diverse and highly effective workforce.

Key Strategy 4.2.1: **Critical Shortages**
Identify critical shortage employee categories and develop incentive options for recruitment and retention.

Key Strategy 4.2.2: **Grow Your Own**
Grow and expand internal employment pathways to encourage CCPS students, alumni, and community members to enter one of the diverse employment opportunities.

Key Strategy 4.2.3: **Higher Education Partnerships**
Expand and strengthen higher education partnerships in order to build a strong teacher pipeline inclusive of practicum and student teachers.

Key Strategy 4.2.4: **Diversity in Hiring**
Devise innovative strategies to hire employees (leaders, teachers, support staff) reflective of our student population and school community.

Key Strategy 4.2.5: **Onboarding/Offboarding**
Expand onboarding and offboarding processes, resources, and services to support seamless employee integration and separation.

Key Strategy 4.2.6: **Recognition and Appreciation**
Enhance recognition and appreciation efforts to positively impact engagement, excellence, and relationships.

OBJECTIVE 4.3:

Employee Performance

Utilize sustainable performance management processes that embed formal/informal practices, ongoing feedback cycles, and relevant metrics.

Key Strategy 4.3.1: **Mentoring and Coaching**
Provide consistent mentoring and coaching services for all first and second-year positions across CCPS.

Key Strategy 4.3.2: **Performance Management**
Enhance the performance management cycle through review and alignment of tools and measures, delivery of growth-producing feedback, and prioritization of staff supports.

OBJECTIVE 4.4:

Compensation and Benefits

Provide regionally competitive compensation and benefits aligned with employment roles and responsibilities and K12 market trends.

Key Strategy 4.4.1: **Employee Compensation**
Utilize salary study results and regional compensation metrics to inform annual budget priorities, advocacy, and appropriation of fiscal resources.

Key Strategy 4.4.2: **Employee Benefits and Incentives**
Diversify the employee benefits and incentive portfolio through the use of strategy analysis, execution, measurement, and adjustment.

MEASURES OF SUCCESS

- Staff Demographic Data
- Attendance and Substitute Teacher Data
- Exit Interview Data
- Staff Vacancy Rate and Annual Retention Data
- Staff Climate Surveys
- Comparative Salary and Pay Scale Data
- CCPS Annual Operating Budget
- Annual Professional Development Plans
- Professional Development Attendance