



ABOUT CHARLOTTE-MECKLENBURG SCHOOLS



MISSION

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

VISION

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

STRATEGY

CMS leads the way, charting a pathway of endless possibilities (students and employees) through a **connected** ecosystem of families, community, and organizations (both public and private).



Academic
Excellence

Delivering a **student first environment** by creating student and family services and experiences that are unparalleled



People
Excellence

Build and strengthen culture and further our **commitment of excellence** for all CMS employees



Operational
Excellence

Optimize operational processes through **aligned** systems and tools that achieve desired results



Engagement
Excellence

Leading the way through an **interconnected ecosystem** of families, community, corporations, and organizations



ENROLLMENT

2nd

LARGEST IN THE STATE

17th

LARGEST IN THE NATION



ENROLLMENT

141,217

K-12 STUDENTS

(up 1,000 from previous year)

3,000

PRE-K STUDENTS



DIVERSITY

29.2% Hispanic

24.4% White/Caucasian

35.8% Black

7.1% Asian

3.2% Multicultural

.1% Pacific Islander

.2% American Indian



DIVERSITY

175

COUNTRIES OF ORIGIN

204

NATIVE LANGUAGES SPOKEN



EMPLOYEES

19,964

TOTAL EMPLOYEES

9,183

TEACHERS



SCHOOLS

181

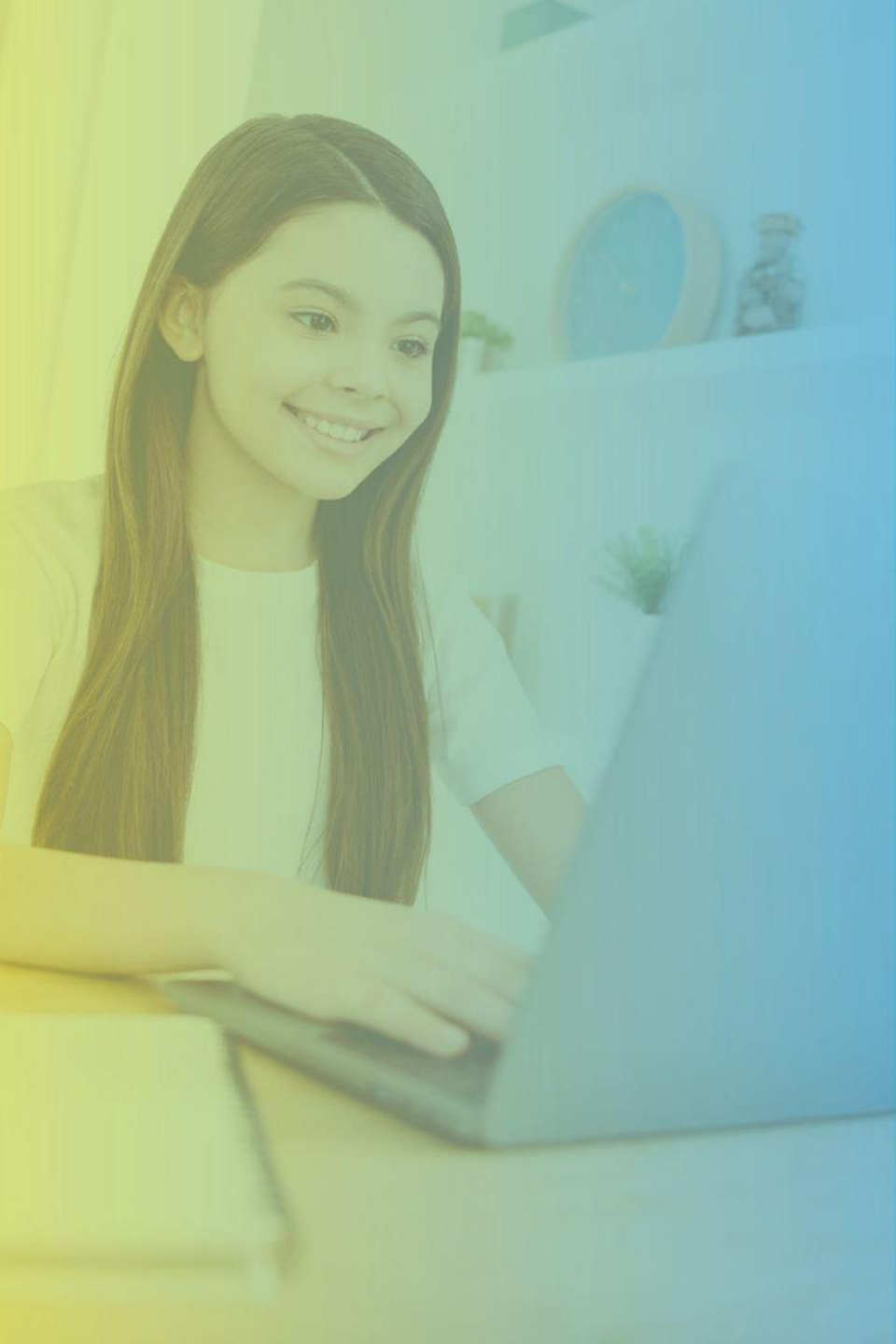
TOTAL NUMBER OF SCHOOLS

NEW SCHOOLS 2022-23

- Mint Hill Elementary
- Palisades High

REPLACEMENT BUILDINGS

- Shamrock Gardens Elementary
- Lansdowne Elementary
- West Charlotte High



TECHNOLOGY

One-to-one technology district

Every K-2 grade student is issued an iPad, and every 3-12 grade student is issued a Chromebook



SCHOOL NUTRITION SERVICES

Serves approximately **115,000**
meals per day

500,000 meals distributed during
summer 2022



TRANSPORTATION

Operates the **largest public transportation system** in North Carolina

Transports nearly **70,000 students** to and from school every year using about 13k bus stops

Travels nearly **22M miles** per year (approximately 124k miles per day)

ACADEMIC EXCELLENCE

*Delivering a **student-first environment** by creating student and family services and experiences that are unparalleled*

ACADEMIC EXCELLENCE

Delivering a *student first environment* by creating student and family services and experiences that are unparalleled



CMS to rank 3rd in the state for industry certifications earned in 2021-2022:

- 2,992 students concentrated in at least one of 21 CTE Career Pathways
- 5,462 students earning 8,980 industry relevant certifications leading



IB & AP

2020-21 posted a 3X increase in Black and Brown students enrolled in at least 1 AP/IB course.

- 2,967 (amidst pandemic challenges) versus
- 2017-2018: 690 Black and Brown students enrolled in at least 1 AP/IB course



2021-2022: 2,548 students were awarded scholarships +\$122MM



Magnet programs:

- CMS Magnet program has grown from just 5 schools in 2006-7
- 104 Magnet Programs - 71 Magnet Schools - 14 Magnet Themes- 22 Merit Awards

NAEP: NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS

NAEP Background

- The National Assessment of Educational Progress (NAEP) is a congressionally mandated program that is overseen and administered by the National Center for Education Statistics (NCES) within the U.S. Department of Education and the Institute of Education Sciences. Ordinarily NAEP is administered every two years. However, due to the pandemic, the last time NAEP was administered was three years ago in 2019.
- The NAEP assessments are the only assessments given in all states across the country, allowing direct comparison of progress. NAEP is often described as the nation's report card.

NAEP: NATIONAL ASSESSMENT OF EDUCATIONAL PROGRESS

In 4th grade reading:

- 33% of CMS students were **at or above the** level of proficient in 2022

Compared to:

- 32% in North Carolina overall
- 26% in large cities in the USA
- 32% for national public schools

In 8th grade reading:

- 29% of CMS students were **at or above the level of proficient** in 2022

Compared to:

- 26% in North Carolina overall
- 26% in large cities in the USA
- 29% for national public schools

In 4th grade math:

- 35% of CMS students were at or above the level of proficient in 2022

Compared to:

- 35% in North Carolina overall
- 26% in large cities in the USA
- 35% for national public schools

In 8th grade math:

- 30% of CMS students were at or above the level of proficient in 2022

Compared to:

- 25% in North Carolina overall
- 21% in large cities in the US
- 26% for national public schools

PEOPLE EXCELLENCE

*Build and strengthen culture and further our
commitment of excellence for all CMS employees*

PEOPLE EXCELLENCE

Attract top talent, build & strengthen culture and further our commitment of excellence for all CMS employees



- 19,964 team members
- 9,183 teachers
- 1,737 beginning teachers
- 3,798 (19%) teachers with advanced degrees



- 4,982 employees hired this year since January (25% of total)
- 3,299 since July 12 (66% of 4,982)



- Teaching Residency Program offering pathways to teach in 8 core content areas



- Career pathways for teacher leaders in 87 schools



- Collaboration with over 30 colleges and universities

**Data fluctuates and was pulled on 11/28/2022.*

OPERATIONAL EXCELLENCE

*Optimize operational processes through **aligned** systems
and tools that achieve desired results*

OPERATIONAL EXCELLENCE

Optimize operational processes through aligned systems and tools that achieve desired results



CMS Transportation Department ranked 2nd in the country in size/scope by the School Bus Fleet Magazine



Ensure connectivity and pervasive network coverage throughout district

- Modernize and streamline systems and processes to improve stakeholder experience, including systems related to payroll and purchasing, human resources, student information, and district website
- New technology (data and devices) with enhanced workflow processes
- Safeguarding data with increased focus on cybersecurity initiatives



CMS Foundation in partnership with CELC deployed

- OSM along with cabinet established work with CELC – 16 process improvement projects



Improved Air quality and preventative maintenance



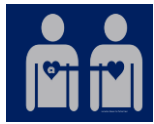
Strategies that support a safe workplace and positive culture, including employee assistance and wellbeing programs, workplace accommodations, life-cycle surveys, and flexible work modalities were feasible.

- Promote a safe and welcoming environment and positive culture to learn and work



ENGAGEMENT EXCELLENCE

*Leading the way through an **interconnected ecosystem** of families, community, corporations and organizations*



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Collaborative efforts to improve literacy birth – third grade through engagement with community partners; several initiatives and pilots underway



Co-recipient with UNCC of a new Teacher Quality Partnership Grant to hire 36 dual certified teachers in hard-to-fill critical shortage areas (multilingual and content areas)



Strategic out of school tutoring efforts are underway; served over 900 students during summer 2022; currently serving over 3K at 42 schools; 21 schools and 3k seats will be added February 2023 summer 2022Soft tutoring roll out summer program in 2022 for over 900 students



CMS Foundation serves as a bridge between CMS and multiple funders/resources; Raised nearly \$1.5MM for CMS Teaching Residency to address the teacher shortage; raised more than \$3.5MM to support technology needs during the pandemic; successful connection and partnership between CMS and CELC; and will be launching the CMS Foundation Innovation Center this school year to seed innovative school-based ideas



Belk Foundation has been a strategic partner for over 12 years; currently supporting 8 initiatives and/or research studies

INTERNATIONAL CENTER

- CMS School Initial Enrollment for Language Minority Students and Families
- Initial State-Identified English Language Proficiency Test (Currently WIDA Tests)
- International Transcripts Evaluation Support / Grade Placement Recommendation
- Wraparound Services : Counseling, Social Work, McKinney Vento, Community Partnership etc. at the time of IC enrollment
- Collection and entry of federally and state-wide mandated Multilingual Learner (ML) Data

CELC: EXECUTIVES IN RESIDENCE

- Establish an organizational excellence framework for executives and teams to align current workflow around
- Develop a sustainable tutoring program that is high dosage, high quality and consistent which meet the needs of the student in which CMS district
- Work to design sustainable partnerships process along with various HR strategy
- Work to develop and create an executive management team with skills that enable them to feel confident in their ability to lead the district and provide a successful outcome for all students
- Design systems and routines to optimize CMS processes through project management, training and guidance which will leave an effective and efficient, sustainable system for years to come