2024-2025
Office of Financial Services
Annual Plan

Guiding Principles

MISSION

The mission of Charlotte-Mecklenburg Schools is to create an innovative, inclusive, student-centered environment that supports the development of independent learners.

VISION

The vision of Charlotte-Mecklenburg Schools is to lead the community in educational excellence, inspiring intellectual curiosity, creativity, and achievement so that all students reach their full potential.

STRATEGY

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

PILLARS OF EXCELLENCE

Academic Excellence

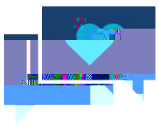
Charlotte-Mecklenburg Schools commits to educating the whole child to world class standards and will provide a criteria-aligned comprehensive curriculum.

People Excellence

Charlotte-Mecklenburg Schools commits to an improved employee experience inclusive of enhancing recruiting, retention, and training opportunities.

Operational Excellence

Charlotte-Mecklenburg Schools commits to operational efficiency and effectiveness through safe and clean environments, the best technologies for students to learn, prudent spending, and enhanced data use.



Engagement Excellence

Charlotte-Mecklenburg Schools commits to being a collaborative and inclusive community partner, ensuring consistent two-way communication to equitably meet needs, source funding, and create new opportunities for all.

Strategic Plan Overview

We are community-driven.

Goals

Goals reflect our vision and will help us attain it.

Improved Early Literacy in Grades K-2	**Improved Literacy Skills in Grades 3-8**	**Strengthened Mathematics Performance**	**Post-Grad Readiness**

Guardrails

Guardrails embody our values.
These are not outputs, but ways of being at Charlotte-Mecklenburg Schools.

Equity over Equality	**Safety & Security**	**Attending to the Whole Child**	**High Quality Teachers**

Pillars of Excellence

Academic Excellence Empower academic success	**People Excellence** Enable a thriving workforce	**Operational Excellence** Deliver efficient operations	**Engagement Excellence** Forge strong community partnerships

Operational Excellence

Pillar: Operational Excellence

Improving operational efficiency and effectiveness through safe and clean environments, the best technologies for students to learn, prudent spending, and enhanced data use.

Pillar:

Pillar: Operational Excellence

Improving operational efficiency and effectiveness through safe and clean

Engagement Excellence

Pillar: Engagement Excellence

Fostering collaborative and inclusive community partnerships, ensuring consistent two-way communication to equitably meet needs, source funding, and create new opportunities for all.

PRIORITY Ee4:	**Coordinate with community organizations and pursue new funding opportunities to provide the resources needed for our students and staff and to create new opportunities for them.**
STRATEGY Ee 4.001: Secure more resources for our students and educators by aggressively pursuing funds targeted to the areas of highest impact and supporting ongoing innovation.	
Wildly Important Goal	Increase the number of grants, resources, and donations awarded to the district from 75 to 100 by June 2025.
Key Levers	ŏ Pursue new funding opportunities to provide the resources needed for our students and staff ŏ Distribute grant opportunities and advertise lunch and learn series ŏ Conduct accurate and timely grant management monitoring and reporting
Performance Measure(s)	Dollar amount of grants submitted quarterly Number of grants submitted Number of participants Number of sessions in grant writing and management delivered Number of training/lunch and learn building awareness
Collaborating Departments	Finance Legal Operations

Pillar: Engagement Excellence

Fostering collaborative and inclusive community partnerships, ensuring consistent two-way communication to equitably meet needs, source funding, and create new opportunities for all.

PRIORITY Ee4:	**Coordinate with community organizations and pursue new funding opportunities to provide the resources needed for our students and staff and to create new opportunities for them.**
STRATEGY Ee 4.003: Identify new sources of revenue from federal, state and local levels to maximize the use of recurring and non-recurring funds for all district operations.	
Wildly Important Goal	Increase the number of grants, resources, and donations awarded to the district from 75 to 100 by June 2025.
Key Levers	ŏ