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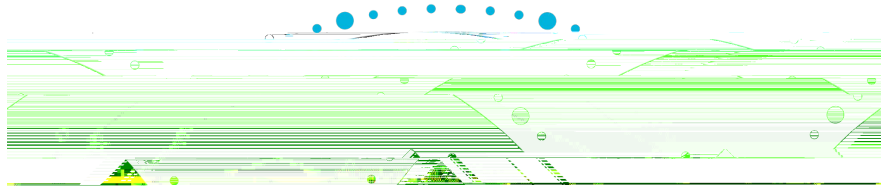
FYWf i]h a Ybhž' FYhYbh]cb'UbX'HU`Ybh'

8YjY`cd a Ybh'5bb i U`D`Ub

; i]X]b [`Df]bW]d`Yg

A=GG=CB

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



J=G=CB

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.

GHF 5H9 ; M

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.

D=@@5FG`C: `9L79@@@9B79



5WUXY a]W`9 I WY`YbWY

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



DYcd`Y`9 I WY`YbWY

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



CdYfUh]cbU` `9 I WY`YbWY

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.



9b[U[Y a Ybh`9 I WY`YbWY

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.

GhfUhY []W`D`Ub`C jYf j]Yk

We are
community-driven.

; cU`g

Goals reflect our vision and will help us attain it.

= a d f c j Y X 9 U f ` m ` @] h Y f U W m `] b ` ; f U X Y g ` ? ! &	= a d f c j Y X ` @] h Y f U W m ` G _] ` g `] b ` ; f U X Y g ` ' ! ,	G h f Y b [h \ Y b Y X ` A U h \ Y a U h] W g ` D Y f z c f a U b W Y	D c g h ! ; f U X F Y U X] b Y g g
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; i U f X f U]`g

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

9 e i] h m ` c j Y f 9 e i U `] h m	G U Z Y h m ` / G Y W i f] h m	5 h h Y b X] b [` h c ` h \ Y K \ c ` Y ` 7 \] X	<] [\ ` E i U `] h m ` H Y U W \ Y f g
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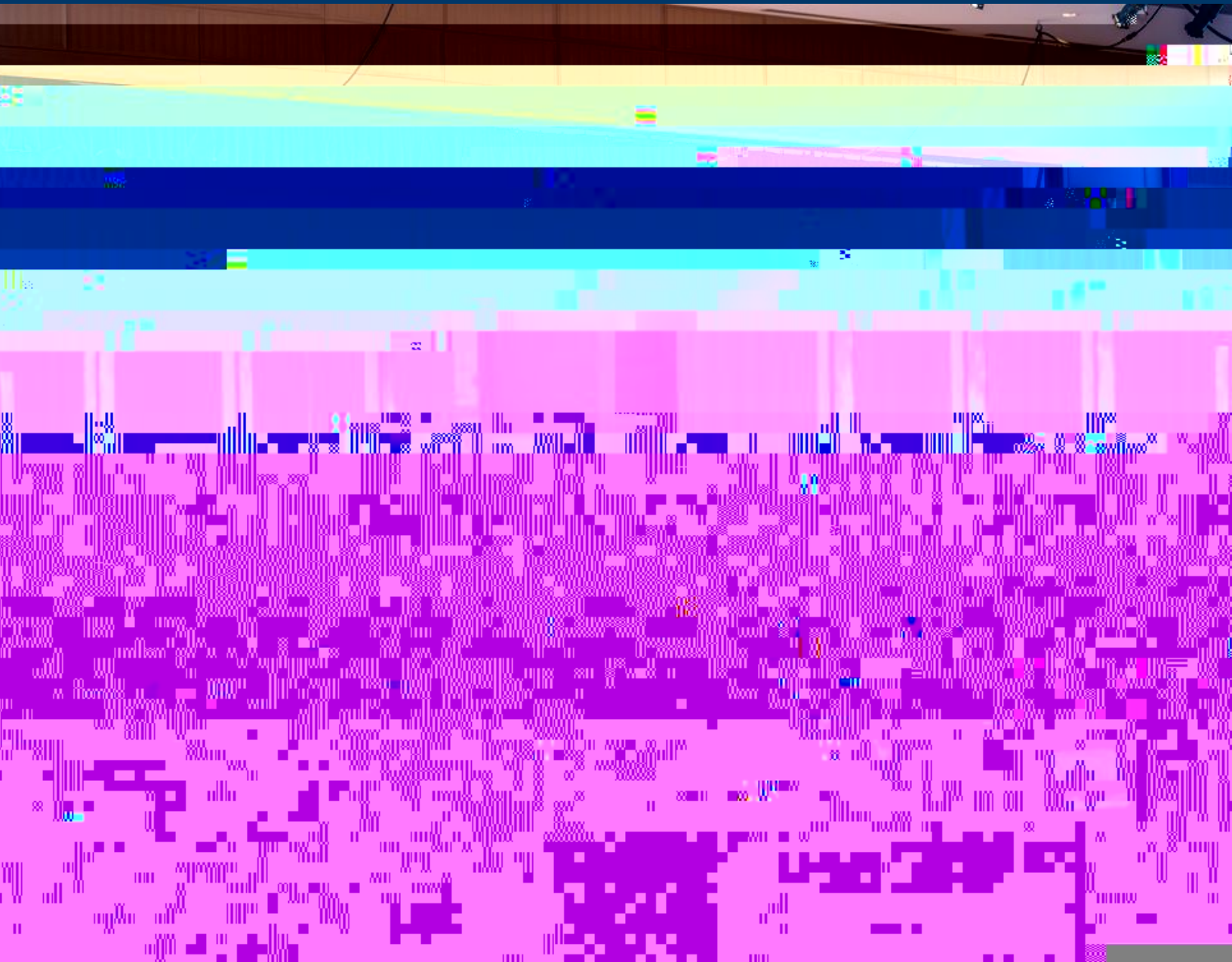
D] ` U f g ` c Z ` 9 I W Y ` ` Y b W Y

5 W U X Y a] W ` 9 I W Y ` ` Y b W Y Empower academic success	D Y c d ` Y ` 9 I W Y ` ` Y b W Y Enable a thriving workforce	C d Y f U h] c b U ` 9 I W Y ` ` Y b W Y Deliver efficient operations	9 b [U [Y a Y b h ` 9 I W Y ` ` Y b W Y Forge strong community partnerships
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5WUXY a jW'9 I WY`YbWY





DYcd`Y'9 I WY`YbWY



DJ`Uf.`DYcd`Y`9 I WY`YbWY

; iUfXfUJ`(`

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

<p>DF=CF=HM DY%.</p>	<p>7c a dYh]h] jY`m`fYWf i]h`UbX`fYhU]b`U` \][\`m`e i U`Z]YX`UbX` Wc a a]hhYX` kcf_ZcfWY"</p>
<p>GHF5H9 ; M`DY`%`\$\$&.`FYZ]bY`c i f`fYWf i]h a Ybh`ghfUhY [m`hc`Ybg i fY`kY`WUb`]XYbh]Zm` e i U`Z]YX`WUbX]XUhYg`hc`Z]`` jUWUbW]Yg`Zcf` \UfX!hc!ghUZZ`fc`Yg"</p>	
<p>KJ`X`m` = a dcfhUbh` ; cU`</p>	<p>Establish business rules to define and forecast high-needs vacancy areas by December 2024.</p> <p>Create a playbook to address high-needs vacancy areas by January 2025.</p>
<p>?Ym`@YjYfg</p>	<p>Ensure the districtwide marketing plan has the ability to enact more targeted and intentional strategy for hard-to-staff roles</p> <ul style="list-style-type: none">Ensure the district wide employee recruitment strategies can be specialized for targeted hiring of hard-to-staff roles <p>Expand the current enrollment in Pathways to Teaching programming to include hard-to-staff school-based teaching roles, including bus t s o ent enrolln</p>

DJ`Uf.``DYcd`Y`9 I WY``YbWY

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DJ`Uf.`DYcd`Y`9 I WY`YbWY

; iUfXfU]`(`

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

DF=CF=HM DY%`7cbh]bi YX.	7c a dYh]h] jY`m`fYWf i]h`UbX`fYhU]b`U`\][\`m`e i U`]ZYX`UbX` Wc a a]hhYX` kcf_ZcfWY"
GHF5H9 ; M`DY`%"\$\$(.`8Y jY`cd`Wc a dfY\Ybg]jY`hchU`fY kUfXg`Wc a dYbgUh]cb`UbX`]bWYbh]jY`d`Ubg`Zcf`U``hYUW\Yfg`UbX`g i ddcfh]b [`ghUZZ`cZ`h\Y`X]ghf]Wh`hUf [YhYX`Uh` g i ghU]bUV`Y`Wc a dYbgUh]cb``Y jY`g"	
DYfZcf a UbWY` AYUg i fYflgł	Percent of milestones completed on time Number of employee roles whose feedback is used to improve the project Percent of identified gaps in benefits that have active partnership sourcing efforts
7c``UVcfUh]b [` 8YdUfh a Ybhg	Human Resources Partnerships Technology

DJ`Uf.`DYcd`Y`9 I WY`YbWY

; iUfXfU]`(`

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DF=CF=HM DY&.	8YjY`cd`h\Y`kcf_ZcfWY`k]h\`\[\!e i U`]hmž`f][cfc ig` dfcZYgg]cbU``YUfb]b [`h\Uh`]g`Wc a dYhYbWm!VUgYX"
GHF5H9 ; M'DY`&"\$\$%.` 8YjY`cd`]bbc jUh]jY`kUmg`hc`]bWfYUgY`h\Y`U jU]`UV]`]hm`cZ`	

DJ`Uf.``DYcd`Y`9 I WY`YbWY

; iUfXfU]`(`

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<p>DF=CF=HM DY&.</p>	<p>8YjY`cd`h`Y`kcf_ZcfWY`k]h`\`\[\!e i U`]hmž`f][cfc i g` dfcZYgg]cbU``YUfb]b [`h`Uh`]g`Wc a dYhYbWm!VUgYX"</p>
<p>GHF5H9 ; M`DY`&"\$\$' . Dfc j]XY`hUf [YhYX`dfcZYgg]cbU``YUfb]b [`cddcfh i b]h]Yg`UbX` WcUW\]b [`Zcf`bYk`m` \]fYX`hYUW\Yfg`h`Uh`fYg i `hg`]b`YZZYWh] jYž`Ye i]hm!Xf] jYb`]bghf i Wh]cb` UbX`UfY`U`][bYX`hc`c i f` [cU`g#[i UfXfU]`g`UbX`h`Y`]bhYbXYX`c i hWc a Yg"</p>	
<p>KJ`X`m` = a dcfhUbh` ; cU`</p>	

DJ`Uf.``DYcd`Y`9 I WY``YbWY

; iUfXfUJ`(`

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

DJ`Uf.`DYcd`Y`9 I WY`YbWY

; iUfXfU]`(`

Improving the employee experience inclusive of enhancing recruiting, retention, and training opportunities.

<p>DF=CF=HM DY`.</p>	<p>= a dfc jY`ghUZZ` kY`bYgg` k]h`fYW i ff]b [`d cg]h] jY`dfUWh]WYg`h`Uh` WY`YVfUhY`h`Y`Y a d`cmYYg`Wcbhf]V i h]cbg"</p>
<p>GHF5H9 ; M`DY` "\$\$&.`7c`UVcfUhY` k]h`Wc a a i b]hm`dUfhbYfg`hc`WfYUhY`UbX`] a d`Y a Ybh` hUf [YhYX`Y a d`cmYY` kY`bYgg`dfc [fU a g"</p>	
<p>KJ`X`m` = a dcfhUbh` ; cU`</p>	

&\$&(!&)' 8YdUfh a Ybh`D`Ubg`=bXY I

8YdUfh a Ybh	5`hYfbUh]jY'@JWYbgi fY'UbX'7 AGHF
K= ; flgł	<p>Increase the number of applicants in the alternative pathways teacher pool postings from 954 to 1150 by June 2025.</p> <p>Increase the percent of alternative pathways teacher applicants who meet all of the alternative licensure requirements to be hired into instructional positions or remain in an instructional position from 54% to 60% by June 2025.</p>
DYfZcf a UbWY' AYUg i fYflgł	<p>Number hired in certified positions Number of applicants for job postings Number of candidates met at recruitment events Number of candidates recruited to non certified position Number of recruitment events</p> <p>Coaching Data Educator Milestone Data EVAAS Reporting Data</p>
8YdUfh a Ybh	6Y[]bb]b ['HYUW\Yf' 8YjY'cd a Ybh'UbX'G i ddcfh
K= ; flgł	<p>Increase the retention rate of Beginning Teachers (years 0-3) from 76.6% to 80.0% by June 2025.</p>
DYfZcf a UbWY' AYUg i fYflgł	<p>Number of Beginning Teachers that actively engage with a highly qualified mentor Number of Beginning Teachers that complete all required on-boarding, training modules, and professional developments Number of Beginning Teachers that participate in BOY, MOY and EOY satisfaction surveys regarding their onboarding, induction, and PD processes Number of Beginning Teachers who have completed all compliance expectations</p>

&\$&(!&)' 8YdUfh a Ybh`D`Ubg`=bXY I

8YdUfh a Ybh	DYfgcbU`nYX`DfcZYgg]cbU` 8Y jY`cd a Ybh
K= ; flgŁ	<p>Increase department use of Professional Development (PD) scheduling system from 0% to 95% of departments by June 2025.</p> <p>Provide Professional Development support to increase the number of departments incorporating equitable and inclusive practices to 50% by June 2025.</p>
DYfZcf a UbWY` AYUg i fYflgŁ	<p>Number of PD change requests after launch Number of scheduled submissions Number of sessions scheduled in the system Number of submissions by departments</p> <p>Number of Employee PDPs that include professional growth and development needs Number of PD sessions offered that include inclusive protocols. Percent of employees completing at least one PD aligned to a Pillar of Excellence</p>
8YdUfh a Ybh	HU`Ybh`5We i [g]h]cb
K= ; flgŁ	<p>Increase the rate of candidates sourced to candidates referred from 45% to 65% by June 2025.</p> <p>Increase the referral to recommendation rate from 30% to 50% by June 2025.</p>
DYfZcf a UbWY` AYUg i fYflgŁ	<p>Number of teachers sourced</p> <p>Number of recruitment events` Number of teachers hired Number of teachers recommended to positions Number of teachers referred</p>

8 YdUfh a Ybh	HYUW\ Yf' @YUXYf' DUh\ kUmg' Dfc [fU a
K= ; flgŁ	Create a comprehensive employee life cycle framework, total rewards program, and leveraging Teacher Leader Pathway program support to recruit and retain teachers, we will decrease from 18.2% to 15.7%, by June 2025.
DYfZcf a UbWY' AYUg i fYflgŁ	Number of Teacher Leader recruitment events attended Number of Teacher Leaders that requalify for same or increased role determination