



Every Child. Every Day. For a Better Tomorrow.

# *The Way Forward*

## Preparing the schools of the future for today's students

Charlotte Regional Realtor  
Association

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Oct. 17, 2013



## *Could you sell a school district that....*

- ✓ Has won two national recognitions for excellence in two years?
- ✓ Has seen gains in its SAT scores?
- ✓ Has six schools nationally ranked for outstanding Advanced Placement work?
- ✓ Has seen significant gains in graduation exceeding districts across the state and national averages?

# *That school district is CMS.*

- ✓ Broad Prize, CUBE award
- ✓ SAT scores rose in reading and writing in 2013
- ✓ USN&WR recognizes six CMS high schools for excellence and rigor
- ✓ CMS graduation rate is now 81 percent.

*CMS: excellence, rigor, recognition*

# *Local issues:* **The 2013 bond proposal**

*The bond proposed on November ballot will address critical capital needs for CMS that will benefit our students.*



# The 2013 bond proposal

1. Will help us provide *more choice* in academic programs and focus

2. Will help us *relieve years of overcrowding* at many schools with a limited number of boundary changes

3. Will help us *upgrade older schools* so our students can acquire the 21<sup>st</sup>-century skills they need and deserve



# The 2013 bond proposal

*More choices to meet each student's needs:*

- *More STEAM programs*
- *A wider range and number of CTE programs*
- *More language-immersion programs*



# The 2013 bond proposal

*Bain Elementary,  
built in 1925*

## *Old schools*

*104 of 160  
schools in CMS  
were built more  
than 30 years  
ago; 98 of those  
were built more  
than 50 years  
ago.*



*Grand Oak Elementary,  
built in 2013*

# The 2013 bond proposal

*The 17 projects in the 2013 bond will benefit 27 schools directly, including reopening two schools (Oakhurst and Starmount).*





# *The CMS Brand Promise*

**To provide a personalized environment of academic excellence that prepares every child, every day, for a better tomorrow.**

*For a better  
tomorrow...*

A high school diploma isn't a guarantee of success any more.



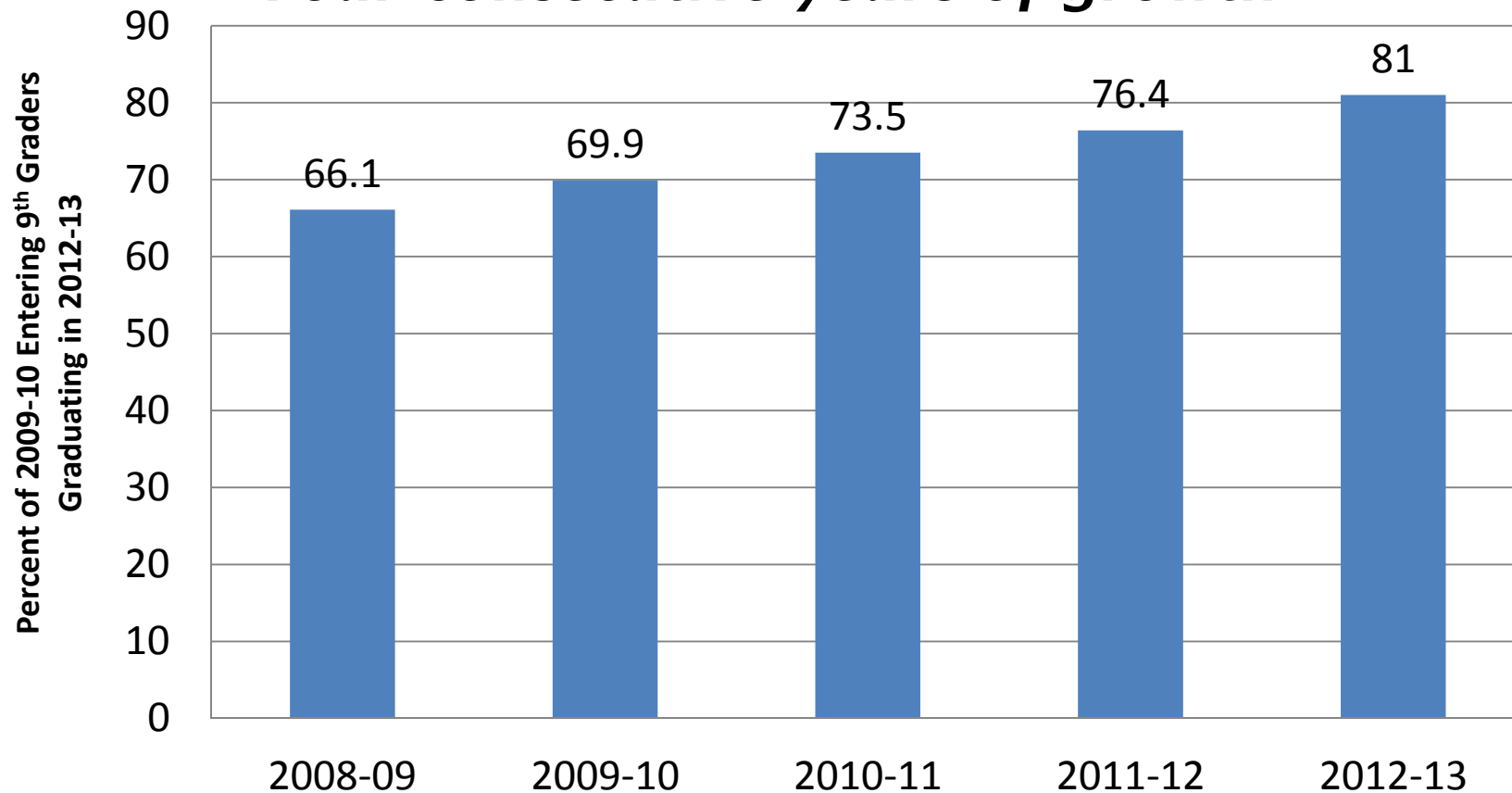
***But not having one – and one that is meaningful – is virtually a guarantee of reduced opportunities.***

***Today's students will have to  
create their jobs.***

***They will need innovation,  
creativity, and entrepreneurship.***

# CMS four-year cohort graduation rate up 4.6 percentage points to 81%

*Four consecutive years of growth*



Source: North Carolina Department of Public Instruction

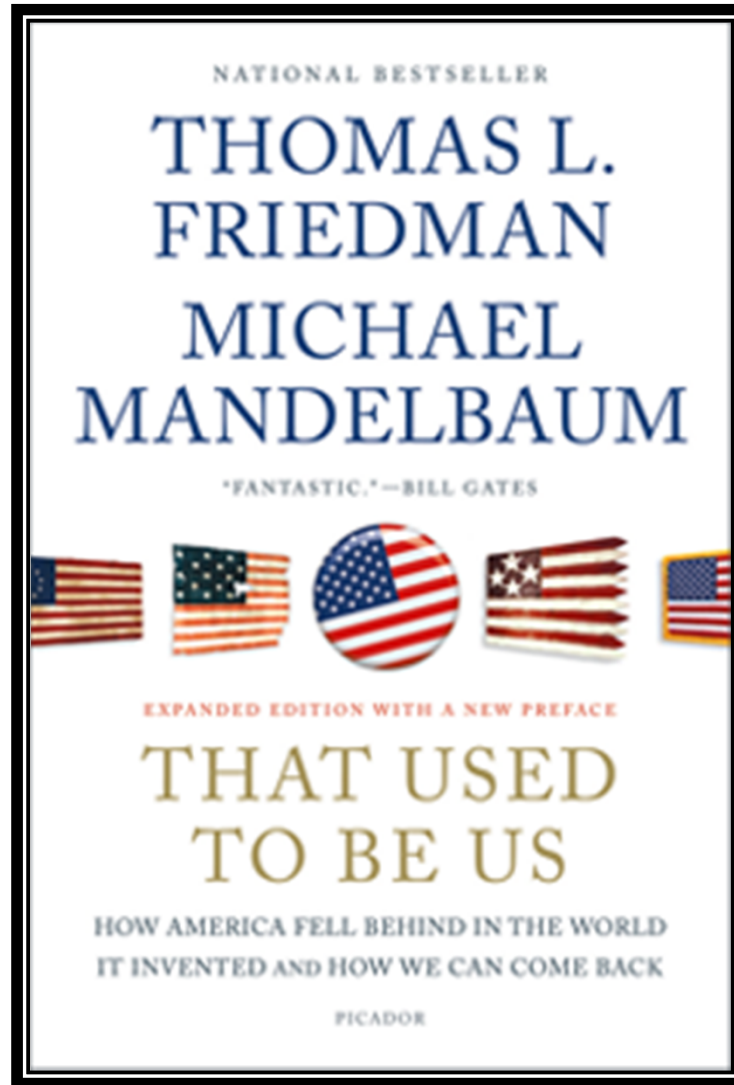


*Our district's four-year cohort graduation rate went up. We also saw significant growth in nearly every subgroup.*

## Nearly all subgroups of students showed improvement

	2011-12	2012-13	Change
All students	76.4	81.0	+4.6
Male	70.8	75.9	+5.1
Female	82.1	86.2	+4.0
American Indian	67.4	75.0	+7.6
Asian	83.2	86.7	+3.5
Black	71.3	76.6	+5.3
Hispanic	65.5	71.1	+5.6
Multiracial	76.0	80.0	+4.0
White	86.5	91.0	+4.5
Economically disadvantaged	69.7	74.5	+4.8
Limited English Proficient	46.1	46.1	+0.0
Exceptional Children	44.8	53.5	+8.7

Source: North Carolina Department of Public Instruction





The workforce of tomorrow needs to include...

“People who not only have the critical thinking skills to do the value-adding jobs that technology can’t, but also people who can invent, adapt and reinvent their jobs every day, in a market that changes faster than ever.”

– Tom Friedman

“Think like an **immigrant**. Think like an **artisan**. Think like a **starter-upper**, and think like a **waitress** at Perkins Pancake House in Minneapolis just off Highway 100.”

--Tom Friedman

# Think like an immigrant

***“I better figure out what’s going on in this town and pursue those opportunities with more vigor and focus than anybody else.”***



Think like an artisan



***Do your job as if  
you wanted to  
carve your initials  
into it at the end  
of the day.***



Think like a starter-upper.

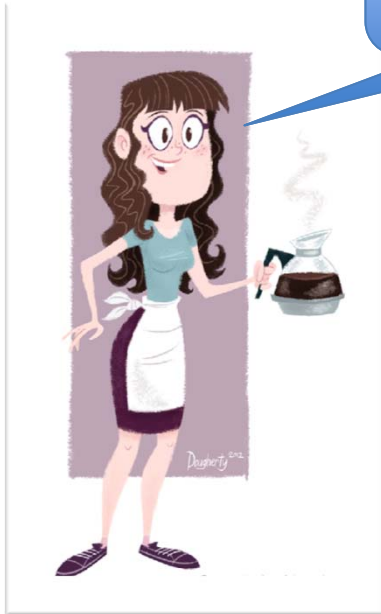
***Always be in beta.***

***Always be engineering, reengineering, and redesigning yourself.***



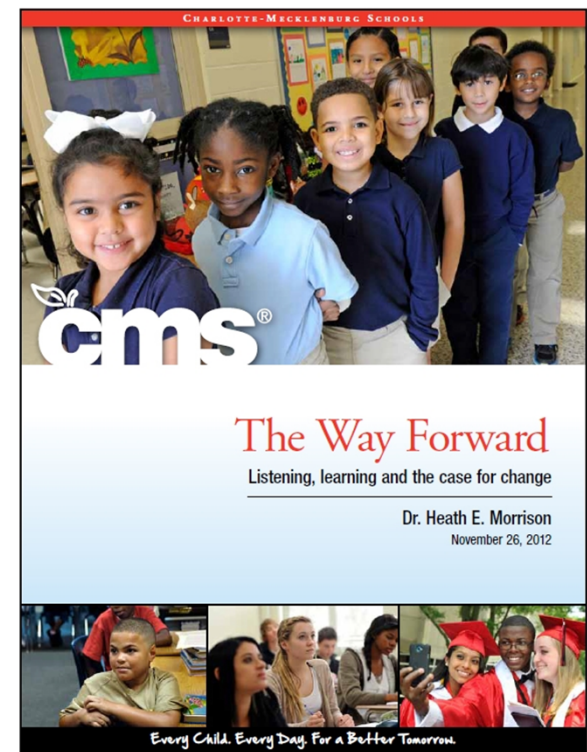
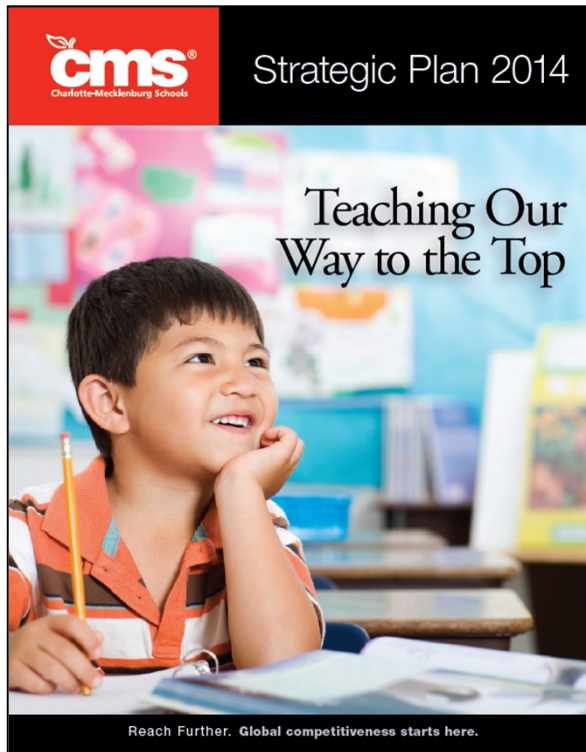
Think like the waitress at Perkins  
Pancake House in Minneapolis.

*I gave you  
extra fruit.*



*Every  
day...*

# Strategic Plan Revision Process



➤ 22 Task Forces

➤ Principals

➤ Executive Team



# Revised Strategic Plan 2014

## Goal 1

Maximize academic achievement in a personalized 21<sup>st</sup>-century learning environment for every child to graduate career- and college-ready.





‘Information  
is going to  
double  
every 15  
minutes.’

-- Tom Friedman

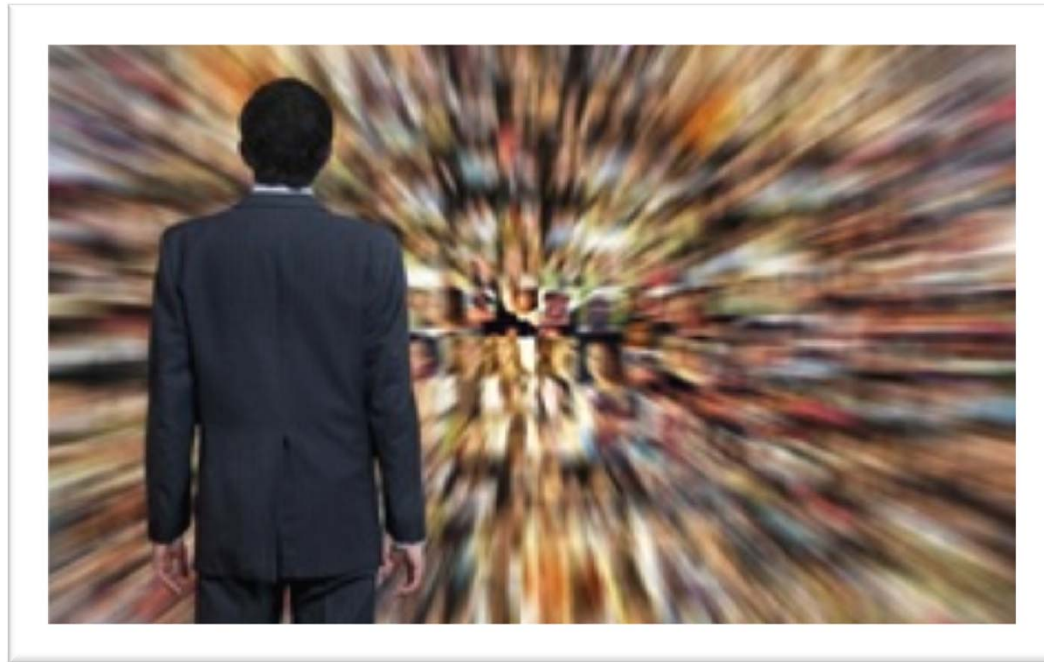
# *Revised Strategic Plan 2014*

## *Goal 2*

Recruit, develop and retain a premier workforce.



Teachers will be providers of context, rather than information providers.



# *Revised Strategic Plan 2014*

## *Goal 3*

Cultivate partnerships with families, businesses, and faith-based and community organizations to provide a sustainable system of support and care for each child.



# Revised Strategic Plan 2014

## Goal 4

Promote a culture of safety, high engagement, customer service and cultural competence throughout the district.



# Revised Strategic Plan 2014

## Goal 5

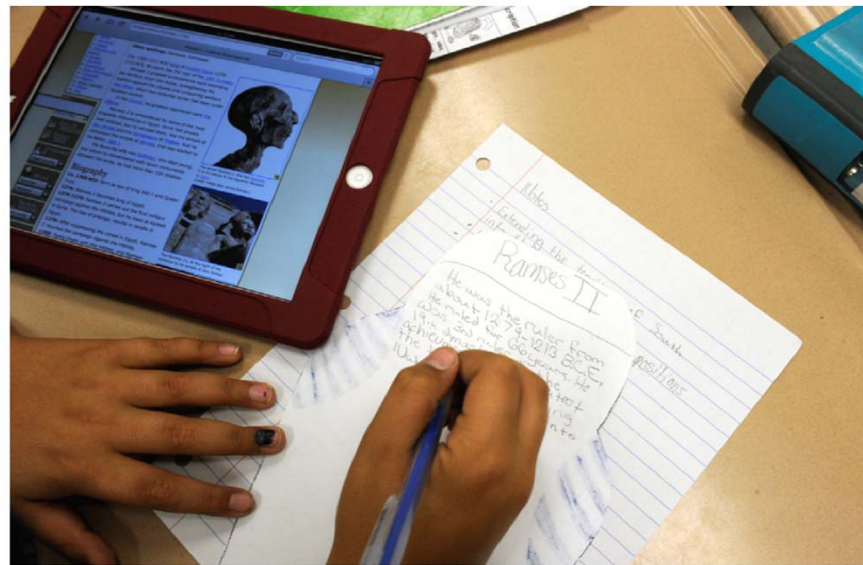
Optimize district performance, efficiencies and accountability by strengthening data use, processes and systems.



# Revised Strategic Plan 2014

## Goal 6

Inspire and nurture learning, creativity, innovation and entrepreneurship through the expansion of strategic school design.





To have every local CMS neighborhood school be “remodeled” as a school of choice, our principals have to be entrusted and empowered to be our “lead designers.”

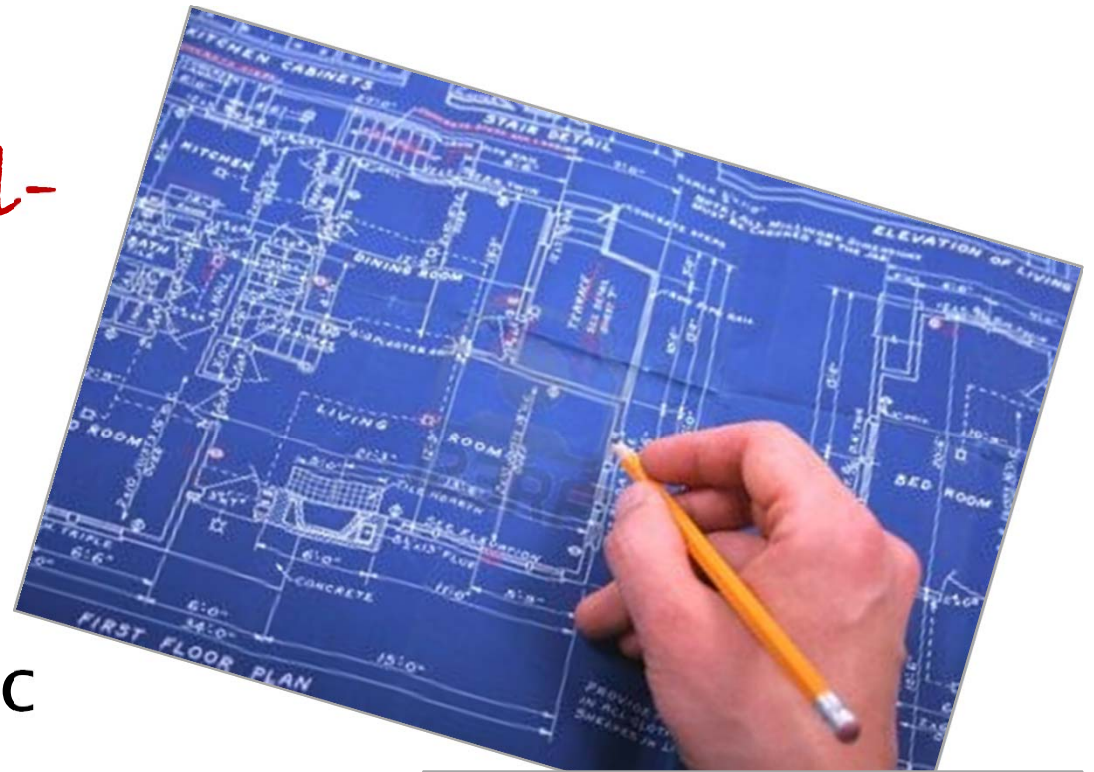


*We need you to be  
CMS Design Stars*



# Strategic school- design process

How do we work together today to ensure our strategic school-design process will be the blueprint for the choice schools of tomorrow?



What are the tools you will use to build your dream school house?

**Time -**  
How will you use time to shape your house?



Tools  
**Technology** -  
How will you infuse  
21<sup>st</sup>-century  
resources to ensure  
21<sup>st</sup>-century  
learning?



# Tools

## Enhanced programs –

How do you make sure your school has exciting programs and offerings to match the unique needs of your school community and will keep students engaged?



# *Every child*

# The revised goals build upon Strategic Plan 2014 and The Way Forward

## Inputs

## Revised Strategic Plan Goals



### Teaching Our Way to the Top (SP2014) Areas of Focus

- |                                      |   |
|--------------------------------------|---|
| 1. Effective teaching and leadership | 4. Teaching and learning through technology |
| 2. Performance management            | 5. Environmental stewardship                |
| 3. Increasing the graduation rate    | 6. Parent & community connections           |

### The Way Forward (TWF) Goals

- |                                    |                                  |
|------------------------------------|----------------------------------|
| 1. Accelerate academic achievement | 5. Data informed decision making |
| 2. Effective, high quality staff   | 6. Expand educational options    |
| 3. Cultivate partnerships          | 7. Increase technology           |
| 4. Culture of high engagement      | 8. Communicate proactively       |

# Goal 1: Maximize Academic Achievement

- **Focus Areas**
  - College and Career Readiness
  - High Academic Achievement
  - Academic Growth
  - Access to Rigor
  - Closing Achievement Gaps



Just as a doctor generates an individual diagnosis and health care based on patient data, in CMS, we will create personalized plans of progress based on the needs of our students.



SPED	N
FARMS	Y
ESOL	Exit
Race	White



BAKER MIDDLE SCHOOL  
Student Academic Intervention Plan

The OBJECTIVE identifies what the target is for this student. This could be formative or summative.

- The SMART goal is
- Specific
  - Measurable
  - Attainable
  - Result Oriented
  - Time Sensitive

What evidence will we use to evaluate how we are meeting this child's needs.

These ideas are a result of biweekly intervention meetings.

Team / Grade Level / Teacher	Champion Flynn/Wood			MSA Area(s) of Concern	Original Date of Plan
Absences(A) Tardies	1-5			Reading	September 2007
				RIT Score	Lexile Range (Grade Level)
				211	695-845 (6)
Objective: To help facilitate and support students in their academic subjects by providing interventions to improve skills and knowledge in their academic subjects.					
Evidence of Need: Basic Level on MSA Reading Just made Prof. Level on MSA Math		Student Strengths: Identified GT for reading and English (test score does not reflect capabilities Strong sense of self; can be very tenacious when he wants to be		Possible Explanation for difficulty: Decrease in MAPR scores Disinterest in tests; challenges to authority	
SMART GOALS	Actions/Intervention and Timetable (List intervention, start date and time frame of implementation)	What data will you collect? How often will you collect data? (Tests, quizzes, homework, etc).	Monthly Assessment of Intervention (What criteria will be used to assess whether or not the intervention is successful?)	Effectiveness of Intervention Possible next steps	
Increase Reading Level through the use of various Reading Strategies	Counselor Support – Why performed at Basic Level? Overt teaching of key Reading Strategies	Feedback	Improvement on MAPR scores Improvement in classroom performance Use of Reading Strategies	Referral to Reading 180	
Increase Math Level through the use of various Math Strategies	Counselor Support – Why just made Prof. in Math? Overt teaching of Math Strategies Homework Club Para-educator support – on level class	Feedback MSA scores BMSAP scores Classroom Performance Teacher Feedback Quarterly Grades	Improvement in MSA scores Improvement in classroom performance Use of Math Strategies	Referral to Extended Day in Math Referral to Homework Club	

# Revised CMS Strategic Plan

- CMS K-12 electronic personal plans of progress for every child
- K-12 electronic portfolios

# What does success look like for CMS?

# Change in Culture

Take CMA from an “easy no” to a “hard yes.”

*How we can; not why we can't.*

# Values Citizens Hold for Public Education

- *Better society*
- *Equal and fair schools*
- *Accomplished parents*
- *Successful individuals*













*Less talk; more action*

**Every child, every day,  
for a better tomorrow.**