

2023-2028 Strategic Plan



From Cedar Island to Cedar Point

Engage Educate Empower

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8000+

students enrolled

7

pre-school sites

9

primary/
 elementary schools

5

middle schools

3

high schools

1

preschool center

1

alternative school

1700+
 Students in Arts, music, & theater programs, including district programs such as Carteret Collective Sound

27
 College and Career Ready courses offered throughout three high schools with 5 middle school career labs

25
 Varsity athletic teams, including multiple state championships and 11 middle school sports teams



Military-friendly,
 Purple Star district



Named BEST elementary,
 middle and high schools



2023-2028 Vision & Mission

Vision

Engaging, Educating, and Empowering ALL learners from Cedar Island to Cedar Point.

Mission

We will engage, educate, and empower ALL students by creating limitless learners, empowered educators, engaged environments, and connected communities.



Engage Educate Empower
From Cedar Island to Cedar Point



RICHARD PAYLOR
SUPERINTENDENT



Staff, Students, Parents, and Community Members,

We are beginning a new era in the Carteret County Public School System, and our new 2023-2028 strategic plan is reflective of continuing the excellence our school system has been providing for our students. We will continue to implement research-based, effective strategies and programs to meet all of our students' needs through the year 2028.

The strategic planning process began in 2022, when our administrative team met with our Board members, traveled to Parent Advisory Council (PAC) meetings in each feeder pattern, and then surveyed our parents, community members, and a number of our high school students. The feedback and data we received revealed common trends and patterns, and your voice was certainly heard.

Rest assured that critical items in this new strategic plan are a direct product of your feedback. We will ensure safety in our schools, expose our students early and often to career and college discovery, and continue to partner with our generous community. We will also communicate effectively with our families, develop a stronger student foundation in literacy, and provide 21st century skills through STEM programs and digital learning. We are also committed to developing life skills such as collaboration, communication, and critical thinking.

As an administrative team dedicated to supporting our excellent teachers and staff members, we present the 2023-2028 strategic plan to you as a promise to continue to invest heavily in our children, the future of our community.

Sincerely,

Richard Paylor



BLAIR PROPST
ASSISTANT SUPERINTENDENT

JODY MCCLENNY
ASSISTANT SUPERINTENDENT



Your Feedback, Our Focus

Hundreds of pieces of data and feedback revealed similar patterns of focus during the strategic planning process. Here are some essential quotes and stats from our stakeholders, which confirmed our prioritization of safety, career and college discovery, foundational literacy, critical life skills and community engagement in this five-year strategic plan. Follow these icons in the strategic objectives, strategies and measures to see how we are addressing our stakeholders' priorities.

Safety First



Stakeholders Said:

- "Handle threats with seriousness, professionalism, transparency, and efficiency."
- "Improve safety in open campuses."
- "More security measures, SROs in buildings."
- 87.9% surveyed believe CCPS works diligently to keep students/staff safe.

Career and College Discovery



Stakeholders Said:

- "Partner more with Carteret Community College."
- "Focus on STEM careers."
- "College and Career Counselors and direction needed at every school."
- 48% surveyed chose career development exposure as a top priority

Foundational Literacy and Learning



Stakeholders Said:

- "Focus on digital citizenship and computer skills, programming."
- "Provide a more creative, multi-sensory approach with academic lessons throughout all levels."
- 68% surveyed chose literacy and foundational reading as a top priority

Community Involvement



Stakeholders Said:

- "Offer more internships and community work."
- "Need more community mentoring, volunteering opportunities."
- "More parent-based activities on campus."
- 75% surveyed agreed their school site seeks ways to connect with community.

Life Skill Development



Stakeholders Said:

- "Offer more real-life opportunities, hands-on experiences, real world skills."
- "Improve STEM, robotics in all parts of the county."
- 78% surveyed chose personal responsibility as a top skill, 48% chose teamwork, 71% surveyed chose communication, 53% chose financial literacy.




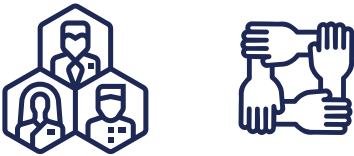


Limitless Learners



Objectives

Strategies

Measures

<p>1A: Increase the percentage of student groups meeting or exceeding growth in grades 3-12 in ELA, Math, and Science</p> <p>1B: Increase the percentage of student groups meeting proficiency in grades 3-12 in ELA, Math and Science</p> <p>1C: Increase the percentage of students proficient in reading by the end of third grade</p>	<p>Implement and ensure ongoing use of instructional frameworks, Professional Learning Community (PLC) frameworks, and the K-12 Standard of Service</p> 	<p>EOG/EOC Data</p> <p>EVAAS Data</p> <p>Amplify Data</p>
<p>1D: Increase the exposure and opportunities for students to participate in career and college-ready activities</p> 	<p>Utilize key staff such as school counselors, Career Development Coordinators, Career and Technical Education (CTE) Special Populations Coordinator, to monitor participation in CCP pathways. Increase communication to students and families of CCP opportunities through multiple sources.</p>	<p>College and Career Promise (CCP) Data</p> <p>Carteret Community College Data</p>
<p>1E: Increase access to quality digital teaching and learning practices aligned with the ISTE (International Society for Technology in Education) Student Standards</p> 	<p>Focus on Digital Teaching and Learning (DTL) staff availability and goal-setting for coaching cycles with teachers. Review goals/progress regularly.</p> 	<p>Coaching Cycle Records</p> <p>DTL PLC Minutes</p> <p>Student Data</p>






Empowered Educators



Objectives

Strategies

Measures

<p>2A: Strengthen instructional support frameworks to foster collaboration and effective teaching practices</p>  <p>2B: Increase opportunities for educator engagement in relevant professional development opportunities that will impact student outcomes</p>	<p>Implement and ensure ongoing use of: PLC frameworks, instructional frameworks, and K-12 Standard of Service. Provide relevant professional learning opportunities, such as The Science of Reading, implementation of high-leverage, research-based practices to promote student growth and achievement, and aligning core content resources with content/grade level standards. Implement school-based professional development as reflected on individual School Improvement Plans as documented in NCSTAR.</p>	<p>Teacher Working Conditions Surveys</p> <p>Educator Surveys</p> <p>NCSTAR Data</p>
<p>2C: Increase opportunities for educators to develop quality digital teaching and learning (DTL) practices aligned with ISTE Educator Standards</p>	<p>Provide coaching opportunities for staff to help build and develop quality digitally-inclusive lessons. Train DTL staff in CCPS Trailblazer Coaching Initiative.</p> 	<p>Perception Survey</p> <p>PLC Notes</p> <p>Teacher Lesson Plans/Products</p>
<p>2D: Fill Educator and Support positions with highly qualified personnel through active and varied recruiting while advocating locally and regionally for competitive pay</p> 	<p>Work with the CCPS Foundation and CAPE program to build a workforce pipeline for CCPS. Recruit employees at varied locations. Market through social media, signage, etc. Advocate for employee supplement increases and competitive pay raises as is possible.</p>	<p>Employment Data</p> <p>Foundation Data</p> <p>Communications Data</p> <p>County Data</p>





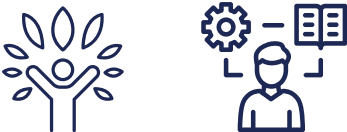

Engaging Environments

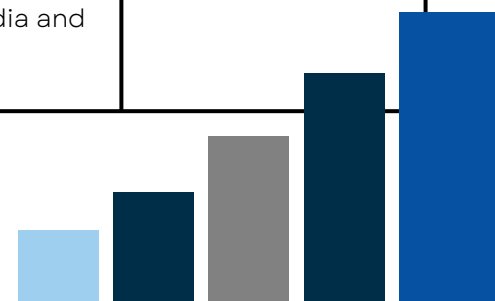


Objectives

Strategies

Measures

<p>3A: Maintain safe and secure schools as the foundation for student success</p> 	<p>Engage county and local townships as well as apply for state grant funding in order to secure a School Resource Officer (SRO) on every CCPS campus. Secure campuses by installing access controls for all exterior doors, additional cameras, and fencing where needed. Ensure staff access to GoGuardian in order to review student online activity. Continuously implement, train and advertise See Something, Say Something reporting app and online tipline for all schools.</p>	<p>Teacher Working Conditions Surveys</p> <p>PAC Meeting data</p> <p>Municipality Data</p> <p>GoGuardian Data</p> <p>See Something, Say Something Data</p>
<p>3B: Review and implement research based practices and procedures to support healthy, well-rounded members of schools and community</p> 	<p>Review monthly discipline data at Administrative Leadership meetings. Ensure Positive Behavioral Interventions and Supports (PBIS) are implemented with fidelity across all K-8 schools. Increase behavior supports at the classroom level for all students in all schools.</p>	<p>Educator Handbook Data</p> <p>Teacher Working Conditions Survey</p>
<p>3C: Increase student cohort graduation rates</p> 	<p>Utilize school counselors, interventionists, at-risk coordinators to monitor and track student academic, attendance, and behavior data to ensure students are fully engaged in high school.</p>	<p>Cohort Graduation Rate</p>
<p>3D: Effectively and Efficiently manage Capital and Bond Projects with Fiscal Responsibility</p> 	<p>Work through prioritized goals and meet with Bond Committee as needed to continue to assess progress. Give Capital and Bond project update at every Board meeting. Maintain Bond Project Timeline and post on social media and the web.</p>	<p>Bond Project Timelines</p> <p>Architect & Contractor Data</p>






Connected Communities



Objectives

Strategies

Measures

<p>4A: Maximize collaboration with all stakeholders to expand learning opportunities for all students</p> 	<p>Increase partnerships with community stakeholders through entities such as the Business Advisory Council, the Carteret County Public School Foundation, Carteret Community College, and various businesses through the CTE department.</p>	<p>Business Advisory Agendas</p> <p>Foundation Agendas</p> <p>CTE Data</p> <p>CCC Data</p>
<p>4B: Utilize frequent and ongoing effective communication tools with all stakeholders</p> 	<p>Increase engagement through CCPS social media channels, the district webpage, school webpages, CTE Spark, and other districtwide communication outlets. Engage local news media in relevant, rich coverage of the activities and success of CCPS.</p>	<p>Social Media Data</p> <p>Marketing Data</p> <p>News Media Coverage</p> <p>CTE Data</p>
<p>4C: Foster partnerships with local businesses and organizations to strengthen community and build a sustainable workforce</p> 	<p>Continue to increase the CAPE (Careers and Partnerships in Education) program partnerships, increase CTE internships and apprenticeships, work with Business Advisory and CCPS Foundation on sustainable strategies relative to the needs of our communities</p>	<p>CTE Data</p> <p>Business Advisory Agendas</p> <p>Foundation Agendas</p>



Connect With Us



252-728-4583



www.carteretcountyschools.org

Find us on:



Primary/Elementary Schools

Atlantic Elementary
Beaufort Elementary
Bogue Sound Elementary
Harkers Island Elementary
Morehead City Elementary
Morehead City Primary
Newport Elementary
Smyrna Elementary
White Oak Elementary

Sites with Pre-Kindergarten

Atlantic Elementary
Beaufort Elementary
Bogue Sound Elementary
Carteret Preschool Center
Morehead City Primary
Smyrna Elementary
White Oak Elementary

Middle Schools

Beaufort Middle
Broad Creek Middle
Down East Middle
Morehead City Middle
Newport Middle

Districtwide Sites

Carteret Preschool Center
Bridges School

High Schools

Croatan High
East Carteret High
West Carteret High



PURPLE STAR AWARD
NORTH CAROLINA SCHOOLS

