



THE STRATEGIC PLAN

# Engage

## 20/26

OF THE  
GOOCHLAND COUNTY  
PUBLIC SCHOOLS



**DRAFT**  
**12 MAY**  
**2020**

EMPOWERING ALL LEARNERS  
EXECUTIVE SUMMARY



# *A Learner-Focused Plan*



**Informed by multiple stakeholder groups**





CORE VALUES



VISION



MISSION



GOALS





## Strategic Plan Booklet

Superintendent's Message

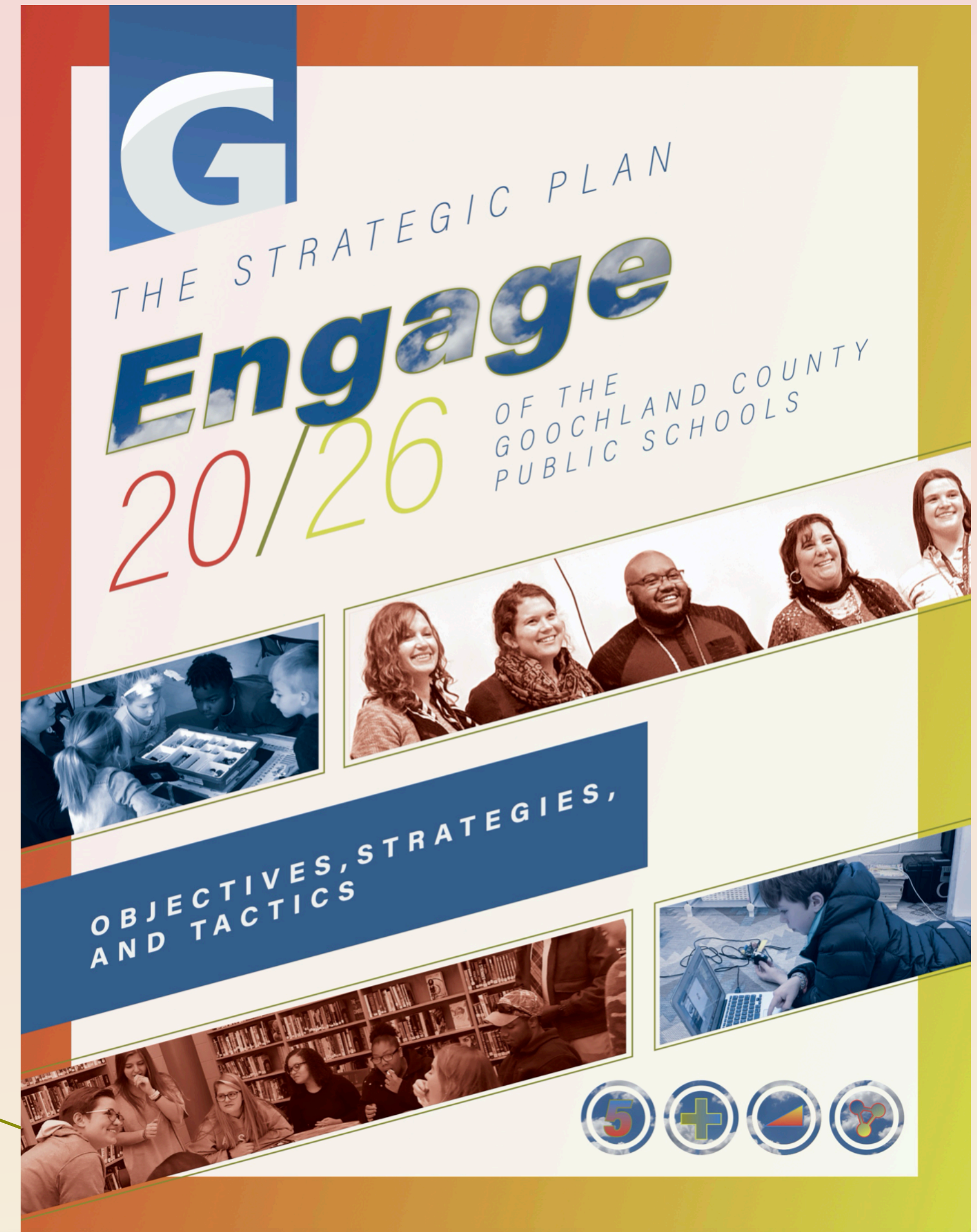
Core Values

Vision & Mission

Team Goochland

Goals, Strategies, Objectives, and Tactics

End Notes







# Thank You

## **Our School Board**

### **District 1**

*Ms. Sandra Barefoot-Reid*

### **District 2**

*Mr. William E. Quarles, Jr.*

### **District 3**

*Ms. Karen R. Horn, Vice Chairperson*

### **District 4**

*Mr. C. Michael Newman*

### **District 5**

*Mr. J.D. Wright, Chairperson*

## **Clerk to the Board**

*Ms. Diane Bennett*

## **Division Leaders**

### **Executive Leadership**

*Dr. Jeremy Raley, Superintendent*

*Dr. Andrew Armstrong, Assistant Superintendent of  
Business Operations*

*Dr. Stephen Geyer, Assistant Superintendent of Instruction*

### **School Principals**

*Dr. Christopher Collier, GHS Principal*

*Mr. Brian Hahn, GHS Assistant Principal*

*Ms. Rachel Wilborn, GHS Assistant Principal*

*Ms. Amie Potter, GMS Principal*

*Mr. Patrick Gordon, GMS Assistant Principal*

*Mr. Dan Gardner, RES Principal*

*Ms. Christin East, RES Assistant Principal / Coordinator of  
Student Services*

*Mr. James Hopkins, BES Principal*

*Ms. Tina McCay, GES Principal*

## **Central Office Senior Leaders**

*Ms. Debbie White, CPA, Chief Financial Officer*

*Dr. Jennifer Waggener, Executive Director of Exceptional  
Education*

*Dr. John Hendron, Director of Innovation & Strategy*

*Mr. Peter Martin, Director of Operational Technology*

*Ms. Raye Rector, Director of Gifted & Federal Programs*

*Mr. Bruce Watson, Director of Career & Technical Education*

## **InnerWill**

*Dr. Tom Epperson, President*



# Core Values

## EXCELLENCE

*We value Excellence and are committed to meeting exceptional standards of growth, equity, achievement, professionalism, character, and personal responsibility.*

## CREATIVITY

*We value Creativity and will emphasize the use of imagination, intellectual curiosity, and human ingenuity in our instruction and work together.*

## COURAGE

*We value Courage and will establish an environment in which individuals seek to have a purposeful positive impact and taking responsible risk for overcoming challenges.*

## HONOR

*We value Honor and are unwaveringly committed to the truth, to personal integrity, and advocating for what is right and virtuous.*

## OPTIMISM

*We value Optimism and will seek to be characterized by a positive view of others and a belief that everyone can learn.*







*Vision*

to inspire the next generation  
to make a positive impact





# *Mission*

to maximize the potential  
of every learner





# Goal Areas

instruction and lifelong learning

inclusive and engaging culture

facilities, resources, and technology





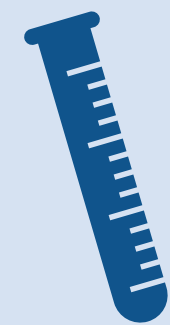


# To maximize each student's potential in preparation for a successful life

**Objective 1:** All students will experience high levels of growth, engagement, and personalization



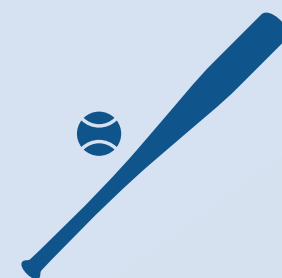
**Balance instruction to maximize academic potential.** Engage students through a variety of intentional learning experiences to ensure success, including explicit, direct instruction, inquiry-based instruction, and experiential learning.



**Balance assessment methods.** Using a variety of assessments, including performance, multiple-choice, and portfolios, provides a complete picture of a student's learning by measuring growth and achievement.



**Reconsider the variables of time, location, and opportunity for learning.** Sustain the momentum of student learning beyond the traditional instructional structures.



**Increase participation in co-curricular, club, or extra-curricular activities.** Students feel engaged with their school experience when they participate in meaningful and relevant activities.





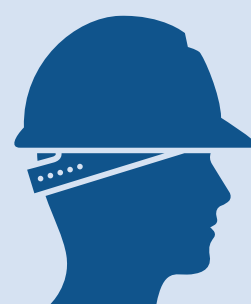
# To maximize each student's potential in preparation for a successful life

1

**Objective 2:** All students will graduate prepared for their future life goals



**Operationalize the Profile of a Goochland Graduate.** Teachers, students and community understand the Profile, and students demonstrate progress toward the associated skills and characteristics.



**Increase work-based learning opportunities for students.** Work-based experiences prepare students for after graduation expectations.



**Provide pathways that seamlessly transition students to career and education options after graduation.** Students and their families need guidance in starting the next phase of their life after graduation.





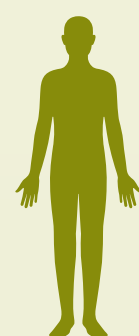
# Create an engaging and responsive experience where everyone feels informed, included, valued, and empowered

# 2

**Objective 1:** Engage our community in the ongoing work of our school division



**Ensure that all decisions and policies support equity, diversity, and inclusion.** Every division stakeholder deserves the right to access division experiences and opportunities.



**Focus on every interaction being characterized by responsiveness and understanding.** Successful organizations are built on trust and credibility.



**Operationalize the public relations plan.** Our public will be engaged with division activities and events.

*inclusive and engaging culture*







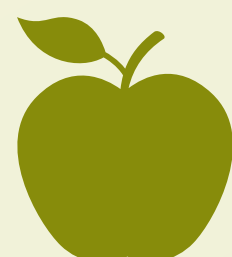
Create an engaging and responsive experience where everyone feels informed, included, valued, and empowered

2

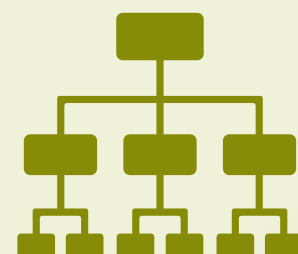
**Objective 2:** Support the social and emotional needs of both students and staff



**Cultivate a student-centered culture of care.** Ensure that every student feels that the adults in the school division care about them.



**Develop and implement policies and practices for employees that provide flexible options for wellness.** A healthy staff contributes to organizational success.



**Build and enhance partnerships with regional organizations with expertise in mental and physical wellness.** Partnerships strengthen our capacity to be comprehensive in our care.





## Create an engaging and responsive experience where everyone feels informed, included, valued, and empowered

2

**Objective 3:** Staff experience a supportive environment of high expectations that inspires creativity, innovation, and risk-taking



**Facilitate opportunities for staff to share and reflect on ways to improve instructional and operational practices.** Staff will feel valued and trusted when they have a voice.



**Empower staff through relevant and engaging professional learning opportunities.** Professional learning builds our team's capacity to excel, create, and innovate.



**Lead with courage, vision, and empathy.** Organizations thrive when expectations are high, clear, and upheld within a supportive climate.





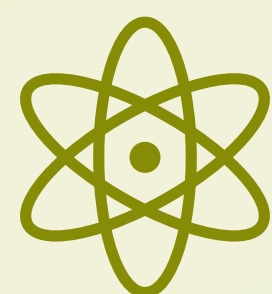
Create an engaging and responsive experience where everyone feels informed, included, valued, and empowered

2

**Objective 4:** Employ a diverse, dynamic, and expert workforce



**Develop “grow your own” programs.** Leverage community and division talent to enhance the workforce.



**Pursue innovative attraction and retention strategies and practices.** A diverse and high-performing staff prepares students to make a positive impact.

*inclusive and engaging culture*





## To enhance and support the instructional and learning needs of all students and staff

3

**Objective 1:** All environments are inviting, inclusive, equitable, and sustainable



**Exceed indoor environmental quality standards.** Provide a healthy, comfortable environment for learning and work.



**Maintain and create sustainable facilities and equipment.** Model good stewardship of our environment and resources while addressing the needs of future enrollment, facility condition and age.



**Create flexible learning spaces.** Design dynamic spaces that capitalize on efficiency and meet the changing needs of high quality instructional practices.

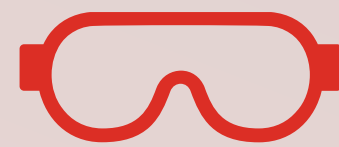




## To enhance and support the instructional and learning needs of all students and staff

3

**Objective 2:** Provide students, staff, and visitors a safe environment at all times



**Conduct external safety audits.** Provide an unbiased perspective on school division safety initiatives to ensure that best practices are in place.



**Develop and enhance safety plans.** Prepare for and respond to potential crisis situations.



**Provide digital security training.** Equip all staff with the skills required to navigate safely and honorably within a digitally-connected society.



**Harden software and hardware security.** The current global environment for cyberattacks requires hardened security measures and protocols.





## To enhance and support the instructional and learning needs of all students and staff

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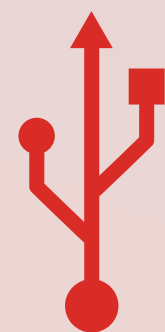
**Objective 3:** Students and staff will use appropriate technology and network services to support the vision and mission of the division



**Provide and advocate for access to high-speed internet.** Students and staff use network services to support effective instructional practices during the school day and beyond.



**Embed digital citizenship within our curriculum.** Students develop expertise and experience as model digital citizens to be prepared for life beyond school.



**Support and empower student learning.** Student learning is enhanced with ubiquitous access to world-class technology that prepares them for success within a technological future.





## To enhance and support the instructional and learning needs of all students and staff

3

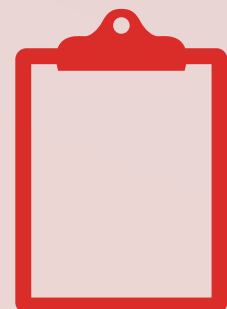
**Objective 4:** All resources are allocated with transparency, equity, efficiency, and compliance



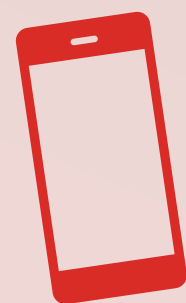
**Preserve our partnership with county government.** School board and staff collaboration with county peers ensures effective application of resources to support our mission and vision.



**Analyze and evaluate resource distribution.** Support favorable and equitable student and staff outcomes.



**Evaluate new policies and regulations.** Proactive assessment of changing standards allows the division to determine the overall impact on future resource needs.



**Enhance communication with all stakeholders.** Engaging stakeholders ensures responsive, equitable, and transparent decision making.





# *Next Steps*

**Board Consideration & Plan Adoption**

**Creation of Objective Metrics**

**Communication & Implementation**



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