

# Long Range Plan 2017-2023

Inspire. Empower. Lead.

## **A Look to the Future**

Dear Friends,

I am excited to share with you the Hanover County Public Schools Long Range Plan that will guide the future of education in Hanover County over the next several years to ensure our students continue to receive an exceptional education. This document represents the collective efforts of staff, parents, students, and community members who worked tirelessly to uphold our tradition of excellence. From our new vision—To Inspire. To Empower. To Lead.—to our mission, beliefs, and goals, our plan will serve as a living document and be put into action at all levels of the division to better serve our students.

Several important themes emerged from and are woven into the plan—relevance, equity, relationships, and community. Today’s students will live and work in a world where critical thinking, collaboration, communication, creativity, and technological literacy will be essential skills, so our approach to education must be highly relevant and engaging. Additionally, we recognize that each student is an individual learner who needs appropriate, rigorous educational opportunities. Finally, we believe that strong relationships and community support are vital to our continued success and cannot be taken for granted.

The Hanover County School Board and I express our sincere gratitude to all who devoted their time and talents to this important process. We also extend our appreciation to our community for its continued support; we are a direct reflection of the community we serve. As we move forward, I assure you that we will implement our plan with care and accountability in order to provide our students with the world-class education for which Hanover County Public Schools is known.

In education,

Michael B. Gill, Ed.D.

Superintendent of Schools

## **Vision**

To Inspire. To Empower. To Lead.

## **Mission**

We are a student-centered, community driven organization committed to providing all students with exceptional learning experiences in order to prepare them to be confident, ethical, productive citizens.

## **Our Beliefs**

- We believe that all students are unique individuals who can be successful.
- We believe that public education must foster equitable opportunities for each child.
- We believe that teaching and learning should inspire, engage, and empower all students to achieve their personal goals.
- We believe that relevant and engaging teaching develops critical thinkers, problem solvers, and life-ready global citizens.
- We believe that students thrive in a safe and secure environment that nurtures the whole child.
- We believe that families want quality education for all students and that family participation contributes to the success of Hanover County Public Schools.
- We believe our community partnerships are essential to ensuring our community values of tradition, excellence, and high expectations for all students.

## **Goal 1**

Provide social, cultural, emotional, and educational equity to maximize student potential.

### **Goal 1 Objectives**

Promote a community that embraces diversity through awareness, appreciation, and understanding.

- By Fall of 2017, every HCPS school will develop a plan to support the transition of students and families who are new to the school and community.
- By Fall of 2018, all HCPS employees will receive training on equitable practices, differentiation, and cultural competency.
- By Fall of 2019, HCPS will explore opportunities that promote equity and cultural competence, to include parent and community outreach and input.

Ensure access to resources that promote mental and physical health.

- By Spring of 2018, HCPS will create and conduct a parent survey to better understand the community's social, physical, and emotional needs and create programs or utilize existing resources to respond to the needs of the community.
- By Spring of 2018, HCPS will create and administer a student survey focused on understanding students' emotional well-being and their perception of their connectedness within the school community.
- By Fall of 2019, all HCPS employees will receive training on recognizing and responding to students' emotional and physical well-being.

Create and sustain relevant learning experiences that promote continuous personal growth.

- Annually, HCPS will investigate best resources to support and enhance career counseling at the high schools.
- Annually, HCPS will investigate best resources to support instructional practices at all grade levels.
- By 2018, HCPS will develop a process and provide resources to assist students equitably in planning for post graduate opportunities.
- By Spring of 2018, HCPS will review the effectiveness of current adult education programs.
- By 2019, HCPS will investigate available resources to create and sustain equitable, literacy-rich classrooms.
- By 2019, HCPS will investigate appropriate support staff for assessment and testing at all levels.

## **Goal 2**

Provide diverse learning experiences that address students' interests and goals.

### **Goal 2 Objectives**

Afford students opportunities to develop life-ready skills.

- Annually, increase opportunities to incorporate communication, collaboration, creativity, cultural competency, and critical-thinking within instruction.
- Annually, review course offerings to ensure that classes assist students in obtaining college and career skills.
- By Spring of 2018, encourage and offer sustained professional development that focuses on teaching and assessing in multiple formats.
- By Spring of 2018, promote opportunities for students to engage in cross-curricular instruction in every school.

Create learning environments that promote student voice and choice.

- By Fall of 2018, provide students with opportunities to make deliberate connections between their interests and learning/career pathways.
- By Fall of 2018, provide students with the opportunity to identify their learning preferences and how they demonstrate understanding.
- By Fall of 2019, empower students to set, monitor, and reflect on appropriate learning goals.
- By Fall of 2019, create more opportunities for students to be involved in the development of classroom activities and provide feedback on learning experiences.

### **Goal 3**

Embrace innovation in all aspects of education by developing new ideas, exploring opportunities, and implementing strategies.

#### **Goal 3 Objectives**

Identify and utilize resources needed to encourage innovation.

- By Fall of 2017, create a division professional learning community focused on innovation in order to investigate and develop learning models, activities, and structures for schools.
- By Spring of 2017, create county map of libraries, community centers, and businesses that will allow students to access computers and/or Wi-Fi.
- By Spring of 2017, identify an Innovation Leader in each school to champion opportunities for innovation and encourage ideas for instruction.
- By Fall of 2018, investigate and report on the possibilities of having Wi-Fi hotspots on buses that park in the outlying areas with a recommendation for capital outlay in the future.
- By Fall of 2018, utilize Innovation Leaders to build capacity in every school via modeling, peer observations, and co-teaching through strategies to include, but not limited to, hands-on learning, project-based learning, self-directed learning models, and skills-based instruction.

Encourage risk taking.

- By Fall of 2018, HCPS will provide teachers with strategies to reinforce growth mindset and assist the development of resilience in response to failures.
- By Fall of 2018, HCPS will develop and implement lessons for students and families that foster self-reliance, resiliency, and perseverance in an effort to shift focus from the final product to the process.
- By Fall of 2019, develop curricula to foster cooperative learning and teaching, divergent thinking, skills-based learning, and projects as well as time for reflection and self-directed study and work across all levels of instruction PK-12.
- By Fall of 2020, investigate alternatives to the traditional school calendar.

Provide professional learning opportunities to implement innovative strategies.

- By Fall of 2019, HCPS will explore opportunities to secure grants to support innovative instruction.
- By Fall of 2019, each school will create a plan to encourage and support the professional development opportunities focused on innovative strategies to include, but not limited to, Eyes on Instruction, self-directed learning models, hands-on learning, project-based learning, and skills-based instruction.

Recognize students and staff who engage in innovative methods, ideas, and practices.

- By Fall of 2017, a rubric will be developed for the selection of faculty Innovators of the Year.

- By Spring of 2018, several faculty innovators will be selected and awarded as “Innovator of the Year,” with an overall county-wide winner.
- By Fall of 2019, students in every school may participate in a public showcase for innovative entrepreneurs that recognizes student-created innovative projects.
- By Fall of 2020, community members/business partners will be recognized for their contributions to innovations in education.

## **Goal 4**

Create an environment of mutual trust in which all employees feel supported, empowered, valued, and engaged.

### **Goal 4 Objectives**

Provide relevant professional development opportunities to enhance staff skills so that all employees are equipped to meet the emerging educational needs of HCPS students.

- Annually, provide varied, relevant, professional development opportunities that allow for choice, growth, and reflection throughout the summer and academic year.
- By Summer of 2018, HCPS will consider supporting self-directed learning opportunities that are relevant to individual positions.

Recruit/Identify highly qualified, innovative individuals who reflect the demographics of our community.

- Annually, complete a class and compensation study to establish a competitive compensation plan as compared with surrounding school systems.
- Annually, evaluate recruitment practices to attract and hire qualified candidates who reflect all demographics within our communities.
- By Fall of 2017, review critical shortage areas and develop benefit incentives to attract highly qualified candidates.

Promote a culture that inspires and recognizes excellence.

- Annually, ensure benefits remain competitive with area schools.
- Annually, ensure that all HCPS employees know how to access information regarding benefits, leave, VRS, wellness, etc.
- Annually, coordinate master schedules that preserve planning and professional development time to promote work/life balance.
- By Fall of 2018, investigate processes and parameters to promote flexible scheduling, i.e., job sharing, telecommuting, flextime, and compensation options for time outside contract hours to promote wellness and work/life balance.

## **Goal 5**

Strengthen and expand community engagement.

## **Goal 5 Objectives**

Demonstrate the value of Hanover County Public Schools by consistently and actively communicating our vision, mission, and strengths.

- By Fall of 2017, develop a comprehensive plan to communicate our division mission and vision to students, staff, parents, and community members.
- By Fall of 2018, investigate rebranding to include signage, car decals, letterhead, etc. showcasing programs, educational opportunities, and successes as a school division.

Identify, create, and communicate PK-12 learning opportunities with all stakeholders.

- Annually, identify and promote opportunities for parents to learn more about PK-12 learning experiences, resources, career pathways, and post-graduation options via all available communication tools.
- Annually, preserve current and create new business partnerships (i.e. fiscal partnerships, student-support partnerships, internships and job shadowing, volunteer partnerships).
- By Fall of 2018, develop a plan to organize meaningful partnerships with parent organizations, faith-based communities, and volunteers to support and promote student achievement and service.

## **Goal 6**

Provide a safe, inclusive, learning environment that engages all students.

### **Goal 6 Objectives**

Evaluate factors that impact the social and emotional safety of students to provide social, emotional, and behavioral supports that facilitate a healthy learning environment.

- Annually, continue to research and implement programs, such as Virginia Tiered Systems of Support, that maintain and strengthen effective and supportive learning environments for all students.
- By Fall of 2018, implement social and emotional educational programs that teach children self-awareness, self-management, social competence, responsible decision making, and relationship-management skills.
- By Fall of 2018, HCPS will implement a division-wide curriculum that builds character, community, respect, and relationships.

Provide engaging learning environments that support best educational practices.

- By Fall of 2019, investigate best practices designing classroom learning environments that support a holistic educational experience.
- By Fall of 2019, create and implement an inventory tool to centrally evaluate and prioritize facility/physical/building needs to support student learning and safety.
- By Fall of 2020, using the information from the inventory, create a plan to support the implementation of the findings of the inventory.

Evaluate, communicate, and implement plans for physical safety and security.

- By Fall of 2017, review, update, and implement security protocol background checks for all visitors and volunteers.
- By Fall of 2017, promote programs and opportunities for students and families to learn more about safety and security (digital dangers, bullying, substance abuse, etc.).
- By Spring of 2018, provide social and emotional educational programs that teach students to learn more about, and interact with, community safety partners.
- By Fall of 2019, investigate improvements to security measures, such as installation of a working video camera system in every school and bus, to enhance safety.

## **Long Range Planning Team 2017-2023**

### **Steering Committee**

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