



GOOCHLAND COUNTY PUBLIC SCHOOLS  
**STRATEGIC PLAN**  
2014-2020

*Executive Summary*



# STRATEGIC GOALS



## Goal 1

### *Prepared for Life through Deeper Learning*

To maximize each student's academic potential through engaging experiences and deeper learning, preparing our students for the challenges of learning and working in the modern global economy



### Objectives

All students will experience **high levels of engagement, enjoyment, and personalization** while learning.

All students will **exceed expected growth** each school year.

We will fiercely pursue preparing all students to **graduate on time** and to be both **college and career ready**.

### Strategies

- Instructional Innovation Plan
- 1:1 Technology
- Teacher Support for Engagement
- Extracurricular Engagement for All
- Personalized Learning Plans
- Redefine Exceptional Education

- Enhance the Curriculum
- Systemic Approach to Intervention
- Training on Best Practices
- Balanced Assessment

- College-level Courses for All
- Communication Skills
- 2-year Degree Program
- STEM & CTE Expansion
- Virtual Courses
- Graduation Watchlists
- SAT & AP Test Preparation
- Early Childhood Education

## Goal 2

### *Improved School Climate*

To improve the climate of our organization and create opportunities for meaningful stakeholder engagement



### Objectives

We will attract, recruit, and retain **inspiring professionals**.

We will engage and inspire faculty, staff, parents, business partners, and community members resulting in a **more positive perception** about the school division.

We will develop students of **high character**.

### Strategies

- Evaluate Engagement
- Rigorous Interview Process
- Improve Compensation
- Staff Recognition
- Improve Recruitment
- Teacher Leadership
- Professional Learning

- Clarify Climate Responsibilities
- Leadership Feedback
- Public Relations Plan
- Engage Families & Volunteers

- Honor Code
- Mentoring
- Values-based Leadership Curriculum

## Goal 3

### *Safe Schools with Effective Management*

To maximize resources for instruction by providing safe, efficient, and transparent operations for all stakeholders while effectively managing our facilities and programs



### Objectives

We will **improve school safety**—especially in the area of student discipline—while **eliminating bullying from our schools**.

Our school division will be **recognized as a leader in fiscal efficiency, transparency, and effectiveness**.

All departments will **meet or exceed all compliance mandates**.

### Strategies

- Programs to Address Discipline & Bullying
- Crisis Management Plan
- School Resource Officers

- Transparent Budget Process
- Revise the Capital Improvement Plan
- Online Financial Processes
- Assess Program Effectiveness
- Athletics Department Budget
- Food Service

- New Mandate Compliance
- Audit Resolution



Science and common sense alike have long indicated that an engaged student learns better and takes greater responsibility for his or her education. For Goochland County Public Schools, this means placing our students and the realization of their potential at the center of every choice we make. We believe the PK-12 experience should prepare students for a successful life after high school; moreover, school should engage students such that a love for learning is sparked and stoked, challenges are welcomed and met, and every student's achievement is pursued with urgency and clarity.

We want our students and staff to be known for who they are, not just for what they have accomplished. The members of our organization strive to be role models in order to cultivate in our students the desire to have a positive impact on others. Objectives in our second goal seek to measure staff and student growth as related to our core values.

In addition to our teachers, our educational infrastructure consists of the smooth and safe operations of maintenance and transportation, health and food service, as well as human resources, finance, and technology.





# Setting Direction for Goochland's Schools

On December 10, 2013, the Goochland School Board approved its 2014-2020 Strategic Plan. Over 18 months of work with multiple groups of stakeholders—including school leaders, community members, and students—went into the creation of a new vision, a new mission, a set of five core values, and a set of three strategic goals.

This executive summary outlines the major components of the plan. The board will hear biannually a progress report based on this plan, alongside an annual update to a tactical plan created by the superintendent and his cabinet.



## Vision

Inspiring and preparing the next generation to make a positive impact.



## Mission

To maximize the potential of every learner.



## Core Values

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

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

We value **Courage** and will establish an environment in which individuals seek to have a purposeful positive impact, advocating for themselves and others at all times.

We value **Honor** and are unwaveringly committed to the truth, to personal integrity, and to supporting what is right and virtuous and actively rephending what is not.

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

Michael E. Payne,  
District 1

W. Kevin Hazzard,  
District 2

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District 3

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## Goochland County Public Schools

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