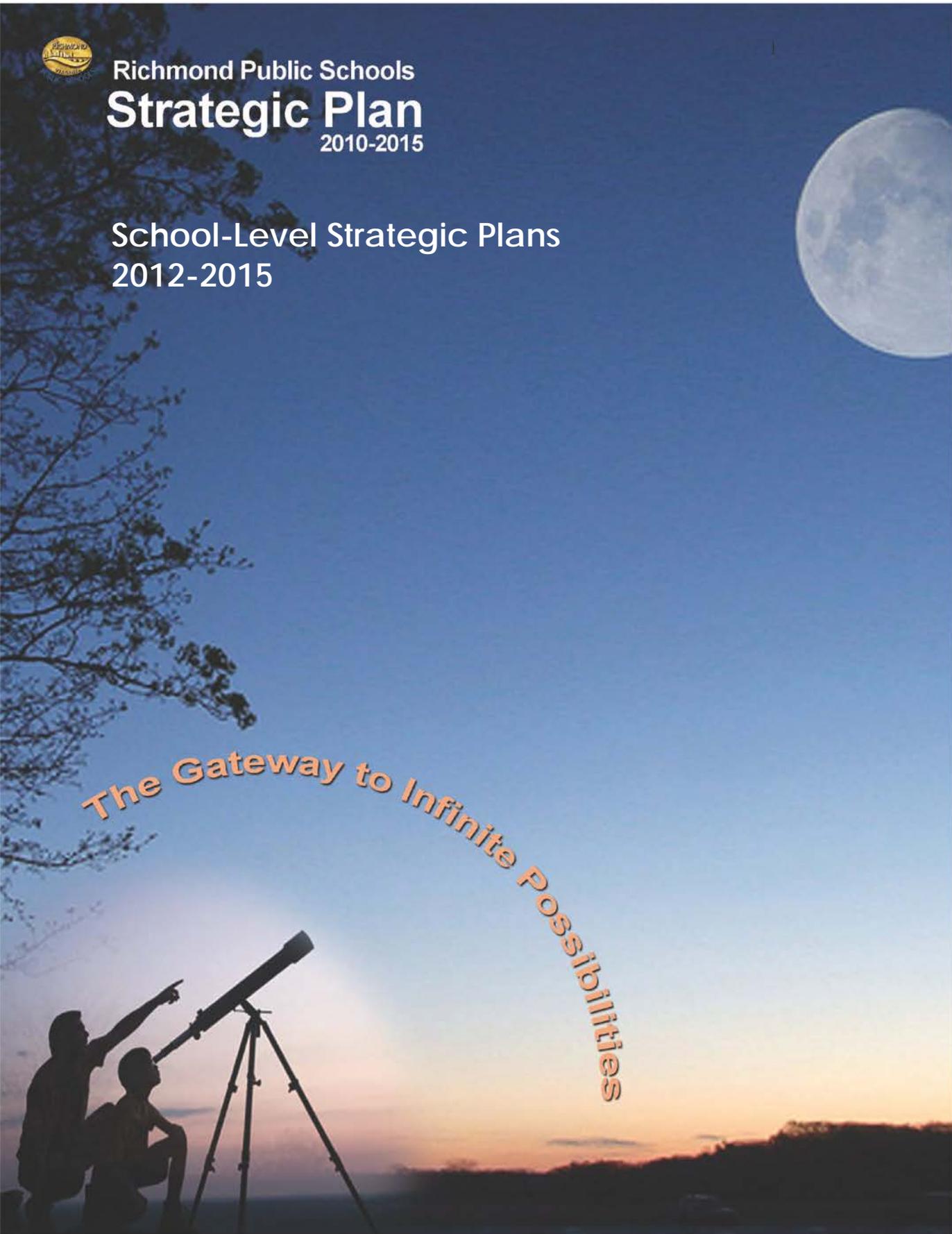




Richmond Public Schools
Strategic Plan
2010-2015

School-Level Strategic Plans
2012-2015

The Gateway to Infinite Possibilities



**Richmond Public Schools
School-Level Strategic Plans 2012-2015**

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Richmond Public Schools

School-Level Strategic Planning

Introduction

During the 2012-13 school year, the Richmond Public Schools continued extending strategic planning to the school level. Thirteen schools, eight elementary, two middle and three high schools were selected to implement the process at the school level. Participating schools were (elementary) Broad Rock, J.B. Fisher, William Fox, E.S.H. Greene, Miles Jones, Mary Munford, J.E.B. Stuart, Woodville, (middle) Lucille Brown and Elkhardt, and (high) Franklin Military, Richmond Community, George Wythe. Each school's principal identified a "site coordinator" for strategic planning and all 26 individuals received a two-day introduction to strategic planning by facilitators from Cambridge Strategic Services, a leader in strategic planning for educational systems. Following this initial training session, the principals and their site coordinators formed their school's strategic planning team and scheduled the initial and follow-up meetings of their respective planning teams.

Using the Richmond Public Schools' strategic plan as its context, each of the school's strategic planning teams met for a one- or two-day session to develop a draft strategic plan. Elements of the draft plans included:

1. Beliefs – An expression of fundamental values, ethical code, overriding convictions, inviolable principles. Every school's strategic planning team reviewed and adopted the district's statement of beliefs.
2. Mission – Highest aspiration and purpose of the school, a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose. Each school's strategic planning team developed its own unique mission.
3. Objectives – An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability. Each school's strategic planning team identified unique objectives for the school.
4. Parameters – Boundaries within which the school will accomplish its mission; self-imposed limitations. Each strategic planning team reviewed and accepted the district-developed parameters.
5. Tactics – Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives. Each school's strategic planning team developed tactics directly from the school's mission and objectives.

Following the initial meeting of each school's strategic planning team, the principal and site coordinator identified action team leaders and members to develop action plans for each of the tactics. Action team leaders received training, convened their teams, and developed their plans. At the end of the school year, each school's strategic planning team reconvened to receive the action plans and accept or recommend revisions of them. The following sections contain the strategic plan and action plans for each of the 13 schools.

BROAD ROCK ELEMENTARY: THE GATEWAY TO SUCCESS STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of Broad Rock Elementary School-- the gateway to success-- is to empower students to become respectful, high achieving, life- long learners who are prepared to accomplish their goals through diverse learning experiences and creative expression guided by the collaborative efforts of educators, families and communities.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Student Results: Each student will develop/acquire the foundation necessary to become critical thinkers and problem solvers. 2. Personal Growth: Each student will embrace individual differences while recognizing and developing their own unique qualities as they positively impact the community. 3. Community: Each student will benefit from the collaborative efforts of the school, family, and community.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. Student Results: We will develop creative ways to motivate and engage students for optimal learning. 2. Personal Growth: We will respect, accept and implement the contributions made by students. 3. Personal Growth: We will create opportunities for engagement with the community partners and families to accomplish our mission.
<p>Strategic Planning Team</p>	<p>Staff: Fox-1st, Potter-2nd, Sada-3rd, Lampkin-5th, Smith-5th, Hix-Ex Ed, G. Greene-Technology, Bent-Nurse, Rush-Principal, Lacy-Media Specialist,</p> <p>Parents: M. Hernandez</p> <p>Community Partners: I. Torres-Lombard-Capital One, M. Zeigler-CIS, R. Martin-Dupont, A. Damaj-Muslim Coalition, S. McGee- Greater Broad Rock Community</p>

BROAD ROCK ELEMENTARY: THE GATEWAY TO SUCCESS STRATEGIC PLAN



1. We will develop creative ways to motivate and engage students for optimal learning.

Action Plan 1.1

Teachers will present information in different ways to reach all learning styles and abilities.

Action Plan 1.2

Teachers will have students work together cooperatively in groups.

Action Plan 1.3

Teachers will provide students with specific praise to motivate their best effort.

Action Plan 1.4

Teachers will incorporate students' experiences in their homes and communities in order to make classroom instruction more authentic and to help students make connections.

Action Plan 1.5

Teachers will create school-wide "Broad Rock Buddies," in which classes from different grade levels will work together on various tasks.

Action Plan 1.6

Teachers will incorporate available technology into classroom instruction.

2. We will respect, accept, and implement the contributions made by students.

Action Plan 2.1

Student contributions will be implemented into daily practices.

Action Plan 2.2

School wide academic celebrations will be established by the Broad Rock Student Council to promote and recognize student successes.

Action Plan 2.3

Students will lead a school wide recycling program.

3. We will create opportunities for engagement with the community partners and families to accomplish our mission.

Action Plan 3.1

We will establish a Parent Teacher Association (PTA) to support and accomplish the mission.

Action Plan 3.2

We will establish a Citizen Advisory Group (CAG) to support and accomplish the mission.

BROAD ROCK ELEMENTARY: THE GATEWAY TO SUCCESS STRATEGIC PLAN



Action Plan 3.3

We will establish a consistent method to communicate information to parents.

J. B. FISHER ELEMENTARY SCHOOL: LEADERSHIP STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of J.B. Fisher Elementary School, the diverse learning community where all students become leaders, is to ensure that each student will build a foundation of knowledge and skills. Students will demonstrate independent, critical, and creative thinking, and will develop mutual respect, individual self worth, and intrinsic motivation by providing a challenging, safe, nurturing environment that is the shared responsibility of staff, students, families, and the community.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Every student will be successful learner. 2. Every student will be a compassionate leader. 3. Every student will serve others with integrity
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will ensure engaging learning experiences with focus on independent, critical, and creative thinking. 2. We will strengthen, deepen and sustain a community- wide culture of high expectations. 3. We will lead our community to full, vital engagement
<p>Strategic Planning Team</p>	<p>Staff: Charlene Brooks, Paige Kesler-Belcher, Emily Calhoun, Rebecca Ceja, Angela Golden, Jon Hammond, Mona Jenkins, Jennifer Jentgen, Linda Lippy, and Pam Williams</p> <p>Parents: Amy Devries, Gary Gulliksen, Malikah Harden, Kristen Lyons, Jodi Moore, ,Jasmine Stone, Trisha Sparzak, and Gillian Woodward</p> <p>Community Partners: Pat Janes</p>

J. B. FISHER ELEMENTARY SCHOOL: LEADERSHIP STRATEGIC PLAN



1. We will ensure engaging learning experiences with focus on independent, critical and creative thinking.

Action Plan 1.1

J.B. Fisher will pilot a STEAM (Science, Technology, Engineering, the Arts, & Math) program beginning at the third grade level to focus on independent, critical and creative thinking learning experiences for the students.

Action Plan 1.2

J.B. Fisher will pursue a partnership with all museums beginning with Virginia Museum of Fine Arts (VMFA) in order to implement the STEAM program.

2. We will strengthen, deepen and sustain a community-wide culture of high expectations.

Action Plan 2.1

J.B. Fisher will implement the L.E.A.D.S. (Leadership, Empathy, Achievement, Diversity and STEAM) brand.

3. We will lead our community to full, vital engagement.

Action Plan 3.1

Implement a communication method of action that reaches internal (i.e. staff) and external (i.e. parents) audiences.

Action Plan 3.2

Develop an all-encompassing communications management process.

Action Plan 3.3

Conduct exit interviews to evaluate Fisher's successes and opportunities.

Action Plan 3.4

Place signage on key roadways to increase awareness and visibility.

WILLIAM FOX ELEMENTARY: THE MODEL OF UNITY IN A DIVERSE AND INCLUSIVE LEARNING COMMUNITY STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of William Fox Elementary, the model of unity in a diverse and inclusive learning community, is to enable and empower our students to develop creative, inquisitive minds; strong, healthy bodies; and caring, compassionate hearts through challenging and engaging learning experiences guided by innovative, compassionate educators who are engaged learners themselves.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. All students will take ownership of their own learning to maximize their unique learning capacity. 2. All students will develop critical thinking skills, be problem solvers, and express their natural curiosity and inquisitiveness. 3. All students will be accountable and take personal responsibility for becoming active citizens and positively impacting the school community. 4. All students will develop physical fitness and personal wellness by incorporating healthy habits and wise choices into their daily routine.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will ensure developmentally appropriate, academically challenging, and personally relevant learning experiences for all students in an environment that accepts and values their unique characteristics and respects instructional time and integrity 2. We will establish a school environment of exemplary citizenship with focus on compassion, respect, and service. 3. We will sustain a culture of wellness for all students, staff and parents
<p>Strategic Planning Team</p>	<p>Staff: Diane Marshall (Internal Lead), Jessica Blumberg, Lisa Mitchell, Jamie Patterson, Pat Kite, Sally Miller, Julie Crowder, Katrina Holmes, Macaria Scott, Deborah Romero-Utley, Lynn Pleveich, Daniela Jacobs</p> <p>Parents: Jennifer Smith-Slaybaugh, Carolyn Robinson, Ted Theofanos, Steven McKay, Shajuana McCoy</p> <p>Community Partners: Kim Grey, Linda Mills, Cheryl Brown</p>

**WILLIAM FOX ELEMENTARY:
THE MODEL OF UNITY IN A DIVERSE AND INCLUSIVE
LEARNING COMMUNITY
STRATEGIC PLAN**



1. We will ensure developmentally appropriate, academically challenging, and personally relevant learning experiences for all students in an environment that accepts and values their unique characteristics and respects instructional time and integrity.

Action Plan 1.1

Synchronize weekly pullouts by setting aside one afternoon/week for enrichment and remediation activities.

Action Plan 1.2

Create a model to pilot flexible grouping (ability, learning styles, gender-based, multi-aged, etc.) for reading and math for learning to meet the needs of all students individually.

Action Plan 1.3

Establish more effective integration of exceptional education and general education students.

2. We will establish a school environment of exemplary citizenship with focus on compassion, respect, and service.

Action Plan 2.1

Implement Responsive Classrooms school-wide in order to establish a school environment of exemplary citizenship with focus on compassion, respect and service.

Action Plan 2.2

Divide the school into “houses” in order to encourage community building, respect, service and compassion.

Action Plan 2.3

Restructure the cafeteria experience to create a calmer environment where students learn and practice compassion, respect for themselves and others and the importance of community service.

3. We will sustain a culture of wellness for all students, staff and parents.

Action Plan 3.1

Eliminate processed pre-packaged food and beverages and provide fresh, locally grown produce.

Action Plan 3.2

Build a multi-purpose educational facility to engage the Fox community in educational and wellness related opportunities.

**WILLIAM FOX ELEMENTARY:
THE MODEL OF UNITY IN A DIVERSE AND INCLUSIVE
LEARNING COMMUNITY
STRATEGIC PLAN**



Action Plan 3.3

Establish comprehensive wellness experiences to include 5K, Wellness Fair, and nutritional exhibits.

Action Plan 3.4

Establish a yoga education curriculum for students, staff, and parents to improve physical fitness.

E.S.H. GREENE ELEMENTARY: A CULTURALLY DIVERSE LEARNING COMMUNITY STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of E.S.H. Greene Elementary, a culturally diverse learning community, is to lead our children to a future of excellence by implementing a challenging curriculum with emphasis on S.T.E.M. and Linguistics, necessary for global leadership in the 21st century, facilitated by highly qualified, passionate educators in partnership with parents and the community.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will achieve personal excellence with a focus on S.T.E.M., by discovering and developing extraordinary potential based on unique interests and talents. 2. Each student will transition to middle school with bilingual skills, as a thoughtful reader, and effective writer, a critical thinker, and a creative problem solver. 3. Each student will be a responsible citizen and will have a positive impact in the building of a sustainable, global community as they develop and fulfill their dreams.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will create a global atmosphere where students and families are accepted, understood, and respected as individuals of worth. 2. We will develop and implement an engaging, innovative, and rigorous curriculum that integrates bilingual and S.T.E.M. concepts with fidelity that will maximize student learning. 3. We will engage all facets of the community as partners in accomplishing our mission and objectives.
<p>Strategic Planning Team</p>	<p>Staff: Linda Sims, Principal Shéron Fields Margaret Banks Sebrina Davis Renee Thompson Marieli Leguia Valerie Veryzer Candace Hunter Cynthia Garner Sarah Robenson</p> <p>Parents: Mrs. Susannah Teetens Mrs. N. Garcia</p> <p>Community Partners: Trudy Watkins, ESL Resource Mrs. Joyce Burney Pastor Roscoe D. Cooper, Jr. Dustin King Pastor Barbara Ingram Charles Jackson Zuhra Abbamin, CIS Site Director</p>

E.S.H. GREENE ELEMENTARY: A CULTURALLY DIVERSE LEARNING COMMUNITY STRATEGIC PLAN



1. We will create a global atmosphere where students and families are accepted, understood, and respected as individuals of worth.

Action Plan 1.1

Adopt a system wide approach to build a positive teaching and learning environment by inspiring and empowering students and staff beyond traditional academics.

Action Plan 1.2

Balance the curriculum with the use of language and culture in instruction by providing staff development and diversity training opportunities.

Action Plan 1.3

Create and maintain programs and high interest social groups/health groups to increase a sense of belonging and a feeling of value and contribution.

2. We will develop and implement an engaging, innovative, and rigorous curriculum that integrates bilingual and S.T.E.M. concepts with fidelity that will maximize student learning.

Action Plan 2.1

Develop project-based units of learning that include real world experiences to increase student achievement at all levels.

Action Plan 2.2

Implement a continuum of Extended School day options for students and parents that provide unlimited access to S.T.E.M. and promote language literacy through opportunities for challenging, facilitated learning.

Action Plan 2.3

Ensure that a flexible, realistically updated portfolio of equipment and digital technology tools be maintained and updated to provide creative and innovative ways to sustain technology literacy (and S.T.E.M.).

Action Plan 2.4

Expand and align school community partnerships and mentoring opportunities to increase student success and to adapt to the evolving needs of students and the community.

3. We will engage all facets of the community as partners in accomplishing our mission and objectives.

**E.S.H. GREENE ELEMENTARY:
A CULTURALLY DIVERSE LEARNING COMMUNITY
STRATEGIC PLAN**



Action Plan 3.1

Ensure that all components of Greene School will have a bilingual communication capacity (English and Spanish).

Action Plan 3.2

Fully and effectively utilize the resources provided by the C.I.S. Representative by making the C.I.S. Representative an integral part of the school community.

Action Plan 3.3

Implement a well-organized and effective system of communication at Greene School.

MILES JEROME JONES ELEMENTARY SCHOOL: CENTER FOR INNOVATIVE LEARNING STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of Miles Jerome Jones Elementary School, the pathway to innovation and educational excellence, is to challenge, support, encourage, empower, and prepare all students to become independent thinkers, achieve their greatest potential, and to be competitive and successful in a global society, by cultivating their inherent abilities through diverse learning environments, led by qualified, committed and passionate educators, families, and community members.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will successfully transition to middle school as independent thinkers who are successful and competitive in reading, writing, and problem solving and possess excellent social, emotional, and ethical skills. 2. Each student will achieve personal excellence by their undeniable audacity to fulfill dreams with integrity, passion, confidence, and social responsibility within the global community. 3. Each student will experience impactful and inspirational support from staff, family, community, and partners in preparation for perpetual success.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will develop and implement engaging, innovative, and rigorous instructional strategies to support the curriculum, optimize learning and address specific learning styles/needs in collaborative and homogeneous settings. 2. We will adopt a universal approach to inspire and empower students beyond traditional academics. 3. We will engage all facets of the community as partners in accomplishing our mission and objectives and align people and resources strategically to maximize impact.
<p>Strategic Planning Team</p>	<p><i>Staff:</i> Shelia Scott, La-Neka Brown, Nirva Vernet, Shana Jones-Banks, Veleka Hall-Young, Sheila Jordan, Anna Myers, Antionette Rogers, Tesfaye Tamrie</p> <p><i>Parents:</i> Alva Carter-Kershaw, Angela Brock, Margaret Preston, Natashua Green</p> <p><i>Community Partners:</i> Barbara Ingber, Cherry Briggs, Dan Stembridge, De'Tanya Wilder, Hollee Freeman, Jessica Vermont, Kristina Gilbert, LaRon Scott, Sharon Taylor, Somiari Demm, Travis Woods</p>

**MILES JEROME JONES ELEMENTARY SCHOOL:
CENTER FOR INNOVATIVE LEARNING
STRATEGIC PLAN**



- 1. We will develop and implement engaging, innovative, and rigorous instructional strategies to support the curriculum, optimize learning and address specific learning styles/needs in collaborative and homogeneous settings.**

Action Plan 1.1

Computer Lab: We will use challenging on-line resources to improve student achievement, enable teachers to track student performance in order to differentiate classroom activities, and insure rigorous instruction.

Action Plan 1.2

iPod/iPad: We will use iPod/iPad portable labs which have rigorous applications that will engage students in activities across the curriculum depending on individual needs to improve student performance, focus, attention, and retention.

Action Plan 1.3

Make-and-Take: We will use engaging math activities accumulated during a math make and take session to be included in lesson plans and implemented in the classroom in order to challenge all students through rigorous instruction.

Action Plan 1.4

Accelerated Reader: We will use software that tracks students' comprehension and allows for recognition and advancement through competitiveness in order to improve student performance in Language Arts.

Action Plan 1.5

Hands-On Science: We will use engaging activities to be included in lesson plans and implemented in the classroom in order to challenge all students through rigorous instruction which will improve student performance in math and science.

- 2. We will adopt a universal approach to inspire and empower students beyond traditional academics.**

Action Plan 2.1

Character Education: We will implement an aligned character education program to empower students socially and personally while promoting cooperative learning, inspiring them to become life-long learners and productive citizens.

- 3. We will engage all facets of the community as partners in accomplishing our mission and objectives and align people and resources strategically to maximize impact.**

MILES JEROME JONES ELEMENTARY SCHOOL: CENTER FOR INNOVATIVE LEARNING STRATEGIC PLAN



Action Plan 3.1

Bayscape: We will enrich the educational environment, support the Virginia SOL's in all grades, and improve the physical and emotional wellbeing of the students by engaging community members, families and students in the maintenance and planting of a Bayscape using fruit and berry trees.

Action Plan 3.2

Lunch Buddies/Community Readers: We will improve academics, educational feelings and student self-esteem by having partners from the community come in to the school and participate in a lunch buddy/community reader program.

Action Plan 3.3

Academic Support Classes/ESL and ELL Classes: We will improve parental involvement and communication with the school by implementing English as a Second Language and academic support classes for our parents.

MARY MUNFORD ELEMENTARY: STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>Mary Munford School is a professional teaching and learning environment where all are valued and respected. In partnership with parents and the community, the school promotes emotional, physical and social well-being and academic success, emphasizing value of self and others.</p> <p>Individuals will develop independence and self-confidence led by an extraordinary and motivated staff that provides a challenging arts-infused curriculum.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will leave Mary Munford Elementary School a lifelong learner able to think critically and effectively apply knowledge and skills to new experiences. 2. Each student will embrace diversity while being a mindful steward and a positive contributor to society. 3. Each student will exhibit independence by self-confidently pursuing and developing unique interests and talents.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will support and develop a desirable place to work and learn that includes high morale, collaborative leadership and strong work ethic. 2. We will work across grade levels to plan and support relevant and engaging instruction in all academic areas including cultural arts activities. 3. We will work with the Munford community to establish partnerships with local businesses, organizations and schools to further grow and enhance student experiences.
<p>Strategic Planning Team</p>	<p>Staff Pat Lindstrom, Teacher – Kindergarten Lisa Lippman, Teacher – Grade 1 Katie Baughan, Teacher – Grade 2 Mary Kulp, Teacher – Grade 3 Val Schwarz, Teacher – Grade 4 Elizabeth Dunn, Teacher and PTA teacher Rep, Grade 4 Kathy Peaseley, Teacher – Grade 5 Tameka Threatts, IA and Special Education Catrinia Napper IA</p> <p>Parents: Allie Woodruff, PTA president John Deguenther, Parent</p> <p>Community: Ann Awad – BAS Manager (former parent current grandparent) Kim Bridges – Community – former Munford parent and former School Board 1st District</p>

MARY MUNFORD ELEMENTARY: STRATEGIC PLAN



1. We will support and develop a desirable place to work and learn that includes high morale, collaborative leadership, and strong work ethic.

Action Plan 1.1

Teachers will have the freedom to expand objectives within the curriculum. Leadership and management reside at the school level. School decisions about curriculum and assessment reside with the faculty.

Action Plan 1.2

We will deliver professional development through de-centralized, teacher-driven professional learning communities within the school and in collaboration with other schools.

Action Plan 1.3

We will develop safety and security processes that are customized to meet the needs of the school.

2. We will work across grade levels to support common behavior expectations and relevant, engaging instruction in all academic areas including cultural arts activities.

Action Plan 2.1

Special education teachers, resource teachers, and general education teachers will meet quarterly to collaborate and plan vertically to maximize student growth and development.

Action Plan 2.2

After attending the initial district professional development, professional development will be done in-house and provided by teacher leaders from our school and experts in the field to address the specific needs of our staff and students.

Action Plan 2.3

We will become a Teachers College Reading and Writing Project School.

Action Plan 2.4

We will use authentic assessments and student portfolios that drive instruction and reflect best practices. This would make beginning-of-the-year benchmark assessments, quarterly benchmark assessments, and bi-weekly assessments obsolete.

Action Plan 2.5

As a school we will develop a school-wide plan for expected student behavior that creates an agreed upon school climate that shows respect for the learning environment.

MARY MUNFORD ELEMENTARY: STRATEGIC PLAN



Action Plan 2.6

We will use district money allocated to the purchase of textbooks and other instructional materials to purchase those materials (textbooks, workbooks, etc.) that we see as being most beneficial to the needs of the children whom we serve.

- 3. We will work with the Munford community to establish partnerships with local businesses, organizations and schools to further grow and enhance student experiences.**

Action Plan 3.1

We will establish partnerships with higher education sources in the area for athletics, fitness, and tutors.

Action Plan 3.2

We will establish partnerships with local businesses.

Action Plan 3.3

We will build relationships with middle/high schools to establish partnerships to better serve the needs of the Munford community.

JEB STUART: THE ULTIMATE LEARNING EXPERIENCE STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of JEB Stuart, a foundation building, Nationally recognized Blue Ribbon School, is to lead our students in developing responsibility, compassion, and the ability to think critically, while advocating crucial life skills, by creating an engaging environment through the partnership of passionate parents, innovative educators, and community connections.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will transition to middle school as an independent, higher level thinker and cooperative learner who is able to adapt well to change. 2. Each student will develop leadership skills and a thirst for knowledge through project-based learning that includes exploration and engaging, hands-on experiences. 3. Each student will understand the importance of responsibility, compassion, and critical thinking in order to reach self-efficacy. 4. Each student will develop critical life skills to become a productive citizen with the support of the entire community.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will develop opportunities for students to be emotionally and academically ready to transition to middle school. 2. We will develop leadership opportunities and positions for students within the classroom and school through classroom responsibilities and our SCA. 3. We will develop and adopt integrated, engaging curriculum with an emphasis on independent, higher-level thinking skill projects and academic gaming programs. 4. We will develop a strong foundation in critical life skills for our students, using partnerships with families and community.
<p>Strategic Planning Team</p>	<p>Staff: Mrs. Cotman, Mrs. Duncan, Ms. Lee, Mr. McBee, Mrs. Moore (Principal), Ms. K. Richardson, Mrs. Rucker, Ms. Stewart (Internal Lead Coordinator), Mrs. Thomas-Moore, Mrs. West</p> <p>Parents: Mr. Hardy, Mr. Pleasants, Ms. Owens</p> <p>Community Partners: Officer Capocelli.</p>

JEB STUART: THE ULTIMATE LEARNING EXPERIENCE STRATEGIC PLAN



1. We will develop opportunities for students to be emotionally and academically ready to transition to middle school.

Action Plan 1.1

Develop a J.E.B. Stuart Parent University where school, staff and community collaborate in preparing and sponsoring workshops on how to help parents become full partners in their child's transition from elementary to middle school.

Action Plan 1.2

Develop a program called "STARS – Students Transcending and Reaching Success: Rising to the Limit" where students will be engaged in activities to strengthen independence and self-esteem by using iPads to communicate.

2. We will develop leadership opportunities and positions for students within the classroom and school through classroom responsibilities and our SCA.

Action Plan 2.1

Establish and implement a school wide leadership program based on the Leader in Me process.

Action Plan 2.2

Students will participate in conservation/environmental science activities.

Action Plan 2.3

Develop a school newscast that is constructed, planned and implemented by the students.

3. We will develop and adopt integrated, engaging curriculum, with an emphasis on independent higher-level thinking skill projects and academic gaming programs.

Action Plan 3.1

Become a PYP International Baccalaureate School.

Action Plan 3.2

Become a digital learning center.

Action Plan 3.3

Become a modified year round school.

Action Plan 3.4

Develop a project-based curriculum.

JEB STUART: THE ULTIMATE LEARNING EXPERIENCE STRATEGIC PLAN



4. We will develop a strong foundation in critical life skills for our students, using partnerships with families and community.

Action Plan 4.1

Implement an etiquette program to assist students in developing skills and confidence in their everyday life.

Action Plan 4.2

Develop a student organizational skills program that will focus on money management and personal organization.

Action Plan 4.3

Create a student community service program.

Action Plan 4.4

Develop a series of parent/student communication and interaction sessions.

Action Plan 4.5

Create a school-to-school partnership which will lead to a more collaborative environment between schools.

Action Plan 4.6

Develop a student “outsourcing” program with community businesses that will give students an opportunity to shadow professionals in future career paths.

Action Plan 4.7

Create a workshop for parent volunteer training.

Action Plan 4.8

Develop a program for students that will focus on fostering a sense of cultural and global awareness.

Action Plan 4.9

Create a program to help students become more health conscious, including personal hygiene.

WOODVILLE ELEMENTARY: A VIBRANT COMMUNITY OF PROMISE FOR ALL STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>With uncompromised excellence, the mission of Woodville Elementary School, a vibrant community of promise for all, is to inspire our students to be possibility-thinkers, life-long learners, and responsible citizens, through challenging and engaging learning experiences, guided by highly qualified, passionate educators in partnership with our families and the entire Richmond community.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will leave Woodville as an engaged reader, an effective communicator, and as an imaginative and critical thinker. 2. Each student will experience a community of caring and become a productive and responsible citizen of the school, community, and the world. 3. Each student will build and affirm personal excellence, develop unique interests and talents, and be confident in fulfilling dreams and aspirations.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will develop and implement engaging, innovative, and challenging instruction that will foster higher-level thinking and optimize learning. 2. We will promote and engage partnerships of all facets of the community to facilitate the accomplishments of our mission of promise. 4. We will encourage and empower students to grow culturally, spiritually, physically, emotionally, and mentally beyond traditional academics.
<p>Strategic Planning Team</p>	<p>Staff: Rosalind Taylor, Marcia Braxton, Kara Lancaster-Gay, Ridgely Carter, Calandra Coleman, Rovez Ingram, Naomi Dilligard</p> <p>Community Partners: Tiffany Hall, Shirley Diggs, Gwen Corley-Creighton, Don Cowles, Jonti Simmons, Valena Dixon, Diehdre Gregory, Rosemary Jones, Rachel Harris, Al Lacy</p>

WOODVILLE ELEMENTARY: A VIBRANT COMMUNITY OF PROMISE FOR ALL STRATEGIC PLAN



1. We will develop and implement engaging, innovative, and challenging instruction that will foster higher-level thinking and optimize learning.

Action Plan 1.1

Create a professional learning community for teachers to foster collaboration and strengthen core academic areas.

Action Plan 1.2

We will implement a departmentalization plan for grades 2 thru 5 to maximize student achievement, teacher satisfaction, and community climate in the school.

Action Plan 1.3

Develop a recognition program (BUG Club) for student achievement and progress through weekly assessments, BUG awards, and recognition of student victories.

Action Plan 1.4

Design a parent, teacher, student compact that will outline the expectations of each partner in education.

2. We will promote and engage partnerships of all facets of the community to facilitate the accomplishments of our mission of promise.

Action Plan 2.1

Needs assessment data will be collected from teachers and staff twice a year.

Action Plan 2.2

A program will be developed that will engage high school and college students in Woodville.

Action Plan 2.3

A parent task force will be developed with the purpose of engaging other parents and partnerships.

Action Plan 2.4

A program will be developed with partners, staff, and community members to focus on health and wellness issues, including gardening, nutrition, and exercise.

3. We will encourage and empower students to grow culturally, spiritually, physically, emotionally, and mentally beyond traditional academics.

**WOODVILLE ELEMENTARY:
A VIBRANT COMMUNITY OF PROMISE FOR ALL
STRATEGIC PLAN**



Action Plan 3.1

Yo-Kids: The teachers will participate in a YoKids professional development to gain skills that will allow them to instruct yoga methods to the students.

Action Plan 3.2

First Mondays: The Woodville school community will participate in “M³” assemblies (Monthly Monday Meetings).

Action Plan 3.3

Gardening: Students will experience gardening through classroom activities and development of a school community garden.

Action Plan 3.4

Etiquette: Students will be exposed to proper etiquette behaviors.

**LUCILLE M. BROWN MIDDLE SCHOOL:
THE PROGRESSIVE LEADER IN
INTERNATIONAL, PASSIONATE EDUCATION
STRATEGIC PLAN**



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of the Lucille M. Brown Middle School, the distinguished internationalized academic world school, is to empower every student to become academically successful, socially responsible, inter-culturally respectful lifelong learners by engaging in learning experiences enriched with rigorous intellectual inquiry, that gives students the foundation for a limitless future.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will be socially responsible and personally engaged in service. 2. Each student will acquire knowledge and develop skills to fulfill their individual potential. 3. Each student will become internationally aware, reflect on personal responsibility and choose an action to make an impact on the world.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will establish a culture of trust, mutual respect, and inclusiveness that builds the capacity for collaboration and unity. 2. We will fully engage all stakeholders in realizing our mission and objectives. 3. We will ensure engaging intellectual learning for all students.
<p>Strategic Planning Team</p>	<p>Staff: Denise Lewis, Inett Dabney, William McGee, LaTonya Waller, Linda Tarry, Tracy Cady, Alisha Everett, Willa Stovall</p> <p>Parents: Mrs. Barbara Haas, Mr. Artis,</p> <p>Community Partners: Dr. Lucille M. Brown, Dr. Nora Alder, Katherine Curtis, Rodney Fout, Anthony Washington</p> <p>Strategic Planning Coordinator: LaTonya Waller</p>

**LUCILLE M. BROWN MIDDLE SCHOOL:
THE PROGRESSIVE LEADER IN
INTERNATIONAL, PASSIONATE EDUCATION
STRATEGIC PLAN**



1. We will establish a culture of trust, mutual respect, and inclusiveness that builds the capacity for collaboration and unity.

Action Plan 1.1

Staff will be professionally trained in internal community and team building.

Action Plan 1.2

Administration and select team members will establish a clearly defined school identity through fostering strong relationships with all key internal stakeholders.

Action Plan 1.3

All internal stake-holders will trust, respect, and support each other in any positive endeavors which will improve the climate of the school.

2. We will fully engage all stakeholders in realizing our mission and objectives.

Action Plan 2.1

All facets of the community will be actively engaged in the total educational experience of students in order to promote academic successes.

Action Plan 2.2

We will develop lasting relationships with area businesses and organizations.

Action Plan 2.3

Students and staff will partner with local universities and international middle schools.

3. We will ensure engaging intellectual learning for all students.

Action Plan 3.1

Lucille Brown Middle School will transition into a whole school based IB-MYP Programme.

Action Plan 3.2

All students will have unencumbered instruction in all classrooms.

Action Plan 3.3

Each classroom will have technology enriched real-world 21st Century Instructional tools and strategies to engage all students.

ELKHARDT MIDDLE: SCHOOL OF WORLD LANGUAGES STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect, create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of Elkhardt Middle School, where diversity is our strength and unity is our power, is to inspire ALL students to become productive global citizens taught by highly passionate, qualified educators who promote academic success through partnership with families and communities.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will be ready for high school thoughtful reader, an effective writer, a critical thinker and a creative problem solver. 2. Each student and staff member will learn to work in an environment conducive to learning. 3. Each student will benefit from parental, staff and community support to foster his or her development as a socially responsible global citizen. 4. Each student will have the personal discipline, social maturity and acceptance of cultural diversity in order to navigate the high school environment.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will develop and implement innovative instruction that optimizes learning. 2. We will aggressively address literacy, effective writing, critical thinking and creative problem solving needs of our students. 3. We will address the high priority needs of our students 4. We will intentionally teach and follow the student code of conduct while maintaining consistency with discipline.
<p>Strategic Planning Team</p>	<p>Staff: Ceasar Amaram, Catrice Benavides, Joyce Burney, Shondalyn Chamblee, Micah Davis, JaCarla Hines, Eric Jones, Sandra Lawson, LaTronia Maroney, Larry Mullen, Jerod Randall, Cassandra Walker and Frederica Winston.</p> <p>Parents: Nazira Cabrerana, Latricia Piercy and Shannan Wilson</p> <p>Community Partners: Communities In Schools, Federal Reserve Bank of Richmond, Richmond Sheriff's Department and First Union Baptist Church.</p>

ELKHARDT MIDDLE: SCHOOL OF WORLD LANGUAGES STRATEGIC PLAN



1. We will develop and implement innovative instruction that optimizes learning.

Action Plan 1.1

Provide teachers with resources to implement rigorous and relevant instruction.

Action Plan 1.2

Develop and implement four, mobile center stations within core academic classes that address verbal linguistic, kinesthetic, musical, and interpersonal abilities which promote student learning.

Action Plan 1.3

Implement peer/parent teaching.

Action Plan 1.4

Create “brain breaks” using physical activities for classroom teachers.

2. We will aggressively address literacy, effective writing, critical thinking and the creative problem solving needs of our students.

Action Plan 2.1

Restructure the fifth block to accommodate literature circles, small groups, think-pair-share and literary analysis with a special emphasis on vocabulary development.

Action Plan 2.2

Encourage active parental involvement, including adult education programs to enable parents to support their children’s literacy skills.

3. We will address the high priority needs of our students.

Action Plan 3.1

Parents, teachers, students and community partners will collaborate to address literacy, classroom performance, discipline, parental involvement and cultural diversity.

Action Plan 3.2

Foster cultural awareness within the school.

Action Plan 3.3

We will organize additional opportunities beyond school hours to address the needs of our student population.

**ELKHARDT MIDDLE:
SCHOOL OF WORLD LANGUAGES
STRATEGIC PLAN**



4. We will intentionally teach and follow the student code of conduct while maintaining consistency with discipline.

Action Plan 4.1

Faculty and Staff will be fully trained on the standards of student conduct and classroom management strategies prior to the start of each school year.

Action Plan 4.2

Provide school orientations prior to the start of each school year to give parents/guardians and students a thorough understanding of the standards of student conduct and school expectations.

Action Plan 4.3

Provide students with tailored instruction on the standards of student conduct during the first weeks of each school year.

Action Plan 4.4

Form a student behavior committee to disseminate collaborative and consistent decisions enforcing the standards of student conduct and reinforce appropriate conduct.

FRANKLIN MILITARY ACADEMY: THE PREMIER SECONDARY MILITARY INSTITUTION STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of Franklin Military Academy, the premier secondary military institution designed to mold tomorrow’s leaders, is to develop leadership, promote scholarship, and encourage honorable citizenship through military structure, rigorous learning experiences, and public service with the collective efforts of faculty, students, parents, and community partners.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will develop as thoughtful readers, effective writers, critical thinkers, and creative problem solvers. 2. Each student will be a socially responsible citizen who embodies military values and leads the building of a sustainable global community. 3. Each student will have the undeniable audacity and discipline to achieve challenging goals with integrity, passion, and confidence to positively impact the world. 4. Each student will achieve excellence by discovering and developing unique interests and talents.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school’s resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will adopt a school-wide approach to inspire and empower students to become leaders. 2. We will implement engaging, innovative, and rigorous curriculum, that is both interdisciplinary and comprehensive, in order to optimize learning experiences. 3. We will design and infuse relevant technology practices that will build and enhance the students’ ability to compete in the global society. 4. We will engage all facets of the school and the community as partners to communicate our mission and objectives in order to recruit and retain the most qualified students.
<p>Strategic Planning Team</p>	<p>Staff: Sheron Carter-Gunter, Chantea R. Wright, Danielle Bowers, Christina Cancelli, Denise Claiborne, Kelvin Gilliam, Ruby Jackson, Elaine Johnson-Macon, Joseph Spence, Leon Thornton Jr., Nikitria Walker, William Watson, Matthew Wester</p> <p>Parents: Pauline Harvey</p> <p>Community Partners: Brian Johnson</p>

FRANKLIN MILITARY ACADEMY: THE PREMIER SECONDARY MILITARY INSTITUTION STRATEGIC PLAN



1. We will adopt a school-wide approach to inspire and empower students to become leaders.

Action Plan 1.1

Integrate a Leadership curriculum into the current military class, with supporting activities across core classes, families, community and at home.

2. We will implement engaging, innovative and rigorous curriculum that is both interdisciplinary and comprehensive in order to optimize learning experiences.

Action Plan 2.1

College/Career Connections: Establish College/University/Business partners to facilitate the ease of the matriculation of our high school graduates into Colleges/Universities and the workforce.

Action Plan 2.2

Capstone Project/Service Learning: Increase the number of civic minded and engaged students through a senior capstone project.

Action Plan 2.3

A mandatory 2-week Summer Academy for incoming 6th and 9th graders held in August.
NOTE: The Academy's focus would be on pre-assessment tests such as the Gates-MacGinitie test that assesses student's reading level and the ARDT test that reveals students' Math level. These assessments and skills are usually implemented and taught the first month of school. By implementing these assessments early, it provides data earlier and the student can receive the extra support they need earlier in the year. The academy would also give students tips on how to stay organized, study skills, and formation techniques.

Action Plan 2.4

Professional Learning Committees: Develop Professional Learning Committees (PLCs), facilitated and participated in by all teachers.

3. We will design and infuse relevant technology practices that will build and enhance the students' ability to compete in the global society.

Action Plan 3.1

Effectively use technology to increase student achievement.

Action Plan 3.2

Reduce paper usage in faculty-to-faculty communication/collaboration as well as in student-to-teacher communication.

**FRANKLIN MILITARY ACADEMY:
THE PREMIER SECONDARY MILITARY INSTITUTION
STRATEGIC PLAN**



Action Plan 3.3

Create and maintain an engaging, informative school web site.

Action Plan 3.4

Develop an on-campus distance learning lab for students and staff.

4. We will engage in all facets of the school and the community as partners to communicate our mission and objectives in order to recruit and retain the most qualified students.

Action Plan 4.1

Enhance recruitment efforts to ensure uniform recruitment opportunities and an acceptance process.

Action Plan 4.2

Increase student perseverance so that more students remain from 6th grade through graduation.

Action Plan 4.3

Build partnerships in the community, with businesses, business leaders, and community service organizations, that will strengthen Franklin Military Academy's visibility and its relationships with students, parents, and the general community.

“RICHMOND COMMUNITY HIGH SCHOOL: A NATIONALLY RECOGNIZED LEADER IN URBAN EDUCATION” STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect create responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health are essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>Our Mission . . .</p> <p>Richmond Community High School, a nationally recognized leader in urban education, is committed to preparing students to excel in a demanding, technologically sophisticated, global society by providing a college preparatory and experiential learning environment that nurtures individual achievement while embracing diversity.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. All students will demonstrate mastery of a rigorous college preparatory course of study and emerge as critical thinkers and effective problem solvers. 2. All students will develop into informed, engaged and empowered leaders who positively impact their local and global communities. 3. All students will achieve personal excellence by discovering and developing unique interests, talents and gifts.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will provide engaging and relevant experiential learning opportunities that promote successful college and career opportunities. 2. We will provide collaborative initiatives that promote community engagement that prepare students for leadership roles in a global society. 3. We will promote our culture and reputation of excellence that will broadcast our success to the greater Richmond community and beyond.
<p>Strategic Planning Team</p>	<p>Staff: Diane Callender, Heather Crone, Gregory McCallum, Summer Schultz, Laura McDonough, Bonita Reynolds and J. Austin Brown</p> <p>Parents: Brenda Cureton and Shana Williams</p> <p>Community Partners: Dr. John Outland, Barbara Fuhrmann, Latonya Waller and Lynette Clements</p> <p>Students: Jocelyn Licea and John Williams</p>

“RICHMOND COMMUNITY HIGH SCHOOL: A NATIONALLY RECOGNIZED LEADER IN URBAN EDUCATION” STRATEGIC PLAN



1. We will provide engaging and relevant experiential learning opportunities that promote successful college and career opportunities.

Action Plan 1.1

Students will actively engage in college visitations and obtain college information throughout their four years at RCHS.

Action Plan 1.2

All freshmen will maintain an electronic portfolio featuring works produced in each class throughout the school year.

Action Plan 1.3

The unique interests of students will be encouraged and opportunities to grow these interests will be offered.

2. We will provide collaborative initiatives that promote community engagement and prepare students for leadership roles in a global society.

Action Plan 2.1

Richmond Community High School students will complete community service requirements that provide meaningful educational opportunities, promote civic engagement, heighten the school's visibility in the community and ensure flexibility.

Action Plan 2.2

Richmond Community High School students will have increased opportunities to connect to community service agencies and service learning opportunities.

Action Plan 2.3

The Richmond Community High School faculty, students and staff will develop and implement school-wide community service projects.

3. We will promote our culture and reputation of excellence that will broadcast our success to the greater Richmond community and beyond.

Action Plan 3.1

Establish a student ambassador program that will promote Richmond Community High School to the public.

Action Plan 3.2

We will purchase and install a school marquee.

**“RICHMOND COMMUNITY HIGH SCHOOL:
A NATIONALLY RECOGNIZED LEADER IN URBAN EDUCATION”
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Action Plan 3.3

We will develop a series of phone messages that will promote Richmond Community High School and keep the community abreast of school events.

Action Plan 3.4

The RCHS staff and students will develop two promotional videos that will play in the school’s foyer and be used during recruitment activities.

Action Plan 3.5

We will develop and distribute parent packets and information brochures that will provide the community with a comprehensive overview of the school.

Action Plan 3.6

We will develop school paraphernalia and make it available for promotions inside and outside of the school to garner public awareness and to promote school spirit.

Action Plan 3.7

We will utilize the RPS Department of Public Information and the local media to promote RCHS.

GEORGE WYTHE HIGH SCHOOL: “THE GATEWAY TO INFINITE POSSIBILITIES” STRATEGIC PLAN



<p>Beliefs <i>An expression of fundamental values, ethical code, overriding convictions, inviolable principles</i></p>	<p>We believe that . . .</p> <ol style="list-style-type: none"> 1. Relationships built on honesty and mutual respect creates responsible and effective communities. 2. Diversity is our strength; unity is our power. 3. Equity is the prerequisite for community vitality. 4. Everyone has worth and value and is integral to society. 5. Mental, emotional, physical, and spiritual health is essential for optimal learning. 6. High expectations are required to achieve goals, hopes, and dreams. 7. High quality education produces responsible citizens and vibrant communities. 8. Teaching and learning are essential to the human experience of growth and change. 9. Embracing change opens doors of possibilities. 10. Education is the shared responsibility of the entire community.
<p>Mission <i>Highest aspiration and purpose of the school; a declaration of the unique identity to which the school aspires, its specific purpose, and the means by which it will achieve its purpose</i></p>	<p>The mission of George Wythe High School, the cultivator of unlimited possibilities, is to empower ALL students to acquire academic and social skills and to promote mutual respect and value through personal growth in preparation for real-life, global opportunities, by fostering relationships with families and community leaders, led by passionate, highly qualified educators.</p>
<p>Objectives <i>An uncompromising commitment to achieve specific, measurable, observable, or demonstrable results that exceed current capability</i></p>	<ol style="list-style-type: none"> 1. Each student will graduate as life-long learners who have the confidence, knowledge, and ability to be college and career ready, and to accomplish their goals while maximizing their full potential. 2. Each student will embark on a path of self discovery through developing their own potential based on extraordinary talents and unique interest to become socially productive and responsible citizens while serving the school community and global society. 3. Each student will pursue and fulfill their dreams with integrity and confidence while positively impacting the world.
<p>Parameters <i>Boundaries within which the school will accomplish its mission; self-imposed limitations</i></p>	<ol style="list-style-type: none"> 1. We will base decisions on what is best for students. 2. We will honor relationships and treat all people with dignity and respect. 3. We will ensure a culture of integrity. 4. We will be responsible stewards of our resources. 5. We will practice and promote open, honest communication. 6. We will not compromise excellence.
<p>Tactics <i>Bold resolutions that dedicate the school's resources and energies toward the continuous creation of systems to achieve the extraordinary as expressed in the mission and objectives</i></p>	<ol style="list-style-type: none"> 1. We will develop and implement engaging, innovative, and rigorous curriculum that focuses on literacy to optimize learning. 2. We will align people and resources strategically to maximize student potential in fulfilling school and community responsibilities. 3. We will utilize faculty, staff, parents, and all stakeholders of the community as partners in accomplishing our mission in molding all students to become productive citizens.
<p>Strategic Planning Team</p>	<p>Staff: Ms. Green, Ms. Cannady, Ms. Robinson, Mrs. Brown Mrs. Thompson, Mr. Johnson, Sgt. Winston, Mrs. Brown, Mr. Steel, Ms. Brooks, Ms. Beatty, Mrs. Friday, Ms. Paythress, Ms. Marion</p> <p>Parents: Mrs. Bohannon and Mrs. Washington</p> <p>Students: Maria Martinez and Jenario Henley</p> <p>Community Partners: Mr. Hoge and Ms. Jordan</p>

**GEORGE WYTHE HIGH SCHOOL:
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1. We will develop and implement engaging, innovative, and rigorous curriculum that focuses on literacy to optimize learning.

Action Plan 1.1

George Wythe High School will incorporate technology into literacy-based instruction (including, but not limited to teacher web pages, Edmodo, Gizmo, eBooks) so that students will be involved in challenging, long-term projects that require higher order thinking skills, authentic tasks, and mixed-ability grouping.

Action Plan 1.2

George Wythe High School will construct student centered classrooms so that Students will be directly involved and invested in the discovery of their own knowledge were curriculum and assessments are centered on meaningful performances in real-world contexts.

Action Plan 1.3

George Wythe High School will expand the use of vocabulary-building activities beyond literacy to optimize learning so that students will be able to connect content vocabulary across the curriculum to real life applications.

2. We will align people and resources strategically to maximize student potential in fulfilling school and community responsibilities.

Action Plan 2.1

We will strengthen school and community relations through multiple modes of communications designed to increase community participation and improve communication between the school, and the parents and community.

Action Plan 2.2

We will increase, improve, and market extracurricular activities.

Action Plan 2.3

School based community agencies will be monitored for effectiveness to ensure accountability, productivity, and ensure that the work they do contributes to improved student outcomes.

Action Plan 2.4

Students will increase participation in community service activities and gain an understanding of their importance.

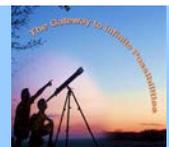
Action Plan 2.5

We will create a comprehensive and subject specific tutorial and freshman support program.

Action Plan 2.6

We will develop and maintain a student discipline system to eliminate areas of non-compliance.

**GEORGE WYTHE HIGH SCHOOL:
“THE GATEWAY TO INFINITE POSSIBILITIES”
STRATEGIC PLAN**



Action Plan 2.7

Faculty and staff will adhere to employee code of conduct expectations and show mutual respect toward each other.

3. We will utilize faculty, staff, parents, and all stakeholders of the community as partners in molding all students to become productive citizens.

Action Plan 3.1

We will effectively utilize current school organizations and develop student organizations that are custom suited to the culture at George Wythe High School.

Action Plan 3.2

We will demonstrate a culture of collaboration and communication at George Wythe among students, staff, parents and all stakeholders promoting interest in school events and affairs using modern and diverse forms of media.

Action Plan 3.3

We will promote and “sell” George Wythe High School to the members of the school community in order to gain support and establish long-lasting relationships that will assist in reaching our goal of molding our students to become productive citizens.