

# HANOVER COUNTY PUBLIC SCHOOLS



**CHARTING OUR COURSE  
THROUGH THE 21ST CENTURY**

## 2011-2012 SCHOOL BOARD MEMBERS



Left to right — Front Row: Ann F. Hagan Gladstone, Vice Chairman, South Anna District  
John F. Axselle III, Chairman, Beaverdam District  
Sue Forbes Watson, Ashland District

Back Row: Robert L. Hundley, Jr., Chickahominy District  
Glenn T. Millican, Jr., Mechanicsville District  
Robert L. Wood, Cold Harbor District  
Earl J. Hunter, Jr., Henry District



## 2012-2013 SCHOOL BOARD MEMBERS



Left to right — Front Row: Glenn T. Millican, Jr., Vice Chairman, Mechanicsville District  
Ann F. Hagan Gladstone, Chairman, South Anna District  
John F. Axselle III, Beaverdam District

Back Row: Henry C. Lowry, Jr., Ashland District  
Robert L. Hundley, Jr., Chickahominy District  
Earl J. Hunter, Jr., Henry District  
Robert L. Wood, Cold Harbor District

August 2012



Dear Friends of Hanover County Public Schools,

*The 2012-2018 Long-Range Plan for Hanover County Public Schools was developed as the result of a detailed process involving nearly 80 members of our community and school staff. Throughout the months of March, April, and May of 2012, the Long-Range Planning and Action Teams worked diligently to develop the document which you hold in your hands – our school division’s vision and mission statements, a set of beliefs, parameters, goals and objectives. While each of these items is important alone, together they powerfully and clearly define our plan’s foundation as well as a path by which we will achieve the goals set for our school division.*

*The 2012-2018 Long-Range Plan is intended to be a living document, one that permeates the school division’s culture and shapes our progress. To that end, as we implement the approved Action Plans, we are committed to ensuring that we appropriately respond to the needs of the school community. In addition, as new or revised actions are identified, we will be agile enough to respond to those needs. I am confident that as we “Chart Our Course Through the 21<sup>st</sup> Century,” we are well prepared to embrace the challenges which lie ahead of us.*

*The Hanover County School Board and I extend our sincere gratitude to those citizens and school staff who participated in each phase of the planning process and extend an invitation to each of you to watch our progress as we embark on this phase of our journey. Thank you.*

*Sincerely,*

*Jamelle S. Wilson  
Superintendent of Schools*



## VISION

*To be recognized as a leader in education by building on our Tradition of Excellence.*

## MISSION

*Hanover County Public Schools is a student-centered, community-driven organization that provides a quality education for lifelong success.*

## BELIEFS

- 1. We believe a quality education encourages each child and challenges him or her to develop an individual path to success.*
- 2. We believe a safe, supportive and collaborative environment is essential to student development and achievement.*
- 3. We believe highly qualified staff, and dedicated parents and volunteers, make the greatest positive impact on student learning.*
- 4. We believe in preparing all children to be contributing, productive members of our diverse, global society.*
- 5. We believe that excellence is the standard for continuous improvement in teaching and learning.*
- 6. We believe the continued success of the school system is dependent upon strong community partnerships.*
- 7. We believe learning is a lifelong process.*

## PARAMETERS

### Never

- *Tolerate discrimination.*
- *Tolerate illegal activity or unethical behavior.*
- *Tolerate abusive or violent behavior.*

### Always

- *Maintain high expectations for staff and student performance.*
- *Recruit and retain the most qualified staff.*
- *Be accountable and transparent.*
- *Consider the safety, health and wellness of the school community.*
- *Promote an expectation of respectful behavior.*
- *Pursue and encourage family and community involvement.*

**GOAL #1: To provide the highest quality education and appropriate support for each student while meeting and exceeding state, national, and international standards.**

**Objectives**

**1-1. Increase student achievement and academic performance.**

*Action Plans*

- 1-1.1 Annually increase all measures of academic success for all students using a baseline established in 2012-13.
- 1-1.2 By 2016, 100% of core content course offerings (language arts, math, social studies, and science) will embed 21<sup>st</sup> Century Learning themes in curriculum course materials and assessments as means to enhance academic and workplace readiness skills.

**1-2. Strategically integrate technology as a learning tool.**

*Action Plans*

- 1-2.1 By 2013-2014, review technology plan/develop technology plan.
- 1-2.2 By 2013-2014, define the purpose of online learning.
- 1-2.3 By 2014-2015, develop and implement robust online learning options.

**1-3. Promote technical education as a professional option.**

*Action Plans*

- 1-3.1 By 2012-2013, 80% of Career and Technical Education program completers will complete a state approved credentialing exam.
- 1-3.2 By 2013-2014, 70% of eligible Career and Technical Education program completers will graduate with an industry certification.
- 1-3.3 By 2014-2015, Hanover County Public Schools Career and Technical Education programs will meet or exceed the state prescribed Performance Standards for the following two areas: completers participating in credentialing tests and completers passing credentialing tests.

**1-4. Adopt and implement a process for program evaluation.**

*Action Plans*

- 1-4.1 Develop, adopt and implement School Board policy and regulation for evaluating existing and new instructional programs and supplemental instructional initiatives/programs.

## **GOAL #2: To employ and retain highly qualified staff.**

### **Objectives**

#### **2-1. Offer competitive employee compensation and benefits.**

##### *Action Plans*

- 2-1.1 By Spring 2013, develop a measurement tool to gather recruiting and retention data for all staff.
- 2-1.2 By Spring 2013, develop a survey to gather data from employees on tangible and intangible benefits.
- 2-1.3 By Winter 2013, establish a competitive salary benchmark +/-3% salary margin as compared with surrounding school systems.

#### **2-2. Attract qualified applicants to maintain our competitive edge.**

##### *Action Plans*

- 2-2.1 Annually target state approved teacher preparation programs with highest percentage of qualified applicants employed by Hanover County Public Schools, and maintain relationship with University career centers, to include attending specific Teacher Recruitment Fairs.
- 2-2.2 Annually review and maintain the Hanover County Public Schools website to ensure the recruitment pages are readily navigable to attract qualified applicants.
- 2-2.3 Annually explore and enhance utilization of technologies to highlight Hanover County Public Schools.
- 2-2.4 By Fall 2013, review critical shortage areas and pursue flexibility in recruiting for these areas.
- 2-2.5 By Fall 2013, enhance substitute procedures to entice licensed personnel to stay with Hanover County Public Schools and increase the number of credentialed teachers in classes as substitutes.

#### **2-3. Provide relevant professional development.**

##### *Action Plans*

- 2-3.1 By September 2012, revise the professional development web page on the Hanover County Public Schools website to ensure ease of use and access to information and resources.
- 2-3.2 By Fall 2013, implement a system to review performance data, yearly goals, and needs identified by faculty and staff, in order to provide on-going professional development opportunities in support of improving practice.
- 2-3.3 Develop and implement policy for a professional development model which is based on needs identified through a collaborative review of performance data by employee and supervisor.

**GOAL #2: To employ and retain highly qualified staff.**

**Objectives (continued)**

**2-4. Promote a culture that inspires and recognizes excellence.**

*Action Plans*

- 2-4.1 By Spring 2013, review our hiring processes to ensure that individuals selected for employment are supportive of and will enhance our culture of supporting student well being.
- 2-4.2 By Spring 2013, measure internal customer satisfaction as related to core values and beliefs supported by Division leadership and a positive work environment.
- 2-4.3 By Fall 2013, expand communication methods and structures to all employees.
- 2-4.4 Annually celebrate successes that recognize excellence.

**2-5. Implement evaluation systems based on student achievement/performance.**

*Action Plans*

- 2-5.1 Develop and implement performance evaluation systems for teachers, principals, the superintendent, and other licensed personnel.
- 2-5.2 By July 2014, provide online support mechanisms to assist teachers and administrators with collection and analysis of performance management data, student academic growth data, professional development data, and scheduling of evaluation observations and review conferences.



**GOAL #3: To ensure safe, secure and efficient facilities and learning environments.**

**Objectives**

**3-1. Continually evaluate and refine plans for safety and security.**

*Action Plans*

- 3-1.1 Conduct an annual assessment of a four phase, all hazards approach to crisis management including: Mitigation/Prevention, Preparedness, Response and Recovery.
- 3-1.2 Conduct an annual assessment of procedures and practices for mitigation and prevention of crises and preparing for, responding to, and recovering from emergencies.

**3-2. Identify and deploy resources to meet facility needs.**

*Action Plans*

- 3-2.1 By fall 2013, develop for School Board approval, a five-year facility maintenance improvement plan.

**3-3. Continue to improve energy efficiency and conservation efforts.**

*Action Plans*

- 3-3.1 Develop and implement an energy efficiency and conservation strategic plan.
- 3-3.2 Annually reduce energy consumption.

**GOAL #4: To increase and sustain family involvement, community partnerships, and student engagement.**

**Objectives**

**4-1. Promote our Mission, Beliefs, and Vision.**

*Action Plans*

- 4-1.1 Beginning with the 2012-2013 school year, all schools and departments will engage in a systemic process to promote and communicate a system-wide purpose for student success through its Mission, Beliefs, and Vision.
- 4-1.2 By fall 2015, leadership at all levels will implement a continuous improvement process that provides clear direction for improving conditions that support student learning.

**4-2. Communicate the value of a Hanover K-12 education.**

*Action Plans*

- 4-2.1 Annually maintain and/or increase the percentage of students and stakeholders who have a high degree of satisfaction with the quality of teaching, learning, and working environment provided by Hanover County Public Schools.
- 4-2.2 Annually increase methods of outreach to community stakeholders through initiatives such as AM 1700, a county government operated radio station, and all local media outlets, to promote positive school activities and involvement.

**4-3. Identify specific opportunities to increase family, business, and community involvement.**

*Action Plans*

- 4-3.1 Annually, each school will increase volunteer hours.
- 4-3.2 Increase volunteer efforts across the Division.

**4-4. Identify creative ways to collaborate with business and community organizations for professional development, instruction, and recognition.**

*Action Plans*

- 4-4.1 Each school will add at least two new business partners annually.

**4-5. Promote community service and citizenship.**

*Action Plans*

- 4-5.1 Develop and implement a program which promotes community service and citizenship for Hanover County Public Schools students.

**GOAL #5: To proactively manage resources effectively and efficiently.**

**Objectives**

**5-1. Maintain transparency.**

*Action Plans*

- 5-1.1 Beginning in September 2012, survey stakeholders to help understand what information is of interest.
- 5-1.2 Within the 2013-2014 school year, improve the standardization of school websites to ensure that basic information is easily accessible and is consistently located regardless of the school.
- 5-1.3 Within the 2013-2014 school year, explore the opportunity for Division/school mobile applications engaging existing resources to develop the capability.
- 5-1.4 Beginning in September 2014, the annual budget document will allocate salary and benefit expenditures to the specific schools to demonstrate the total annual costs allocated per school.

**5-2. Increase operational efficiencies.**

*Action Plans*

- 5-2.1 Meet the Virginia Department of Planning and Budget expectation to implement 50% of the efficiency review recommendations or dollar value of the recommendations within two years of the audit completion.
- 5-2.2 Beginning in September 2013, explore the opportunity for an incentive program for employees that encourages the exchange of ideas of savings and added efficiencies.
- 5-2.3 Beginning in June 2014, conduct an annual review of the efficiency review recommendations that were not implemented to determine if they should be implemented in the future.

**5-3. Adopt and implement a performance measurement process.**

*Action Plans*

- 5-3.1 Beginning in September 2013, establish a Division-wide performance measure advisory committee.
- 5-3.2 In September 2014, develop an action plan for areas of under-performance as identified by the performance measure reporting.
- 5-3.3 Beginning in 2015, annually report to the School Board performance measure results and progress of action plans.

## 2012-2018 Long-Range Planning Team

<b>Wendy Alsop-Corbin</b>	Parent
<b>Matte Anderson</b>	Chairman, Superintendent's Business Advisory Committee
<b>Debbie Arco</b>	Director of Curriculum & Instruction
<b>Curtis Beachum</b>	Student
<b>Adam Brooks</b>	Student
<b>Sarah Calveric</b>	Principal, Cold Harbor Elementary School
<b>Daryl Chesley</b>	Assistant Superintendent of Instructional Leadership/ Chief Academic Officer
<b>Gianna Clark</b>	Hanover Education Foundation
<b>Charla Cordle</b>	Assistant Superintendent of Human Resources
<b>Patti Davis</b>	Parent
<b>Nancy Disharoon</b>	Principal, Stonewall Jackson Middle School
<b>Chip England</b>	Parent
<b>Ann Gladstone</b>	School Board Vice Chairman
<b>Kit Guncheon</b>	Student
<b>Jaime Harnden</b>	Teacher, Hanover High School
<b>Terri Hechler</b>	Director of Technology Services
<b>Douglas Huber</b>	Parent
<b>Anne Marie Lauranzon</b>	Facilitator
<b>Christine Maimone</b>	Parent
<b>Christine Phaup</b>	Teacher, South Anna Elementary School
<b>Christine Pimblett</b>	Parent
<b>Denise Ringer</b>	Parent
<b>Chris Santasiere</b>	Parent
<b>Rob Sargeant</b>	Assistant Director of Human Resources
<b>Linda Scarborough</b>	Communications Specialist – LRP Public Relations Liaison
<b>Rosemarie Stocky</b>	Director of Instructional Support Services - LRP Project Manager
<b>Michael Thornton</b>	Assistant Superintendent of Business & Operations
<b>Laurie Ursiny</b>	Parent
<b>Sue Watson</b>	School Board Member
<b>Jamelle Wilson</b>	Superintendent of Schools
<b>John Wilson</b>	Parent

## 2012-2018 Long-Range Planning Action Teams

### **GOAL #1**

Sue Albaugh - Educator  
Debbie Arco - Staff  
Diane Brown - Staff  
Daryl Chesley - Staff  
Patti Davis - Parent  
Cathy Glenn - Staff  
Jesse Gordon - Parent  
Tina Mello - Parent  
Tricia Miller - Staff  
Carole O'Brien - Staff  
Denise Ringer - Parent  
Jen Stackpole - Staff  
Bob Staley - Staff  
Robert Todd - Parent

### **GOAL #2**

Matte Anderson - Community  
Charla Cordle - Staff  
Mike Duke - Staff  
Margaret Hill - Staff  
Christine Maimone - Parent  
James Rhodes - Parent  
Jean Royalty - Parent  
Rob Sargeant - Staff  
Melissa Semones - Staff  
Joni Shelton - Staff  
Amy Thompson - Staff

### **GOAL #3**

Paul Carper - Staff  
Stan Jones - Staff  
Scott Lucchesi - Parent  
Shellie MacKenzie - Staff  
Tina Neagle - Parent  
Chris Pimblett - Parent  
David Sears - Parent  
Chris Sorensen - Staff  
Michael Thornton - Staff

### **GOAL #4**

Daryl Chesley - Staff  
Rachael Fulop - Educator  
Ann Gladstone - School Board  
Margaret Hill - Staff  
Linda Scarborough - Staff  
Michelle Schmitt - Parent  
Rosemarie Stocky - Staff  
Dorothy Tate - Staff  
Michael Thornton - Staff  
Alicia Todd - Educator  
Laurie Ursiny - Parent

### **GOAL #5**

Chris Enright - Parent  
Jeanette Epps - Parent  
Pete O'Brien - Staff  
Jill Palmer - Parent  
Chris Sorensen - Staff  
Terry Stone - Staff  
Michael Thornton - Staff

# HANOVER COUNTY PUBLIC SCHOOLS

200 Berkley Street  
Ashland, VA 23005

Phone: (804) 365-4500

Fax: (804) 365-4680



## **Dr. Jamelle S. Wilson** **Superintendent of Schools**

Dr. Daryl Chesley  
*Assistant Superintendent of Instructional Leadership*  
*Chief Academic Officer*

Charla Cordle  
*Assistant Superintendent of Human Resources*

Dr. Michael Thornton  
*Assistant Superintendent of Business & Operations*

*The Hanover County School Board does not unlawfully discriminate on the basis of age, sex, race, color, religion, disability, or national origin in its employment practices or educational programs and activities. The Director of Special Education is designated as coordinator for non-discrimination for access to and implementation of programs under Section 504 and the Americans with Disabilities Act. The Assistant Superintendent of Human Resources is designated as coordinator for non-discrimination regarding personnel matters under Section 504 and the Americans with Disabilities Act.*

*To contact Hanover County Public Schools by telephone, please call (804) 365-4500.*