

VHCS Strategic Plan

Beliefs	Strategies	Phase I (2014-16)	Actions (2014-16)	Phase II (2016-18)	Anticipated Actions	Phase III (2018-19)
<ul style="list-style-type: none"> All people have the right to learn without limits. Society is strengthened by educated people. Every person has value. 	1. We will provide multiple opportunities for students to choose pathways toward achieving their aspirations.	<ul style="list-style-type: none"> Research and offer new and innovative learning opportunities Offer students the opportunity to enroll in online courses 	<ul style="list-style-type: none"> MakerSpaces / Genius Hour Robotics / Pirate Programming Health Science CTE Pathway Seal of Biliteracy Arts Achievement Seal New AP offerings World language pilot (middle school) Redesigned middle school summer school program Summer EL enrichment program World Language Pilot for elementary students Virtual/Online Coursework (starting in 2017-18) 		<ul style="list-style-type: none"> AMSTI science curriculum Expanded dual enrollment options (high school) VHHS Green Roof Project 	<ul style="list-style-type: none"> Offer varied and interactive career experiences for students in grades K-8 Expose students to Alabama's two-year and four-year colleges through on-site and interactive engagement
<ul style="list-style-type: none"> A person's uniqueness is a gift. Faith is vital to one's life. 	2. We will expose students to an array of opportunities to discover their unique gifts.	<ul style="list-style-type: none"> Create and utilize student surveys to determine areas of student career interests 	<ul style="list-style-type: none"> Aptitude and Interest Inventories Added elementary counselors to improve counseling services New CTE Construction courses New extracurricular/club opportunities 		<ul style="list-style-type: none"> Align interview questions and processes 	<ul style="list-style-type: none"> Allow students to explore and actively pursue their learning styles, interests, and gifts to help meet their academic needs Establish real-world learning to connect between curriculum and career paths for students
<ul style="list-style-type: none"> Every person has the responsibility to be a good steward of resources. Every person is responsible for his/her actions. 	3. We will build staff capacity emphasizing individual responsibility.	<ul style="list-style-type: none"> Align professional learning committees (PLCs) among all schools Establish an accountability system for reporting work accomplished by PLCs Create schedules to allow for PLC time Align PST processes across VHCS to Provide training for staff on the collection, analysis, and use of data Train all system employees to uphold professional standards 	<ul style="list-style-type: none"> PST alignment and training district-wide Marilyn Friend co-teaching professional development Dyslexia training "Do the Math" intervention training School data meetings Common assessments Gifted identification training Administrator PLUs focused on Professional Learning Communities Assurance of system-wide PLC implementation Developed school schedules to provide collaborative time Improved evaluation process including Code of Ethics and SafeSchools training 	<ul style="list-style-type: none"> Shift to a more academically rigorous, student-centered, and full-engagement model of learning and teaching Instill a value of professionalism for professional growth Coordinate recruitment and interview processes to ensure hiring of all employees is reflective of the system's high values and professional standards 	<ul style="list-style-type: none"> Parent education/meetings Two-way collaboration with businesses on academic shifts VHCS Teacher Leader Program to start Fall 2016 Develop the new VHCS Teacher Evaluation Process Create deeper understanding of student-centered learning and learning targets PLU on student-engaged assessment Diversify district candidate pool PLC tools for development and evaluation PLC Conference 	<ul style="list-style-type: none"> Implement academies to develop the potential of teachers and staff to serve as key leaders in their schools and the system
<ul style="list-style-type: none"> Succeeding is an intentional pursuit. Work ethic builds character. 	4. We will create a dynamic of learning and teaching that provokes questioning and honors academic risk-taking.	<ul style="list-style-type: none"> Develop a philosophy of learning and teaching that promotes higher-order thinking Offer professional learning that promotes higher-order thinking within a student-centered, actively-engaged classroom culture 	<ul style="list-style-type: none"> Math / Science Parent Nights Vertical observations Instructional Rounds / Learning Walks Focus on student-engaged assessment Learning Without Limits Blog / Videos Annual PD surveys District Professional Development Plan Summer professional development CCRS Team vXchange collaboration Design It Yourself summer PD District PCN Teams 	<ul style="list-style-type: none"> Report system-wide student progress toward mastery of content standards 	<ul style="list-style-type: none"> District focus on peer observations (Learning Walks) and feedback for student growth and teacher growth Training and implementation of ELEOT for classroom observations 	

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<ul style="list-style-type: none"> • Each person deserves to be safe. • All people deserve respect. • Diversity strengthens community. • Health and wellness are vital to quality of life. • Every voice deserves to be heard. 	<p>5. We will create a culture of inclusivity and respect.</p>	<ul style="list-style-type: none"> • Identify, educate and eliminate biases within administration, staff, parents, students, and the community • Provide a comprehensive assessment to engage students, staff and parents to evaluate inclusivity and multiculturalism • Build strong school-family community partnerships to enhance relationships with all stakeholders 	<ul style="list-style-type: none"> • Growth Mindset book study and employee newsletters • Counselor professional development — diversity training • SafeSchools Coalition training • District Rebranding • Community website information • Development of Annual Report • Big Brothers/Big Sisters programs 	<ul style="list-style-type: none"> • Embed cultural studies in K-12 curriculum 	<ul style="list-style-type: none"> • <i>Life Skills Training</i> • <i>Continued involvement with Big Brothers/Big Sisters</i> • <i>Focused student support team</i> • <i>School brochures</i> 	<ul style="list-style-type: none"> • Embed a character education curriculum with social and emotional learning that aligns across content areas • Provide a project, problem-based curriculum where both college-bound and career-bound students develop skills to be prepared upon graduation
<ul style="list-style-type: none"> • Leading positive change is the mark of a thriving community. 	<p>6. We will customize and create global learning environments to facilitate learning without constraints.</p>	<ul style="list-style-type: none"> • Utilize transformative, purpose-driven, and real-world technology • Establish a 1:1 device rollout plan • Determine a replacement plan for devices • Determine approved apps and educate community on them • Determine teacher needs and designate teacher leaders to be resident experts • Develop a culture which enhances flexible and facilitative teaching 	<ul style="list-style-type: none"> • Research and develop a 1:1 rollout plan • Replacement of teacher laptops • Survey of technology needs • Digital Citizenship for students • Discussion of apps and privacy issues • Developed Data Governance Policy • Instructional Partners Network • Instructional Rounds / Learning Walks • Aspiring Administrator Cohort • Instructional Coaches • Targeted instructional technology PD for teachers • vXchange — integrated technology • PCN Teams — collaboration 	<ul style="list-style-type: none"> • Offer intercultural experiences, language instruction, and global interactions with other cultures, nations, and students at all levels • Provide students with opportunity to explore multi-guided choices for authentic, differentiated learning 	<ul style="list-style-type: none"> • <i>Utilize Global Teacher experiences for professional learning</i> • <i>Alignment of common learning experiences, strategies, and assessments</i> 	<ul style="list-style-type: none"> • Create flexible learning spaces to inspire active, authentic experiences
<ul style="list-style-type: none"> • Trusting relationships are the essence of a strong community. • Community service is a civic duty. • Transparency inspires trust. 	<p>7. We will intentionally cultivate reciprocal relationships with our community.</p>	<ul style="list-style-type: none"> • Develop new and enhance existing relationships with community partners to provide a variety of experiences for all students • Regularly recognize community partnerships • Engage community members in school improvement processes to improve communication among all schools, parents, and community members • Invite community members and parents to participate in advisory opportunities • Expose students to opportunities for participation in our community 	<ul style="list-style-type: none"> • Aligned school websites • Developed Crisis Communication Plan • Distributed Community Survey • Released VHCS Mobile App • Distributed VHCS Annual Report • PTO Parent Awareness / PTO Council • Drug Awareness Team • Parent Awareness forums • School email subscriptions • Superintendent contact link • Legislative and PTO Learning Walks • SGA and Community Service • Career Days • CTE Interview Day • Capella Program 		<ul style="list-style-type: none"> • <i>Partnerships with local businesses</i> • <i>Help the Hills</i> • <i>Local fundraising for academic projects</i> 	<ul style="list-style-type: none"> • Nurture the engagement of all students to use their unique gifts and values in community service

AdvancED Continuous Improvement Priority 1

Develop a district-wide plan that ensures a continuous improvement process for vertical and horizontal alignment of curriculum, instruction, and assessment to enable student success.

- *Leadership at all levels of the system implement a continuous improvement process that provides clear direction for improving conditions that support student learning.*

AdvancED Continuous Improvement Priority 2

Revise the Strategic Plan to include instructional strategies to ensure a clear focus on reducing the achievement gaps within identified subgroups.

- *The school system engages in a continuous process to determine verifiable improvement in student learning, including readiness for and success at the next level.*



Safe and nurturing environment

Courage to be creative



Multiple pathways to a bold future



Appreciation of diversity



Unparalleled community support