# MLWGS 2020-2025 STRATEGIC PLAN GOALS/OBJECTIVES/ACTION STEPS
## DATE:  January 19, 2023
### Blue Text = Updates
### Green = Completed

| GOAL 1 | MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL CREATE A WELCOMING AND RESPONSIVE ENVIRONMENT THAT CELEBRATES AND REFLECTS THE DIVERSITY OF THE SCHOOL DISTRICTS WE SERVE AND FOSTERS A SENSE OF BELONGING FOR ALL. | Responsible Party | Measure-ment | Year to begin Implemen-tation | Cost to Budget |
|---|---|---|---|---|---|
| | | | | 2020 | |
| OBJ 1.1 | MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment. | | | | |
| 1.1.2 | Develop and enhance relationships with districts, schools, administrators, counselors, teachers, parents, and potential students. | Administration, Counseling, Faculty | We are establishing relationships with local administrators through outreach. A middle school counselor day is being planned for late September 2022. | | |
| | | | | | |
| OBJ 1.2 | MLWGS will create an environment that provides a sense of belonging and fosters student and family engagement. | | | | |
| 1.2.1 | Examine and eliminate structural barriers that prevent students from availing themselves of all the opportunities at MLWGS. | Planning Committee, Administration, Foundation | SAC is working on this. | | |
| 1.2.2 | Access to wraparound services (Identify and fill gaps in student mental health and wellness programs) | School Counseling | A Full-time School Social Worker has been hired. | | |
| 1.2.3 | Review and reform policies and procedures that impede inclusion (e.g. mental health intake, bathroom policies, club and extra-curricular policies) | Counseling, Administration, AD, School Board | Bathroom policies have been addressed. | | |
| 1.2.4 | Enhance communications to make sure students have knowledge of and are able to seek resources | Counseling | School Psychologist has sent out multiple messages regarding mental health resources as well as holding parent training sessions | | |
| 1.2.5 | Facilitate student input and feedback | Administration, Counseling | Surveys completed by SAC and VSCS | | |
| 1.2.6 | Analyze and strengthen the student onboarding process to | Counseling | Freshmen Orientation is being studied as | | |

| | | | | | |
|---|---|---|---|---|---|
| | prepare accepted students for the MLWGS experience | | well as the process for registering for classes.  Piloting Dragon Dialogues.  The Walker Way Welcome Day was implemented in August 2022. | | |
| 1.2.7 | Equip faculty with tools to foster an inclusive environment | Administration, External Trainers | Year one of Cultural Competency PD has been completed. | | |
| | | | | | |
| OBJ 1.3 | MLWGS will codevelop a plan with its districts to increase enrollment of historically underserved populations. | | | | |
| 1.3.1 | In compliance with FY 2021 Budget Item 145, C-27,I, the school will work with the partner districts to collect application and admission data to be used to support a plan to increase the percentage of historically underserved populations at MLWGS. | Dr. Lowerre | We have been working with districts to improve access for underserved minorities. Significant improvement has been made this year.  RSB approved removal of Achievement Test as part of admissions process. | | |
| | | | | | |
| OBJ. 1.4 | MLWGS will develop a strategy to increase the demographic diversity of our faculty and staff. | | | | |
| 1.4.1 | Examine barriers to hiring and retaining diverse faculty. | Dr. Lowerre, Dr. Williams, | Recruitment sub-committee has been created. A focused effort has been made to recruit minority faculty and staff candidates. | | |
| 1.4.2 | Strengthen professional development resources for faculty. | Dr. Williams, Dr. Lowerre, Mr. Smith | Comprehensive PD has begun with positive feedback from staff. | | |
| 1.4.3 | Develop hiring strategy. | Leadership Team | We have actively targeted HBCUs and other colleges with information about employment openings. | | |

| | | | | | |
|---|---|---|---|---|---|
| 1.4.4 | Develop outreach program for recruiting teachers from multiple districts and education graduate schools. | Dr. Lowerre | We have actively targeted HBCUs and other colleges with information about employment openings. | | |
| GOAL 2 | MAGGIE L. WALKER GOVERNOR'S SCHOOL WILL ENGAGE STUDENTS WITH INNOVATIVE CURRICULA AND RESPONSIVE INSTRUCTION THAT FOCUSES ON STUDENT-CENTERED EXPERIENTIAL LEARNING. INSTRUCTION WILL BE INTERDISCIPLINARY AND ENRICHED BY LOCAL AND GLOBAL CONNECTEDNESS. | Responsible Party | Measure-ment | Year to begin Implemen-tation<br><br>2020-2021 | Cost to Budget |
| OBJ 2.1 | Students will engage in exciting distinctive courses that are designed to deepen students interest. | | | | |
| 2.1.1 | Encourage a collaborative environment for ongoing innovation of all course offerings. | Admin, Mr. Zweerink | New classes have been offered and recommended for future years | | |
| 2.1.2 | Expand dual enrollment course offerings and include courses through additional university partners. | Dr. Lowerre | Meetings with VCU are ongoing | | |
| 2.1.3 | Investigate offering courses with comparatively smaller student enrollment. | Admin and School counseling | We allowed classes to "make" this year with lower enrollments. | | |
| 2.1.4 | Expand the menu of teacher-created courses that center on experiential learning, interdisciplinary and global awareness. | Admin and Department Chairs | New Seminar courses are being offered including ones that target undertaught areas. Several new courses have been added to the Course Catalog. | | |
| 2.1.5 | Expand student enrollment in SGC's and teacher-developed courses. | Dr. Lowerre | New Courses have been taken to the Planning Committee and the RSB. | | |
| 2.1.6 | Augment opportunities for student travel and beyond-the-classroom experiences. | Leadership Team | A partnership with a French school has been established. | | |
| 2.1.7 | Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS | Dr. Lowerre and Culture Sub-Committee | A sub-committee has been formed to review FIRC | | |

| | | | | | |
|---|---|---|---|---|---|
| | | | and re-imagine the freshman experience. | | |
| | | | | | |
| **OBJ 2.2** | **Teachers will provide engaging, student-centered instruction.** | | | | |
| 2.2.1 | **Encourage teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.** | Leadership Team, Tech Integrators | Following the COVID pandemic, a renewed effort to assess and implement student-centered learning strategies has been taking place. | | |
| 2.2.2 | **Provide opportunities for teachers to participate in training and collegial discussions about enhancing student engagement, embedding community engagement, and integrating instructional technology within their curricula.** | Admin | Departments have been reaching out to the community to bring in alumni and others to enhance instruction and learning. | | |
| 2.2.3 | **Incentivize teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.** | Admin | | | |
| **GOAL 3** | **MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.** | **Responsible Party** | **Measure-Ment** | **Year to begin Implemen-tation** | **Cost to Budget** |
| **OBJ 3.1** | **Create and fund a ten-year capital improvement plan.** | | | **2023** | |
| 3.1.1 | **Conduct a needs assessment of future needs for the facility and technology.** | Facilities and Technology | Project is underway | | |
| 3.1.2 | **Forecast ten-year costs.** | Facilities and Technology | | | |
| | | | | | |
| **OBJ 3.2** | **Create a better experience for students, teachers, and parents through available software solutions.** | | | **2021** | |
| 3.1.3 | **Implemental funding mechanism separate from the operating budget.** | Mr. Smith | | | |
| 3.2.1 | **Purchase of on-line teacher receipting program.** | Ms. Hoover; Ms. Charity | | | |
| 3.2.2 | **Implement field trip request and tracking software.** | Mr. Smith | Working to automate forms | | |
| 3.2.3 | **Integrate field trip software with student information system.** | Mr. Bortz | | | |
| 3.2.4 | **Reduce student fees.** | Leadership Team | We have reduced fees where we could, but many of the fees are | | |

| | | | simply pass-through accounts. | | |
|---|---|---|---|---|---|
| 3.2.5 | Incentivize the use of current on-line payment systems. | Dr. Lowerre | Budgeted and Completed. | | |
| | | | | | |
| OBJ 3.3 | Enhance our safe school environment. | | | 2020 | |
| 3.3.1 | Implement an annual climate survey. | Dr. Lowerre | Participation in the Virginia School Climate Survey.  Jan 2022 | | |
| 3.3.2 | Complete a full revision of the safety/crisis plan. | Mr. Smith | Completed Fall 2021 | | |
| 3.3.3 | Further develop relations with local fire, police, and EMS in order to incorporate best practices and facilitate external audits. | Mr. Jordan | Completed Fall 2021 | | |
| 3.3.4 | Train faculty on cyber security and teaching digital literacy. | Library and Technology | | | |
| | | | | | |
| OBJ 3.4 | Transition the fiscal expectations of MLWGS to a new fiscal agent. | | | 2022 | |
| 3.4.1 | Research options for future fiscal processing. | Mr. Smith | Discussions have taken place with the superintendents. | | |
| 3.4.2 | Secure board approval for a new fiscal agent. | Dr. Lowerre | Discussions have begun | | |
| 3.4.3 | Create a transition plan. | Ms. Hoover | | | |