

# MLWGS 2020-2026 STRATEGIC PLAN GOALS/OBJECTIVES/ACTION STEPS

DATE: August 18, 2025

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	
<b>OBJ 1.1</b>	<b>MLWGS will engage and educate our school districts about the opportunities available to them in our learning environment.</b>				
1.1.2	Develop and enhance relationships with districts, schools, administrators, counselors, teachers, parents, and potential students.	Administration, Counseling, Faculty	Our 3rd annual Dare to Be a Dragon Day is scheduled for April 19 with 150-200 fifth grade students expected to attend.		
<b>OBJ 1.2</b>	<b>MLWGS will create an environment that provides a sense of belonging and fosters student and family engagement.</b>				
1.2.1	Examine and eliminate structural barriers that prevent students from availing themselves of all the opportunities at MLWGS.	Planning Committee, Administration, Foundation	The Fall Festival begins before the school day ends to eliminate the transportation barrier. Also, during the Fall Festival, SAC conducted a student survey to determine ways to eliminate the obstacles to accessing and participating in activities.		
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 was hired. In 2023-2025 Prof. Devel. will focus on wellness and mindfulness.		
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.  Our school social worker will collaborate with security, counseling, and administration to revise the threat assessment process and forms to align with current standards and best practices.		

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1.2.4	Enhance communications to make sure students have knowledge of and are able to seek resources	Counseling	The PTSA is planning a session with the VA First Lady to support teenage mental health. The target audience are current MW parents. Expected attendance 100-150. Target date is April 23.		
1.2.5	Facilitate student input and feedback	Administration, Counseling	<p>Surveys completed by SAC and VSCS. The coordinator of Strategic Engagement will facilitate new surveys.</p> <p>The school has implemented restrictions on student cell phone usage with priority placed on instructional time. Students and parents have provided feedback indicating that they would like a school policy for next year that allows for the use of devices during non-instructional time.</p>		
1.2.6	Analyze and strengthen the student onboarding process to prepare accepted students for the MLWGS experience	Counseling	Freshman Orientation is now two days to incorporate social-emotional learning and making connections. The Walker Way Welcome Day was implemented in August 2022. In November 2023, I visited TJST to observe their freshman onboarding program, which resulted in the creation of the Dragon Advisory program.		
1.2.7	Equip faculty with tools to foster an inclusive environment	Administration, External Trainers	Two years of cultural competency training have been completed. Year Three had resources and activities on equity and inclusion. We are nearly finished two years of training on mindfulness and mental health.		
OBJ 1.3	MLWGS will codevelop a plan with its districts to increase enrollment of historically underserved populations.				

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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 with our core divisions. RSB approved removing the Achievement Test from the admissions process.		
<b>OBJ. 1.4</b>	<b>MLWGS will develop a strategy to increase the demographic diversity of our faculty and staff.</b>				
1.4.1	Examine barriers to hiring and retaining diverse faculty.	Admin	Our coordinator of strategic engagement is establishing a presence on Handshake.org. This will help us in conveying job postings to colleges/universities throughout the commonwealth.		
1.4.2	Strengthen professional development resources for faculty.	Admin	Comprehensive PD has begun with positive feedback from staff. Focus areas have included cultural competency, equity, inclusion, mindfulness, and mental health.		
1.4.3	Develop hiring strategy.	Leadership Team	A hiring workshop is scheduled for March 2025 with the Leadership team. A recruitment subcommittee continues to meet regularly.		
	Explore methods for broadening our applicant pool	Mr. Brown, subcommittee chair	Establishment of a subcommittee on hiring and recruiting		
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.		

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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	Cost to Budget
				2020-2021	
<b>OBJ 2.1</b>	<b>Students will engage in exciting distinctive courses that are designed to deepen students interest.</b>				
2.1.1	Encourage a collaborative environment for ongoing innovation of all course offerings.	Admin, School Counseling	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 and we have established a strong dual enrollment program.		
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.  The master schedule build will include Italian III. This is a high level elective language course that is rarely offered. Administration approved the course based on strong student and parent advocacy.		
2.1.4	Expand the menu of teacher-created courses that center on experiential learning, interdisciplinary and global awareness.	Leadership Team	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	Partnerships with French, German, and Japanese schools have been established. We have also entered exchange programs with schools in all three countries.		
2.1.7	Veteran staff share resources, write plans, and coordinate pacing for new MLWGS teachers	Dr. Anderson	MLWGS 101 curriculum writing based on lessons learned from first year of		

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			the initiative, teachers met over the summer		
2.1.7	Develop a reimagined FIRC course to equip freshmen to succeed at MLWGS	MLWGS101 Sub-Committee	A new model was presented to the RSB in Spring 2024. FIRC is now MLWGS 101 and reflects the needs of the 21st-century learner.		
<b>OBJ 2.2</b>	<b>Teachers will provide engaging, student-centered instruction.</b>				
2.2.1	Encourage teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Leadership Team, Tech Integrators	<p>Following the COVID pandemic, a renewed effort to assess and implement student-centered learning strategies has been taking place.</p> <p>Our coordinator of strategic engagement has adopted a block of Moore Street on behalf of our school. Efforts are being made to organize a quarterly clean up through our MLWGS101 or Dragon Advisory.</p>		
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. A trip to TJ SciTech was completed in November 2023.		
2.2.2	Build a 2-Day New Teacher Academy to allow for more time to learn the school's culture and norms.	Dr. Williams	This will help build relationships between mentors and their mentees. Department chairs can assist with MLWGS practices and procedures.	2025	
2.2.3	Incentivize teachers to enhance student engagement, embed community engagement, and integrate instructional technology within their curricula.	Admin			
<b>GOAL 3</b>	<b>MAGGIE L. WALER GOVERNOR'S SCHOOL WILL BE A SAFE SCHOOL WITH EFFECTIVE MANAGEMENT OF RESOURCES.</b>	<b>Responsible Party</b>	<b>Measure-Ment</b>	<b>Year to begin Implemen-tation</b>	<b>Cost to Budget</b>
<b>OBJ 3.1</b>	<b>Create and fund a ten-year capital improvement plan.</b>			<b>2023</b>	
3.1.1	Conduct a needs assessment of future needs for the facility and technology.	Facilities and Technology	Project is underway		

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3.1.2	Forecast ten-year costs.	Facilities and Technology			
<b>OBJ 3.2</b>	<b>Create a better experience for students, teachers, and parents through available software solutions.</b>			<b>2021</b>	
3.1.3	Implemental funding mechanism separate from the operating budget.	Dr. Smith	The RSB has discussed the issue. We will continue the discussion in 2025.		
3.2.1	Purchase of on-line teacher receipting program.	Ms. Hoover; Ms. Charity	A web-based fee payment program has been implemented.		
3.2.2	Implement field trip request and tracking software.	Dr. Smith	An online system has been put in place with appropriate policy changes.		
3.2.3	Integrate field trip software with student information system.	Dr. Smith & Mr. Bortz	Meeting with vendors regarding form automation options.		
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.		
<b>OBJ 3.3</b>	<b>Enhance our safe school environment.</b>			<b>2020</b>	
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.	Dr. 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	New training regarding AI and ChatGPT has been offered.		
3.3.5	Redesigned forms and process to align with modern best practices, partner division guidance, and internal resources	Mr. Jordan (security) and Mrs. Ortiz (social worker)	Updated safety manuals to include a section on threat assessments	2025	
<b>OBJ 3.4</b>	<b>Transition the fiscal expectations of MLWGS to a new fiscal agent.</b>			<b>2022</b>	
3.4.1	Research options for future fiscal processing.	Dr. 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			

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