

Closing the 2020–2026 MLWGS Strategic Plan

Building the Foundation for the 2026–2031 Strategic Plan

The 2020–2025 Strategic Plan provided Maggie L. Walker Governor’s School with a strong framework for growth, reflection, and continued excellence. Over the course of the plan, MLWGS strengthened instructional systems, expanded student opportunities, improved operational structures, deepened community partnerships, and continued fostering a culture rooted in belonging, academic rigor, leadership, and service.

The work accomplished during this strategic cycle now serves as the foundation for the 2026–2031 Strategic Plan and the five Strategic Investment Areas that will guide the next phase of growth and regional impact.



Goal 1: Culture of MLWGS: *Create a welcoming and responsive environment that celebrates diversity and fosters belonging for all.*

Accomplishments Under the 2020–2026 Plan

- Expanded outreach and communication efforts across participating divisions
- Strengthened relationships with administrators, counselors, middle schools, students, and families
- Increased middle school outreach and Future Dragon opportunities
- Developed community partnerships with:
 - Newtowne Tutoring
 - Carver Elementary School
 - The Moore Street Project
- Increased visibility of MLWGS through community engagement, performances, athletics, and student showcases
- Expanded onboarding and transition supports for incoming students and families
- Continued development of Dragon Advisory and MLWGS 101 student support systems
- Increased mentoring opportunities for students, faculty, and staff
- Created a part-time DEI support position



- Expanded professional development connected to belonging, inclusion, and student support
- Strengthened support systems for student wellness and mental health
- Increased student voice and leadership opportunities
- Continued implementation and support of the Honor Council
- Reinforced systems connected to professionalism, accountability, and ethical leadership
- Established Community Connections Day to strengthen regional engagement and admissions awareness
- Expanded collaboration with participating divisions to support student access and engagement



This Work Now Transitions Into:

Pillar 3: Recruitment, Belonging, and Honor

Pillar 4: Community, Wellness, and Student Experience

Forward Focus

- Expand equitable recruitment and regional outreach systems
- Continue strengthening belonging and school climate
- Increase mentoring, transition, and wellness supports
- Expand student leadership and voice opportunities
- Strengthen family and community partnerships
- Continue reinforcing the Honor Code and ethical leadership development
- Build stronger systems of support for students across all 14 divisions



Goal 2: Curriculum and Instruction: *Engage students with innovative curricula and responsive instruction focused on experiential learning.*

Accomplishments Under the 2020–2026 Plan

- Expanded interdisciplinary and teacher-created course offerings

- Increased opportunities for experiential, inquiry-based, and project-based learning
- Continued growth in research, mentorship, and seminar opportunities
- Expanded dual enrollment conversations and university partnerships
- Strengthened instructional technology integration across classrooms
- Implemented the ninth-grade 1:1 technology initiative
- Expanded opportunities connected to civic engagement, leadership, and global learning
- Increased domestic and international travel opportunities for students
- Strengthened freshman transition systems through:
 - Dragon Advisory
 - MLWGS 101
 - Expanded onboarding supports
- Conducted walkthroughs and observations to strengthen instructional consistency and support
- Expanded assessment and testing support systems
- Continued professional learning opportunities for faculty and staff
- Organized instructional site visits and collaborative learning opportunities with:
 - Virginia Tech
 - Warhill High School
 - James City County Schools
- Increased collaboration through department leadership and instructional showcase opportunities
- Strengthened systems related to:
 - Artificial Intelligence guidance
 - Instructional expectations
 - Personnel structures
- Celebrated significant faculty achievements including:
 - Taylor Teaching Award recognition
 - REB Award advancement and recognition
- Students continued excelling at the regional, state, national, and international levels through:
 - Debate



- Quiz Bowl
- We the People
- TSA
- DECA
- Mech Tech Dragons
- Fine Arts
- World Languages
- Writing and research competitions

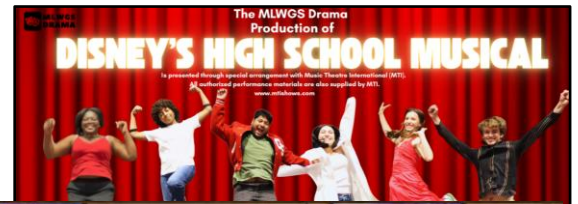


This Work Now Transitions Into:

Pillar 2: Instruction, Learning, and Academic Innovation

Forward Focus

- Continue strengthening interdisciplinary and experiential instruction
- Expand research, mentorship, and university partnerships
- Deepen responsible AI integration and digital literacy
- Continue expanding innovative and student-centered course offerings
- Strengthen student support systems connected to rigor and balance
- Continue showcasing instructional excellence and faculty leadership
- Expand real-world learning and civic engagement opportunities



Goal 3: Safety and Effective Management of Resources: *Create a safe school with effective operational systems and resource management.*

Accomplishments Under the 2020–2026 Plan

- Strengthened safety and crisis response systems
- Expanded collaboration with Richmond Public Schools and local emergency personnel
- Promoted and trained internal leadership connected to school safety and operations
- Strengthened volunteer screening and campus safety expectations



- Implemented SmartPass through Securly
- Improved operational consistency and organizational accountability systems
- Streamlined reporting systems and operational procedures
- Increased accountability related to:
 - Payroll
 - Reimbursements
 - Club accounts
 - Comp time balances
- Made substantial progress toward audit completion and operational alignment
- Continued collaboration regarding operational and fiscal systems
- Increased long-range conversations surrounding fiscal sustainability and planning
- Successfully phased in the final year of pay equity implementation
- Improved compensation standing among participating divisions
- Strengthened communication and operational transparency
- Expanded technology access and infrastructure support
- Increased regional collaboration through superintendent and division-level meetings
- Continued work connected to legislative advocacy and student support systems



This Work Now Transitions Into:

Pillar 1: Fiscal Sustainability and Legislative Advocacy

Pillar 5: Facilities and Technology Infrastructure

Forward Focus

- Complete audit alignment and strengthen financial monitoring systems
- Expand long-term financial forecasting and sustainability planning
- Continue legislative advocacy for Governor's School support and funding
- Modernize facilities and technology infrastructure
- Expand one-to-one technology systems and replacement planning
- Continue strengthening safety and emergency preparedness systems
- Improve operational efficiency, transparency, and accountability
- Develop sustainable funding pathways for future growth and modernization



Looking Ahead

The 2020–2026 Strategic Plan established an important foundation for Maggie L. Walker Governor’s School. The work completed throughout this cycle strengthened systems, expanded opportunities, supported students and staff, and positioned MLWGS for the next phase of growth.

The 2026–2031 Strategic Plan builds upon that foundation through five interconnected Strategic Investment Areas:

- *Fiscal Sustainability and Legislative Advocacy*
- *Instruction, Learning, and Academic Innovation*
- *Recruitment, Belonging, and Honor*
- *Community, Wellness, and Student Experience*
- *Facilities and Technology Infrastructure*

Together, these pillars reflect a continued commitment to academic excellence, operational sustainability, regional collaboration, student opportunity, and the enduring values of the Walker Way through courage, compassion, collaboration, and community.

