Chesterfield County School Board

Carrie Coyner: Bermuda District
Dianne Smith: Clover Hill District
John Erbach: Dale District
Rob Thompson: Matoaca District
Dr. Javaid Siddiqi: Midlothian District

Dr. Merv Daugherty, Superintendent
VISION
Create a better tomorrow

MISSION
Ignite passion through authentic and captivating experiences

GOAL #1
All students and staff will embody an Infinite Learner mindset.

GOAL #2
All students, staff, parents, and community members will exemplify a culture of safety, personal responsibility, and supportive relationships.

OUR VALUES
INTEGRITY
Adherence to moral and ethical principles

EQUITY
Fair and unbiased access to all resources and opportunities

TEAMWORK
Cohesively working toward a shared goal

INGENUITY
Qualities of being clever, resourceful, and imaginative
Chesterfield County Public Schools continues to be cited as a model for excellence in public education. Educators from outside of our school division routinely visit our nationally recognized schools to learn more about what we are doing, how we are doing it and why we are doing it. Our outstanding teachers, support staff members and leaders are top-notch educators whom others seek to emulate. We are proud to be a school division others aspire to be like.

As a community leader, Chesterfield County Public Schools is preparing students for successful futures and creating a better tomorrow. Our award winning school division – which includes six National Blue Ribbon Schools, six National Title I Distinguished Schools and five Middle Schools to Watch – is preparing every student to be college and career ready.

As we implement our new strategic plan, Imagine Tomorrow, Team Chesterfield is on the cusp of creating classrooms of the future that will allow our students to soar to even greater heights. Imagine Tomorrow is more than a strategic plan. It is our daily focus as we seek to create an infinite learner mindset while encouraging students and staff to exemplify personal responsibility and supportive relationships.

**COMMITMENTS**

**ANY TIME, ANY PLACE**
Learning should occur any time and any place through a variety of opportunities.

**EVERY DAY, EVERY DOOR**
Learning opportunities should be diverse, plentiful, and equitable.

**ANY PATH, ANY PACE**
Learning should be matched to personalized needs.

**ALWAYS LEARNING, READY FOR MORE**
Learners should be prepared for college, careers and life.

**PROCESS**

**EXPOSURE**
Discovering new learning and creating equity.

**EXPERIENCE**
Realizing captivating, authentic, relevant and personalized opportunities for learning.

**ELEVATION**
Reaching new levels of learning by becoming content creators, not just content consumers.

**EVIDENCE**
Showcasing knowledge, understanding, and skill performance through systems of personal accountability.

**GOAL 1**
COMMUNICATOR
I actively listen, share my thinking, and use both verbal and nonverbal methods to deepen my understanding and add value.

COLLABORATOR
I participate fully by building on the ideas, talents, expertise, and experiences of others.

CRITICAL THINKER
I analyze evidence, investigate multiple sources, and create new conditions.

CREATOR
I am open-minded, curious, and adaptive when tackling problems and challenges.

CONNECTOR
I actively set goals that link to my interests and abilities, and form healthy relationships that make a positive impact.

CITIZEN
I take care of myself and others by displaying integrity, being respectful, and contributing through informed actions.
As we develop the classroom of the future, we want to make sure that this innovative and engaging learning environment does more than advance our teaching-and-learning efforts. Our schools need to be safe and inclusive in nature, with supports and programs in place that provide students with tactics to work together, strategies to resolve potential conflict and resources to report concerns.

Providing a safe, supportive and nurturing learning environment for our students and staff remains one of Chesterfield County Public Schools’ top priorities. Parents entrust their children to us and expect we will provide a secure environment for them. It is our intention to do that, and we will take every reasonable precaution to keep our students and staff members safe.

Chesterfield County Public Schools has taken a number of steps to better secure our buildings and has implemented a variety of strategies designed to positively affect student behavior. A School Safety Task Force audited the school division’s safety and security efforts, reviewed our mental health support services, researched emerging and existing best practices and developed recommendations for ways to create even safer, more proactive schools.

Creating a safe and fun environment for learning requires a variety of supports for students experiencing trauma, loss or who are struggling with mental illness.

Team Chesterfield staff members cannot do this work alone. Everyone has a role to play! We ask that everyone be involved, aware and speak up when necessary. Please join our efforts to sustain learning environments that are free from distraction and disruption. If you see something, say something. If you know something, make sure someone at a school knows it, too.
EXPAND MEANINGFUL PARTNERSHIPS TO CREATE POSITIVE RELATIONSHIPS

Strong partnerships are an integral component to any school division’s success. The Chesterfield County School Board is grateful to be part of a community that is a strong supporter of Chesterfield County Public Schools.

We are fortunate to have a number of partners willing to invest in our efforts to provide students with a high-quality education in a safe, supportive and nurturing learning environment. Our partners are vital to helping us provide an innovative, relevant education that engages all students and instills in them the love of learning.

Chesterfield County Public Schools benefits from a variety of partnerships with local businesses, faith organizations, civic associations and individuals. The investment of any partnership makes a difference in the lives of our students, their families and our community, whether it is in-kind contributions, financial support, scholarships, internships, time or other resources. Everyone plays a key role in helping prepare our students for success while strengthening our schools and the entire Chesterfield community.

Find out more about partnering with Team Chesterfield on mychesterfieldschools.com. Moving forward, we’ll continue to focus on increasing partnership opportunities, increasing family and community engagement opportunities and increasing community satisfaction with the school division’s work.
PROMOTE EQUITABLE, DIVERSE AND INCLUSIVE ENVIRONMENTS

Through its financial operating plan, the School Board has established equity in resource allocation as a major priority. Examples of this are providing different levels of resources – human, financial and academic supports – to schools needing additional support to reach common achievement goals.

An Equity Committee spent more than a year working to acknowledge gaps, identify opportunities and develop recommendations that would impact our work. Themes focused on access and opportunity, disciplinary practices, engaging stakeholders, policy and practice, professional learning, staffing, recruiting and retaining.

Moving forward, we will continue to focus on creating a diverse workforce and providing academic supports that meet student needs.

ENHANCE EFFECTIVE AND EFFICIENT USE OF RESOURCES

With 60,000-plus students and 7,000-plus employees, there are many additional items that are considered annually for inclusion in the proposed operating budget. Unfortunately, the school division has a finite set of dollars to meet the infinite needs associated with serving a diverse community of learners.

As a result, the school division seeks to implement academic and student support programs that make the biggest impact on student growth, school safety and student wellness. From an operational standpoint, we remain committed to securing our schools and providing safe havens for our students and staff members. We also remain focused on being good stewards of the resources we are provided and to effective and efficient operations that create trusting relationships with community stakeholders.

Moving forward, we will continue to focus on monitoring the success of academic programs offered and building a plan of action that supports equity and meets the varied needs of our diverse learning community.
STAFF ENGAGEMENT, WELL-BEING AND JOB SATISFACTION

We want staff members to love to come to work. Their infectious enthusiasm and passion for helping students grow through engaging opportunities will help continue to create amazing learning experiences for students.

Through the CFit program and professional learning opportunities, we will provide staff members with the opportunity to live healthy lifestyles and continue to develop new skills and strategies that will allow them to be the best staff members they can be.

Moving forward, we will continue to focus on exceeding Virginia Department of Education School Climate Survey expectations for performance, enhancing opportunities to support employee wellness, and maintaining clean facilities.
The School Board has been vigilant in advocating for and ultimately providing resources – additional staff members and new programs – that meet the varied needs of our students. Much of this work originated with the Student Health Advisory Board (SHAB). A Wellness Council formed through SHAB yielded significant findings that have guided the School Board’s work during the past several years: If we only focus on problems like teen suicide, depression, bullying, etc., we will not see a significant change in the number of students facing these mental health problems. We must focus on prevention, which starts at a very young age, and building resilient children.

Our work in this area has been and remains comprehensive in nature. It includes the introduction of intervention strategies that promote positive behaviors, the expansion of our social and emotional learning curriculum and the addition of two division-level mental health support specialists who work with our Signs of Suicide Program and a comprehensive threat assessment program developed after consulting with nationally renowned clinical psychologist Dr. Dewey Cornell.

Moving forward, we will continue to focus on increasing fitness opportunities for students, exceeding Virginia Department of Education School Climate Survey expectations for performance, and maintaining clean facilities.
SAFETY

Students cannot achieve their best unless they feel comfortable, so it is our intention to provide students with a safe haven for the 6.5 hours each day they are with us. This work starts with teachers and staff members, who have been asked to create positive, meaningful relationships with every student.

Each Chesterfield County school has a critical incident and emergency response management plan, which includes prevention, mitigation, response and recovery actions. Each school also has a critical incident team that manages school response to issues affecting students and staff members, as well as a threat assessment team that uses a systematic process to evaluate potential disturbances and develop appropriate responses. In addition, the school division has implemented a variety of strategies to help reduce the number of student infractions that occur and to provide interventions that help keep children in school.

Moving forward, we will continue to focus on reducing student discipline referrals related to physical or emotional safety concerns, reduce the number of on-the-job accidents involving staff members and increase customer service ratings.