

# VHCS Strategic Plan

Beliefs	Strategies	Phase I (2014-16)	Phase I Actions	Phase II (2016-18)	Phase II Actions	Phase III (2018-19)	Phase III Actions
<p><b>All people have the right to learn without limits.</b></p> <p><b>Society is strengthened by educated people.</b></p> <p><b>Every person has value.</b></p>	<p>We will provide multiple opportunities for students to choose pathways toward achieving their aspirations. (Strategy I)</p>	<ul style="list-style-type: none"> <li>Research and offer new and innovative learning opportunities</li> <li>Offer students the opportunity to enroll in online courses</li> </ul>	<ul style="list-style-type: none"> <li>MakerSpaces / Genius Hour</li> <li>Robotics / Pirate Programming</li> <li>Health Science CTE Pathway</li> <li>Seal of Biliteracy</li> <li>Arts Achievement Seal</li> <li>New AP offerings</li> <li>World language pilot (middle school)</li> <li>Redesigned middle school summer school program</li> <li>Summer EL enrichment program</li> <li>AMSTI Science Curriculum</li> <li>World Language Pilot for elementary students</li> <li>Virtual/Online Coursework (starting in 2017-18)</li> </ul>	<ul style="list-style-type: none"> <li>Provide more creative opportunities for students</li> </ul>	<ul style="list-style-type: none"> <li>AMSTI science curriculum</li> <li>VISION School reimagined</li> </ul>	<ul style="list-style-type: none"> <li>Offer varied and interactive career experiences for students in grades K-8</li> <li>Expose students to Alabama's two-year and four-year colleges through on-site and interactive engagement</li> </ul>	<ul style="list-style-type: none"> <li>Expand college tours and job shadowing at VHHS</li> <li>Add college exploration for 8th graders</li> <li>Expanded college and career fair at VHHS</li> <li>Add VHHS alumni spotlight to highlight varying postgraduate options</li> <li>Review fee structure and how fees are used</li> <li>Expand dual enrollment</li> <li>Expand CTE and VISION School</li> <li>Explore student talents and create clubs (VHEC)</li> <li>Implement elementary career days</li> <li>Implement 9th Grade Academy (2019)</li> </ul>
<p><b>A person's uniqueness is a gift.</b></p> <p><b>Faith is vital to one's life.</b></p>	<p>We will expose students to an array of opportunities to discover their unique gifts. (Strategy II)</p>	<ul style="list-style-type: none"> <li>Create and utilize student surveys to determine areas of student career interests</li> </ul>	<ul style="list-style-type: none"> <li>Aptitude and Interest Inventories</li> <li>Added elementary counselors to improve counseling services</li> <li>New CTE Construction courses</li> <li>New extracurricular/club opportunities</li> </ul>		<ul style="list-style-type: none"> <li>Add 8-period day at VHHS</li> </ul>	<ul style="list-style-type: none"> <li>Allow students to explore and actively pursue their learning styles, interests, and gifts to help meet their academic needs</li> <li>Establish real-world learning to connect between curriculum and career paths for students</li> </ul>	<ul style="list-style-type: none"> <li>Expand Lancer/Pirate Opportunities</li> <li>Increase access to VR Lab / STEM Lab</li> <li>Expand freshman advisory classes</li> <li>Expand use of Student Leadership Teams with a focus on real-world problem solving</li> <li>Explore ways to connect content to careers</li> <li>Explore problem-based learning, STEM activities, and MakerSpaces in elementary schools</li> <li>Partner with non-curricular departments (CNP) for real-world learning</li> <li>Implement elementary robotics teams</li> <li>Provide students problem-solving opportunities through writing</li> </ul>
<p><b>Every person has the responsibility to be a good steward of resources.</b></p> <p><b>Every person is responsible for his/her actions.</b></p>	<p>We will build staff capacity emphasizing individual responsibility. (Strategy III)</p>	<ul style="list-style-type: none"> <li>Align professional learning committees (PLCs) among all schools</li> <li>Establish an accountability system for reporting work accomplished by PLCs</li> <li>Create schedules to allow for PLC time</li> <li>Align PST processes across VHCS</li> <li>Provide training for staff on the collection, analysis, and use of data</li> <li>Train all system employees to uphold professional standards</li> </ul>	<ul style="list-style-type: none"> <li>PST alignment and training district-wide</li> <li>Marilyn Friend co-teaching professional development</li> <li>Dyslexia training - SPIRE</li> <li>"Do the Math" intervention training</li> <li>School data meetings</li> <li>Common assessments</li> <li>Gifted identification training</li> <li>Administrator PLUs focused on Professional Learning Communities</li> <li>Assurance of system-wide PLC implementation</li> <li>Developed school schedules to provide collaborative time</li> <li>Improved evaluation process including Code of Ethics and SafeSchools training</li> <li>Continued training on professional standards</li> </ul>	<ul style="list-style-type: none"> <li>Shift to a more academically rigorous, student-centered, and full-engagement model of learning and teaching</li> <li>Instill a value of professionalism for professional growth</li> <li>Coordinate recruitment and interview processes to ensure hiring of all employees is reflective of the system's high values and professional standards</li> </ul>	<ul style="list-style-type: none"> <li>Parent education/meetings</li> <li>Two-way collaboration with businesses on academic shifts</li> <li>Ci3T</li> <li>VHCS Teacher Leader Program to start Fall 2016</li> <li>Develop the new VHCS Teacher Evaluation Process</li> <li>Create deeper understanding of student-centered learning and learning targets</li> <li>PLU on student-engaged assessment</li> <li>Diversify district candidate pool</li> <li>PLC tools for development and evaluation</li> <li>PLC Conference</li> <li>Leaders of their Own Learning PLU</li> </ul>	<ul style="list-style-type: none"> <li>Implement academies to develop the potential of teachers and staff to serve as key leaders in their schools and the system</li> <li>Create more diversity within hiring process</li> </ul>	<ul style="list-style-type: none"> <li>Utilize Teacher Leaders cohort for mentoring program</li> <li>Utilize teacher action teams to leverage change</li> <li>Reestablish the importance of Learning Walks/Instructional Rounds</li> </ul>
<p><b>Succeeding is an intentional pursuit.</b></p> <p><b>Work ethic builds character.</b></p>	<p>We will create a dynamic of learning and teaching that provokes questioning and honors academic risk-taking. (Strategy IV)</p>	<ul style="list-style-type: none"> <li>Develop a philosophy of learning and teaching that promotes higher-order thinking</li> <li>Offer professional learning that promotes higher-order thinking within a student-centered, actively-engaged classroom culture</li> </ul>	<ul style="list-style-type: none"> <li>Math / Science Parent Nights</li> <li>Vertical observations</li> <li>Instructional Rounds / Learning Walks</li> <li>Focus on student-engaged assessment</li> <li>Learning Without Limits Blog / Videos</li> <li>Annual PD surveys</li> <li>District Professional Development Plan</li> <li>Summer professional development</li> <li>CCRS Team</li> <li>vXchange collaboration</li> <li>Design It Yourself summer PD</li> <li>District PCN Teams</li> </ul>	<ul style="list-style-type: none"> <li>Report system-wide student progress toward mastery of content standards</li> </ul>	<ul style="list-style-type: none"> <li>District focus on peer observations (Learning Walks) and feedback for student growth and teacher growth</li> <li>Training and implementation of ELEOT for classroom observations</li> </ul>	<ul style="list-style-type: none"> <li>Implement Kindergarten standards-based report card</li> </ul>	<ul style="list-style-type: none"> <li>Include Argument-Driven Inquiry and inquiry-based learning</li> <li>Establish homework/assessment school-wide code practices</li> <li>Establish ELEOT to move teaching/learning forward</li> <li>Add Year 2 and 3 mentoring/coaching cycle</li> <li>Develop and implement one-page targets for school-wide teaching and learning expectations</li> </ul>

# VHCS Strategic Plan

<p><i>Each person deserves to be safe.</i></p> <p><i>All people deserve respect.</i></p> <p><i>Diversity strengthens community.</i></p> <p><i>Health and wellness are vital to quality of life.</i></p> <p><i>Every voice deserves to be heard.</i></p>	<p>We will create a culture of inclusivity and respect. (Strategy V)</p>	<ul style="list-style-type: none"> <li>Identify, educate and eliminate biases within administration, staff, parents, students, and the community</li> <li>Provide a comprehensive assessment to engage students, staff and parents to evaluate inclusivity and multiculturalism</li> <li>Build strong school-family community partnerships to enhance relationships with all stakeholders</li> </ul>	<ul style="list-style-type: none"> <li>Growth Mindset book study and employee newsletters</li> <li>Counselor professional development — diversity training</li> <li>SafeSchools Coalition training</li> <li>District Rebranding</li> <li>Community website information</li> <li>Development of Annual Report</li> <li>Big Brothers/Big Sisters programs</li> </ul>	<ul style="list-style-type: none"> <li>Embed cultural studies in K-12 curriculum</li> <li>Added clubs at VHHS</li> <li>SST at VHHS</li> <li>Offer intercultural experiences, language instruction, and global interactions with other cultures, nations, and students at all levels</li> <li>Provide students with opportunity to explore multi-guided choices for authentic, differentiated learning</li> <li>School construction/restructuring</li> <li>Student app at VHHS</li> </ul>	<ul style="list-style-type: none"> <li>Life Skills Training</li> <li>Continued involvement with Big Brothers/Big Sisters</li> <li>Focused student support team</li> <li>School brochures</li> <li>Stop the Bleed training</li> <li>Utilize Global Teacher experiences for professional learning (Skype sessions)</li> <li>Align middle school world languages</li> <li>Alignment of common learning experiences, strategies, and assessments</li> <li>CRAFT pathway</li> </ul>	<ul style="list-style-type: none"> <li>Embed a character education curriculum with social and emotional learning that aligns across content areas</li> <li>Provide a project, problem-based curriculum where both college-bound and career-bound students develop skills to be prepared upon graduation</li> <li>Create flexible learning spaces to inspire active, authentic experiences</li> </ul>	<ul style="list-style-type: none"> <li>Develop Superintendent/Teacher Advisory Committees</li> <li>Develop Action Teams at schools</li> <li>Develop character education at VHHS</li> <li>Develop Ci3T through programs such as The Leader in Me, Safe and Happy Heights</li> <li>Develop website accessibility training</li> <li>Establish diversity training, poverty study and sensitivity training</li> <li>Update discrimination policy</li> <li>Evaluate learning spaces</li> <li>Create more flexible learning spaces</li> <li>Restructure elementary schools to align K-5 schools (2019)</li> <li>Continue creation of collaboration spaces for teachers</li> <li>Refocus on Growth Mindset and brain-based learning</li> <li>Explore times/opportunities for job-embedded teacher collaboration</li> </ul>
<p><i>Leading positive change is the mark of a thriving community.</i></p>	<p>We will customize and create global learning environments to facilitate learning without constraints. (Strategy VI)</p>	<ul style="list-style-type: none"> <li>Utilize transformative, purpose-driven, and real-world technology</li> <li>Establish a 1:1 device rollout plan</li> <li>Determine a replacement plan for devices</li> <li>Determine approved apps and educate community on them</li> <li>Determine teacher needs and designate teacher leaders to be resident experts</li> <li>Develop a culture which enhances flexible and facilitative teaching</li> </ul>	<ul style="list-style-type: none"> <li>Replacement of teacher laptops</li> <li>Survey of technology needs</li> <li>Digital Citizenship for students</li> <li>Discussion of apps and privacy issues</li> <li>Developed Data Governance Policy</li> <li>Instructional Partners Network</li> <li>Instructional Rounds / Learning Walks</li> <li>Aspiring Administrator Cohort</li> <li>Instructional Coaches</li> <li>Targeted instructional technology PD for teachers</li> <li>vXchange — integrated technology</li> <li>PCN Teams — collaboration</li> </ul>	<ul style="list-style-type: none"> <li>Offer intercultural experiences, language instruction, and global interactions with other cultures, nations, and students at all levels</li> <li>Provide students with opportunity to explore multi-guided choices for authentic, differentiated learning</li> <li>School construction/restructuring</li> <li>Student app at VHHS</li> </ul>	<ul style="list-style-type: none"> <li>Utilize Global Teacher experiences for professional learning (Skype sessions)</li> <li>Align middle school world languages</li> <li>Alignment of common learning experiences, strategies, and assessments</li> <li>CRAFT pathway</li> </ul>	<ul style="list-style-type: none"> <li>Create flexible learning spaces to inspire active, authentic experiences</li> </ul>	<ul style="list-style-type: none"> <li>Evaluate learning spaces</li> <li>Create more flexible learning spaces</li> <li>Restructure elementary schools to align K-5 schools (2019)</li> <li>Continue creation of collaboration spaces for teachers</li> <li>Refocus on Growth Mindset and brain-based learning</li> <li>Explore times/opportunities for job-embedded teacher collaboration</li> </ul>
<p><i>Trusting relationships are the essence of a strong community.</i></p> <p><i>Community service is a civic duty.</i></p> <p><i>Transparency inspires trust.</i></p>	<p>We will intentionally cultivate reciprocal relationships with our community. (Strategy VII)</p>	<ul style="list-style-type: none"> <li>Develop new and enhance existing relationships with community partners to provide a variety of experiences for all students</li> <li>Regularly recognize community partnerships</li> <li>Engage community members in school improvement processes to improve communication among all schools, parents, and community members</li> <li>Invite community members and parents to participate in advisory opportunities</li> <li>Expose students to opportunities for participation in our community</li> </ul>	<ul style="list-style-type: none"> <li>Aligned school websites</li> <li>Developed Crisis Communication Plan</li> <li>Distributed Community Survey</li> <li>Released VHCS Mobile App</li> <li>Distributed VHCS Annual Report</li> <li>PTO Parent Awareness / PTO Council</li> <li>Help the Hills Coalition</li> <li>Parent Awareness forums</li> <li>School email subscriptions</li> <li>Legislative and PTO Learning Walks</li> <li>SGA and Community Service</li> <li>Career Days</li> <li>CTE Interview Day</li> <li>Capella Program</li> </ul>		<ul style="list-style-type: none"> <li>Partnerships with local businesses</li> <li>Help the Hills</li> <li>Local fundraising for academic projects</li> <li>Public forums</li> <li>Public surveys and parent input</li> <li>Stop Hunger Now partnership</li> </ul>	<ul style="list-style-type: none"> <li>Nurture the engagement of all students to use their unique gifts and values in community service</li> </ul>	<ul style="list-style-type: none"> <li>Utilize community forums/surveys</li> <li>Add Lunch and Learn sessions</li> <li>Provide opportunities for VHCS Foundation members and Leadership Vestavia Hills to participate in school events</li> </ul>

**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**

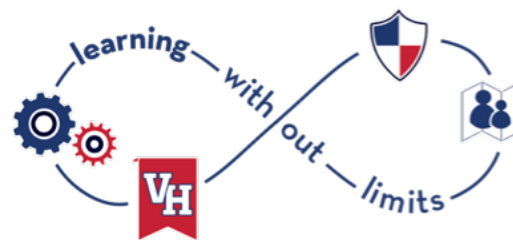
Revise the Strategic Plan to include instructional strategies to ensure a clear focus on reducing the achievement gaps within identified subgroups.

- 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**